**2014 Province I Spring Synod and Delegates Retreat Minutes/Notes**

**Friday, May 2 -3, 2014**

**Synod and Delegates Retreat Planning**

**GOAL:** Concretize decisions made at last spring’s synod which asked “who are our customers” and “who are our clients” by reimagining HOW we can serve them (you).

**ANTICIPATED OUTCOMES/FUTURE DEVELOPMENTS:**

* ID diocesan needs/pinch-points
* Prioritize efforts that Province could/should facilitate/lead as a collaborative diocesan response (i.e. Currently developing a new Province-wide anti-racism/cultural competency training and formation process)
* ID provincial structure to support collaboration including clarification of roles/relationships (especially delegates)
* Develop a statement to replace older, outdated information about province/delegates in diocesan constitutions and canons. (ideally offer in time for Oct/Nov Diocesan Conventions)(possibly include a delegates job description)

**SYNOD Minutes - *FRIDAY MAY 2, 2014 (10 am – 2 pm)***

**PRESENT:**

* **House of Bishops:** Stephen Lane, Tom Ely, Rob Hirshfeld, Gail Harris, Nicholas Knisely, Ian Douglas, Laura Ahrens (Excused: Douglas Fischer, Tom Shaw, Jim Curry)
* **House of Deputies:** Kit Wang and Ted Fletcher (ME), Peter Cross, Gail Avery, and Eleanor Vander Hagen (NH), Jan Grinnell and Betsy Fornal (RI), Sylvia Ho and Sandy Stayner (CT), Steve Abdow and Margo McMahon (W MA) (Excused Viki Pretti (MA), Lee Alison Crawford and Joel Hill (VT), Nancy Webb Stroud and Peter Swarr (W MA)
* **VACANT SEATS** remain for MA Lay Delegate and VT Lay Delegate

**OPENING ELEMENTS (began at 10 am)**

* Sandy Stayner welcomed participants as she opened the Synod. She also recognized Alan Gates, Bishop-elect of Massachusetts, and Jim Curry on the announcement of his retirement.
* Steve Lane led opening prayer.

**REPORTS**

* **Executive Council Report – Tanya Wallace**
	+ Province I Executive Council Representatives are Tanya Wallace, Clergy Rep and Anne Watkins, Lay Rep. Both of us serve on the Standing Committee for Local Mission & Ministry (LMM). Anne serves as chair of that committee.
	+ A number of other (at-large) Executive Council members reside in Province 1:
	-- Liza Anderson (lay, CT – Local Mission & Ministry)

-- Silvestre Romero, Jr (clergy, MA - Local Mission & Ministry)
-- Fredrica Harris Thompsett (lay, MA - Finances for Mission)
-- Sarah Dylan Breuer (lay, MA -- Advocacy & Networking)

* + The LMM committee's greatest focus in this triennium continues to be:

▪ Mark of Mission #1 grants for Mission Enterprise Zones and New Church Starts in response to GC2012 A-073. MM1= to proclaim the Good News of the Kingdom, $2M allocated as $100K and $20K. MA, W.MA, ME

▪ Constable Fund Grants, more specifically educational endeavors. VT

▪ Receiving reports and monitoring progress on a number of CCABs including:

* + - * SCMinistry Development
			* SC Lifelong Christian Education &Formation
			* SC Mission & Evangelism
			* SC Small Congregations
			* SC Indigenous Ministries
	+ The agenda for this Synod meeting is already addressing other key foci of EC at this point:
* Resolution re: Human Trafficking
* Task Force reports re: Restructure of the Episcopal Church
* EC’s next big task: continuing in June to shape the 2016-2018 triennial budget. EC has been looking at the budget in some form throughout all our meetings with an eye toward Mission. We've recently received information from Kurt Barnes, CFO of TEC regarding Income Variables.
5 Key Income Variables to be Considered :
1. Diocesan operating income:   Each 1/2 point percentage change in diocesan revenue results in +/- $130K change in income
2. The Asking rate: Each 1 percent change in Asking results in +/- $1.4 million change in revenue
3. Expected return on trust fund investments: Assets return is fixed at 8.0% (after all fees) based on the last 21 years history
4. The dividend draw: 5% draw has been identified as the base for the 2013-2015 budget. Each 1/2 percentage point change in dividend draw results in +/- $1.4 million change in diocesan income
5. Amount of dividend draw above 5% EC will authorize/consider drawing: Unknown

Entire EC rather than just the Committee on Finance for Mission, discernment process about how God is calling us to mission rather than maintenance.  Local Mission & Ministry (at least) seems inclined to continue with Mark of Mission 1 type support in partnership with diocesan initiatives. It remains to be seen what the rest of EC sees as priorities.

