

# **VISION OF THE EPISCOPAL DIOCESE OF THE CENTRAL GULF COAST**

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## **VISION STATEMENT**

Our vision is to share Christ crucified and God's reconciling love through effective ministry, leadership, stewardship and communication.

## **MISSION STATEMENT**

We seek to accomplish our vision by the following:

- I. Provide and sustain ministries that enable committees, commissions, agencies, boards, clergy and congregations (CCABCC) to share the Good News of God in Christ.
- II. Develop clerical, lay and staff leadership within the diocese through effective organizational structures, human resource practices, continuing education and deployment.
- III. Proclaim our theology of stewardship to include financial, environmental, charitable and personal (mind, body, spirit) principles of Christian living.
- IV. Convey our Vision and Mission and our progress toward their accomplishment through effective communication..

## **COMMITMENT STATEMENT**

As we strive to attain this Vision via our stated Mission, we recognize our fundamental dependence upon God's grace, mercy and love and thus commit ourselves to begin all our endeavors with quiet, listening prayer to discern God's will.

**(Post Convention Revisions Included: 3-8-10)**

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**Outcome I: Provide and sustain ministries that enable committees, commissions, agencies, boards, clergy and congregations (CCABCC) to share the Good News of God in Christ.**

Programs/Projects/Policies (in priority order)	Recommendation	Possible Means	Evaluation	Time Line
<b>A. Out Reach</b>				
1. Provide funds and other support for our Diocesan agencies.				
a. Develop Beckwith to be a vibrant Conference Center.	Delegate to John Koch and Beckwith Board.	Loan to revamp Facilities, etc. Advertising	Standing Comm. oversight; Occupancy up 20%/year to max.	2010 +
b. Retrofit Wilmer Hall to meet modern standards.	Delegate to W.H. Board	Publicize Plan	Reports to S.C.	2015
c. Assist Murray House to meet required standards.	Delegate to M. H. Board	Publicize Plan	Reports to S.C.	2010+
2. Provide outreach to Hispanics including worship and other services (child care, ESL, etc.).	Bishop to appoint or to form a Task Force on Hispanic Ministries ASAP and identify Resources (Bishop has already started this activity).	Perhaps develop a new Commission. Contact the Hispanic desk at 815; bring to the diocese from 815 an expert; involve Carmen Kimmons; identify where in the diocese the communities of Hispanic people are to be found	Number, types of programs, # served.  Reports to S.C. on progress for ongoing eval. Use "Strategic Vision for Reaching Latinos/Hispanics in the USA."	2010+  2010+
3. Provide intentional college and university ministry (Full time Chaplains in future years).	Bishop to delegate to Comm. on Campus Ministry and to Comm on Church Growth-Evangelism and to Comm. On Youth Ministry.	Identify institutions and pair with local congre. or by region.	Annual Reports by each comm. re. progress.	2010, 2011
4. Strengthen ecumenical and interfaith relations including joint ministries.	Bishop to develop regional and local interfaith and ecumenical groups. Bishop to appoint chairs (Interfaith and Ecumenical Officers).	Regional coordinators to meet/ support local activities.	Annual Convention Reports	2010+

**Outcome I: Provide and sustain ministries that enable committees, commissions, agencies, boards, clergy and congregations (CCABCC) to share the Good News of God in Christ.**

