



The
Episcopal Diocese of Newark



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.



The Episcopal Diocese of Newark



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.



The
Episcopal Diocese of Newark



Children, Families, Youth & Young Adult Working Team

Co-leader, the Rev. Carrie Cabush

Co-leader, Nelson Diaz

Co-leader, Belinda Stokes

Heather Allen

Anthony Briggs

Donna Caputo

Kathy DeWalt

Militzia Diaz

Susan Fuller

Dana Leach

Kristen Lee

Althea Maynard

Paul Nobleman

Holly Petro

Tamra Petrona

Calvary, Summit

Church of the Epiphany and Christ Church, Orange

St. Paul's and Incarnation, Jersey City

St. Clement's, Hawthorne

Cross Roads Camp and Retreat Center

Grace, Rutherford

St Lukes, Montclair

Church of the Epiphany and Christ Church, Orange

St Paul's, Morris Plains

St Peters, Essex Fells

Christ Church, Ridgewood

St. Paul's and Incarnation, Jersey City

St Lukes, Haworth

Church of the Messiah, Chester

St Agnes & St Paul's, East Orange



The Episcopal Diocese of Newark



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



The Episcopal Diocese of Newark



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



The Episcopal Diocese of Newark



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.



Vision

Episcopal Diocese of Newark: Creating a world transformed, where all Creation knows God's life-changing love.

Mission

Join us

in following Jesus Christ

with bold acts of justice, peace, and love



Join us

GOALS

Communications

First Third of Life

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.

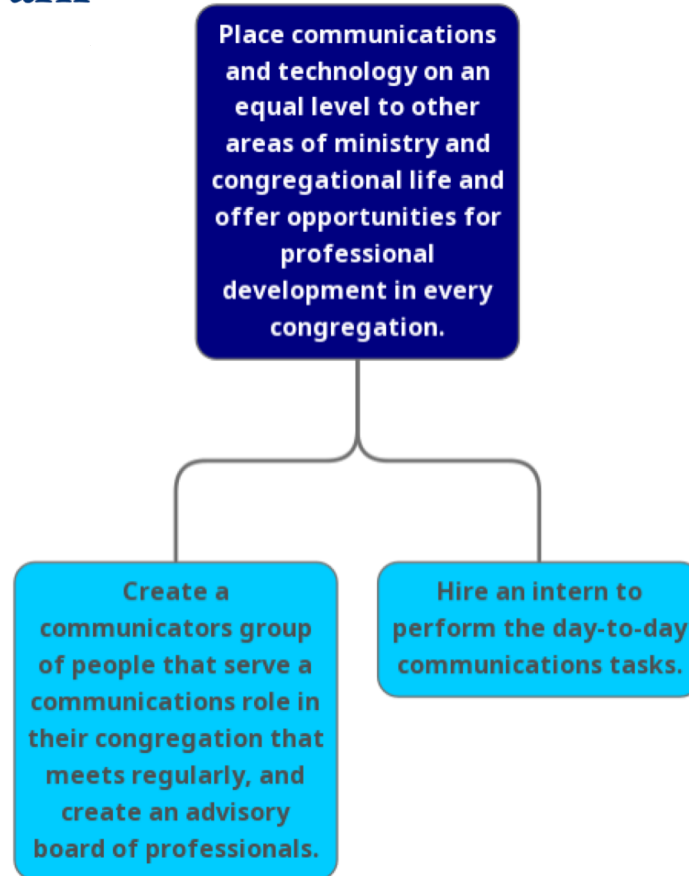
Meet families and emerging adults where they are by offering new ways and places for them to serve.



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.