* One of the challanges continues to be how we -- as the wider, institutional Church -- can and will be willing to experiment with, suspend and even reimagine institutional practices that can inhibit our ability to step forth boldly in response to the Holy Spirit's invitation. What constitutes a "parish", for example; how experimental and alternative expressions of institutional mission are recognized and represented in Church polity, discussion, decisions, etc.
* Two more topics that are newly arising -- or re-arising -- likely hear more in the near future:
	+ - Recent focus on networking and developing a Provincial response to Anti-Racism awareness and transformation seems well-placed. Two of the Constable Fund grant request recently awarded were for this kind of work: one from Province III and one as a shared piece from 3 of the Michigan dioceses. Each was taking very different approaches to that work.
		- Another -- and one which LMM hopes to explore in some measure -- is the question of theological training for both those seeking ordination and those not. We are in a very different place as a Church than we have been in terms of vocational questions and processes; the Church's ability to support these vocations in the same ways as has been historically expected is shifting rapidly. It seems to be a critical question to engage and resolve.
* Finally: We -- Anne & Tanya -- encourage and pray for the rest of the agenda's discussions. It seems to us that unpacking the questions of focus, purpose, and structure of who we are as a Province is timely and important.
* **Energy Stewardship – Stephanie Johnson** - Current activities including Divestment from Fossil Fuel - 15 min
	+ Stephanie began by reviewing how the Bishops came to create the position of Energy Stewardship for the Province and her early efforts in her first three years to network across the dioceses, develop and offer the “Turn off the Lights” campaign, and participate in diocesan conventions. During last Spring’s Synod, the bishops refined her focus to support diocesan initiatives. What started as a local conversation about divestment of fossil fuels has grown to a national conversation with over 60 participants on their mailing list. There has also been positive response to exploring the language of the Baptismal Covenant and adding creation to it. The diocese of Ct has invited people in the pews to think about how the covenant should change and has had over 45 congregations participate.
	+ Steve Lane reminded that the province has encouraged parishes and diocese to take responsibility to ask for what they need. In response, Stephanie has supported creation by giving resources to diocesan committees, working with parish efforts (i.e. Anita Snell, RI), leading the effort for last year’s Creation summit in Boston and the Pilgrimage for the Earth (VT/NH).
* **Treasurer - Steve Lane for Steve Smith who could not be present** - 10 min
	+ Actual vs Budget Revenue and Expense Statement for 2013
		- Budget approved for 2013 envisioned expenses of $35,000 higher than revenues and authorized draw from unrestricted surplus.
		- Exec Committee subsequently approved a series of four Provincial Leadership Development workshops and agreed to fund them via appropriate release of money from restricted surplus and reductions in other budget lines.
		- Constituent dioceses continued faithful support of the Province at requested assessment level
		- Bishops continued to provide additional funding to compensate the environmental ministry position
		- 2013 revenue benefitted from some late payments for 2012 FY
		- Resulting income was greater than anticipate at same time that we spent less on operating costs than budgeted (in part due to fewer grant requests).
		- Draw of unrestricted surplus was only $3,946 instead of planned $35,000, leaving Province in a strong financial position
	+ Balance Sheet at 31 Dec 2013 was distributed ahead of time and available on site.
	+ Grants Made During 2013
		- Climate Change Revival - $1800 - Contact The Rev. Stephanie Johnson
		- Province I Bishops' Retreat - $2500- Contact The Right Rev. Stephen Lane
		- Province I Diaconal Formation Process - remainder of 2012 grant for ordained minister formation - Contact The Rev. Molly James
		- Environmental Ministry Curriculum - $3145
	+ Financial Report re: Environmental Ministry inception through 31 Dec 2013

*Note: Compensation for this ministry is supported by designated contributions from the bishops’ diocesan of the province. Other operating expenses for this ministry, including grants for specific projects and programs within the ministry, are funded from general operating revenue of the Province.*