Programs/Projects/Policies (in priority order)	Recommendation	Possible Means	Evaluation	Time Line
5. Enhance relationships with companion diocese, other regions in the Anglican Communion to share mission partnerships between congregations as well as clergy and lay continuing education.	Bishop to delegate this to the Commission on World Missions	Comm. to gather info. and report diocesan and other's missions; Identify partnerships and their strengths, etc.	Regular report to SC, Annual Conv. Report. detailing relat. and educational offerings.	2010+
6. Experiment with new models of church development (including house, storefront, church planters, etc.).	Delegate to Comm. on Congregational Develop. Bishop to appoint Church planters	Seek Consultation from ch. Planters	Reports to S.C. Reports to Bishop	2012 2011
7. Develop Military Liaison (chaplains to military and dep.)	Bishop to appt. a Liaison	From retired priests	Reports to S.C.	2011
8. Continue diocesan emphasis on ERD, UTO, MDGs	Coastline/workshops/ECW	Public./proactive reps.	Report to Convent.	2011
9. Emphasize Health Ministry and/or Parish Nursing as an intentional, collaborative ministry of healing and health.	Bishop to charge each congregation, clergy, and nurse communicants.	Educate clergy, cong. and Parish Nursing; use articles, consultations, conference presentations.	Increase # of HM/PN prog. in congreg. by 50%	2013
10. Adopt the Five Marks of Mission and recommend them as mission priorities ( <i>proclaim the good of the kingdom; teach, baptize, and nurture new believers; respond to human needs by loving service; seek to transform unjust structures of society; and strive to safeguard the integrity of creation and sustain and renew the life of the earth</i> ).	Clergy and Congregations	Educational processes, mission activities. Implement locally. Publicize efforts.	Local mission activities evaluated per 5 marks. Reports to Clergy conf.; to Bishop; Articles published	2012+
11. Develop additional ways to minister to God's children behind bars, those returning to the community and their families.	Clergy and congregations, Com. on Prison Ministry	as in #10, above	Prison ministry reported as above.	2015

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Programs/Projects/Policies (in priority order)	Recommendation	Possible Means	Evaluation	Time Line
<b>B. In Reach</b>				
1. Provide funds and other support for our Diocesan agencies.				
a. Develop Beckwith to be a vibrant Conference Center.	Delegate to John Koch and Beckwith Board.	Loan to revamp Facilities, etc.	Standing Comm. oversight; Occupancy Up 20%/yr. to max.	2010 +
b. Retrofit Wilmer Hall to meet modern standards.	Delegate to W.H. Board	Publicize Plan	Reports to S.C.	2015
c. Assist Murray House to meet required standards.	Delegate to M. H. Board	Publicize Plan	Reports to S.C. Industry criteria met.	2010+
2. Provide/enhance in reach to missions and smaller Churches	Bishop to delegate to Commission on Congregational Development, Comm. on Dio. Missions	Voluntary associations as resource	Report to Conv. # of assoc. or use of diocesan resources or diocesan resources. Increase yearly.	2010+
3. Identify and increase support (financial and other) for seminarians and for deacons.	Local congregations	Local fundraisers or appeals, campaigns	Scholarships started or more fully funded.	2010+
4. Create forums for reconciliation (including race relations and attitudes, ecumenism, etc.)	Comm. on Peace and Justice/Racial Reconcil. Dio. ecumenical and inter faith officers.	Workshops; Bishop's Interfaith Conf. Foster parish efforts and activities	Reports to Dio Conv. Reports to Bishop Publicity; min. of 2 forums/yr.	2010+
5. Develop regional young adult groups (age 25-45 or Combined couple ages no > 99).	Bishop to appoint coord. via regional structures. Comm. on Cursillo	Periodic meetings for Fellowship/study	Reports to S.C. Reports to Bishop Min. of 2 groups/yr.	2011+
6. Provide regional training for Christian Formation.	Utilize DCEs of larger cong. Hire "expert" annually Bishop to designate on-line EFM coord.	Quarterly regional Workshops Full day workshop Centrally (webinar) Advertise offering	Report # attending each event. Tally participant evals.	2012+

**Outcome I: Provide and sustain ministries that enable committees, commissions, agencies, boards, clergy and congregations (CCABCC) to share the Good News of God in Christ.** **4**

