

Horizons Gathering
10/3/2009
Bishop Claggett Center

+Eugene Sutton opens with song, prayer and opening remarks

Since +Eugene became our bishop, he has done a lot of reflection on who we are, what we are becoming, where we want to be. The Bulk of reflection has been with the Mission Strategy Group. One of his concerns is to make sure the mission of the church is attended to.

+Eugene introduced the Mission Strategy Group. Mark+ Stanley, the chair of the Mission Strategy Group reinforced +Eugene's words.

+Eugene spoke again and referenced the 3rd Song of Isaiah.

The Third Song of Isaiah *Surge, illuminare*

Isaiah 60:1-3, 11a, 14c, 18-19

Arise, shine, for your light has come, *
and the glory of the Lord has dawned upon you.
For behold, darkness covers the land; *
deep gloom enshrouds the peoples.
But over you the Lord will rise, *
and his glory will appear upon you.
Nations will stream to your light, *
and kings to the brightness of your dawning.
Your gates will always be open; *
by day or night they will never be shut.
They will call you, The City of the Lord, *
The Zion of the Holy One of Israel.
Violence will no more be heard in your land, *
ruin or destruction within your borders.
You will call your walls, Salvation, *
and all your portals, Praise.
The sun will no more be your light by day; *
by night you will not need the brightness of the moon.
The Lord will be your everlasting light, *
and your God will be your glory.
Glory to the Father, and to the Son, and to the Holy Spirit: *
as it was in the beginning, is now, and will be forever. Amen.

+Eugene just came from a conference, where the speaker was forecasting what the future of the Church of England is. They separated into small groups, and everyone was down. Today is the antidote of that! No one is fired up to move forward to an uncertain future. However, if the end is the Kingdom of God there is no more exciting time to be a disciple of Christ than today. All it takes is vision.

+Eugene referenced the addresses from Convention, and said he hoped everyone had taken the time to read them. He told an anecdote of a young Vicar coming to church appointed by Bishop. The young

Vicar had all the fire in the world on his vision of where the church should be going. One night he stayed up all night writing out his vision and called a vestry meeting to discuss his vision. After listening to the young Vicar's vision, the Senior Warden took a vote. The Vicar was the only one who voted for his vision. Then the Senior Warden asked the Vicar to end the meeting in prayer. The Vicar's prayer asked for God to show the vestry that it wasn't his vision, it was God's vision. There was a great crack and the table was split in two. The Senior Warden dusted himself off and said, well then, its 12 votes to 2.

You were designated by your church to be a leader and a bearer of hope for your parish. Where we go in the next 5 years, will be a product of these meetings we are having today.

We will be setting priorities.

+Eugene's priorities are very public.

1. Get acquainted with diocesan people, programs and procedures.
2. Earn trust.
3. Maintain spiritual grounding.
4. Expand mission links within the Anglican Communion.
5. Strengthen the civic role of the office of Bishop of the Episcopal Diocese of Maryland (including exploring programmatic initiatives in education and the environment).

Unless the Diocese of Maryland gets the big rocks in the jar first, we will never get them in. The big rocks will be the end result of this process.

+Eugene introduced Chuck+ Robertson

+Eugene said that we are building on a firm foundation. We have celebrated who we were. The next convention will be looking beyond. Arise, Shine, your light has come, the light that has dawned upon the Diocese of MD has come, and we are going to show it.

Chuck+ Robertson gave his opening remarks.

Chuck+ stated that it is a blessing to have strong leadership and thanked +John & +Eugene.

He spoke about the 2009 Convention in which we celebrated history & heritage, our roots. We talked about our sacred bundle and posted a timeline history of the Diocese of Maryland. Chuck+ spoke of the importance of making sure that we are honest with ourselves. The only thing he trusts less than a clergy persons resume is a parish profile. When we say what we are committed to, the measure of this is by how it shows in our use of space, our budget, and our focus.

Next he asked us to grab a scratch piece of paper and pencil. +Chuck said we were to think of something deep, spiritual and complex. As many green veggies as we can think of! We started by each of us brainstorming on our own. Then the person who had the longest list shared her list with the group. Then the group filled in with additional items that were listed. After we listed all we could think of, Chuck+ asked us to brainstorm some more – working with our neighbors. This is the list we came up with.

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| ▪ Celery | ▪ Brussel sprouts | ▪ Chives |
| ▪ Peas | ▪ Kale | ▪ Mint |
| ▪ Lima beans | ▪ Cabbage | ▪ Sage |
| ▪ Green beans | ▪ Snow peas | ▪ Parsley |
| ▪ Green pepper | ▪ Artichoke | ▪ Thyme |
| ▪ Lettuce | ▪ Cucumbers | ▪ Rosemary |
| ▪ Spinach | ▪ Green tomatoes | ▪ Lavender |
| ▪ Basil | ▪ Arugula | ▪ Dandelion Greens |
| ▪ Asparagus | ▪ Fennel | ▪ Jalapeños |
| ▪ Zucchini | ▪ Kohgravié | ▪ Mustard Greens |
| ▪ Broccoli | ▪ Turnip greens | ▪ Ramps |
| ▪ Broccolini | ▪ Soy beans | ▪ Fiddle Heads |
| ▪ Collard green | ▪ Bean sprouts | ▪ Milkweed Pods |
| ▪ Bock choi | ▪ Tat soi | ▪ Rutabagas |
| ▪ Green onions | ▪ Endive | ▪ Endamame |
| ▪ Swiss chard | ▪ Nori beans | ▪ Sugar Snap Peas |
| ▪ Acorn squash | ▪ Leeks | ▪ Watercress |
| ▪ Okra | ▪ Oregano | |

Chuck+ said that what are we going to do over the next 6 months is all about green veggies. The first 13 items all came from one person who had the most written down. The rest is what the team filled in. We could work on what the Mission Strategy Group came up with – the 1st list could represent that. But then we wouldn't need to come together today. Instead, we want the variety that comes from the group. We begin to find out that what one brings from one part of the state may not be what comes from the other part of the state. All of it is vital, and all vitally needed. The last items added are creatively unique items that came from brainstorming.