**Bishops' Gifts to Fund Compensation Package for Environmental Minister**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | ***2010***  | ***2011***  | ***2012***  | ***2013*** |
| CT  | 3 ,000 | 3 ,000 | 3 ,000 | 2 ,546 |
| ME  | 3 ,000 | 3 ,000 | 3 ,000 | 3 ,000 |
| MA  | 3 ,000 | 5 ,000 |  | 3 ,000 |
| NH  | 3 ,000 | 3 ,000 |  | 6 ,000 |
| RI  | 4 ,000 | 3 ,000 | 3 ,000 | 3 ,000 |
| VT  | 3 ,000 | 3 ,000 | 3 ,000 | 3 ,000 |
| WMA  | 3 ,000 | 3 ,000 | 3 ,000 | 3 ,000 |
| Total  | 22,000 | 23,000 | 15,000 | 23,546 |
| Compensation Pkg Expense  |  | 20,167 | 21,997 | 22,000 |
| Restricted Funds Remaining 12/31  | 22,000 | 24,833 | 17,836 | 19,382 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Other Operating Expense  |  | 1 ,855 | 4 ,124 | 3 ,145 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Grants Made |  |  |  |  |
| Curriculum  |  |  | 2 ,500 |  |
| Turn Out Lights  |  |  | 2 ,494 |  |
| Climate Revival  |  |  |  | 1 ,800 |
| Total of Other Expenses  |  | 1 ,855 | 9 ,118 | 4 ,945 |

* Steve shared letter from Shelia R (Becky) Forbes, Chief Financial Officer for the Diocese of New Hampshire, regarding Financial Examination of 2012 Accounts of the Province. She performed a review of the fiscal year ending December 31, 2012 on June 14, 2013 and found them to be in good order. She did note that the traditional internal control procedures such as separation of duties do not exist; the treasurer currently is responsible for the entire accounting function including receipt of funds, payment of bills, balancing of checkbook, and preparation of reports. While acknowledging that the organizations size may make it difficult to change this, our practice poses some risk.
* Steve will have completed his six year term as treasurer at the end of 2014, the maximum allowed according to provincial canons. His term span the incumbencies of three provincial presidents and three executive directors.
* Steve is available for questions – SmiSte@mac.com
* **President - Sandy Stayner** -- 5 min
* Sandy reflected on the continued leadership offered by the Executive Committee via its monthly web conference meetings on the second Tuesday of each month. The Executive Committee conducted a mutual ministry review which affirmed the leadership of our Executive Director, Julie Lytle, who has created many opportunities for networking – in person and via technology - across the province.
* **Executive Director – Julie Lytle** PLC - 15 min
Julie reminded participants of our successful efforts since last year’s Synod which included:

Apr 27 Climate Change Revival, Old South Church and Trinity Church, Boston

May 9 Prov I Conversation: Formation of Ordained Leaders for the 21st Cent, Hartford Seminary

Sept 25-28 The Art of Hosting, BCHCCC, Tom Brackett, Steve Matthews - Stories shared include significant diocesan and congregational efforts to enact God’s Mission including VT Stirrings of The Spirit, ME Holy Conversations,

Oct Launch Province I Facebook <https://www.facebook.com/episcopalnewengland> and YouTube <http://www.youtube.com/playlist?list=PLCb_o6NDCLHaeAyjN_uyssImYxmtHxw7p> sites

Oct 20-22 NH Clergy Conference – presenter via web conference

Nov 15 Prov I Day of Conversation and Mutual Learning: The Formation of Deacons – initial mtg

Nov 22 Task Force Discussion: Divestment of Fossil Fuels

Nov 25 Provincial Task Force: Multicultural Awareness and Antiracism Training – initial meeting

Dec 9-12 Province I Bishops Retreat including Dwight Zscheile and Alan Rorbaugh

2014 Met with the Bishops and their staffs to discuss needs/resources, communications processes, and structures

 Continue to Promote Sowing Seeds of God’s Mission Grants

 Support Communities of Practice as they emerge

 New and Continuing Conversations

* Diaconal Formation
* Divestment of Fossil Fuels
* Multicultural Awareness and Anti-racism training
* Case Study Sharing Initiative and New Models of Church Immersions

Database Development for Communities of Practice (Constant Contact)

