

And welcome to the **Mission Strategy Team, which includes all of us in our diocese.** The official name of the Phase IV team includes the words “Implementation Organizing Team,” because we are charged with creating opportunities for all of us to work together.

Your Implementation Organizing Team consists of 12 lay people and clergy from all parts of our diocese, who were named last December by the bishops and Diocesan Council. The team also includes the bishops, the treasurer, the canon to the ordinary and the canon for congregations. We have begun our ministry by organizing this leadership team into three subteams, one for each of the three main parts of the mission strategy:

**Reimagining Our Congregations, Building Our Relationships and Engaging Our World.** *[Find the full document [here](#) or visit [www.diomass.org/new-mission-strategy](http://www.diomass.org/new-mission-strategy).]* Each group is working to identify the best ways to begin, based on the 22 initial actions adopted by our Diocesan Convention last November. As our work unfolds, we will be inviting you to join in the work on teams focused on more specific actions.

The work of responding to the mission strategy is not always visible, but **several parts are already underway.** Some of this includes:

- Our Diocesan Council has already begun work on a more thorough process to **evaluate programs in our diocesan budget.** Beginning with Strategic Ministries, the process will eventually encompass all aspects of the budget. In our current budget, the Strategic Ministries area funds staffing and programs for mission congregations as well as ministries that take place outside of parish settings, such as youth, young adult and campus ministries, global mission and several direct-service ministries. This work is grounded in examining what we can do together as a diocese that we cannot do as individual parishes, thoughtful stewardship of the resources we bring together, and appreciation for the many and varied ministries that make up the programs of our diocese.
- The Implementation Organizing Team is beginning work with **the Budget Committee on the budget process for discerning the 2018 budget,** including discussion about how to best respond financially to the directions set by our new mission strategy.
- This year’s **Spring Learning Event focused on “Our Stories Speak of God,”** drawing on our mission strategy action for “supporting all members of our diocese in cultivating the skills of evangelism, so that we can all learn to share more readily how God is working in our lives.”
- As called for in the mission strategy, diocesanwide events are creating intentional opportunities at the gatherings for members to create and build relationships with others from across our diocese.
- We have begun conversations with our **Congregational Consultants** in reviewing how they are serving and might better serve our parishes.
- Many discussions are in progress about how our **deaneries** can work better both to support their member parishes and provide opportunities for stronger collaborative ministries, as well as to discern how our diocese can better support the work of the deaneries.

**We are thrilled to know that many congregations have used the mission strategy** to stimulate their own ideas and programs around reimagining congregations, building relationships and engaging in their local communities and the world. Among other things, congregations are:

- Engaging in creative thinking about when and how to provide community worship
- Reaching out to other congregations to build relationships across difference
- Discerning about the current needs of their local communities, and how their local ministries might be reshaped to reflect changes in those communities

As members of one diocese, we have the wonderful opportunity to share our stories and experiences with other members and other congregations, so that we can all learn together how better to follow Christ and do God’s work in the world. Sometimes those conversations will start from the Implementation Organizing Team; more of them will start when you and your congregation start them with neighbors and colleagues.

The Implementation Organizing Team will need your help, and we want to hear from you! We plan to

communicate with you regularly with updates on our progress together, as we begin to live into our mission strategy this year.

You can contact the Implementation Organizing Team by e-mail at [diomassmission@gmail.com](mailto:diomassmission@gmail.com), to the co-chairs directly at the e-mail addresses below, or the leaders for our three main teams at:

Reimagining Our Congregations: Mr. George Chu ([gchu33@gmail.com](mailto:gchu33@gmail.com))  
Building Our Relationships: the Rev. Matthew Stewart ([matt.hsfr@verizon.net](mailto:matt.hsfr@verizon.net))  
Engaging Our World: Ms. Louise Gant ([lgant20@msn.com](mailto:lgant20@msn.com))

Thank you for being part of the mission strategy team.

Yours in Christ, on behalf of the Phase IV Implementation Organizing Team,

The Rev. Nancy Gossling (co-chair) ([ngossling@diomass.org](mailto:ngossling@diomass.org))  
Win Treese (co-chair) ([treese@acm.org](mailto:treese@acm.org))



From the first meeting of the Phase IV Implementation Organizing Team, December 2016.

Pictured (left to right):

The Rev. Canon Libby Berman, Canon for Congregations (*ex officio*)  
The Rev. Gay Cox, Trinity Church, Haverhill  
Mr. George Chu, Church of the Good Shepherd, Dedham  
The Rev. Matthew Stewart, Church of the Holy Spirit, Fall River  
Ms. Louise Gant, Church of the Holy Spirit, Mattapan  
Ms. Hilary Greene, St. Mary's Church, Barnstable  
Mr. Win Treese, St. Elizabeth's Church, Sudbury (Co-Chair)  
Ms. Lisa Garcia, Treasurer (*ex officio*)  
Mr. Chris Trahan, St. Stephen's Church, Lynn  
Mr. Kwame Ofori-Asante, St. Paul's Church, Lynnfield

Photograph by: The Rev. Nancy Gossling, Acting Dean, Cathedral Church of St. Paul, Boston (Co-Chair)

Also not pictured:

Ms. Katie Ernst, The Crossing, Cathedral Church of St. Paul, Boston  
Mr. Isaac Martinez, St. James's Church, Cambridge/The Crossing, Cathedral Church of St. Paul, Boston  
The Rev. Joe Robinson, Christ Church, Cambridge  
Ms. Kristin Hendler, consultant  
The Rev. Canon Bill Parnell, Canon to the Ordinary (*ex officio*)  
The Rt. Rev. Gayle E. Harris, Bishop Suffragan (*ex officio*)  
The Rt. Rev. Alan M. Gates, Bishop (*ex officio*)