So today will not be all Chuck+ standing up talking. He will be the facilitator. He will prime the pump over the next few minutes, but he will be the facilitator. We will break into groups; then later we will have more meetings to come together. We can learn about different things. Today is part of a process. A chance to, as with Luke's gospel when he appointed the 12, one chapter later he appointed 70 others because the job is too large for the 12 alone. The projection for the future of the church back then would have been pretty bleak, but the 70 helped it along. This group is the equivalent of the 70.

The Seventy Sent Out

1 Now after this the Lord appointed seventy others, and sent them in pairs ahead of Him to every city and place where He Himself was going to come. **2** And He was saying to them, "The harvest is plentiful, but the laborers are few; therefore beseech the Lord of the harvest to send out laborers into His harvest. **3** "Go; behold, I send you out as lambs in the midst of wolves. **4** "Carry no money belt, no bag,

no shoes; and greet no one on the way. 5 “Whatever house you enter, first say, ‘Peace be to this house.’ 6 “If a man of peace is there, your peace will rest on him; but if not, it will return to you. 7 “Stay in that house, eating and drinking what they give you; for the laborer is worthy of his wages. Do not keep moving from house to house. 8 “Whatever city you enter and they receive you, eat what is set before you; 9 and heal those in it who are sick, and say to them, ‘The kingdom of God has come near to you.’ 10 “But whatever city you enter and they do not receive you, go out into its streets and say, 11 ‘Even the dust of your city which clings to our feet we wipe off *in protest* against you; yet be sure of this, that the kingdom of God has come near.’ 12 “I say to you, it will be more tolerable in that day for Sodom than for that city. 13 “Woe to you, Chorazin! Woe to you, Bethsaida! For if the miracles had been performed in Tyre and Sidon which occurred in you, they would have repented long ago, sitting in sackcloth and ashes. 14 “But it will be more tolerable for Tyre and Sidon in the judgment than for you. 15 “And you, Capernaum, will not be exalted to heaven, will you? You will be brought down to Hades! 16 “The one who listens to you listens to Me, and the one who rejects you rejects Me; and he who rejects Me rejects the One who sent Me.”

The Happy Results

17 The seventy returned with joy, saying, “Lord, even the demons are subject to us in Your name.” 18 And He said to them, “I was watching Satan fall from heaven like lightning. 19 “Behold, I have given you authority to tread on serpents and scorpions, and over all the power of the enemy, and nothing will injure you. 20 “Nevertheless do not rejoice in this, that the spirits are subject to you, but rejoice that your names are recorded in heaven.” 21 At that very time He rejoiced greatly in the Holy Spirit, and said, “I praise You, O Father, Lord of heaven and earth, that You have hidden these things from *the* wise and intelligent and have revealed them to infants. Yes, Father, for this way was well-pleasing in Your sight. 22 “All things have been handed over to Me by My Father, and no one knows who the Son is except the Father, and who the Father is except the Son, and anyone to whom the Son wills to reveal *Him*.” 23 Turning to the disciples, He said privately, “Blessed *are* the eyes which see the things you see, 24 for I say to you, that many prophets and kings wished to see the things which you see, and did not see *them*, and to hear the things which you hear, and did not hear *them*.”

We are going to leave behind the green vegetables and work on 5 areas.

We have named the 5 areas. These names are not die hard; we will not die in a trench over the names. They are simply tools to help us focus.

Growing

- Development, nurturing and formation to help people to be strategic and intentional.
- Programs or plans that can be put out there to help all members of the diocese.

Inviting

What will it mean for the Diocese of MD to become intentionally evangelistic? If we don't do this others are dying in their souls. They need to be plugged in to what is missing in their lives.

To be able to live as brothers and sisters with whom we don't always agree. It shouldn't be done out of desperation because we have to do this or we are going to die. It should be done because we have vision.

Serving

This does not mean serving booze! It is to become the church for the community. What does this look like? It's part of our DNA. The village church model is to be the church in an area. To serve the whole community – the church is as big as the community. Real, intentional serving.

Reconciling

This is needed over the next 5-10 years more than ever. Our culture has become more and more polar. Human & intellectually lazy, we choose news that reinforces our views rather than challenges it. We have always known how to fight and argue during the day, but relax with a drink together at night. We no longer know how to do that. We need to relearn this. How do we operate, who we are, and how do we make decisions. We need follow up calls, conference calls among fellow bishops to work together more strategically on ministries of reconciliation. What would a program or plan look like? No other diocese that Chuck+ knows of is doing this proactively. Several are doing this reactively due to what is going on. What would it look like to do this proactively?

Communicating

Chuck+ has heard this loud and clear. Incredible efforts have been made, but there is room for more. Focus needs to be on Inter and Intra parish communication. Letting people know about the ministries that are taking place. Have you been tweeted lately? How can we use these tools new & fresh tools and enhance those we are already using?

We will spend next hour brainstorming in each area.

As we think about these areas we need to think outside the box. We need to use the 2nd and 3rd lists. What can we do to reach out to Episcopalians who have lost their way, as well as the people who are looking for something but don't know what? We need to reach everyone.

- The Pauls
- The unchurched Seekers
- The Episcopal Alumni

Wouldn't it be great, if each parish was considered the church for the community? If they were able to feed and clothe, and support families with kids in high school. What are we doing to be known in the high school local civic institutions, chamber of commerce, theater groups, athletic groups? Instead of advertising that St. XXX Episcopal Church has such and such going on, advertise that St. XXX Episcopal Church congratulates. We need to be there for them. The global and the local are becoming literally intertwined. What does this mean for us?