Resurrection of Connections eNewsletter and continued Website Maintenance

Transformative Leadership Resource Development – ECF Rosa Lindahl and Ron Byrd

EYE ‘14

Art of Hosting II

Once and Future Church

* **Review Context** – Julie Lytle

Recalling2013 Synod conversation on Customers/Clients (from a Fly in the Ointment), we agreed that Prov I’s customers (those who pay for services) are

* Church Center – Block Grant for Coordination
* Dioceses – Assessment based on size
	+ Administrative place – conduit for parishes to receive services and support - Parish is diocesan customer; Parishioner is diocesan client
	+ Customers include Bishops (network together), Bishops’ staffs, diocesan conventions

And that the Province’s clients (those who benefit from services offered) are

* Groups who have previously been identified in “networks” – deacons (resources for bi-annual conference), chancellors, youth, faith formation, communicators, etc
* Groups who identify as provincial entities because of geography – Episcopal Church Women, Daughters of the King, Episcopal Health Care Network, etc
* **DISCUSSION** – (before and after lunch) Asking
	+ What can we do better together than we can apart? What are your Pinch Points? Are there things you would like to do but don't have resources? What areas of need could the dioceses share to maximize resources?
* Are there particular things the Province could support? How can we best support your diocese in serving God's mission? What is the best way for dioceses to tap Provincial resources (grants, networking, project management, etc.)
* What Provincial structure would best facilitate communications and resource sharing across dioceses? (What passions motivate you? Could/should we have a bishop champion for each of the efforts that the province prioritizes and collectively responds to? Do we need two synods a year? [Many provinces meet triennially with General Convention orientation and have an Executive Council that meets more regularly. A comparison of nine Provinces is available]).

Themes which resonated throughout conversation included

* Challenge of provincial structure that does not adequately define or support role of lay delegates. Recognize importance of lay voice and feel tension because elected lay representative (generally) do not have an ability to represent any constituency other than themselves and/or have no authority in influencing/informing diocesan decisions/actions
* Provincial Bishops meet regularly and have natural network for continuing conversations; lay and clergy delegates often feel ill-informed and/or excluded from conversation that seems to have already been in process
* Dream that we can develop a process that raises parish passions to diocesan view and dioceses can raise passions to provincial view so that those most interested can support efforts and inform provincial action/responses

Issues that continue to “bubble up” from within dioceses include

* Poverty and income inequality – Tom Ely reported that the diocese of Vermont has passed a diocesan resolution about this and are trying to move to church-wide arenas. Working with Senator Bernie Sanders
* Israeli/Palestinian Relations – Tom Ely reflected on efforts like Kids4Peace which is creating cross-religious/cultural experiences for children
* Violence, in all its forms – Gail Avery named ways that guns, bullying, domestic violence, etc are impacting our communities. She reported that there were many priests who cancelled Sunday services so that they and their members could participate in the Mothers’ Day March for Peace
* Steve Lane commented on the interrelation between elements – Domestic Violence, Prostitution, Human trafficking, rural poverty
* Tom Ely sees migrant farmworkers as a related “simmering issue” that has gained some ecumenical and interfaith attention in VT
* Eleanor Vander Hagen encouraged us to raise awareness about how we are complicit in these issues when we make individual personal decisions for cheap food and clothing while those who provide these commodities live on food stamps

Bishops and Delegates agreed that we should initiate a series of “Holy Conversations” prioritizing the identification of a prophetic response (awareness/education, prayer, legislation, etc) on three topics:

* Economic Injustice and Poverty
* Violence, in all its Forms
* Human Trafficking (as directed by Executive Council)
* **Closing Prayer and Conclusion (ended just after 2 pm)**

**Anticipated Follow-Up After Synod**

Exec Committee prepare a RESTRUCTURING PROPOSAL; offer to Bishops and Deputies

* Delegate Job Descriptions/roles/relationships
* Exec Director Job Description/roles/relationships
* Communications Methods
* Budget