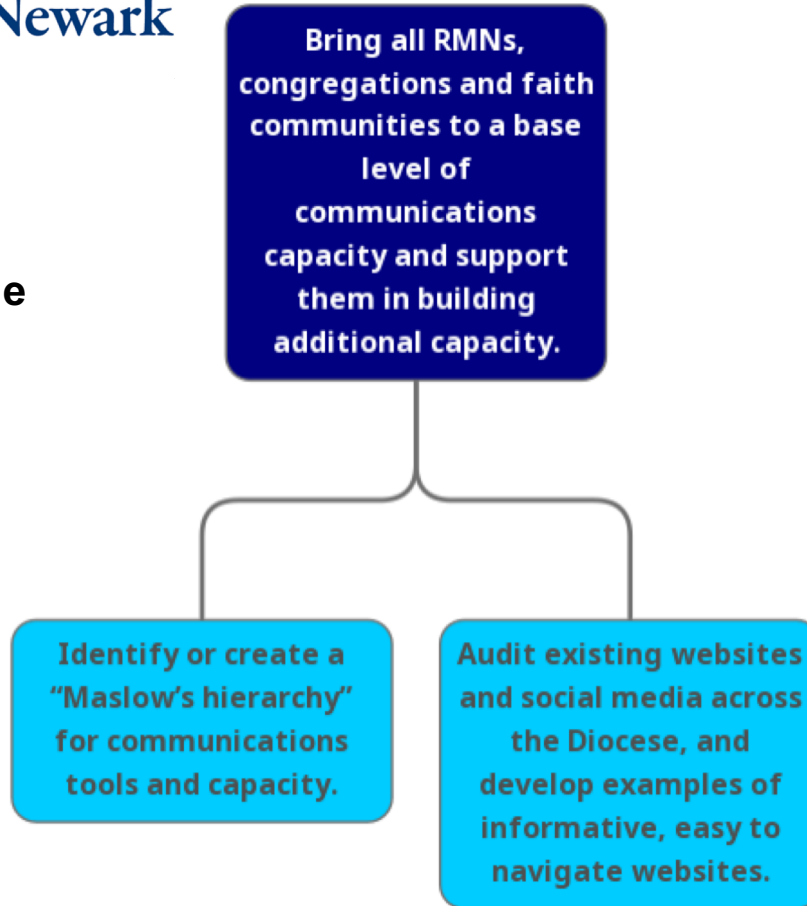




INITIATIVES

for Communications goal one

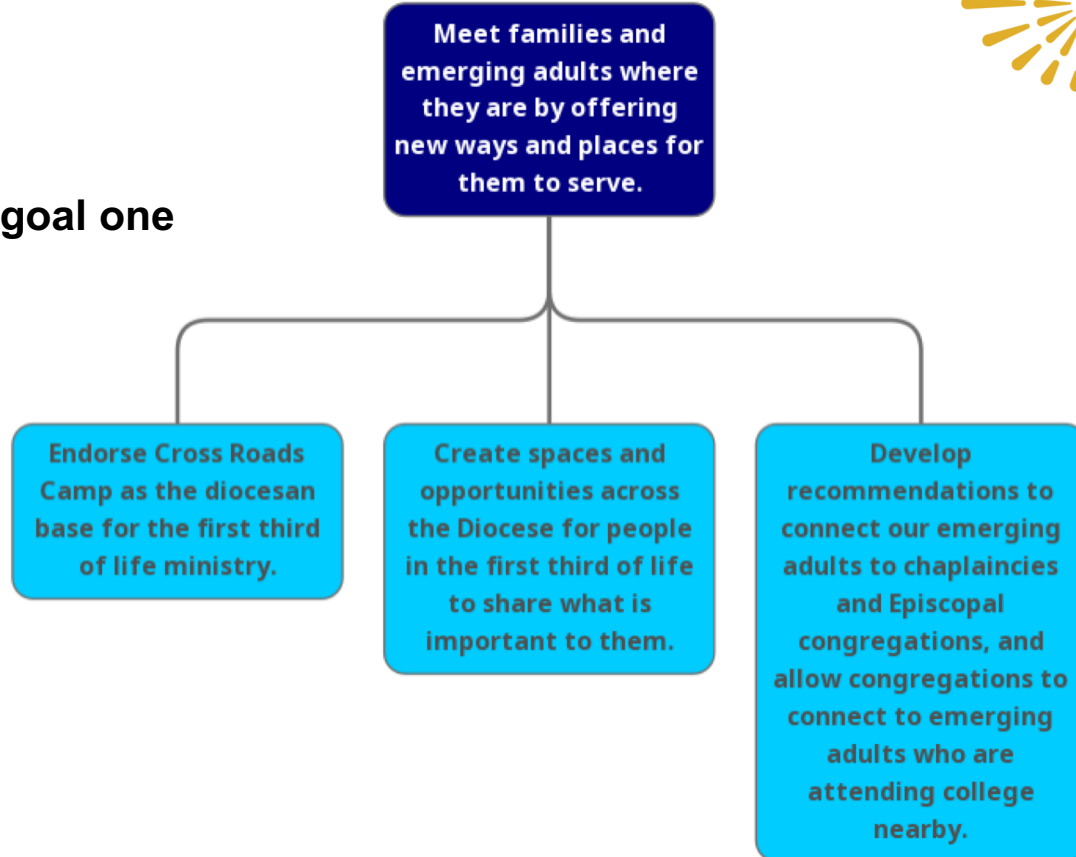
IMPACT: All congregations will have a higher level of competency in managing communications needs.