Global is outreach for the less obvious (the village church) or those in need (the Matthew 25 list).

In any given church or organization, we are always dealing with problems. It could be changing service times or moving the altar. The deadly spiral. If we don't deal with something, as the problems emerge sides will form, positions harden, communication stop, resources are committed, conflicts spill outside, perceptions are distorted, sense of crisis. A tool to use in parishes, the diocese as a whole and the church as a whole.

This time is brainstorming in smaller groups only about how we can address these areas.

Notes from the small groups:

Inviting

Barriers

- Misconception that Episcopalians are the "white" church (racial)
- Cultural
- Economic
- Literacy
- ADA issues
- Why don't people want to attend church?
- Changing demographics
- Glaring looks if people show up late to church
- Transitional communities (moving a lot)
- Youth not feeling a part of the church
- Aging
- Worship service / music
- Preconceived notions

Entry Points

- Youth events
- Personal Invitations
- Community events
- Camp
- Schools
- Involvement in the community
- Events off campus (different locations)

Ideas

- Media advertising
- Getting involved in the community
- Why the church doesn't go to the people
- Why people don't go to church
- What is church – not just building on Sunday morning
- Getting people involved in ministry – giving back.

We need to remember at the end - what is the end goal??

Reconciling

What does reconciling mean to you?

- Learning one to another
 - Hospitality
 - Listening
 - Modeling
 - Engaging
 - Living with difference
 - Trust
 - Identifying issues, understanding
 - Exchanging information
 - Education
 - Patience
 - Respect
 - Risking
 - Sharing
 - Truth telling
 - Open
 - Fear less
 - Changing financial priorities
 - Love
 - Justice
 - Détente
 - Forgiveness / Mercy
 - Do we know where reconciliation is needed
 - Inclusion
 - Restructuring
 - Appreciation
 - Flexibility
 - Openness to change
 - Not marginalizing people who don't understand change
 - Language
 - Sacrifice
 - Tolerance
 - Introspection
 - Perceived us vs. them dichotomy
 - Peace
 - Joy
 - Theology
 - Big tent
 - Spirituality
 - Doing ministry together rather than talking about what we believe
 - Apologizing
 - Making change
 - Hope
 - History
 - Science
 - Security
- Micah - the message of the Book of Micah is a complex mixture of judgment and hope. On the one hand, the prophecies announce judgment upon Israel for social evils, corrupt leadership and idolatry. This judgment was expected to culminate in the destruction of Samaria and Jerusalem. On the other hand, the book proclaims not merely the restoration of the nation, but the transformation and exaltation of Israel and Jerusalem. The messages of hope and doom are not necessarily contradictory, however, since restoration and transformation take place only after judgment. (<http://www.gotquestions.org/Book-of-Micah.html#>)

What can we do?

- Get to know each other better
- Education on different ways to resolve conflict (root causes)
- Learn from other models
- Listen
- Define reconciliation
- Look beyond church to communities
- Consider how do we become a model
- Consider what changes need to be made
- Consider what are the conflicts
- Training in mediation techniques

Pyramid

- To the world
- Proactive in the diocese to offer ourselves as a model
- Congregational

What Can the Diocese do?

- Determine who is doing it right now (us vs. them)
- What are the other models
- Training for priests, wardens & vestries
- Education - How do we recognize and facilitate, prevent and avoid
- Call outside volunteers / mediators to help
- Build Trust
- Fix and address small issues and prevent spiral
- Address Diocesan polarization issues (us vs. them)
- Mutual acceptance through Spiritual maturity
- Training for Advice and counsel & identification
- Guidelines for spiritual resolutions with the world and communities
- Goals for reconciliation to present to council
- Biblical examples & precedents – prayer, meeting, holy spirit
- Prayers for reconciliation
- Issues are Deep and complex – regional – work issues
- Diocesan Identification of issues

Vision of what it is to be reconciled?

- What does a Reconciled community look like
- Spirituality of reconciliation
- Look in your parking lot – bumper stickers - Political – we all come together at altar rail
- All churches are meant to be safe

Serving

The group celebrated specific examples that exist then discussed ways that serving can be done in better ways.

- The needs should be spiritual as well as financial – sharing prayer requests across larger community
- Helping others take bigger steps
- Sharing success stories
- Sharing resources
- Annual resource booklet by categories – also as searchable website
- Networking with community
- Serving broader community
- Partnering – with other churches, nearby school
- Make your building available – open up meeting space, gatherings for youth, others
- Getting the word out – websites

- Getting word out about us & worldwide mission opportunities
- Get word out especially to youth as well as adults in their 20's & 30's
- Advocacy for equity
- Strength of MD – lots of 20/s 30's come here for jobs
- Global mission types – MDGs, seafarers
- Urban issues – big rock – links to health, education, food, etc.

Communicating

What exists now?

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| ▪ Parish mailing | ▪ Convention | ▪ Letters from the bishops |
| ▪ Clergy mailing | ▪ Announcements | ▪ Vestry |
| ▪ Internet | ▪ Flyers | ▪ Press releases |
| ▪ Websites | ▪ Visitations | ▪ Bishops schedules |
| ▪ MD church news | ▪ Facebook | ▪ Clergy attitude |
| ▪ Newsletters | ▪ Blogs | ▪ Word of mouth |
| ▪ Rumor | ▪ Bulletin | |
| ▪ Regional councils | | |

What are potential communications?