***FRIDAY MAY 2, 2014***

***DELEGATES AGENDA – POST SYNOD RETREAT***

2:00-3:00 Informal Conversations/Break

3:00-5:45 Getting to Know Each other and Exploring Implications of Synod

* Each person present shared deeper introductions and identified personal passions
* Delegates reflected on discussions/decisions from Synod
	+ Particularly concerned about how they can adequately fulfill role of delegate, particularly when not really sure what that role is
	+ Concerned that Friday is challenging time for anyone who is not a church professional
	+ Concerned that 10 am to 2 pm is not an adequate amount of time for delegates to get to know Bishops and the things they are aware of in enough of a way to contribute to the conversation.
	+ Concerned that the Provincial House of Bishop is not integrated with Provincial House of Deputies. Because of their role, Bishops see a need and then get on the phone to solicit involvement. Responses seem to be Bishop-centric as they are able to accomplishing things through networking. An initiative like the response to violence in the province has been successful in many respects because the Bishops rallied behind efforts to raise awareness and seek legislative change – and – efforts like this do not feel like a Provincial initiative because the laity (and some clergy) were not involved in the planning and/or did not know how to participate.
	+ There is a strong desire from the Provincial House of Deputies to be part of prophetic action
	+ Hope to contribute to effective communications
* Began to ID possible short and longer term goals
	+ Willing to help identify people to invite to Holy conversations
	+ Willing to discuss models for relating with dioceses – part of diocesan standing committee (voice, not vote, NH), on diocesan staff (RI, W MA)
	+ Want to establish orientation process for new delegates to get up to speed; encourage retreat shortly after diocesan convention elections (Jan-Mar)
* Decided to use Web conferencing to meet on Wednesdays, if needed; no regular meetings currently set.

5:45 Prayer

6:00 pm DINNER/Break

7:30 pm Reflect on Offerings to/Questions for TREC

9:00 Social

***SATURDAY MAY 3, 2014***

6:30 am SAT Coffee available in Dining Hall

8:00 BREAKFAST

9:00 Morning Prayer

10:00 Conversation with TREC Representatives Tom Little and Chuck Wydner

 - Reimagining of Province in light of reimagining in TEC

Chuck offered a brief history of TREC and its current offerings. TREC was created by and is accountable to the General Convention. Much of what is being called for has been repeated though numerous conventions (Tom reviewed Standing Commission on Structure’s Blue Book reports from 1976 to present). Want to explore with us what we think is essential for church-wide entities to do and what can be “pushed down” to other levels of the church. Many of the responses are tied to visions of church and sense of identity because of understanding of church.

Much discussion ensued using the TREC white papers as starting points

* **Study Paper on Church Wide Governance and Administration (February 5, 2014)** <http://reimaginetec.org/govandadmin/>
* **Study Paper on Episcopal Networks (February 25, 2014)** <http://reimaginetec.org/networks/>
* **A note regarding TREC Study Papers (February 5, 2014)**<http://reimaginetec.org/note-on-study-papers/>
* **Initial Working Report on Identity and Vision (September 23, 2013)** <http://reimaginetec.org/identity-and-vision-draft/>
* **TREC 21-Month Workplan Developed in February’s Meeting (July 16, 2013)** http://reimaginetec.org/july-2013-meeting-report/

Ted offered the questions identified by the delegates on Friday evening:

* What is essentially episcopal? Common Prayer?!
* What context is being imagined as we plan for the future?
* What are our biases? Where is TREC positioned? Where is Province I positioned? How can they inform each other?
* Will the structure being imagined be able to hear prophetic voices? Hear what is bubbling up ie sexuality, race relations, etc?

**TREC Facilitators Tom Little & Chuck Wynder provided the notes that follow:**

***Feedback and Information from Participants***

The participants in the engagement included delegates to Province I. They met the evening prior to the engagement and shared an initial summary of their dialogue. This summary then led to a broader discussion of ideas, concerns and suggestions of the participants to TREC. The discussion by Tom and Chuck about the highlights of the work of TREC are not contained in this summary. Most of the exchange focused on hearing the ideas, input and suggestions of the Province I delegates and staff.

***Initial Overview by Member of Province I***

* + - What is essential? We believe that Common Worship is essential.
		- What is Cultural Context? - Where is TREC coming from? Where Province I is coming from.

Province I is coming from a context where it is concerned about the prophetic church.

Province I has historically been prophetic as exemplified by its efforts on HIV/AIDS, Same Gender Unions, and Environment.

