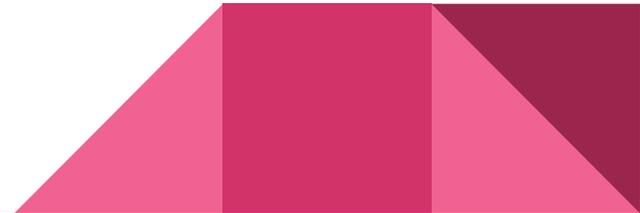


# Episcopal Diocese of Missouri Strategic Visioning

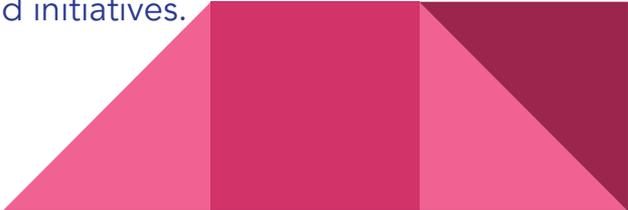
Approved Goals and Initiatives  
Diocesan Convention workshop  
November 19, 2021

# Strategic Visioning Committee

- The Rev. Annette Joseph, Co-Chair - Christ Church, Cape Girardeau and St. Paul's, Sikeston
- Dick Entenmann, Co-Chair - Grace Church, Kirkwood
- Vicki Myers - Grace Church, Jefferson City
- The Rev. Dr. Clive Samson - Faith Christian Church of India, Ballwin
- The Rev. Jon Stratton - Trinity, Central West End, St. Louis
- Janet Thompson - Calvary, Columbia
- The Rev. Sally Weaver - Former interim priest, Emmanuel, Webster Groves
- Mabelle West - All Saints & Ascension, Northwoods, St. Louis
- Parker Williams - Holy Cross, Poplar Bluff



# The Strategic Visioning process

- Developed new Mission and Vision statements, using diocesan wide survey for feedback.
  - Surveyed selected members of the Diocese, reviewed information gathered in Bishop's Search process from 2019 and from the Re-imagining the Church Task Force in 2020.
  - Determined areas of focus for the strategic plan:
    - Pastoral Care & Stewardship
    - Formation & Worship
    - Evangelism & Justice
    - Community Building & Structure
    - Communication & Technology
  - Established five working groups to consider strategic questions in each area, form goals, and create initiatives to help us to meet those goals.
  - Held six listening sessions for feedback before finalizing proposed goals and initiatives.
  - Proposed recommendations to Diocesan Council in September 2021.
  - Diocesan Council approved final plan in October 2021.
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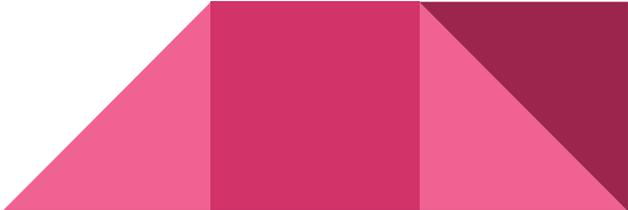
# Overarching Themes

- Focus on neighborhood and community.
  - Laity driven.
  - Multiple ways to engage congregations.
  - Enabling and empowering people through training and support.
  - Training lay people to guide and support each other.
  - Continuing to build on a foundation already begun.
  - We will start initiatives over a three-year period but will have five years to get them up and running.
  - 2022 is Year Zero - a time for planning and set up.
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## Mission and Vision Statements

**Mission:** Walking humbly with God and our neighbors, we seek justice, act with love, and live the Good News of Jesus.

**Vision:** A world transformed by God's love, justice, and peace.



# Goals by Mission



## Walking humbly with God and our neighbors

**Formation:** Make intergenerational and other formation programs available to all congregations.

- Offer formation resources, including recorded and live streamed formation programs from congregations able to create content, to all congregations.
- Appoint a Canon for Children & Youth Formation who will develop diocesan-wide children, youth, young adult, and intergenerational formation programming.
- Develop lay-led college chaplaincy programs in congregations that are near college and university campuses.

# Goals by Mission

## Walking humbly with God and our neighbors

**Worship:** Offer diverse and inclusive liturgy that reflects the diversity of people within our communities.

- Establish a digital clearinghouse of approved liturgies, music, prayers and other worship-related resources.
- Offer Adaptive Change facilitation to help leadership work with their congregations to experiment with diverse liturgies, music, and prayers.