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| ▪ Groups | ▪ Rapid response |
| ▪ Mission statements | ▪ Hardware, software |
| ▪ Sharing of newsletters | ▪ Youth have activities & don't communicate until next activity – have something for youth (parish mailing) |
| ▪ Quality control | ▪ Policy regarding communication for photos, etc. |
| ▪ Include greater community | ▪ Timelines |
| ▪ Clearing house | ▪ Privacy / copyright on photos |
| ▪ Communication about communication | ▪ Keep up with new technologies |
| ▪ What do Jason / Sharon do | ▪ What do we need to do face to face |
| ▪ Youth involvement | ▪ Conference calls, web x, discussion boards, chat rooms. |
| ▪ Parish & Diocesan sharing | ▪ Learn from other diocese |
| ▪ Information about People and preferences | ▪ Web stream services |
| ▪ Radio & TV | ▪ All parishes need internet access |
| ▪ Strategic thinking / planning regarding deadlines | ▪ Community radio |
| ▪ Regional council sharing | ▪ Public access TV ads |
| ▪ Workshops | ▪ Signers & translators |
| ▪ Communication guide | ▪ Track web usage |
| ▪ Targeted communications | ▪ Branding & marketing consistency |
| ▪ Inter-parish links | |
| ▪ Sharing of resources and schools | |

Growing

What is growing?

- Hunger to make disciples
- Training leaders
- Teaching people to tell the story
- What can we do for children, youth campus ministry
- Opening our eyes to the younger people (under 40)
- Cursio
- Bible study
- Identity – what is our common identity or prayer as we go about this

Ideas

- Convention incorporating making disciples, not just resolutions
- Episcopal schools – what can they do
- We are more about discerning, not deciding
- Churches being united
- To see the kingdom of god
- To focus more on Christ as we do this growing.

Chuck+ brought us back together.

He said that we need to segue from talking about things on parochial levels to talking about things on a diocesan level. We need to talk about best practices and how can that be incorporated into truly visionary work for the Diocese.

We will break into groups into the next follow up meetings differently. Instead of by Inviting, Growing, Reconciling, Serving and Communicating, each participant will pick one time and gathering place that they will be able to attend in the future. This is the group you will go to for part 2.

St James, Lothian (Thursday, 10/29 @ 6 PM) Laura M & Wes+
St Mary's, Emmerton (Saturday, 10/31 @ 9 AM) Mary G+
The Cathedral, (Wednesday, 11/4 @ 6 PM) Charlene & Mark+
St Thomas, Hancock (Tuesday, 11/17 @ 6 PM) Anne+ & Jim
St James, Mt Airy (Thursday, 11/12 @ 6 PM) Laura L

One chapter after commissioning the 12 in Luke, Luke appoints 70. The 70 will share the work. They were all sent out as Apostles. (see reference on pages 3 & 4)

We were meant to bring the leadership team our thoughts and input about the best practices that are going on as well as questions about current barriers and possibilities for the future. What exactly will be the vision that this Diocese can pursue and bring back?

After we break into groups, instead of reporting in, we will talk about what the end goal is in tangible form. We will also have questions & answer time, then +John Rhabb will give his reflections on what has happened today.

What are the possibilities? You will go to the groups you think you will attend later and discuss all five keywords. What did you bring from the AM groups? You will wrestle with or possibilities?

Some things to think of as you discuss this are the following:

- What is a Diocese?
- What are the problems & opportunities
- Who are we as Christians in the Episcopal tradition?
- Christ's body is one yet many – in the experience of Christian community you can look to other traditions. We are not just community churches (independent congregations). You are part of something bigger, where you might be with others who don't agree with you. Forget the controversy of the day. From the beginning, we were part of something bigger that was not homogeneous.
- **Proverbs 27, verse 17.** As iron sharpens iron, so one man sharpens another.
- I must put my infallibility aside for a moment so I can hear something different.
- We need to remember that we are part of congregation so that, as a group, the spirit can use us for things we cannot do as individual Christians. The same goes for diocesan level.
- We don't have to give up or agree with everyone else. It means we have heart for doing different service, but there are some things we can do better together. What we can do better together, we should do together. What we can do better as individuals or congregations, we should do that way.
- How can we promote better or communicate about things to the parochial or congregational level.
- What can we do in the next 5-10 years as a diocese that we can't do better on an individual or local level?
- What are we planning for as a Diocese?

St James, Mt Airy (Thursday, 11/12 @ 6 PM)

What do you think the Diocese stands for?

- To weld together the congregations because the congregations are limited in what they can do.
- Guardian and protector of the faith.
- Spreading Gods kingdom on earth – more power in numbers.
- Middle management.
- There is only so much we can do on our own, but when you come together as faithful people you gain more ideas – an opportunity to learn with and from each other.
- Facilitator – connecting the dots.
- Exchange of information, creation of large groups that represent who we are as individual parishes.
- We have more voice when we are together.
- To discuss similarities and differences.
- A link.

- When everyone comes together it confirms faith as an individual realize others have the same beliefs.

What might the Diocese do to foster that / create more of that?

- Find more ways to get involved in the communities – help us to know what is in our communities that we can connect to.
- Create more resources for smaller parishes – training, end of life planning, a centralized resource place, as well as a place people could come to for specific needs.
- Create a web of relationships and networks.
- Train clergy and vestries – as well as to take it another notch down to train lay leaders.
- Connect us to the vision with the message and give us the resources to the parishes that are currently using this vision.
- Communication back and forth.
- Not everyone in parishes understands what the vestry and the diocese are for. We need to have that education.
- Regional meetings with vestry members and rectors to discuss common problems, breakout sessions to help them resolve these.
- Lists of who to call for resources and advice
- Having deacons in each parish to lessen the burden on the rector. (We have about 25 deacons, 117 parishes. The deacon is the face of the congregation to the world and the face of the world to the church. This is why the deacon reads the gospel and says the dismissal. The deacon is typically someone who has another source of income, a full time job, but there is a large time commitment required in education and training. Often, this is a retired person.)
- Partnering – we have partnering with suburban churches, but not with resources or people. Knowing where the gifts & resources are as well as knowing where the needs are.
- Partnering with another Diocese (global partnerships), a real living exchange or link between them.
- The diocese needs to use fiscal responsibility, and communicate that across the diocese.
- A six month clergy swap so you hear a new voice. (Exchange)
- National or diocesan level policy on a way to communicate that better so that people who aren't Episcopalian understand - an Episcopalian identity so that parishes and congregants are aware of this and can communicate this, as well as translate it down to what the parishes are doing.
- Bishop Sutton could be on TV at least once a week as the public image of the Episcopal Church - to really be the face of the diocese.