Programs/Projects/Policies (in priority order)	Recommendation	Possible Means	Evaluation	Time Line
7. Address needs of children and others with learning differences to assure inclusion and optimal participation in activities.	Delegate to local Congregations and in schools, camps. May consider brief Task force to develop some Guidelines, review materials	Imp. in schools, Christian Education and Formation materials, in the un-churched, and those unable to access public education.	Reports to Bishop, SC re. # programs, materials developed and their success	2012+
8. Emphasize Health Ministry and/or Parish Nursing as an intentional ministry of healing and health.	Bishop to charge each congregation, clergy, and nurse communicant.	Educate clergy, cong. on value of Health Min. and Parish Nursing; use articles, consultations, conference presentations.	Increase # of HM/PN prog. in congreg. by 50%	2013
9. Emphasize Disaster Preparedness in missions, parishes, diocesan office and agencies.	Bishop to charge each Congregation and Coord for Disaster Preparedness.	Disaster Preparedness Coordinator to implement Task Force (Temp.) to insure readiness methods, plan drills, develop scoring for each setting, etc.	Readiness scores increase yearly by a statistically significant % each year.	2011+

- Amendment passed at Convention, 2010: “Add a new unnumbered paragraph at the end of Outcome I, A. Out Reach and to I B In Reach, to read as follows:

In addition to the above, we recognize the overarching need to be proactive in the attraction, nurturing, and retention of children and youth. The Bishop will appoint or form a Task Force on Child and Youth Ministries ASAP, and, where applicable, CCABCC should continually look for creative ways to strengthen ministries to children and youth.”

**Ten Year Goals: A=** Develop Coastal Camp (with ecology program) in eastern end of diocese/Provide full time Chaplains in every college, university, prison, hospital, Nursing home, school, corporation (> 50 employees). **B=** Develop an Episcopal School (preK-12) in Baldwin and in Franklin (eastern) areas/Establish a high school in Pensacola and Panama City. **C=**Extend Disaster Preparedness and activities to encompass entities beyond our diocese.

**Outcome II: Develop clerical, lay and staff leadership within the diocese through effective organizational structures, human resource practices, continuing education and deployment.**

Programs/Projects/Policies (in priority order)	Recommendation	Possible Means	Evaluation	Time Line
<b>A. Committees, Commissions, Coordinators, Agencies, Boards, Clergy, Congregations</b>				
1. Develop a shared and owned vision for the mission and ministry of the diocese.	Standing Committee  Bishop and SC	Trial document ready by Convention 2010. Publicize vision.	Vision reviewed by expert panel. Convention votes to accept	2010  2010
2. Develop a Five Year Plan with organizational structure Budget and evaluation related to goals.	SC to continue work Expand to other leaders	As above and publicize to CCABs.	Plan reviewed By expert panel.	2010
3. Assist congregations to appreciate the various ways in which Bishop communicates our shared visions, his teachings and our corporate awareness.	Clergy, lay leaders, CCABs, Fresh Start Committee and Com. on Communication.	Facilitate skills and knowledge to disseminate materials from the Bishop on a consistent and regular basis. Bishop may use push-pull techniques.	Questionnaire, survey by SC member at parish visit.	2010+
4. The Bishop and diocesan leaders will embody and proclaim Stewardship as a way of Christian Living.	Bishop to delegate to the Com. on Stewardship	Increased programming on planned giving and stewardship for clergy at clergy conferences (via the program comm.) and for laity.	Increased % pledged by statistically significant amt. yearly.	2010-5
5. Develop/distribute publicity/presentations about the mission and ministry of the components of the diocese (CCABs, Standing Committee, etc.)	Bishop to delegate this to each CCAB, etc	Presentations, articles flyers, re: roles/duties	Materials by CCABs in hand. Response positive on Survey/interview. # of articles/presentations	2012+
6. Send visitation teams from the Standing Committee, the CCABs, and diocesan leaders to parishes and missions at least twice yearly.	Bishop to delegate to SC, CCABs, and others. First year visits re: 5 yr.Plan	Focus can be needs based or information based (theirs or ours).	Qualitative reports; use of surveys.	2010-5

**Outcome II: Develop clerical, lay and staff leadership within the diocese through effective organizational structures, human resource practices, continuing education and deployment.**

