



Strategic Vision

Recommendations

September 2023





Team Members

- The Rev. Raul Ausa, Trinity Allendale (Benedict of Nursia)
- The Rev. Carrie Cabush, Calvary Summit (Evelyn Underhill)
- Co-leader: The Rev. Mark Collins, All Saints Glen Rock (Augustine of Hippo)
- Nelson Diaz, Church of the Epiphany and Christ Church Orange (Florence Li Tim-Oi)
- The Rev. Miguel Hernandez, Holy Trinity West Orange (Florence Li Tim-Oi)
- Janelle Grant, Co-leader, St. Paul's Paterson (Augustine of Hippo)
- The Rev. Vicki McGrath, All Saints' Millington (Harriet Tubman)
- Jewels Quelly, St. James Hackettstown (Harriet Tubman)
- Michele Simon, St. Paul's Church Englewood (Augustine of Hippo)
- Belinda Stokes, St. Paul's and Incarnation Jersey City (Absalom Jones)
- The Rev. Lorna Woodham, St. Andrew & Holy Communion, South Orange (Florence Li Tim-Oi)





Visioning Process

• Fall 2022: Listening Sessions

January 2023: Identification of Priorities

• February 2023: Creation of Mission & Vision Statements

• March 2023: Formation of four working teams

• April 2023: Development of Goals

May 2023: Development of Initiatives

• Summer 2023: Finalizing details on initiatives

• Sept. 2023: Presentation of recommendations





Priorities

- Children, Families, Youth and Young Adults

 –for evangelism and formation.
- Congregational Collaboration—particularly to strengthen our smaller congregations.
- Communications and Technology

 –explaining who we are to the outside world and connecting better internally.
- Justice for People and Planet-working together on gospel-driven justice issues.





Our Mission

- 1. Join us-an invitation to all
- 2. in following Jesus Christ-how we work together in our Christian faith
- 3. with bold acts of justice, peace, and love-what we do together

As we meet the mission, we create our Vision:

A world transformed, where all Creation knows God's life-changing love.