There was some concern addressed about people coming to regional gatherings who don't know what this is about. We, as the 70, need to help guide those people, but remember that we are gathering again, as the 70, after the regional gathering.

+Eugene stopped into our group and said that he would like us to begin new worshipping communities – 117 parishes all begun by Episcopalians, from somewhere else, who said we want to start a ministry there. Unless a part of your business is growing, it begins to atrophy. We need to create opportunities to

share the good news. It can be in a movie theater, a shopping center, maybe something geared towards single people in their 20's & 30's. Think outside the box.

Ideas for the topic areas:

Growing

- Training – discernment guide for people interested in leadership
- Getting people together – conference for training, lectures about leadership, crossover with new leaders and experienced leaders – mentoring
- Adult bible study – not everyone is called to be a leader, but everyone is called even if they aren't a leader. Bible study for transformation rather than bible study for information
- To focus on the totality of the needs of the entire parish - inclusiveness – adults and children
- A method or message about how we are inclusive in our Christian formation process
- Growing can be spiritually, as a leader, in your faith
- Engage people in parish who have not been engaged in other ways – inviting to outside things such as a speaker series or resources for speakers at a diocesan level. Have a list of people who can come and do – like stewardship info, or a speaker on a topic. Have a central list

Communication

- The Diocese does a lot for youth but a lot of the parishes aren't aware of what is going on. Communication with the youth group of each parish on what is going on. Maybe a facebook youth page. Maybe a central list of youth leaders.
- Listening is just as important as getting the information out.
- Welcoming people coming in for BRAC – (new people) proactive welcoming for the people moving to the area. Direct contact with the people, make them aware of where the churches are in the area.
- Strategic planning for communications. Get the message out of the diocese – to the community

Serving

- Finding volunteers to carry out some of these ideas. Committees or commissions to carry forward the ideas
- How do you find out what other churches are doing – communicating, getting the word out about what has been successful.
- Diocesan clearing house so that if there a couple of people who want to focus on certain ministries, we can help them to funnel that energy into helping and learning (partnering rather than new start up of the ministry without sufficient support).

Inviting

- Media
- Through serving – that church is doing something I want to be part of
- Putting the buildings out there for alternative uses such as AA meetings
- Promoting our own churches as individuals – get the word to the masses – support your local church – one day everyone wears the name of the church and the Episcopal symbol
- Have the diocese teach us how to tell our story without pushing people away

- Different entry points – not necessarily just being there on Sunday AM
- Share opportunities / resources with other parishes
- Parish life committee
- Secret shoppers to see what you are really doing and to give a report to the vestry on what you do right and what you could do better

Reconciling

- Training is important so that reconciliation begins at home.
- Certain people within the diocese available to steer reconciliation.
- Diocese supplying volunteer mediators or facilitators or provide some kind of hot line so you can get advice from the people trained in reconciliation
- Models of what has worked in different situations in the past

Cathedral of the Incarnation, Baltimore (Wednesday, 11/4 @ 6 PM)

What is the purpose of the diocese? What is it to you?

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| <ul style="list-style-type: none"> ▪ Groups of like and unlike Episcopalians ▪ A richer community when gathered with others ▪ A way to bring us all together ▪ Opens lines of communication ▪ Like an umbrella ▪ Communication and leadership ▪ Holding all to task ▪ Like a home base ▪ Sharing a common mission ▪ Family – a uniting force ▪ A foundation of orthodoxy ▪ Unifying institution for whole of Maryland ▪ Dues-paying club ▪ Tree trunk with branches – the churches ▪ Group that holds congregations together ▪ Sum of all parts, combination of all individual parishes ▪ Helps us work together ▪ Willing to learn ▪ Engine that allows us to get off on our own ▪ Brings Diocesan groups to commonality | <ul style="list-style-type: none"> ▪ Represents parishes within the state ▪ Provides leadership ▪ Integrating force – speaks for all groups ▪ Lynchpin ▪ Central institution that brings us all together ▪ Governing body ▪ All Episcopalians under oversight of a bishop ▪ Groups of parishes providing guidance and support ▪ Glue that holds us together ▪ Common interests promoted in geographic areas ▪ Grounds us in mission-wide activities and sacraments ▪ Big family that works together for the common good ▪ Feeds sheep – directs us to be like Christ ▪ Place to come together as Christians ▪ Potential for reaching out to other parishes and dioceses ▪ Binding us together and encouraging us ▪ Common connection to the broader historical church |
|---|--|