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.





in following Jesus Christ

GOALS

First Third of Life

Elevate the importance of ministering to the first third of life age groups across the Diocese.

Congregational Collaboration

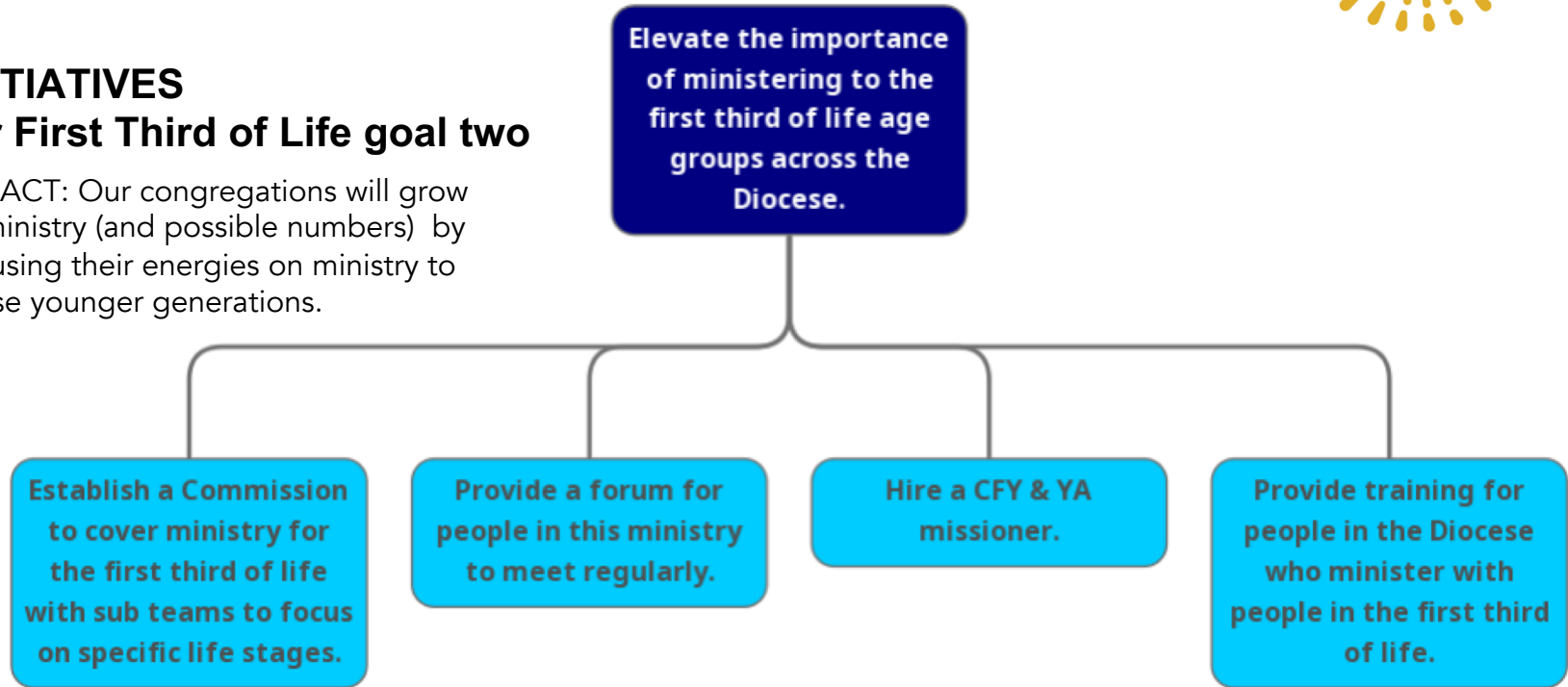
Build thriving faith communities by exploring new ways to do church—including collaboration.