* + - Can a Network structured Episcopal Church support Justice Making by the Church? Can a Network structured Episcopal Church be the prophetic church. This is a group concern of Province I delegates.
		Justice making in the Episcopal Church bubbles up from the bottom. Delegates are concerned about structure and whether a structure can be imagined that will hold together voices from the grassroots with what has historically been a more hierarchical model.
			* Can a Network structured church hold together the birthing process and tension involved in an Episcopal Church that is prophetic and concerned about justice.
			Concern was also expressed concerning any process for General Convention resolutions that artificially places a burden on the ability of the General Convention to respond to justice issues and the Church's prophetic role.
			* Province I is working to understand its own role.

Participants offered the following:

* Mission is performed at the parish level. The Church meets the needs of the world at the parish and local level.
* The Diocese allows for a larger response.
* The Province (Province I) allows for the Church to respond as the prophetic church as part of the Church response to the world. It is at the Province level that the Church has a particular role and a particular voice. The Church is not really networking at the Province level. The church wide structure assumed a network whereby church center staff connected with diocesan staffs with the same portfolio via the provincial network. As positions have been cut and portfolios expanded on the diocesan level, this model is no longer working. The diocesan executives (Canons of the Ordinary, chancellors, etc) was the only operational network in Province I three years ago. There are currently efforts to support communities of practice as they emerge to do what the province can do better together than it can apart.
* Province I delegates recognize the value of self organizing and gathering, More effort is going into doing this at the Diocesan Level of the Episcopal Church because of the financial risk (guaranteed housing costs) when doing it provincially. Hope is to do more with web conferencing to keep local connected for more regional efforts and actions

***What about the Current Structure is Inhibiting the Episcopal Church?***

* Response: The Hierarchical Structure is inhibiting what is coming up from underneath, from below. The ERD is a Good Example: Its funding is in staffing, not program. Move from system to program to get to people.
* The difference between traditional model and a network model:

The staff in traditional model is responsible for doing and act like gatekeepers.

Staff in network model facilitate and network. They help build networks.

* Province I delegates are concerned about the language of "networks." We are concerned about the way networks have worked in US history and the assumptions that have been associated with Province Level. Participants suggested using the term "communities of practice" instead of networking.
* Feedback: The Episcopal Church has blockages in its current structure in the areas of communications, staffing and capacity. These also have to be addressed in a Network Structured Church.
* We are so adapted to the hierarchical model that we hold ourselves back from networking effectively. At each level of the Church - we look up to the Bishops. Hope to shift so that there is ownership at every level. Still, hierarchy is not all bad. We could learn from the Occupy example. It effectively got to a certain point as a grassroots movement with shared leadership and when it came to more legislative/political change, its lack of structure impeded further development of the movement.
* We have to find ways to translate this. We need to look at the life cycles of our efforts. We have to look at ways to sustain the work. We can learn from communities of practice. We should be careful not to institutionalize networks.
* Participants noted that "Structure is history" as "One apostolic Church." Structure can also be our greatest enemy.
* A major question is the way that leadership is really identified.
Another major question is the way that delegates are really identified.
Delegates to the Province typically do not have a voice or presence in diocesan structures making it challenging to know role in Province. In Province I, they are not deputies to General Convention as they are in some other provinces. This can be helpful. General Convention deputies are often the same every triennium and become an “insider” group who often are older and conservative.
As Province I explored who are its “customers” and who are its “clients” at last year’s Spring Synod, the Bishops and delegates identified the primary focus of the Executive Director to be responsive to the Bishops and Bishops staffs along with the church wide office (these groups pay the bills). The delegates respect the leadership of Bishops but want to ensure that decisions are not (always) top-down. It is important to encourage innovation and the emergent grassroots of the laity. This is a major tension for the Episcopal Church to address as it reimagines itself. The Church is seen as Corporate Church and it is even harder for the small parish.
The Episcopal Church adopted a Middle Way that helped us to move the Episcopal Church on issues of sexuality, gender and women's ordination.

The Episcopal Church is a leader. The way the Church was structured helped these things to happen.

We should be cautious about TREC dictating the vision of the Church and vision for the Church.