What is the Holy Spirit calling our diocese to do? Possibilities for the Diocese

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| <ul style="list-style-type: none"> ▪ Calling a new rector – help from the Diocese is needed | <ul style="list-style-type: none"> ▪ Can't be whole body; whatever we are to do, do it well |
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- We need parishes and the Diocese to work together, trust and believe in each other
- Educate the community on the Episcopal church misconceptions; the Diocese can get the word out
- Call Diocese to get help from other parishes with interim
- There are five data bases that do not talk to each other
- Analyze how we do what we do so we can do it well
- 21st century: how can the Diocese help with communication, technology
- Make purchases in a systematic way since there are so many that need the same thing
- Develop a Diocesan resource sharing guide
- Central information data bank
- How we can come together as a Diocese?
- Develop centers of expertise for a particular venue
- The bishop's role as teacher should be used more frequently
- THERE IS NO 'DIOCESE' OUTSIDE OF ONE'S OWN PARISH; PARISHES ARE A PART OF THE DIOCESE
- Empower each other
- More educational opportunities for someone new to the Episcopal church
- Blogs where questions and concerns can be addressed
- Longing to feel they are connected; too much individual church
- Perceptions guiding us need to be changed; some do not feel a connection to the Diocese
- All parishioners and choirs should get to know the bishops – worship at the cathedral
- How can we get back to serving people that no one notices
- Perception – some small parishes feel fractured, as outsiders
- Support Bishop's initiative on education, schools
- Each region should have a school with English and Spanish
- Pool resources – health options
- Inclusion and equality for everyone – Diocese can help to make it happen
- Swap Sunday – go to another parish: clergy, choirs, parishioners
- Uniform comprehensive curriculum out of diocese for schools
- Cathedral serving poor, advocating for equality on educational issues, active advocacy for poor, for justice
- Engage in more evangelism; decide what we are and let people know the Episcopal Church – best kept secret
- Responsibility for serving on committees; take the message out; reach out, reach in
- Get involved and support efforts of HIV prevention
- Change from stewardship model to spirituality based model
- Stop closing urban parishes; develop a model that recognizes urban parishes
- Have financial resources balanced in five years
- Address health care issues as a body – Episcopal Health Plan
- Confirmation classes – have participants attend Confirmation classes at different churches
- In social issues, such as housing, health, education, the Episcopal Church should be a model; get out of comfort zone
- Need for individuals to be responsible for communication
- Inclusion: communication, hospitality, perceptions

St Thomas, Hancock (Tuesday, 11/17 @ 6 PM)

PURPOSE OF THE DIOCESE:

Provide resources
Show church unity
Give guidance to Parishes and Missions
Leadership for ordained ministry
Give support to parishes and Missions
Give inspiration
E Pluribus Unum

Representation in the House of Bishops
Bring the 'larger' community to us
Assistance in the Search Process
OUTREACH
CURSILLO
Discernment
Criteria for ordained ministry process
Voice in the Public Forum
Provide a resource center
Stewardship/planned Giving Training

FUNCTIONS OF THE DIOCESE

Provide insurance for Parishes

The Five AREAS: Discussion:

COMMUNICATING:

- As a means of using web/audio server electronically
- Provide hardware for Parishes/ Missions
- Diocesan "GEEK SQUAD"
- Coordinate the purchase of items used by every Parish in large quantities

INVITING:

- Arrange for Retreats/ Prayer group Sessions
- \$\$\$ for advertising from the Diocese of MD
- Claggett Camps
- \$\$ for Scholarships for Camps
- Media info via web site /web resources

RECONCILING:

- Provide mediators for Parishes (model for The Episcopal Church)
- Marginal welcome at Parishes
- Forum for larger issues communication between Parishes

SERVING:

- Publish 'best practices' to other Parishes
- Resource Booklet
- Rapid Response Team to disasters. Possibly a van 'at the ready'
- International demo for Global OUTREACH
- Parishes match with other Parishes with different backgrounds to educate the other parish re: difficulties to help ease US vs. THEM and perhaps allow parishes to understand 'the other side'

GROWING:

- FOCUS THE ATTENTION TO THE "GAP" years after high school
- Focus more attention on college campus ministry
- Track college students while in college and supply support
- Additional communication between parishes. Possibly meet one additional time besides the annual Convention - focus would be on partnerships/fellowship.
- Workshops at the diocesan level to 'harvest' ideas

Bishop SUTTON's: comment re: wanting congregations or a group of congregations to focus ('target') on Young people ... Perhaps in Western Maryland. We might also have another effort to focus on older people.

IDEAS from OTHERS:

- Use of Leadership Workshops ... (NOW in Place)
- Networking IM, TEXTING electronically How to use other resources (gotomeeting.com)
- OUTREACH International level Millennium Development Goals encourage 0.7% focus at the parish level
- Disciples to the Greater World
- SERVICE: open doors for Service MATT: 25 listing

The Sheep and the Goats

31“When the Son of Man comes in his glory, and all the angels with him, he will sit on his throne in heavenly glory. **32**All the nations will be gathered before him, and he will separate the people one from another as a shepherd separates the sheep from the goats. **33**He will put the sheep on his right and the goats on his left. **34**“Then the King will say to those on his right, ‘Come, you who are blessed by my Father; take your inheritance, the kingdom prepared for you since the creation of the world. **35**For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, I was a stranger and you invited me in, **36**I needed clothes and you clothed me, I was sick and you looked after me, I was in prison and you came to visit me.’ **37**“Then the righteous will answer him, ‘Lord, when did we see you hungry and feed you, or thirsty and give you something to drink? **38**When did we see you a stranger and invite you in, or needing clothes and clothe you? **39**When did we see you sick or in prison and go to visit you?’ **40**“The King will reply, ‘I tell you the truth, whatever you did for one of the least of these brothers of mine, you did for me.’ **41**“Then he will say to those on his left, ‘Depart from me, you who are cursed, into the eternal fire prepared for the devil and his angels. **42**For I was hungry and you gave me nothing to eat, I was thirsty and you gave me nothing to drink, **43**I was a stranger and you did not invite me in, I needed clothes and you did not clothe me, I was sick and in prison and you did not look after me.’ **44**“They also will answer, ‘Lord, when did we see you hungry or thirsty or a stranger or needing clothes or sick or in prison, and did not help you?’ **45**“He will reply, ‘I tell you the truth, whatever you did not do for one of the least of these, you did not do for me.’ **46**“Then they will go away to eternal punishment, but the righteous to eternal life.”