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.



INITIATIVES for First Third of Life goal two

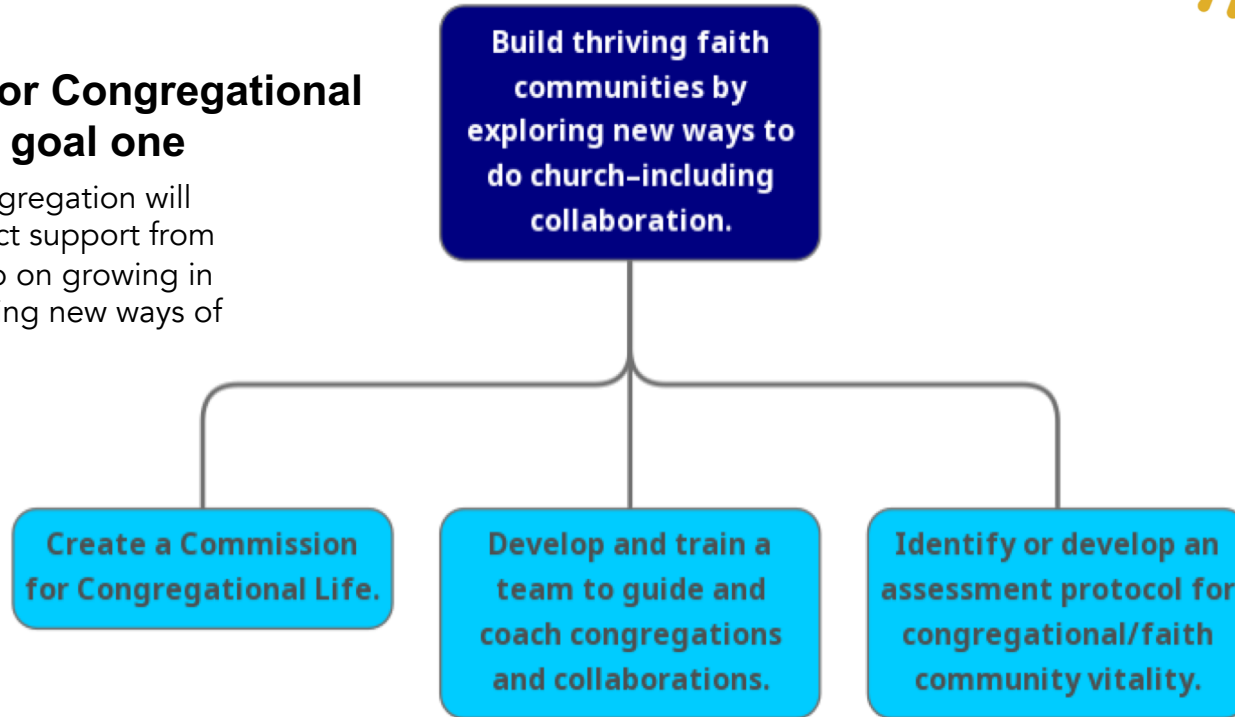
IMPACT: Our congregations will grow in ministry (and possible numbers) by focusing their energies on ministry to these younger generations.





