



# Diocese of Oregon

The Episcopal Church in Western Oregon

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## Mission Plan

**Proclaiming God's realm while living Gospel lives**

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# Diocesan Mission Statement

*Proclaiming God's realm while living Gospel lives*

# Diocesan Core Values

- We live out our mission and vision as a Christian community guided by these core values:
- Centering our lives in the Baptismal Covenant
- Living in and sharing God's abundance in thankfulness for the riches we have
- Practicing resurrection: living in the open expectation of the new thing God is doing at all times and in all places
- Responding compassionately to those in need
- Nurturing children and youth in faith, hope, and love
- Caring for, protecting, and defending all of God's creation
- Seeking and inviting the unique gifts of all our members
- Listening deeply, speaking honestly and with respect
- Mediating our disagreements, misunderstandings, and concerns through reconciliation and forgiveness
- Continuing to increase our knowledge of and commitment to what it means to live in God's realm
- Support Episcopal Relief & Development and Millennium Development Goals

# Diocesan Vision Statement

Gathered in the love of God in Christ and accepting of diversity, the Diocese of Oregon actively nourishes renewal and growth, cares for creation, and values the unique gifts of all as we encourage innovation to meet the needs of the 21st century church. We ground our lives in Anglican worship while connecting ourselves to the wider church and world.

# Strategic Directions

Our mission and vision statements speak broadly and compellingly about our identity as a community, an identity that is informed by a prayerful reading of Holy Scripture and the Book of Common Prayer. However, that identity only becomes visible to us and others as it is clarified through specific and strategic directions that inform our work together.

Our strategic directions:

- Strengthen and Support Congregational Life
- Strengthen and Support Diocesan Capacity For Mission
- Strengthen and Support Missional Leadership
- Strengthen, Support, and Advocate for Gospel Justice

## Congregational life

*“Then Jesus called the twelve together and gave them power and authority over all demons and to cure diseases, and he sent them out to proclaim the Realm of God and to heal.” –Luke 9:1-2*

**Strengthen and support congregational life:** We strengthen congregational life to nourish the unique gifts of witness found in communities throughout the diocese. To accomplish this we will:

1. Create a diocesan learning environment so that the best practices of Christian community become everyday actions.
  - a. Review and further develop existing programs for
    - Children’s Christian formation (a Children’s Charter for the church)
    - Adult Christian formation (Charter for Lifelong Christian Formation)
    - Youth and young adult Christian formation (charter for Lifelong Christian Formation)
    - Liturgy and preaching
    - Communication, media, and internet presence
    - Stewardship and finance
    - Social ministries and social justice witness
    - Pastoral care and healing ministries
    - Hospitality and evangelism
    - Healthy congregational life

- Camping and retreat ministries
  - Latino ministries
- b. Develop the Academy for Formation and Mission to nourish intentional, ongoing, and holistic discernment, formation, and capacity for ministry in all orders
    - Broad lay ministry educational
    - Full education for the diaconate
    - Initial educational program for priests
2. Prioritize diocesan resources to serve the needs of congregations.
    - a. Increase diocesan staff consultations
    - b. Conduct yearly mission and ministry reviews with all congregations and clergy
    - c. Create and train parish consultants to facilitate strategic mission planning
    - d. Further develop diocesan camping experience
    - e. Implement regional and shared initiatives to enlarge the scope of youth and young adult ministries
  3. Develop parish partnerships to enrich our knowledge base and deepen our relationships.
    - a. Identify and mentor effective lay and clergy leaders
    - b. Identify and link congregations addressing common challenges
    - c. Develop convocation life with links to the cathedral and central regional churches
  4. Facilitate transition processes in congregations to strengthen parish ministry
    - a. Intentional interim placement
    - b. Improve profile development
    - c. Develop a variety of options for parish search processes

# Diocesan mission

*“But if it is by the spirit of God that I cast out demons, then the Realm of God has come to you.” –Matthew 12:28*