- Need to do much more than just throw \$\$\$\$ at an issue. Do something at the local level and move upwards
- Episcopal presence in disasters. A van would be a GREAT way to provide visible response

St James, Lothian (Thursday, 10/29 @ 6 PM)

What is the Diocese?

- The place we send money
- Support
- Spiritual & Administrative guidance
- Link to the larger church
- Provider of leadership... & occasionally intervention
- Amplifier of ministry – makes possible what can't be done in a smaller setting
- Provides the opportunity to hear what is going on in other congregations
- Gives a stronger voice and more credibility to advocacy

- Provides a sense of community
- Channels and coordinates activities
- Tests new ideas
- Holds history
- Is the Body of Christ – working and dreaming to a common goal
- Is a community of communities
- “Clergy vending machine”
- Educator/education
- Provides critical mass for program, filling in the missing pieces
- Manager and promoter of resources
- Does not speak for everyone
- Isn’t for profit
- Is not autonomous
- Isn’t perfect

What are our dreams for the mission of the Diocese (the “big rocks”)?

- Providing a sense of movement and invitation (social justice, communication, player-systematic /symmetric side)
- Saying “come and join us” rather than “come and find us”
- Supplying a place for proactive and civil dialogue
- Taking advocacy – i.e., prison ministry and camps for children of the incarcerated – to the next level of participation and awareness
- Providing relevance to the community, nation and world
- Having the ability to lead, stepping out in strength
- Providing youth and young adult/college ministries (10% budget)
- New worshipping communities in a variety of places, including non-traditional worship spaces (movie theaters, schools, coffee houses, etc.) as well as more traditional spaces (considering also two congregations sharing space)
- Reaching people where they are – a change in our philosophical approach
- Creative approach to stewardship for activities and programs
- Providing ministries for seniors and retirees in transition between congregations (moving from long-term associations to assisted-living or retirement communities in different areas of the state), providing pastoral “coverage” for those individuals
- Serving the youth with programs
- Supplying programs to immigrant populations
- Providing leadership and resources for environmental sustainability, particularly for older buildings
- Sharing resources and ideas around areas of common interest (such as congregations supporting cemeteries or schools)
- Supplying IT/web resources and expertise to congregations
- Clarifying what groups and who serves on them (i.e., the Ecumenical Leadership Council and the new Environmental group)
- Sharing information in a timely fashion
- Creating stronger regional councils – possibly even reforming regions to support diversity (racial, economic, theology) and reconciliation
- Developing ministry sharing clusters for programs, personnel and preaching (even going so far! as requiring each priest & deacon to preach in at least two different congregations than their own every year)
- Creating mutual ministry on all levels
- Inspiring passion and creativity around significant issues, so that congregations are excited about sharing their resources with the Diocese (how can we send more than our allocation!)

St Mary’s, Emmorton (Saturday, 10/31 @ 9 AM)

What does the Diocese Mean to you?

- Help
- Extended family
- Order
- Overall safe place
- Where we pay assessment
- Info & resources & a chance to get the Word out
- Closed minded (vs. diversity of opinion)
 - too political, not focused on God
- Leadership
- Opportunity
- Where we meet the wider Church
- Connection to the National Church
- Where Bishops live..... really, where they start from
- Needs more planning, governance, strategy
- No one knows how to set priorities or what grants are available
- Sometimes too process oriented
- How do we get beyond the Rector (Diocese) to the Gatekeeper

What can the Diocese do?

- Mission trips, retreats, events, food (small parishes can't do mission trips)
- Direct / help with partnerships & sharing
- Facilitate youth to initiate mission globally & learn how we make a difference
- Address domestic poverty & injustice
- Improve communication between parishes (need skills of youth)
- Big Rock = YOUTH – for example, fund 100 or 1,000 for 1 week at Claggett
- What about the folks in their 20's – have a retreat for young adults and college students (J2A = 18-18 year olds, young adults = 19-25 year olds)
- Programs to keep elders involved
- Address the needs of seniors (health, money, end of life issues [including spiritual])
- What do age specific ministries look like?
- What do intergenerational activities look like?
- Ties / sharing with nearby Dioceses (happens in youth events)
- Relationships with other denominations and other faiths (happens in youth events)
- Parishes share one another's resources and events – lent study, field trips, singles programs – communication between parishes (No one should be bored on weekends, there is always something to do in the Episcopal Church)
- The website name is difficult
- Need more formation opportunities – Bishops teaching, Diocesan days of prayer, help parishes form kids / youth / adults better
- Train leaders, e.g. vestry members, provide job descriptions for lay leadership positions
- Training on advocacy, justice, conflict resolution and how to take it back to your church (it's best to send several members of the parish to any training, create a team)
- Inter-faith mission – e.g. St James school visits
- Relationship with Episc. Carmel (now in the Diocese of Easton)
- Help the Episcopal schools tell their stories

Chuck+ commented that we need to use The Episcopal Church resources

Mary G+ said that the Diocesan staff can provide manuals, etc. If we need help, we should call.