INITIATIVES for Congregational Collaboration goal one

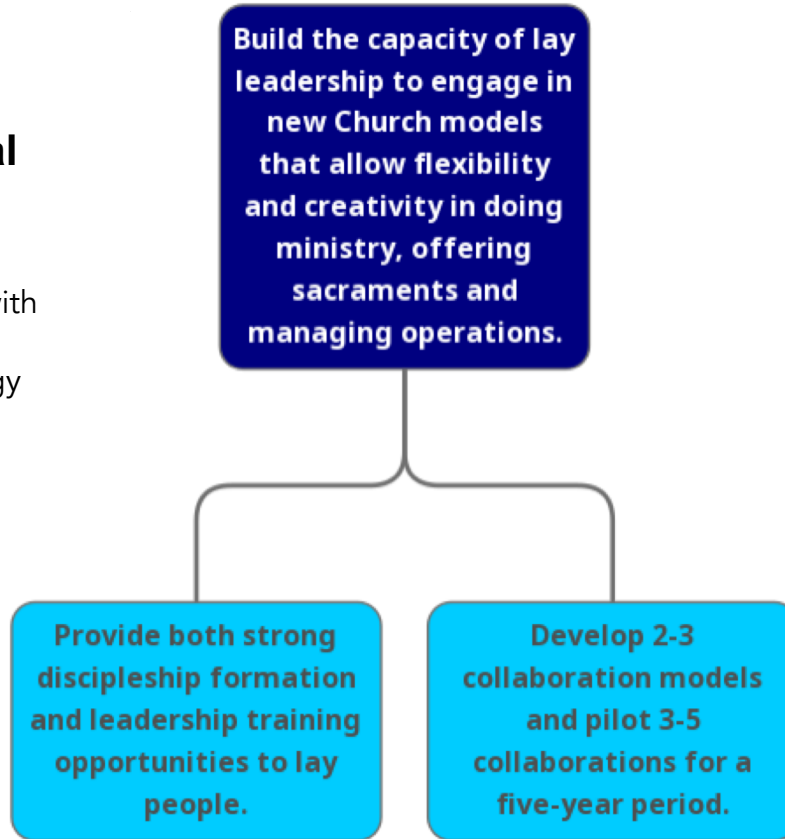
IMPACT: Every congregation will have access to direct support from diocesan leadership on growing in ministry and exploring new ways of being the Church.





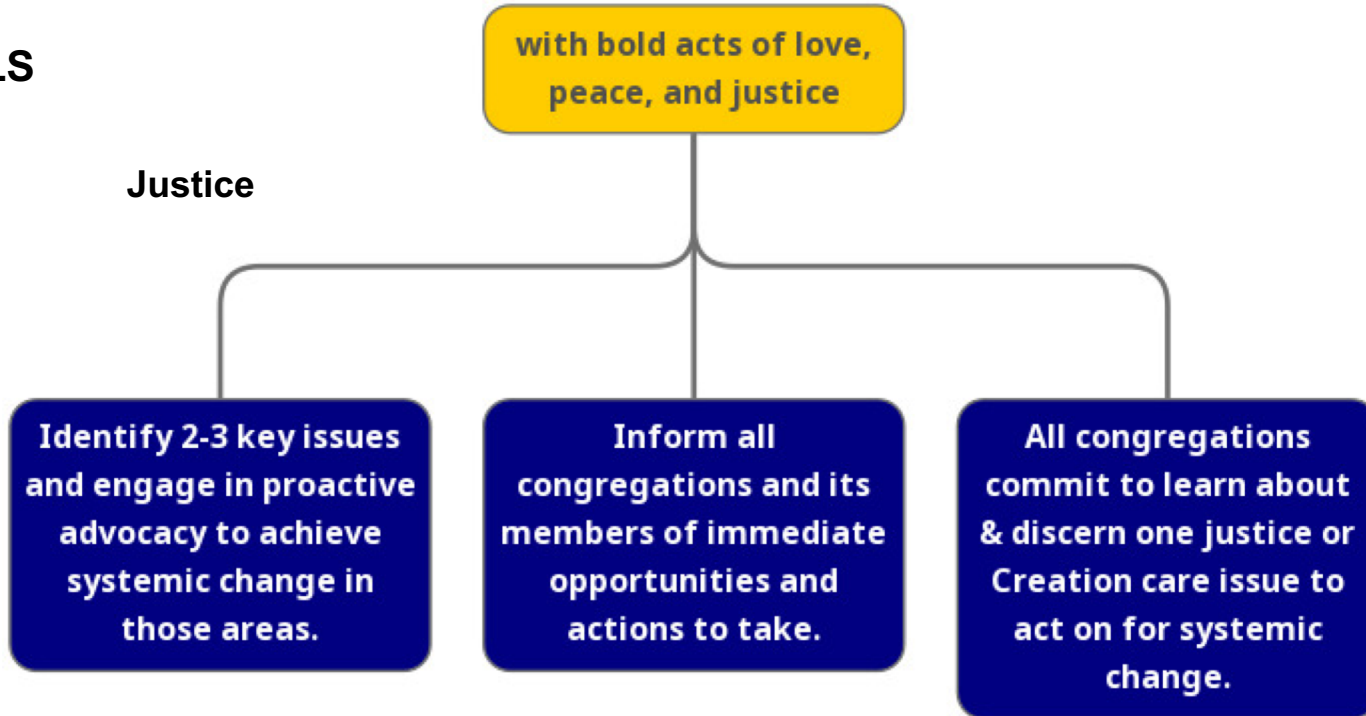
INITIATIVES for Congregational Collaboation goal two