Programs/Projects/Policies (in priority order)	Recommendation	Possible Means	Evaluation	Time Line
7. Consider changing the basis of stewardship for parishes to one of assessment or proportional rather than voluntary giving.	Bishop to delegate review of the stewardship statements to the Stewardship Committee. The Finance Committee and the SC to review assessment or proportional giving as a means to fund the diocese.	Subcommittee to collect data for full day debate. Present on parish visits; Present at convention.  SC to meet specifically to recommend changes in diocesan funding.	Increased Pledges by statistically significant % yearly.	2012+
8. Improve inclusion and participation of those with disabilities (safety and access).	Bishop to delegate to Parish Nurses	May form Task Force to determine criteria, visit parishes, assess needs and give feedback to Webinar,online or paper instruction. Use attorney feedback prior to visits.	Summary doc. to Bishop # facilities with improved access; # of parishioners with disabilities increased.	2010= plan; 2011= visits 2015 End.
<b>B. Bishop and Diocesan Office</b>				
1. Develop a timely, collaborative process for clergy deployment involving the Bishop, the congregation and a consultant.	Deployment officer, internal or external consultants, Bishop.	Redesign of packets to include reasonable time line, profile precautions, letters of agreement and	New or reorganized materials in hand;Evals. +; Placement time decreased.	2011+
2. Implement all available avenues to foster a close relationship between the Bishop and the people of the diocese	Bishop to delegate to the Comm. on Commun. and the diocesan office; clergy heads of regions- rename convocations???	Energize the 6 regions; Skype calls (conference and regular calls) e-mails; regional con formations, meetings, worship; Bishop notes; Pastoral letters; Web Videos; Webinars;	Positive ans. To surveys/questions  Numbers of completed products and positive feedback regarding same.  Travel budget adequate.	2013+

**Outcome II: Develop clerical, lay and staff leadership within the diocese through effective organizational structures, human resource practices, continuing education and deployment.**

Programs/Projects/Policies (in priority order)	Recommendation	Possible Means	Evaluation	Time Line
3. Develop a program/workshop committee to assist with convention planning.	Bishop to appoint with Representatives from SC, CCABs, and host church.	Exchange ideas; information sharing; share best practices, etc.	Post session evals.	2011+
4. Establish a position/method to assist the Bishop with deployment/visitations, etc.	Bishop to communicate to Convention to fund.	Establish committee to devise job requirements, salary; perhaps retired Bishop(s)/consultants.	Position filled; Positive first yr. evaluation.	2010+
5. Provide/enhance in-reach to missions and smaller churches.	Delegate to Bishop's assist. and/or Comm.on Church Growth, Com. on Diocesan Missions	Establish partnership relationships between consenting parishes. Insure knowlede of Diocesan and CCAB Resources.	Specific program. implemented with positive outcome evals.	2010= plan 2011= Imple. 2012+
6. Revamp Commissions (effectiveness, necessity, role In Five Year Plan, etc.)	Bishop's appoints staff and Standing Committee liaisons to all CCABs	Appointees have more active role in implementing Five Year Plan and evaluating functions of CCABs	Staff and SC liaisons published with Chairs/Coords. and on Annual Convention Reports.	2010
7. Strengthen ecumenical and interreligious relations including joint ministries.	Delegate to Canon to the Ordinary and Chair, Conflict Transformation Team.	Publicize current efforts. Continue meeting with designated groups. Assist regional/local efforts.	Coastline articles. Annual Report.	2011+
8. Develop a program/concept for congregations in transition (mission to parish; calling clergy; conflict situations, consolidations, etc.).	Bishop will delegate to assistant, lay experts and Diocesan office staff.	Design, develop new program for congregations. Perhaps a new commission on transitions in general.	Deployment & other materials packaged for use by churches. Some evals. in place by 2012.	2010= plan 2011= Prog. Revamp '12=CEs

**Outcome II: Develop clerical, lay and staff leadership within the diocese through effective organizational structures, human resource practices, continuing education and deployment. 8**