Chuck's+ wrap up

Jesus sent 70 others to prepare the way for the place he intended to go. Today was part one of a process that will be opened up to others outside the 70 to bring in the multitudes. (see reference on pages 3 & 4)

AH Ha moments to share

- The Mutual Ministry, which is a wonderful example of Western MD. But, what happens when a parish gets enough \$\$\$ to get its own priest? Once the congregation becomes big enough it might lose the mutual ministry.
- The thought that there would be few in the reconciling group and then, that was the largest group
- Instead of why aren't people coming to church, it's why we aren't going to them. We need to go out into the midst of the community and be part of their lives because we are part of them
- Realizing I joined a larger family, not just the parish. People need to take responsibility, rather than just do in their church – reach out and do more.
- Proud to be an Episcopalian – everyone felt safe voicing what was on their mind and sharing with other people.
- One person goes to the Episcopal Church because that's where his wife goes – he was a non believer and now has evangelical tendencies. He always felt diocese was closed, had their minds made up and didn't want to hear the conservative feelings. He spoke honestly in groups and is not afraid to speak anymore to speak his conservative point of view to all of us liberals anymore.
- Across the diocese – there are a lot of churches and people who are incredibly proud of what they are doing and they want to share those as an example and do more in the community.
- We have much to share with one another
- Analogy between parishes and high schools – the nearest high school is your greatest rival – he heard people wanting to reach across those boundaries and share
- Beautiful to watch the interactive communication – moved forward to where we want to be. We have to move forward, not look backward. Wisdom comes by and enlightenment follows.

Chuck has already reported back to the Primate. And she said AMEN to all of what we have done today.

+Eugene spoke for a few minutes

He hopes chucks work with us can be transitioned for work with other diocese.

+Eugene took a moment to make some introductions.

- Hal+, the new dean at cathedral is considered part of staff, included in staff meetings and is a voice for the diocese.
- Sharon Tillman – director of communications – trying to get data base up to date. We will be sending out parishes address lists to follow instructions in the packet and send back to them. The Parish Mailing is an email list you can self select and put yourself on that list.

- Charlie Cloughen – retired, but is now part time director of stewardship, planned giving and development for the diocese.

The Diocese of MD is like an old, venerable institution that needs to be transformed in a way that is attractive. +Eugene spoke about the silo at Claggett, and how that was transformed, but the silo is still there. How are we going to get there?

He gave some observations about what happened today and the 5 areas - what struck him.

Growth

What does the Episcopal Church believe in? If we are going to grow as an Episcopalian community – we need to know what the Episcopal Church believes. What would you say? We are a historic church in the catholic tradition, ever evolving.

Reconciling

The Diocese of MD is already a reconciling community. We elected a green bishop. Our statement is made – even in the bishop. +John and +Eugene don't always agree on issues. We are a diverse community. That is who we are. And that is okay. We are a reconciling community – all will be reconciled in fullness in the Kingdom of God. Maybe we shouldn't fill the commission until we figure out what reconciling means to us

Inviting

We need to grow, so we need to come up with a strategy on how to be an inviting church. The Episcopal Church, by reason of attrition is losing 20,000 people a year. That is a medium sized diocese. We have stopped establishing churches in the Diocese of MD). We have to get out and find a way to start new worshipping communities.

Serving

The Environmental Steering Committee is off and running and we have 15 people selected out of 80 who want to serve on the Environmental Steering Committee. We have appointed a head of the Development Commission and a head of Stewardship. Education for the poor is moving along in exploratory stages – Dean Hyacks' wife is +Eugene's advisor on that as a volunteer

Communicating

Many of the things he heard about what the Diocese should be doing, the Diocese is already doing, but we don't know about it. The word isn't out. We need to get the word out about what is going on in the Diocese.

We are going to have the smaller group meetings, and we are getting the information out. Everyone is invited to the smaller group meetings. We (this group) will come back on 2/27 and we will have to take major steps toward further sifting down to the end. The end is that which, the Mission Strategy Group, along with Diocesan Council, is going to say "Here are the big rocks". It will be written up and communicated, but the parishes will also need to sift through it, discern about it. We will bring the results to convention and ratify.

What does +Eugene mean by "big rock"?

Example: The diocese will commit itself to get 2,000 youth to spend a week at Claggett for a quality Christian formation project in the next 5 years.

We need to put a number to it, and make it specific. What is your parish doing and how is your parish helping to accomplish that? We need to remember the Pyramid:

Foundation - what would this mean for the congregation?

The middle – what would this mean for the Diocese?

The tip – what would this mean for the State?

If we only have 5 big rocks, what about all the other things we can do?

We can't put our resources into everything, so we have to figure out what the priorities are. At the end of 5 years, we will have a story to tell. We will have moved forward in a mighty way because we had a strategy. And we will start again. But we may have some smaller rocks in there. It is the chapel made out of a silo.

+Eugene discussed staffing & funding.

We have requests out for resumes and applications for staffing. We don't know if we have the funding for these positions yet, but we are looking to fill 2 ½ positions from what we have at this stage. We have had attrition. Mark Gatzka, Amy Richtor and Jack Pannell. 3 full time positions. Some of those functions plus some different ones to be replaced with 2 ½ positions. The staff will only be 36% of the budget but we need to get staffed up. The call for staffing is not because of some great end game in mind for the Horizons, but because we need the staffing.

One last thing to consider from +Eugene. Horizons – why are we using that word? The photo on the website is a sun on the horizon. Is it a sun set or a sun rise? How you answer on that will tell you how you feel about the future of the diocese.

+John's closing remarks

+John is pleased with all the new faces – today he has seen many who have been actively involved in diocesan leadership, but for many others he sees, this is the first time.

He felt that the energy went in two directions – one is on baseline ministries, the other is our identity as an Episcopal Church, diocese, parish, and individual. As we engage in the process, we will gain clarity on that issue

Growth represents a variety of views theologically – views today not on what we disagree on, but what we can do together.

+John talked about the words said during the “ah ha” moments about safe space – people felt it was safe space and that they could say what they felt needed to be said. This was great!

Diocesan / Congregational tension – all relationships bound together is a lot of hard work. If we didn't care we wouldn't be working on it. As he heard people talking about some of the tensions, he recognized that we were talking about it because we care.

Today was a good day, a good step forward. Horizons is an outward visible sign of what is going on in the Diocese and our parishes - where God is calling us to be.