

Shared Mission

God's mission and the ministries of the Diocese of Massachusetts

As members of the Episcopal Diocese of Massachusetts we believe God in Christ is working everywhere in the world to heal, to reconcile, to love every person and all of creation into wholeness. Through the life, cross and resurrection of our Lord Jesus Christ, the power of sin and death has been broken; life and hope is the new reality.

It is our mission to join God's transforming mission. We will form our children, our young people and our adult members, through prayer, worship and Scripture, to become followers of Christ, that we might discern where God is carrying out this mission in our world. And we will send our people to serve with Christ, inviting everyone and all of creation to share in the just reign of God.

STATEMENT OF MISSION, EPISCOPAL DIOCESE OF MASSACHUSETTS

The Episcopal Diocese of Massachusetts is a diverse, vibrant and living community. We engage God's work in the world locally, nationally and internationally through our 180 congregations and the ministries and partnerships that take us beyond church walls. It is a challenge to capture all the ways the Holy Spirit is continually moving in us, inviting us into new forms of mission. We offer this document to our diocesan community as a snapshot of our life together in 2015. We have gathered this information about our history, our resources, our programs and our changing world in the hope that it will help spark honest conversations and surprising new dreams. This profile is intended as a starting point for the conversations that will help us develop a new mission strategy for our diocese. Learn more about that process on the diocesan Web site: www.diomass.org/new-mission-strategy.

Tradition of mission

As a diocese, we are deeply committed to living out our faith in Jesus Christ and seeking to participate in God's mission in the world. From its founding in 1784, our diocese has responded boldly to social and economic changes over time and provided essential ministries for those in need, including homeless mothers, orphans, immigrants, the sick and the elderly. As early as the 1860's, women within the church had become well organized and were assuming responsibility for a large part of the its missionary work.

Our diocese has a long tradition of public witness, opposing war and violence and advocating economic justice, equal rights for racial minorities, women and LBGT persons, criminal justice reform and equal access to quality education.

African-Americans have played an important role in the Christian witness of our diocese, including the ministry of seven historically black churches and the groundbreaking episcopal elections and ordinations of the Rt. Rev. John M. Burgess and the Rt. Rev. Barbara C. Harris. Today our diocese is increasingly diverse, with services celebrated in many languages, including Spanish, Cantonese, Haitian Creole, Luganda and Dinka.

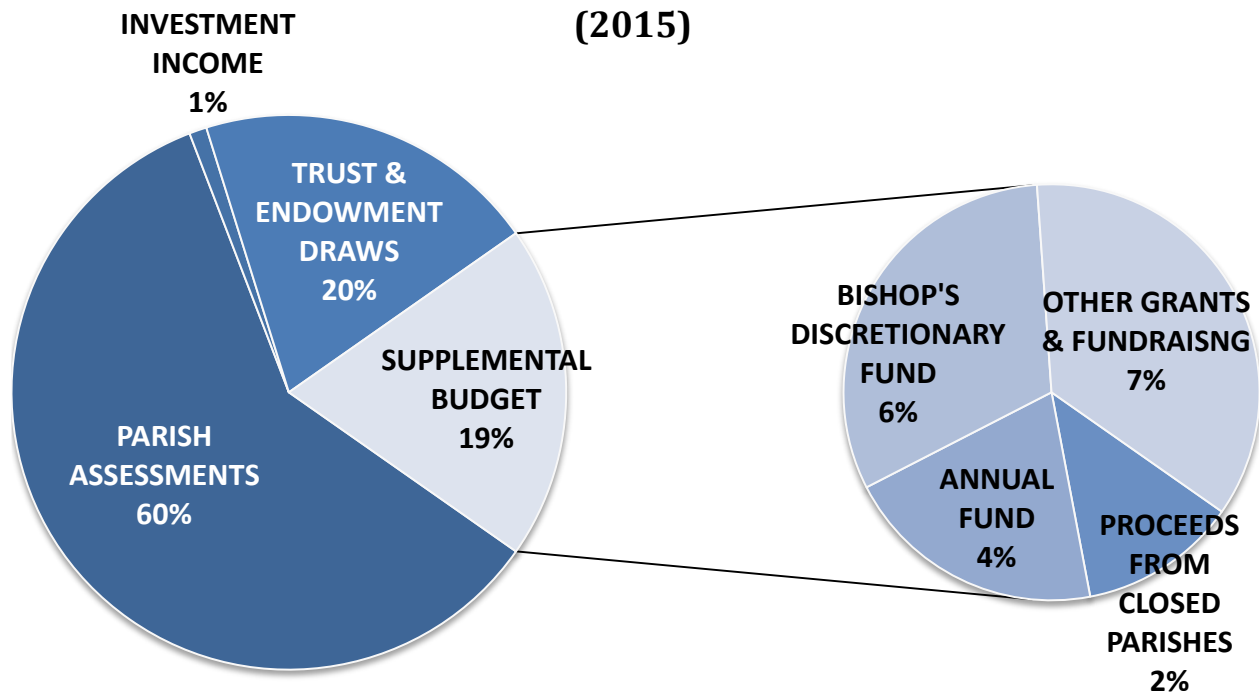
Investing in our mission: Our financial resources

