

**Local Mission Committee**  
**October 7, 2009**  
**9:00am – 12:30pm Meeting & 4:00pm – 5:50pm**  
**Minutes**

In Attendance: Jane Cosby, Cristobal Leon Lozano, Silito Romero, Terry Star,  
Giovanna Serrano, (translator), Anne Watkins  
Guests for a portion of the meeting:  
Linda Watt, ++Katharine Jefferts Schori

We began by looking at the big picture questions related to areas of ministry that logically fall to this committee. Discussion occurred in the following areas:

Scope of the Committee's Work

Congregational Development:

- Like much of language, we may need to use different terms to describe this.
- The Church Center's work in this area is far-reaching and includes many facets. Generally speaking, it applies to leadership development and strengthening aspects related to
  - Church planting; new congregations
    - What is needed to expand the church
  - Revitalization of existing congregations
    - Reimagining / reinventing
    - This sometimes needs the development of new / alternative liturgies
      - Planting within congregations
        - Alternative services resulting in congregations within congregations [not unlike the reality that a typical 8am worship service attracts a different congregation than a typical 10am "family" service
  - The Emergent Church
    - How do we reach out to new audiences?
    - ++Katharine shared that we have a point of connection with the World Missions committee with regard to Emergent church and commended to us the term...
      - *Amahoro* meaning *peace* and *reconciliation* – <http://www.amahoro-africa.org/>
  - Worship
  - Evangelism
    - Raises the question of whose responsibility Evangelism is?
    - Church growth – the welcome and assimilation of new members is related to but does not equal evangelism and differs from raising up leadership and competency in being evangelists
- Sharing information can provide a ripple effect: i.e., the work in one congregation can model and inspire other congregations to experiment, step out of comfort zones, try new approaches

### Congregational Development (continued):

- Relies on the willingness or enthusiasm of the priest in charge. He/she doesn't necessarily make something happen, but if he/she doesn't want it to happen, it won't
  - When we speak of clergy development (see next section) or support we are thinking in holistic terms
    - Identification of [potential] clergy
    - Formation of clergy both by way of education, training and mentoring
    - Clergy wellness
- Congregational Development and Lay Leadership Development are closely related

### Clergy Development

- Also closely related to congregational development
  - Training/education of clergy; especially in local environments is an issue
  - We removed "Canon 9" from the canons but not from church culture
    - This is evident in clergy patterns of asking "where did you go to seminary"
  - How can seminaries resource and assist in training/equipping clergy (and lay persons) other than the traditional 3-year residential model
  - How can the Church reimagine and provide more access and the embrace of alternative formation paths for clergy
    - Cristobal shared his experiences in Litoral Ecuador whereby training and education occurs in local parishes and those identified for ordination are formed in a mentoring environment by another, experienced priest
    - In many Latin countries/dioceses, there are many people who desire education, formation and training but have no interest in being ordained
    - raising leadership is both personal call and confirmed / identified by community. Especially in other cultures, it is important to know that the person went somewhere for training/education; but the bottom, most important, powerful consideration is that the call is honored and recognized by the community that person serves
  - There seems to be an East and West divide; alternate paths to ordination more accepted and supported in the west
  - Attitudes among the seminaries and bishops need to change

### Ministry of the baptized

- Encompasses another large area with overlapping aspects
- Language and terminology may be an issue here, too
  - For some, the Ministry of the Baptized translates to the Ministry of Lay Persons only
  - For some, it also translates to functions, roles and training for work within worship and the church as it gathers
- to be taken seriously the Church must recognize and *own* the notion that we are all gifted for ministry and that all orders are equal and desired
- Our understanding is that it is *all orders* of ministry working well together
  - Both when the Church gathers together and
  - When the Church is scattered or dispersed into the world and culture

- Encompasses “ministry in daily life” and the idea that all of us are “called” to ministry by our baptisms
- There continue to be clergy who are threatened by knowledgeable and competent laypersons
- *Mission* occurs through activities of the gathered Church *and even more so* through the activity of individuals as they go back into the world to affect the structures and systems they meet in their families, workplaces, schools, and wider community life

### Youth and Young Adults

- Are included in the Ministry of All the Baptized but are a demographic that also needs to be looked at separately
- We cannot continue to think of Youth as “the future” of the church. We must recognize that they are *present now* if we expect their presence to continue
- Reaching out to youth with the Gospel is important and may not necessarily mean reaching out to make them Episcopalians
- We need to pay close attention to how youth inform us about the gospel; they have as much to teach us as to learn from us
- Youth presence will not necessarily be found in our Average Sunday Attendance (ASA) numbers; rather they are in our buildings at other times and we can/must meet them where they are
  - Look to the Gospel to remind ourselves that Jesus did not invite people to synagogue; he met people where they live.
- Our approach needs to include the formation of youth *and* youth ministry training for adult leaders working with them
  - Might it also include resources and how we equip parents?