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.





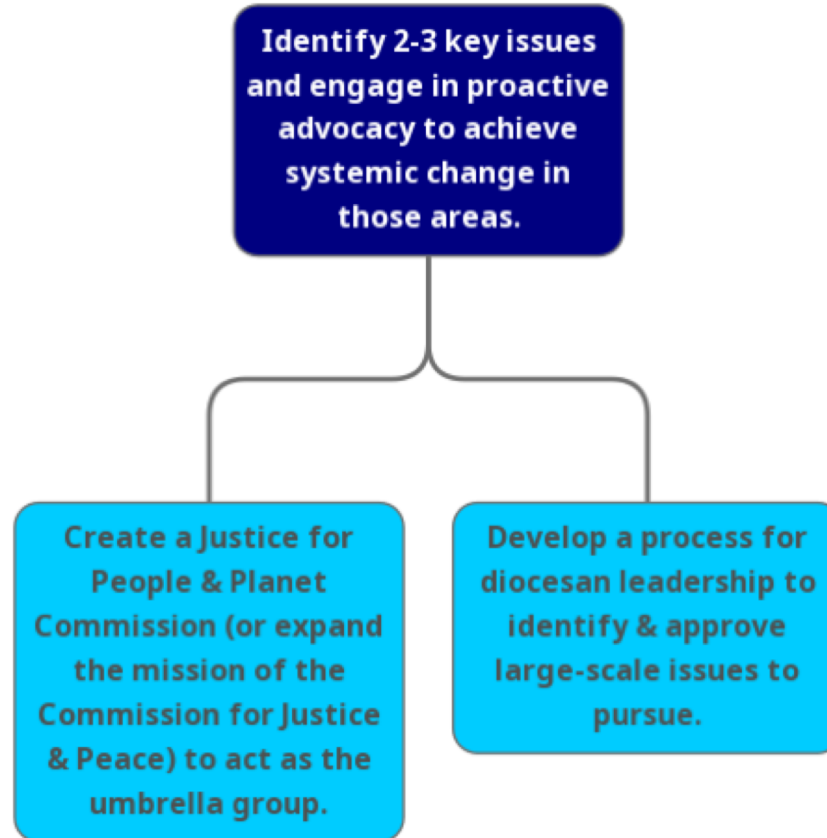
GOALS





INITIATIVES for Justice goal one

IMPACT: The Diocese will be known as being active and engaged in gospel-driven justice issues across the region.