Programs/Projects/Policies (in priority order)	Recommendation	Possible Means	Evaluation	Time Line
9. Provide diocesan office orientations as requested.	Bishop active with Fresh Start, etc,	Continue to meet with all Postulants, seminarians, Deacons (vocational and Transitional) and all new Priests. Parish priests may submit personal objectives and request time for Diocesan office learning experiences.	Positive written feedback from all segments.	2010+
10. Comply with General Convention Resolution (2009) Regarding Health Insurance and Pension Plans lay employees.	Bishop to designate a coordinator	Parishes will need instruction/assistance	Percentage of eligibles covered increases yearly	2012
11. Encourage participation of young people (16-18) to participate in governance.	Bishop and congregations.	Encourage appointments to vestries, committies, etc. with vote except as prohib. By civil law.	Number of appts. increase yearly 20%/yr.	100% by 2015

**Ten Year Plan:** 26(50). Add full time positions to the diocesan staff for: a. Spiritual Director; b. Licensed Counselor (Currently a spiritual director functions one day per week and two licensed counselors have offices at parishes on an independent contractor basis).

**Outcome III: Proclaim our theology of stewardship to include financial, environmental, charitable and personal (mind, body, spirit) principles of Christian living.**

Programs/Projects/Policies (in priority order)	Recommendation	Possible Means	Evaluation	Time Line
<b>A. Financial</b>				
1. Create a stable financial environment.	Bishop to delegate this to Finance Comm.; Stewardship Comm.; SC.	Explore alternate ways to fund the Budget.	Monies other than current sources in hand. Define goal to be reached yearly	2011
2. Balance the budget within the goals of the Five Year Plan.	Bishop to delegate this to Finance Comm; Stewardship Comm; SC; Convention	Strong diocesan wide teaching efforts under direction of Bishop and clergy. Immediate attention to responsible teaching, writing and preaching about stewardship all year.	Increased percentages from congreg. by statistically sig. amt./year. Increased total revenues. Define reasonable yearly goal.	2010+  2015
3. Establish a reasonable percentage goal for giving beyond ourselves.	Bishop to delegate to the Finance, SC and convention.	Dialogue and discussions. Resolution to Convention.	50/50 giving goal met.	2015
4. Establish and promote endowments, trust funds at the diocese, congregation and agency levels.	Bishop to establish a planned giving office/officer/program.	Continue assoc. with Episc. Church Found. and produce Web or internet access to the Cont. Ed. materials.	Every congre. has materials readily avail.	2011
5. Purchase land as it becomes available for a land bank (for parishes and agencies of the diocese) for future development.	Bishop and Canon to Ord. to create long range expansion Strategy; CCABs give data.	Analyze upcoming census data, agency. needs, etc.	Plans in hand Define goals. by 2012.	2014
6. Provide grant writing, educational, financial resources to restore Historically Significant Churches in the Diocese.	Refer to Finance and SC to give info. to individual	FL. Churches can seek state grants for exteriors.	# restorations; \$ expended.	2015

**Ten Year Plan:** Eliminate institutional debt ((Beckwith, other agencies, congregations to service own debt, pay back funds from trusts, etc.).

**Outcome III: Proclaim our theology of stewardship to include financial, environmental, charitable and personal (mind, body, spirit) principles of Christian living.**

Programs/Projects/Policies (in priority order)	Recommendation	Possible Means	Evaluation	Time Line
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**B. Environmental**

1. Make the diocese "GREEN."	Bishop refers to all CCABs, The Comm. on Environ. and Integrity of Creation and to Congregations.	Implement document by Comm. on Enviro. at all levels. Publicize and send out this doc.	Annual survey of CCABs, congreg. shows stat. sig. In # changes in place.	2011
2. Reduce greenhouse gas emissions in every facility.	Diocese, Churches, agencies.	Publicize methods.	Decrease by 50%	2015
3. Restrict use of bottled water, plastics, non-renewables and foster use of re-useables.	Diocese, Churches, Agencies. ECW	Publicize dangers.	Decrease to 0%	2015