**Strengthen and support diocesan capacity for mission:** We implement and effect organizational structures to allow time and energy to be directed to the work of ministry. To accomplish this we will:

1. Implement effective and creative management structures to clarify roles, streamline operations, and use resources wisely.
  - a. Create job descriptions for diocesan staff
  - b. Create model job descriptions for congregations
  - c. Improve diocesan and congregational recordkeeping
  - d. Reduce diocesan and congregational clutter
  - e. Complete revision of Policies and Procedures manual
  - f. Revise Canons to reflect current practice
  - g. Review and update diocesan and congregational structures on an ongoing basis
2. Streamline financial management in order to use resources wisely.
  - a. Create new diocesan financial job structure
  - b. Evaluate costs and reduce waste in system
  - c. Evaluate the costs, benefits, and liability of using The Bishop’s Close as diocesan offices
  - d. Reviewing Corporate Sole and restructure if appropriate
  - e. Explore new business plan/ways of organizing and financing for ministry in the 21st century
3. Promote ministries to diverse communities and underserved populations to deepen these relationships and learn more fully who God is calling us to be.
  - a. Identify and utilize learning from current mission restarts
  - b. Plan intentional and ongoing engagement in emerging Christianity conversation
  - c. Support and review Community Missions Project
  - d. Empower strong leadership in diverse communities
  - e. Encourage and support ministries with Latino, Native American, African American, Asian, and other underserved communities

# Leadership development

*"Then the King will say to those on his right hand, come, you that are blessed by my father, inherit the Realm prepared for you from the foundation of the World." –Matthew 25:34*

**Develop missional leadership:** We develop strong leaders to nourish unique gifts that increase our capacity to proclaim the Realm and live Gospel lives. To accomplish this we will:

1. Celebrate the gifts of our lay and ordained leaders, strengthening them for mission and identifying effective models of discipleship.
  - a. Institute diocesan leadership awards
  - b. Mentor identified leaders
  - c. Celebrate successes in creatively meeting challenges
2. Develop new leadership to further our ability to be effective God's mission.
  - a. Start new program on discernment
  - b. Provide financial and institutional support for leadership development
  - c. Establish term limits in volunteer diocesan positions
  - d. Raise up more deacons diocesan-wide

# Gospel justice

*"... and what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God?" –Micah 6:8*

**Strengthen, support, and advocate for Gospel justice:** We respond to God's call to serve all God's people and act on behalf of those in need. We build bridges of love and respect that deepen our relationships and strengthen our communities. To accomplish this we will:

1. Rebuild global mission to enrich our experience of God's presence everywhere.
  - a. Establish a new diocesan companion relationship
  - b. Encourage and assist various congregational global engagements especially in smaller congregations
  - c. Support Episcopal Relief & Development
2. Encourage and develop local mission work throughout the diocese to live out our identity as faithful witnesses to God's love.
  - a. Celebrate current local mission work
  - b. Promote the Millennium Development Goals
  - c. Engage all diocesan levels in local mission ventures
3. Work to end racism that God's justice may be visible in the world.
  - a. Implement new and innovative strategies that identify and resolve classic historical, persuasive, persistent, and problematic inequalities among all people
  - b. Examine diocesan hiring practices and revise to reflect best practices
  - c. Seek qualified candidates from underrepresented racial and ethnic communities for diocesan and congregational positions
  - d. Encourage the raising up of vocations within local ministry populations
4. Partner with ecumenical brothers and sisters to build up the Church's witness to the world.
  - a. Bishop continues work with Ecumenical Ministries of Oregon
  - b. Seek out and highlight Lutheran-Episcopal parish connections

- c. Continuing conversation with all faith communities
  - d. Build on current joint ministries
  - e. Explore possibilities for working with other faith communities in service
5. Seek positive media exposure to provide information to the larger community about who Episcopalians are and our concerns as Christians in the public arena.
- a. Bishop, Canon Theologian, and others will speak out on community matters
  - b. Bishop, Canon Theologian, and others will speak out on national matters
  - c. Bishop, Canon Theologian, and others will speak out on global matters