INITIATIVES for Justice goal two

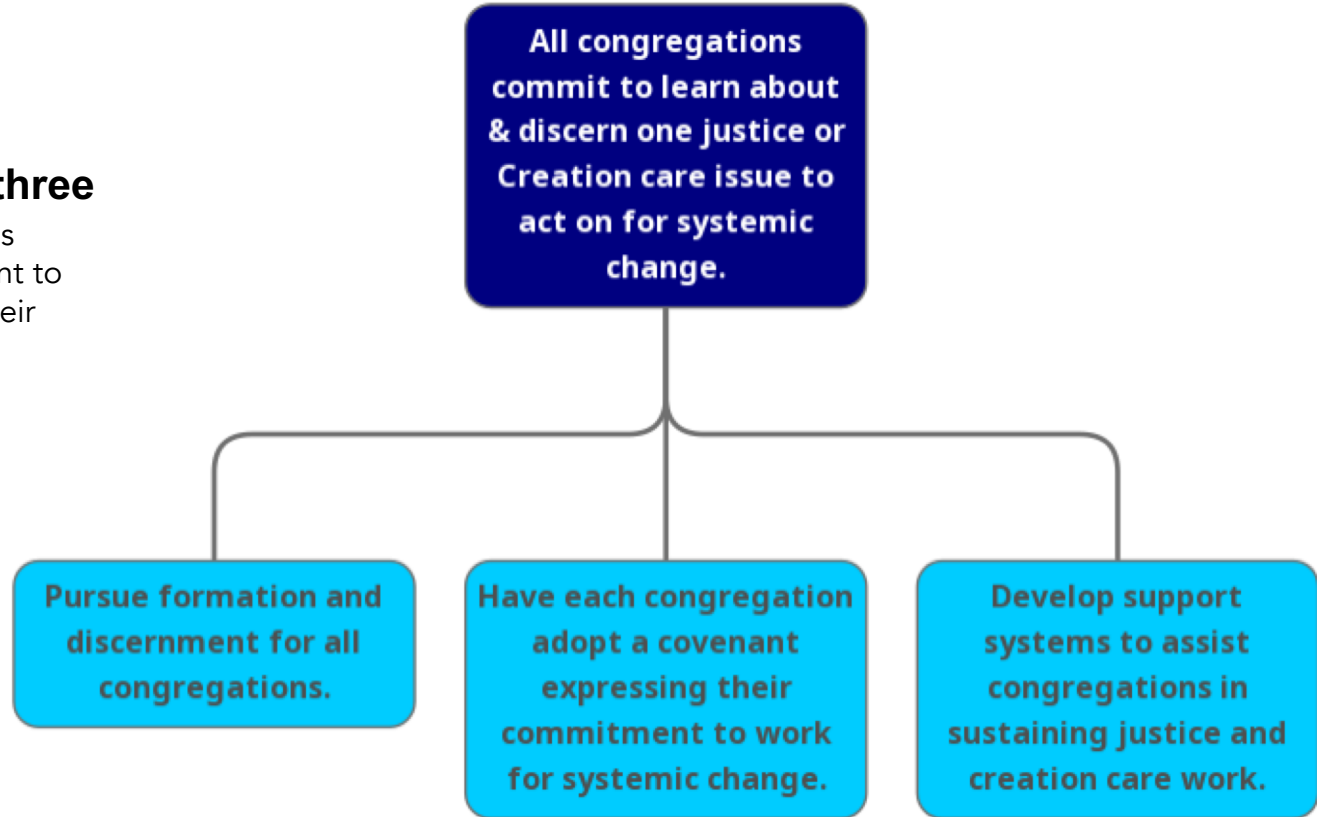
IMPACT: The Diocese and individual congregations will build their reputations in engaging in critical issues of our time.





INITIATIVES for Justice goal three

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



Costs



Year One

One Time	CFY & YA Goal One, Initiative 2 - Hospitality costs	\$ 5,000
	Congregational Collaboration Goal One, Initiative 2 - training for coaches	\$ 50,000
Recurring	Communications Goal One, Initiative 2 - Communications intern	\$ 30,000
	CFY & YA Goal Two, Initiative 2 - Social media group costs	<u>\$ 2,000</u>
	Total Year One	\$ 87,000

Year Two

One Time		
Recurring	Comm. Goal One, Initiative 2 - Communications intern - 3.5% COLA	\$ 31,500
	CFY & YA Goal Two, Initiative 2 - Social media group costs	\$ 2,000
	Cong. Collaboration Goal One, Initiative 3 - for assessment team travel	\$ 2,000
	Cong. Collaboration Goal Two, Initiative 1 - training and other support	<u>\$ 10,000</u>
	Total Year Two	\$ 45,500

Year Three

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