Children, Families, Youth & Young Adult Working Team

Co-leader, the Rev. Carrie Cabush Calvary, Summit

Co-leader, Nelson Diaz Church of the Epiphany and Christ Church, Orange

Co-leader, Belinda Stokes St. Paul's and Incarnation, Jersey City

Heather Allen St. Clement's, Hawthorne

Anthony Briggs Cross Roads Camp and Retreat Center

Donna Caputo Grace, Rutherford St Lukes, Montclair

Militzia Diaz Church of the Epiphany and Christ Church, Orange

Susan Fuller St Paul's, Morris Plains

Dana Leach St Peters, Essex Fells

Kristen Lee Christ Church, Ridgewood

Althea Maynard St. Paul's and Incarnation, Jersey City

Paul Nobleman St Lukes, Haworth

Holly Petro Church of the Messiah, Chester

Tamra Petrona St Agnes & St Paul's, East Orange





Communications & Technology Working Team

Co-leader, the Rev. Mark Collins

Co-leader, Janelle Grant

Nerissa Boccino

Lynda Dickey

Nina Nicholson

Thomas Reynolds

Chris Whitaker

All Saints', Glen Rock

St. Paul's, Paterson

St. Peter's, Morristown

Christ Church, Hackensack

Director of Communications and Technology

Christ Church, Bloomfield/Glen Ridge

Christ Church, Short Hills





Congregational Collaboration Working Team

Co-leader, the Rev. Raul Ausa

Co-leader, the Rev. Vicki McGrath

Co-leader, Jewels Quelly

The Rev. Canon Margo Peckham Clark

Jill Commings

Mary DePinto

Merica Dermody

Bernie Milano

Trinity, Allendale

All Saints', Millington

St. James, Hackettstown

Canon for Congregational Life

Grace Church Van Vorst, Jersey City

Grace Church Van Vorst, Jersey City

Church of the Messiah, Chester

Trinity, Allendale





Justice for People & Planet Working Team

Co-leader, the Rev. Miguel Hernandez

Co-leader, Michele Simon

Co-leader, the Rev. Lorna Woodham

Jody Caldwell

Paula Cappel

Rosie Grant

Valyrie Laedlein

The Rev. Grant Mansfield

Laura Russell

Marguerite Smith

Holy Trinity West, Orange

St. Paul's Church, Englewood

St. Andrew & Holy Communion, So Orange

Redeemer, Morristown

St. Andrew & Holy Communion, So Orange

St. Paul's, Paterson

St. George's, Maplewood

St. George's, Maplewood

All Saints, Hoboken

St. Peter's, Mountain Lakes

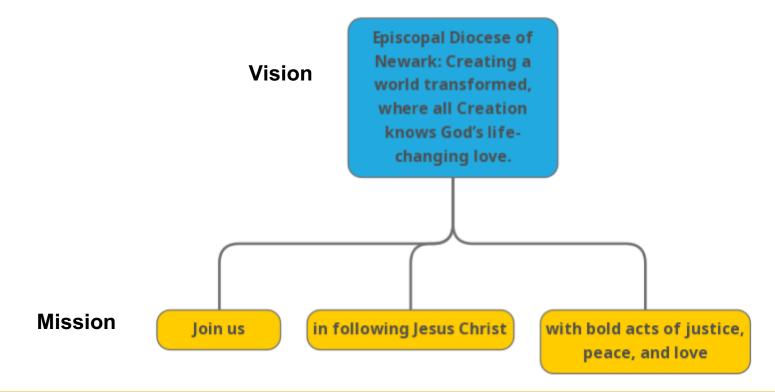
Themes of the new vision



- Developing lay leaders and ministers.
- Claiming who we are as Episcopalians by engaging with our wider communities.
- Offering more opportunities to communicate and collaborate with each other.
- Creating a louder voice across the region on gospel-driven issues.











GOALS

Communications

Place communications and technology on an equal level to other areas of ministry and congregational life and offer opportunities for professional development in every congregation.

Bring all RMNs,
congregations and faith
communities to a base
level of
communications
capacity and support
them in building
additional capacity.

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First Third of Life

Meet families and emerging adults where they are by offering new ways and places for them to serve.



INITIATIVES for Communications goal one

IMPACT: All congregations will have someone with the skills to manage their communication needs, while the Director of Communications and Technology will have more time to be out in the field to increase capacity in congregations.

Place communications
and technology on an
equal level to other
areas of ministry and
congregational life and
offer opportunities for
professional
development in every
congregation.



Create a
communicators group
of people that serve a
communications role in
their congregation that
meets regularly, and
create an advisory
board of professionals.

Hire an intern to perform the day-to-day communications tasks.



Bring all RMNs, congregations and faith communities to a base level of communications capacity and support them in building additional capacity.



INITIATIVES for Communications goal one

IMPACT: All congregations will have a higher level of competency in managing communications needs.

Identify or create a "Maslow's hierarchy" for communications tools and capacity. Audit existing websites and social media across the Diocese, and develop examples of informative, easy to navigate websites.





INITIATIVES for First Third of Life goal one

IMPACT: Congregations will have a lot of support in connecting to younger generations in their communities, which will bring new vibrancy—and ministries—to the Diocese.

Meet families and emerging adults where they are by offering new ways and places for them to serve.

Endorse Cross Roads Camp as the diocesan base for the first third of life ministry.

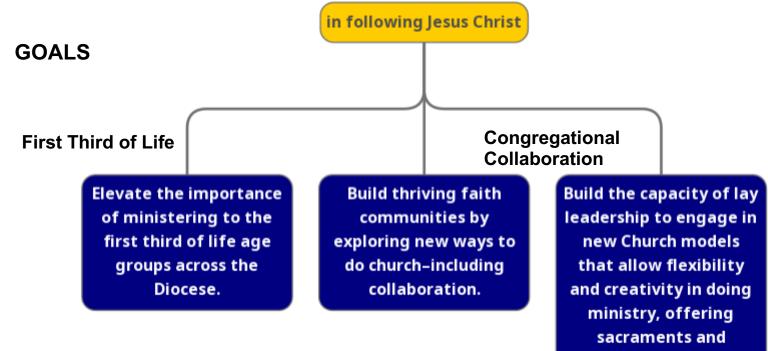
Create spaces and opportunities across the Diocese for people in the first third of life to share what is important to them.

Develop
recommendations to
connect our emerging
adults to chaplaincies
and Episcopal
congregations, and
allow congregations to
connect to emerging
adults who are
attending college
nearby.





managing operations.







INITIATIVES for First Third of Life goal two

IMPACT: Our congregations will grow in ministry (and possible numbers) by focusing their energies on ministry to these younger generations. Elevate the importance of ministering to the first third of life age groups across the Diocese.

Establish a Commission to cover ministry for the first third of life with sub teams to focus on specific life stages.

Provide a forum for people in this ministry to meet regularly.

Hire a CFY & YA missioner.

Provide training for people in the Diocese who minister with people in the first third of life.





INITIATIVES for Congregational Collaboration goal one

IMPACT: Every congregation will have access to direct support from diocesan leadership on growing in ministry and exploring new ways of being the Church.

Build thriving faith communities by exploring new ways to do church–including collaboration.

Create a Commission for Congregational Life.

Develop and train a team to guide and coach congregations and collaborations. Identify or develop an assessment protocol for congregational/faith community vitality.