### Multiculturalism – Interculturalism

- Needs to be infused into the work of all committees and all the work of the Church
- Bridges all divides
- Our definition: assisting the larger community to recognize and value all components of culture
  - Those that already exist
  - Those that have the potential to exist
- Differs from *ethnicity* and goes well beyond it
- Multiculturalism and anti-racism awareness/training are closely related and encompass all of the other “isms”: ageism, classism, education, ableness, orientation, sexism, etc.
  - For example, in some Latin dioceses delegates to General Convention must be bilingual; so we eliminate a whole segment of people
- The Baptismal Covenant is at the heart of multiculturalism → Interculturalism
- What does “The Episcopal Church Welcomes You” really mean in terms of hospitality and actual practice?
  - How do we create a safe environment in our churches where conversation, worship and participation can honestly happen?
  - There is the need to create conditions whereby we are willing to be changed by those who are different from us; this pertains to all cultures’ willingness to be changed
- Perhaps “The Episcopal Church HONORS You” is a better phrase (Linda Watt)

- *Honoring* someone is at the heart of the Baptismal Covenant’s promise to “respect the dignity...” and to “seek and serve Christ ...”
- Serving and Being Served are parts of multiculturalism
- Relationship-building must occur across cultures; and our practice has often been to gather like cultures for discussion
- Church Center staff will be helped by conversations and expectations being clarified in these areas; where their primary focus needs to be, for example:
  - Am I developing leaders?
  - Am I advocating for a particular group?
  - Am I a congregational developer
  - Am I a person around whom a network develops so that I’m promoting relationships
- Mission Statements would also be enormously helpful to Church Center staff in guiding interpersonal growth *and* the development of resources for the church as a whole

Other

- Our discussion strengthens our conviction that boundaries between committees need to be permeable and fluid
- Local – let’s make sure we’re talking about the Church, wherever the Church is – all nine provinces
- We need to foster and strengthen our awareness and openness we need to have in looking at all of the things that are working already in our Church
  - How we are informed of that
  - How we inform the wider Church
  - How the wider Church informs us

Proposal for a Chairperson

Expectations for a Chairperson

- Facilitate the conversations we need to have including keeping our work “on-track”
- Coordinate the work we do
- Set aside own agenda
- (assumed) connection to the President and Vice-President

*Our Proposal*

Chair – Terry Star

Vice-Chair – Cristobal

Secretary – Anne Watkins

Resources We Need

1. We acknowledge the value of face-to-face meetings
2. Church Center organizational chart
3. Linkage w/ CCAB’s related to the issues and questions we are addressing
4. Access to Angela Ifill and other Multicultural Ministry desks/staff at the Church Center
  - a. Access / conversation with Bishop Wilfrido Ramos regarding what is happening in Province IX dioceses

5. Clarification on how we access information, including information that we may not know we need
  - a. Through Linda Watt?
  - b. Through Gregory Straub?
6. Clarification re: Resolution B012
  - a. How does this differ from C055 and C056?
7. Translations of our minutes, files, etc. (for internal use)

#### Resolutions (a beginning look)

- We note that some resolutions overlap Committees
- We might/should confer with the Committee on Church-wide Missions re:
  - A154 – Jubilee Centers
  - A155 – Alleviation of Poverty
    - Terry has history and perspective on this resolution

#### What is Most Important & Most Urgent

- Equipping clergy
  - Liturgically
  - Theologically
  - Psychologically
  - Working within the local structures and culture of the parish s/he serves
  - Working externally in the world
  - In order to embrace the idea of value & equality across all orders of ministry
- Equipping laity
  - Liturgically
  - Theologically
  - Psychologically
  - In order to embrace the idea of value & equality across all orders of ministry
- Equipped clergy + Equipped laity = Congregational Vitality → leads to *Transformed World*
- Strengthen / Understand multicultural and intercultural reality / dynamics
  - clarification and direction to the Multicultural Desks (especially) at the Church Center regarding the process of moving from multicultural environments to intercultural environments
  - Silito noted that we need to better understand both the history and the structure of what is currently in place so that we can better support it
    - Research both history and current focus
      - Use as a Resource
        - Bud Holland – history
        - Linda Watt – current state
      - What are currently seen as best practices
        - Evangelism
        - Church planting
    - Recognize that communities served will be at different places on their own journeys, so that fluidity and flexibility is necessary rather than a set approach by the staff

- Is there a need to develop the present staff around multiculturalism?
- The Latino Ministry resolution has \$350,000 attached to it
  - EC has a fiduciary responsibility to guide the direction of those funds
    - Oversight
    - Accountability
    - Support – what do you (center staff) need to make this resolution a reality

*Important, but not Urgent*

- Youth – the point was made that urgency can imply that we take care of something and then let it go. Youth and ministry with and to youth is important and ongoing.

Committee Norms & Standards

- do we need to develop these as at least 1 other committee has?
  - Consensus is that the general norms of the Executive Council should adequately serve us

Renaming the Committee & Creating a Mission Statement

*New name:* Standing Committee on Local Ministry and Mission

*Mission Statement:*

Spanish translation: To revitalize, support and oversee the ministry of the Church in the [Spanish] (its – English) provincial, diocesan and congregational work for the development of all baptized men and women.

English equivalent: To revitalize, support and oversee the ministry of the Church in its provincial, diocesan and congregational work for the development of all baptized men and women.

Actions and Next Steps

- Distribute minutes; highlight actions and attach names (Anne)
- Translate our minutes from this meeting in Spanish and forward to Cristobal (Silito)
- Ascertain what translation resources are at our disposal for external *and* internal use (Silito)
- Clarify the process for accessing information with Gregory Straub (Terry)
- Obtain the history of the multicultural desks (using Bud Holland as a resource? (Terry)
- Obtain the present status of the multicultural desks from Linda Watt (Terry)
- Clarification re: Resolution B012; How does this differ from C055 and C056? (Terry)