**C. Charitable**

1. Address the needs of our society ( <i>Millennium Developmental Goals: Eradicate extreme poverty and hunger; Achieve universal primary education; Promote gender equality and empower women; Reduce child mortality; Improve maternal health; Combat HIV/AIDS, malaria and other diseases; Ensure environmental stability; Develop a global partnership for development</i> ).	Delegate to congregations and convention, Com. on World Missions	Publicize ministries as developed and implemented at var. levels.	Maintain 0.7% of revenues to National.	2011+
2. Develop disaster relief warehouse for supplies used as an arm of The Episcopal Church in disaster response (not just on Gulf Coast).]	Bishop delegates to Coord. of Disaster Response and local Chair of ERD. ECW	Coord. with national groups. Perhaps a special fund raiser or fund campaign.	Annual Report denotes plan then yearly stat. sig. Increase in funds.	2011
3. Establish a reasonable percentage goal for giving beyond ourselves.	Bishop to delegate to the Finance, SC and convention.	Dialogue and discussions. Resolution to Convention.	50/50 giving goal met.	2015
4. Develop congregational partnerships with local public, private, church schools.	Clergy/Congregations ECW	Each communicant to give 40 hrs. annually	Documentation submitted.	2011+
5. Encourage support of Episcopal Relief and Development.	Congregations/Clergy ECW	Lenten programs, prayer;offerings	Activities, donations increase yearly	2010+

**Outcome III: Proclaim our theology of stewardship to include financial, environmental, charitable and personal (mind, body, spirit) principles of Christian living.**

Programs/Projects/Policies (in priority order)	Recommendation	Possible Means	Evaluation	Time Line
<b>D. Personal/Physical (Body, Mind, Spirit, Talents)</b>				
1. Develop awareness of the health and spirituality inter-relationship by promoting whole person health in all communicants, congregations and agencies.	Bishop delegates to clergy, parish nurses and other health ministers.	Share resources and ideas between cong. (HMs and PNs to give consultation, and/or assistance)	Increase # of HM programs, by 50%; Include programs on Organ donation, CPR certificates, Advanced directives, Medical proxy, Funeral preparation, Etc.	2015
2. Encourage clergy, lay leaders and others to recognize, report as legally required, prevent when possible and treat/refer appropriately situations of domestic abuse and violence.	Bishop to refer to Comm. on Peace/Justice/Reconcil.; All Health Ministers. DOK, ECW, PNs	Dev. self study modules for local Use (Task Force). Pray for victims and families.	# completing study. Abuse hotline posted in 100% of church public toilets	Module 2012. 2011
3. Provide information on prevention of sexually transmitted diseases including HIV/AIDS and the discrepancies in care and treatment based on prejudice, poverty, racism, ignorance and invisibility of victims.	Bishop to refer to Parish Nurses, other Health Ministers, Com. on Peace/Justice/Reconciliation	Develop or secure educational mat. suitable for all age groups, esp. youth.	# presentations. # attendees	Educ. Mat. by 2013 Report by 2015

**Outcome IV: Convey our Vision and Mission and our progress toward their accomplishment through effective communication.****12**

Programs/Projects/Policies (in priority order)	Recommendation	Possible Means	Evaluation	Time Line
1. Hire a full time staff officer for communications.	Bishop to add benefits, reasonable expenses and hours to current position.	Budget increases for 2010 via increased congregational contributions.	Ministry review with more and better comm. products	2010+
2. Establish a Communication Commission to work with Staff officer for continuous interactive conversations with the Diocese, its CCABs, parishes and missions and the larger community.	Separate functions of staff officer and Commission Chair. Seek members with specific expertise.	Comm. Members will give material assistance to staff including technical help and technical development as well as content.	Mission oriented articles (monthly), and videos (2/yr) and informative handouts (4/yr.)	2010+
3. Maintain a useful and engaging web site.	Comm. On Comm.	Use web casts, web Links, webinars.		2010+
4. Empower congregational development using traditional and emerging media resources and techniques, including best practices for use when adopting new technology and making communication decisions.	Delegate to Committee on Convention Workshops after possible speakers are identified. May also include "How-to" articles in Coastline or separate workshops.	Face Book, Twitter, You Tube, online Books, Speaker's Bureau, Shared Library, Blogs, AVs. Publicize cong., dio., and national efforts for meeting Millennium Developmental Goals and other ministries	Web Counter, surveys and solicited feedback positive.	2010+

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