Diocesan budget

Our budget reflects our desire to join in God's transforming mission in the world. It is a guide for the work that God is calling us to do and a comprehensive vision to meet the needs both within and outside our diocese.

Our 2015 diocesan budget of \$8.2 million has two parts: a core budget of \$6.6 million and a supplemental budget of \$1.6 million. As required by our diocesan canons, each year's revenue and expenses are balanced. All figures are rounded in this chart of annual revenues.

OUR DIOCESAN BUDGET SOURCES OF REVENUE (2015)



CORE BUDGET

\$6.6 million in revenue and expenses

Sources of revenue:

\$4.8 million Parish assessments
 \$84,000 Income from investments
 \$1.6 million Planned draws from endowments and trusts

SUPPLEMENTAL BUDGET

\$1.6 million in revenue and expenses.

Sources of revenue:

\$326,000 Annual Fund
 \$502,000 Bishop's Discretionary Fund
 \$572,000 Other grants & fundraising
 \$196,000 Proceeds from closed parishes

Our Together Now campaign

In 2011 our diocese launched an ambitious, comprehensive funding campaign that reached its \$20-million goal in June 2013. The Together Now campaign is providing the means to answer God's call in some very specific ways: green grants and loans, the Mission Hub Initiative, the Mission Institute, expansion of successful existing programs, such as B-SAFE and Life Together, the Barbara C. Harris Camp and Conference Center, the transformation of our Cathedral Church of St. Paul and global mission partnerships.

Current mission priorities

Diocesan programs and grants are the most concrete evidence of our shared mission. Here you will find examples of the many ways we currently use our financial and staff resources to further our mission.

Uniting as One Body

Examples include:

- Supporting the leadership and pastoral ministry of our diocesan and suffragan bishops
- Creating a space to gather in our newly renovated cathedral church
- Governing together through Diocesan Convention, Diocesan Council, Standing Committee and other teams

Empowering Vital Congregations

Examples include:

- Assisting parishes with clergy transitions and other times of change
- Enabling the leadership of deans and deanery assemblies
- Strengthening parish programs through Congregational Development Grants
- Funding green grants and loans for environmental stewardship
- Offering a diocesan Resource Center with programs for lifelong formation
- Empowering lay leaders through the Spring Learning Event, Fall Resource Day, Antiracism training, Eucharistic Visitors training and Safe Church training
- Linking parishes with Congregational Consultants with expertise in areas of finance, building management, leadership, governance and stewardship

Supporting Clergy

Examples include:

- Raising up new ordained leaders
- Forming and celebrating the ministry of deacons
- Developing clergy leaders through education and sabbatical grants, the New Call program for new and transitioning priests, Pre-Lenten Retreat, Clergy Conference and Fall Clergy Day
- Providing a support network for retired clergy

Building Our Capacity for Mission

Examples include:

- Building new collaborative ministries through the Mission Hub Initiative
- Teaching community organizing skills through the Leadership Development Initiative
- Learning models and strategies for mission through the Mission Institute
- Awarding grants for mission efforts: Sending Serving, House of Mercy and Mission Tithe

Reaching Out to a Diverse Community

Examples include:

- Energizing urban ministries through grants and the Urban Resident Program
- Sponsoring a Cantonese-language congregation
- Encountering Spanish-speaking communities through our Hispanic missionary and our Latino congregations
- Connecting with Nigerian, South Sudanese, Kenyan and Ugandan communities
- Reaching out to Brazilian immigrants through the MetroWest Mission Hub
- Encouraging new ministries with young families in Watertown
- Adapting worship and formation to fully include diverse learning styles, including services for people who are deaf and people on the autism spectrum
- Joining homeless persons in ministry and community through the MANNA community at our cathedral church and through the South Coast Mission Hub

Forming Young Adults as Leaders in the Church

Examples include:

- Cultivating the emerging church community at The Crossing
- Fostering the Life Together intentional community, leadership and service programs in Boston, in the South Coast Mission Hub and at Esperanza Academy in Lawrence
- Inviting university students into communities of faith at the Massachusetts Institute of Technology, Boston University, Boston College, Northeastern University, Harvard University and Tufts University

Helping Children and Youth Grow in Life and Faith

Examples include:

- Giving children a new experience of faith through the Barbara C. Harris Camp
- Gathering youth for fellowship and retreats through the Office of Youth Ministry
- Engaging youth through the Diocesan Youth Council and the Youth Leadership Academy
- Enriching the lives of young people in the city through the B-SAFE program
- Advocating safe communities through the B-PEACE antiviolence campaign
- Expanding our outreach through Mission Hub youth programs:
 - Afterschool and arts programs in Brockton (South Shore Hub), in Lynn and Salem (North Shore Hub), in the Merrimack Valley and on the South Coast
 - Brazilian Portuguese language programs in Framingham and Marlboro (MetroWest Hub)
 - Housing for young people aging out of foster care (South Shore Hub)
 - Youth organizing (Roxbury-Dorchester Hub)

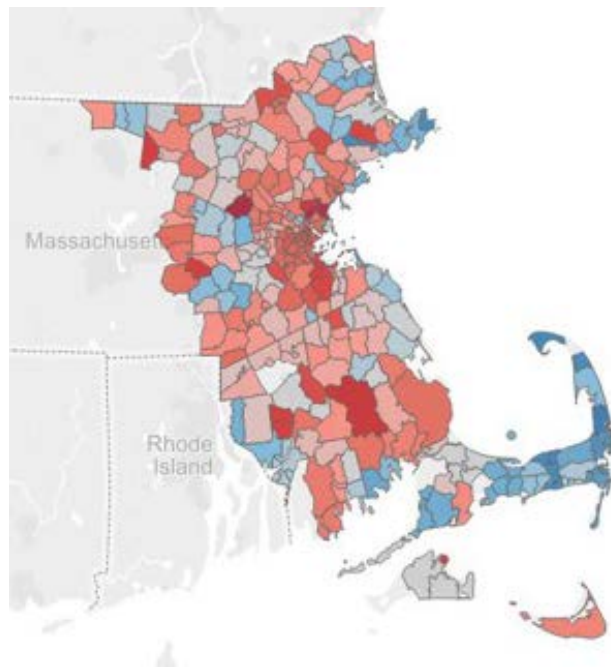
Joining God's work in eastern Massachusetts

We are called to respond to the particular challenges and opportunities of our own time and place. Our country and our region of eastern Massachusetts are changing in many ways, some of which we may not yet perceive. Here we offer a few key trends that will shape our church in the years to come: the continued growth of the higher education and health care industries, the movement of population towards urban centers, the contributions of new immigrants to our culture, changes in religious affiliation, and the aging of the population.

A center for education and health

Eastern Massachusetts is home to 80+ institutions of higher education, including several top research institutions. As many as 1 in 5 Boston residents are students, faculty or employees of an institute of higher education. Our diocese is also home to some of the nation's leading hospitals and biotechnology companies, and the growing healthcare industry is the largest source of jobs in our area. **How can we make full use of our region's abundant resources?**

Movement of population towards urban centers



% Population Growth Projected for 2010 to 2035

Data source: UMass Donahue Institute
Population Estimates Program



In the coming decades, we expect the population to continue to grow in Boston, its inner suburbs and other urban centers of our diocese such as Lynn, Lawrence, Plymouth and New Bedford. In this map, areas in red are projected to grow between the 2010 census and 2035, with darker red indicating more rapid growth. Notice the dark red patch just north of Boston, representing the high rate of growth expected in Chelsea, Everett and Revere. At the same time, many communities in more rural areas are expected to decline in population. These areas are shown in blue, with the most rapid decline apparent in areas on the North Shore, in some western suburbs and on the Cape.