***What's inhibiting work at Parish and Diocesan Levels?***

* Bishops are not what is inhibiting us.
Resources are limiting us. Human resources are limiting us. Societal shifts have all but eliminated volunteers and key functions have shifted to paid staff. The decrease in church-going populations leaves less resources and which often results in staff reductions and staff cannot do the needed and necessary things alone.
* The Church needs to address the formation of people to fulfill the obligations of the work and ministry of the Church at the Diocesan and Parish level: We need help community members recognize that they are not volunteers – they are members of a community. We need to shift from a model of volunteers to a model of the church where people make embodied commitment.
* We have to ask the question, "How can we structure relationships to help laity fulfill its embodied commitment? How do we structure relationship of laity and staff? How do staff and laity meet? How do staff and laity work together? How is this done at the Diocesan and Province Level? Then, contrast these relationships with the way that Bishops are staffed and how their relationships are structured. Look at the way that Bishops are networked. What are the things we can do better together than we can do by ourselves? What are the things we can best do by ourselves?
* Relying strictly on Bishops is a problem.
* How can we support the parish to push up issues and get support for things that can impact the Diocese and the broader Church? Can a Network Structured Church adequately support this effort? What types of structures and staffing capacity are needed?
* An example: The divestment from fossil fuels is coming up in local parishes. It has evolved into a grassroots movement. There are local advocacy needs and this is growing at the Diocesan level. There are 15 Dioceses now involved. The ECLA has been invited into the space. The Episcopal Church used to have the staffing capacity to assist with this type of movement. It no longer has the staffing. Province I hired an Energy Stewardship minister who has been staffing this church wide movement. Questions about staffing, and the type of network support that staffing could support are raised in this example.

***Lay Leadership***

* How do we sustain communication networks and congregational development of lay leadership? This is a critical question.
* Participants articulated a range of feelings about desks at 815. Some felt they are not needed. Others believe that the desks provide a place for people to look to point people regarding national issues generally. It was suggested that 815 look at developing a consolidated "desk" that works across areas to support the local and diocesan levels by supporting networks and communication.
* Seminaries can be used to develop centers of excellence.
* Pay attention to relevance of life cycles of not only churches, but also life cycles of issues and networks. Looking at life cycles is also important in understanding the ability of people to participate in church. People's lay ministry and engagement in church is connected to the flow of life cycles over a lifetime. The Church does not value the impact of life and developmental cycles. Participation in church does not have to be institutional. It can also go beyond the walls of the church building, especially with technology. The Church needs to examine the implication of this for people with disabilities and seniors who have challenges with mobility that impact their physical presence and engagement with the institutional "place" of church.
* Participants asked: "Have the House of Bishops and the House of Deputies thought about meeting jointly and regularly beyond worship?"
* Participants asked: "Does TREC have any thoughts about Provinces?"

11:45 **Summation and Prayer**

Questions of structure and governance inevitably cause us to seek clarity about who we are and what we are called to do. There were many elements identified which do not have easy answers. I list some of these elements and tensions they often engender as fodder for continued reflection:

* We need to continue to find ways to hear what is “bubbling up” and discern appropriate responses?
* We need to work on finding ways to hold the gifts of each order/group so that the province does not loose voices essential for it’s vitality (NOTE: There was a deep awareness that the Bishops, Professional Staff (lay and clergy) and People in the pews each have a different type of relationship to the church which affects what they recognize as bubbling up and how they can imagine responses. What was particularly challenging was the delegates awareness that the Bishops were continuing an ongoing conversation that the delegates could not share; they felt when trying to enter a conversation that was already in progress)
* The TREC reports identified that “some provinces are working and others aren’t.” It is unclear how this assessment was made. Each province has a unique self-definition and, based on that self-definition, each province thinks it is functioning well. This points to a lack of clarity both about provinces now and in the future.

**TO FOLLOW-UP (for Julie and Delegates)**

* **Initiate/facilitate three “Holy Conversations” about Income Inequality and Poverty, Violence in all its forms, and Human Trafficking** (These are in addition to current conversations on Cultural Competence and Diaconal Formation). Invite people involved in these struggles to help identify issues, resources, and possible responses including education and advocacy.
	+ Contact Mary Decker, CT, re Human Trafficking
* **Expand methods to communicate** with Bishops, Clergy, Laity (short, direct, specific, requests). (develop constant contact database for targeted groups)
* **Promote “Art of Hosting” and “Once and Future Church” gatherings**
* **Promote Sowing Seeds of God’s Mission Grants**
* **Invite delegates to meet before end of July** to reflect on synod and check in on progress (Wed pm web conference

NOON Lunch/Break

1:00 Concluding Prayers