# Goals by Mission



## Walking humbly with God and our neighbors

**Evangelism:** Create missional communities, both within existing congregations and in new areas, that can be worshiping or non-worshiping

- Offer Community Listening workshops/coaching to help congregations build relationships with their neighbors, especially those who are marginalized.
- If appropriate, based on results of Community Listening, identify and develop up to 10 new missional communities that serve their neighborhoods.

# Goals by Mission

## Walking humbly with God and our neighbors

**Community building:** Build relationships between the Diocese and local organizations that align with the Diocese's mission while increasing the Diocese's profile in North St. Louis.

- Develop a missional community in Old North St. Louis with convening space in the Grace Hill buildings.



# Goals by Mission

## We seek justice:



**No. 1:** Engage all members in understanding how institutionalized and structural racism works and make personal commitments to confront injustice.

- Issue one diocesan policy statement on dismantling racism and affirm by congregational leadership.
- Perform a racial justice audit (from The Episcopal Church's Becoming Beloved Community) of diocesan structures and systems to understand what we need to change and why.
- With ongoing support from the national church and working with our Dismantling Racism Commission, facilitate conversations with congregations about institutional and structural racism.
- Incorporate a second level curriculum for congregations that have worked beyond the current anti-racism training.

# Goals by Mission

## We seek justice:



**No. 2:** Take a leadership role and dedicate resources to two issues where we can make a critical impact.

- Partner with state and regional coalitions to address health care access disparities, especially along racial lines, starting with St. Luke's hospital, where we have a seat on the Board.
- Develop a pilot ministry with local partners (in up to 4 sites) to assist people involved in the criminal justice system in reentering the community.

# Goals by Mission

## We seek justice:



### No 3: Support LGBTQIA+ people across the Diocese

- Create a LGBTQIA Missioner to resource and support people and ministries

### No. 4: Support the initiatives coming from the Creation Care Ministry team.



# Goals by Mission



## Act with love

**Pastoral Care:** Develop congregational-based pastoral care connected to support services in our communities.

- Provide pastoral care in congregations by offering training and guidance to lay pastoral care teams.
- Create a digital clearinghouse of pastoral care resources and best practices.
- Establish a diocesan-wide pastoral care network to provide assistance to members of the Diocese and their family and friends from other congregations across Diocese.



# Goals by Mission

## Act with love



**Communication:** Build relationships across the Diocese and between congregations, and provide support and mentoring for ongoing communication needs of all congregations.

- Grow our diocesan communications team by adding a full-time technology manager and create a new ministry to advise and support our congregations' technology needs.
- Establish a "toolkit" of information and resources that will support our congregations with their communications and technology.
- Create Clergy Cohesion throughout the Diocese by sponsoring clergy specific gatherings and communication tools.
- Establish (at least) four communications hubs to serve as central resources that support collaboration and communication throughout the Diocese. The Diocese would provide the hardware, maintenance, and oversight.
- Use Facebook groups and social media to connect congregations.

# Goals by Mission

## And live the Good News of Jesus

**Stewardship:** Support congregations in maximizing stewardship of resources better to serve the parish and community.

- To ensure congregational vitality, provide congregational development resources to congregations to assess strengths, challenges, and opportunities, then help them to track results and analyze data.
- Provide facilitation and other support to congregations as they discern their future ministry in times of financial pressure due to the cost of maintaining their facilities.
- Provide facility assessment services to congregations to help them periodically assess the condition of their buildings.



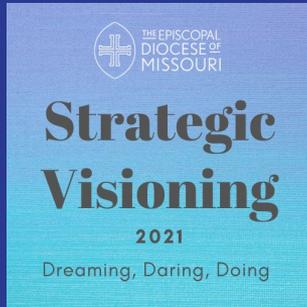
# Goals by Mission

## And live the Good News of Jesus

**Community building:** Strengthen connections between congregations.

- Determine 3-5 missions for the Diocese (e.g. hunger, creation care, mental health, housing and homelessness) to provide opportunities between parishes and individuals in common ministry, and partner with groups across the region who are also working on those issues to collaborate.
- Hold a second diocesan gathering annually centered around mission, ministry, formation and justice.
- Create a convocation structure that fosters unity among our parishes, centered around mission and ministry.





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