How can we create sustainable models of ministry for communities with small populations?

How can we respond to the growth in urban areas, with their high diversity of languages, ethnicities and economic classes?

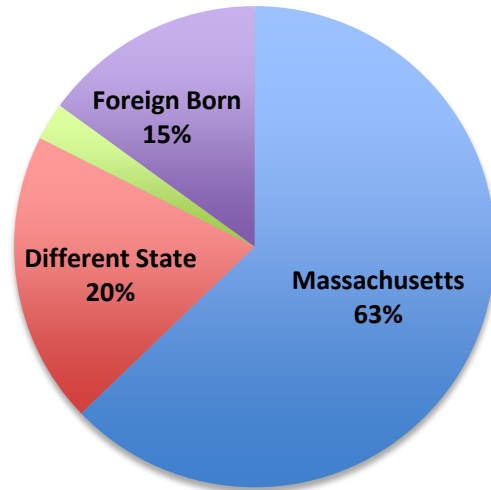
Immigration

The Boston area serves as a gateway to the United States for many immigrants. These new Americans come to us from around the world, with the strongest representation from Latin America and Asia. (Data source: 2013 Census)

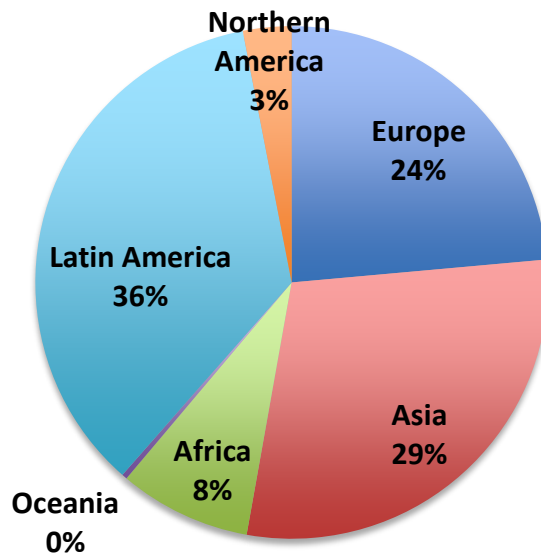
How will we embrace the full diversity of our communities?

Massachusetts Residents' Place of Birth - 2013

Puerto Rico, US
Islands area, or
born abroad to
American
Parent(s)
2%



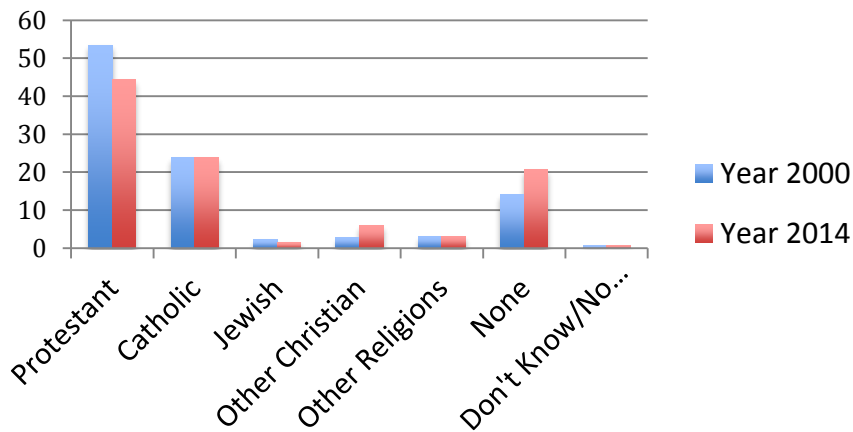
Location of Birth for Foreign-Born Population in MA, Not including Born At Sea - 2013