INITIATIVES for Congregational Collaboation goal two

IMPACT: Lay leaders will have the skills and knowledge to manage congregational life with or without support of a priest, and congregations will save resources and energy by working with other congregations to manage many shared administrative and ministry tasks.

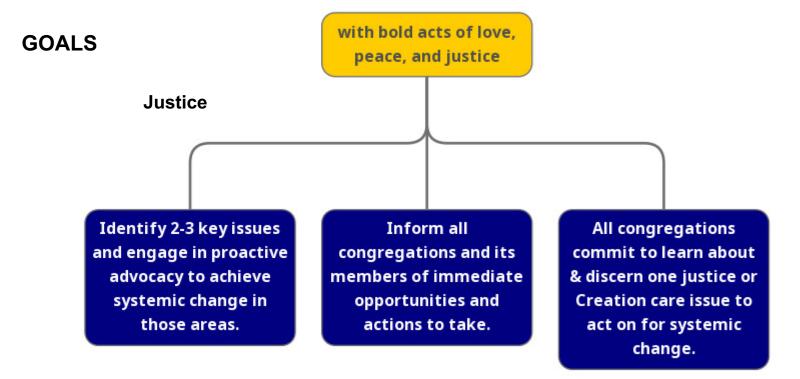
Build the capacity of lay leadership to engage in new Church models that allow flexibility and creativity in doing ministry, offering sacraments and managing operations.

Provide both strong discipleship formation and leadership training opportunities to lay people.

Develop 2-3 collaboration models and pilot 3-5 collaborations for a five-year period.











INITIATIVES for Justice goal one

IMPACT: The Diocese will be known as being active and engaged in gospeldriven justice issues across the region. Identify 2-3 key issues and engage in proactive advocacy to achieve systemic change in those areas.

Create a Justice for
People & Planet
Commission (or expand
the mission of the
Commission for Justice
& Peace) to act as the
umbrella group.

Develop a process for diocesan leadership to identify & approve large-scale issues to pursue.





INITIATIVES for Justice goal two

IMPACT: The Diocese and individual congregations will build their reputations in engaging in critical issues of our time.

Inform all congregations and its members of immediate opportunities and actions to take.

Engage current
diocesan bodies and
committees to research
& track issues and
opportunities for
action.

Create a system to
identify and
communicate diocesanwide actions and
priorities & engage
congregations in taking
action.





INITIATIVES for Justice goal three

IMPACT: Congregations can use this engagement to evangelize and grow their congregations.

All congregations commit to learn about & discern one justice or Creation care issue to act on for systemic change.

Pursue formation and discernment for all congregations.

Have each congregation adopt a covenant expressing their commitment to work for systemic change.

Develop support
systems to assist
congregations in
sustaining justice and
creation care work.

Costs

Year One	One Time Recurring	CFY & YA Goal One, Initiative 2 - Hospitality costs Congregational Collaboration Goal One, Initiative 2 - training for coaches Communications Goal One, Initiative 2 - Communications intern CFY & YA Goal Two, Initiative 2 - Social media group costs Total Year One	\$ 5,000 \$ 50,000 \$ 30,000 \$ 2,000 \$ 87,000
Year Two			
	One Time Recurring	Comm. Goal One, Initiative 2 - Communications intern - 3.5% COLA CFY & YA Goal Two, Initiative 2 - Social media group costs Cong. Collaboration Goal One, Initiative 3 - for assessment team travel Cong. Collaboration Goal Two, Initiative 1 - training and other support Total Year Two	\$ 31,500 \$ 2,000 \$ 2,000 <u>\$ 10,000</u> \$ 45,500
Year Three	One Time Recurring	CFY & YA Goal One, Initiative One - Cross Roads capital improvements Comm. Goal One, Initiative 2 - Communications intern - 3.5% COLA CFY & YA Goal Two, Initiative 3 - CFY & YA Missioner (if clergy) CFY & YA Goal Two, Initiative 2 - Social media group costs Cong. Collaboration Goal One, Initiative 3 - for assessment team travel Cong. Collaboration Goal Two, Initiative 1 - training and other support Total Year Three	\$ 50,000 \$ 32,610 \$125,000 \$ 2,000 \$ 2,000 <u>\$ 10,000</u> \$221,610

New Diocesan Groups to form



- 1. Diocesan Communicators group
- 2. Diocesan Communications Advisory Group
- 3. Commission for Congregational Life
- 4. Commission on the First Third of Life
- 5. Justice for People & Planet Commission (or expanded Justice & Peace Commission)

Full Report Includes



- Metrics
- Assignments for implementation
- Detailed timeline with:
 - Next steps
 - Resources
 - Cost explanation