

Mission Hub Initiative Implementation Group, Outcomes Table v. 4

	Initial (New Awareness)	Intermediate (New Behavior)	Long-Term (Lasting change)
Engagement with Community	<p>Parish partners develop a strong understanding of mission as expressed in the Baptismal Covenant, moving outside the doors of the church and into the communities around them to join God’s work of justice, peace and dignity</p> <p>Parish partners are aware that they do not have full understanding of issues and cannot create lasting solutions by themselves.</p> <p>They engage in listening to diverse voices inside and outside the church to identify shared concerns and potential resources.</p>	<p>Parish partners incorporate the core values of justice, peace, and dignity throughout each parish’s life, including worship, fellowship, and decision-making.</p> <p>Parish partners actively seek to understand the systemic nature of social problems, and challenge themselves to address the root causes of injustice in their own lives and in their communities.</p> <p>Parish partners create mutual relationships where power and responsibility is shared with their community partners and develop mission goals in conversation with them.</p>	<p>Mission becomes central to each congregation’s identity. A wide spectrum of parish members commit to ongoing work in their wider communities.</p> <p>Mission hubs are effective agents of hope, healing and transformation in their communities.</p> <p>Parish partners actively invest in collaborative relationships with local organizations.</p>
Authentic and Committed Relationships among Parishes	<p>Each congregation values and seeks a deeper knowledge of their parish partners by taking the time to learn about one another’s histories, passions, and concerns.</p> <p>Parish partners commit to practices of listening, humility, compromise, honesty, respect, repentance, and reconciliation.</p> <p>They are open to seeing disagreements as an opportunity to learn and grow.</p>	<p>Parish partners regularly come together in worship and for social gatherings, and seek out opportunities to meaningfully engage with one another in diverse areas of congregational life.</p> <p>Parish partner meetings engage all members in an open, respectful dialogue to elicit ideas and reflect on results. Mission Hubs communicate goals clearly to a broad audience and actively facilitate participation in the work.</p> <p>Parish partners create and practice evolving processes of working through conflict in ways that are scriptural, equitable and compassionate. They celebrate successes and treat setbacks as new opportunities to adapt and learn</p>	<p>Parish partners actively maintain supportive and energizing long-term relationships among individuals and congregations.</p> <p>Parish partners share a strong vision and a sense of ownership and responsibility for making God’s work of justice, peace, and dignity outside the doors of the church and in the communities around them a reality.</p> <p>Parishes are patient, resilient and prepared to adapt to new circumstances.</p>
Leadership and Diversity	<p>Parish partners recognize, value and actively seek out a diversity of voices and a variety of gifts (as demographically appropriate in regards to ethnicity, race, gender, sexuality, ableness, etc.).</p>	<p>Parish partners identify and support leaders from a variety of groups within the parishes as well as in the communities around them, outside the doors of the church. Mission hubs provide access to trainings that will equip leaders for success.</p>	<p>Parish partners create and regularly refine leadership structures that continually identify, train and support new leaders both from within and outside of their immediate congregations. Leadership teams reflect the full diversity of the congregations and their communities.</p>

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<p>Spiritual and Congregational Development</p>	<p>Parish partners gain shared experience with a variety of spiritual practices including (but not limited to) prayer, “holy listening,” scripture, and retreat. They discern together which types of practices are most meaningful and helpful to the group.</p> <p>Parish partners develop a shared vocabulary of scriptural passages, role models and personal stories that support their trust in God’s promises.</p>	<p>Parish partners regularly promote and practice prayer, “holy listening,” scripture, and retreat in daily life and group meetings. These spiritual experiences and learnings help connect group members to one another and to God.</p> <p>Parish partners integrate theological reflection into their meetings and use the insights gained from this practice to guide their decisions.</p>	<p>Parish partners are able to discern and respond to the movement of the Holy Spirit. They are enthusiastic about offering their work to God.</p> <p>Parish partners develop a stronger theological foundation for mission, deepening their faith in God and their commitment to creating dignity, justice and peace in their communities.</p>
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