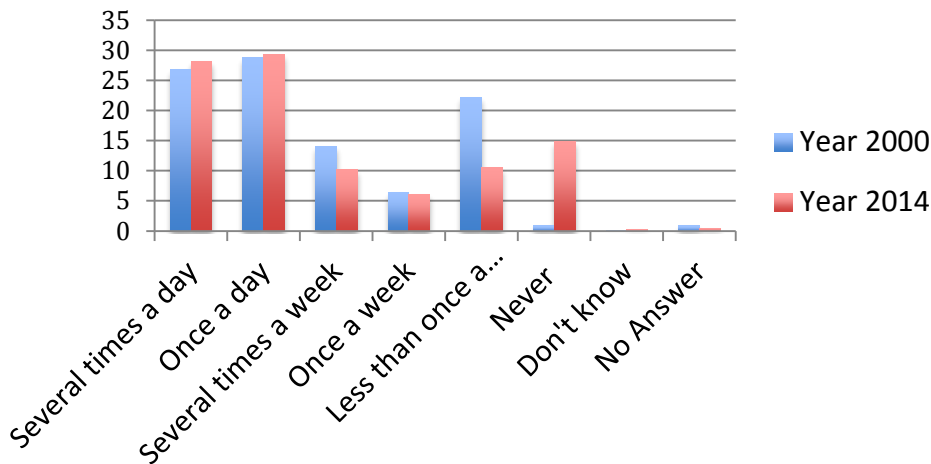
Changes in religious affiliation

From 2000 to 2014, the United States saw a dramatic and accelerated change in the percentage of adults with no religious affiliation. (Data source: General Social Survey)

**What is the Respondent's Religious Preference?
(In Percents)**



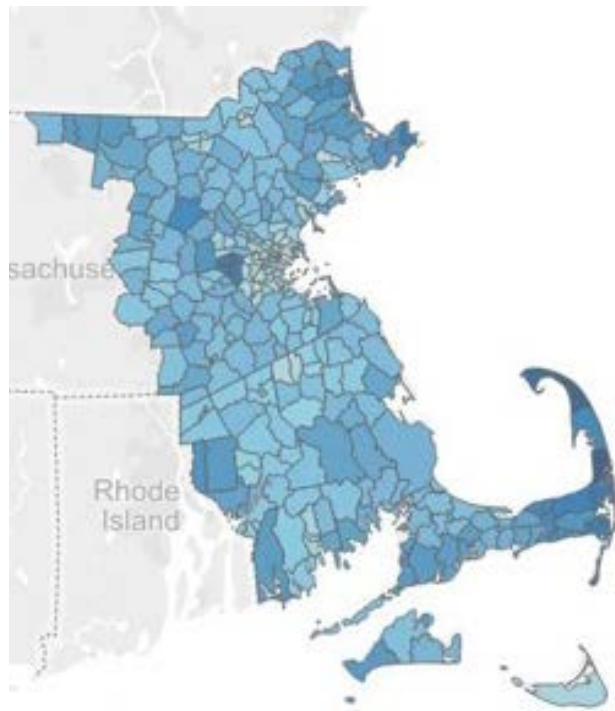
**How Often Does the Respondent Pray?
(In Percents)**



Some non-affiliated people do not believe in God, while others have spiritual beliefs and traditions without feeling a connection to any religious community. The percentage of non-affiliated people increases for younger generations and for more educated populations.

How can we enter into relationship with people who are not already drawn to God or seeking a religious community?

Aging of the population



Average Age Projected for 2035

Data source: UMass Donahue Institute
Population Estimates Program



The average age of America's population is steadily rising as the members of the large Baby Boom generation grow older. This aging of the population will affect the regions in our diocese unevenly. In this projection of average ages for communities in the year 2035, the light blue areas clustered around Boston represent a relatively young population, while the darker blue regions to the North, the Northwest and on the Cape represent communities with a high percentage of elders in their midst.

**How will we honor the gifts and respect the needs of the elders in our parishes?
How can we reach out to elders who lack community support?**

Preparing for change

Our mission strategy is a tool to help us adapt to the changing landscape of our world. We know that older generations will age and younger ones will grow up with new religious assumptions, that populations will shift and that our communities will grow more diverse. We can prepare together for these and other important changes, so we will always be ready to respond to God's call.

Your Listening Process Design Team

The Rev. Libby Berman, Canon for Congregations

Mr. Billy Boyce, Grace Church in New Bedford

Dr. Jim Daniell, All Saints Parish in Brookline

The Rev. Thea Keith Lucas, Episcopal Chaplain at MIT

The Rev. Derrick Muwina, All Saints' Church in West Newbury

The Rev. Dr. Meghan Sweeney, All Saints' Church in Attleboro

Mr. John Woodard, St. Paul's Church in Dedham

Questions? Concerns? E-mail us at diomasslistening@gmail.com.

For information and updates visit www.diomass.org/new-mission-strategy.