

**A New Season of Ministry – Episcopal Diocese of North Dakota  
Year 1 – Mutual Ministry Review - Efforts and Implementation**

***Resolution on Acceptance of the New Season of Ministry Mutual Ministry Review Matrix  
and Creation of a New Season of Ministry Task Force  
For Consideration at the 2021 Diocesan Convention  
Proposed by the Diocesan Council August 14, 2021***

Whereas the Diocesan Council and Bishop’s Transition Committee developed a Mutual Ministry Review Matrix to evaluate progress on the New Season of Ministry activities (based largely on the Diocesan Discernment Task Force Report found at this link: <https://ndepiscopal.org/wp-content/uploads/2020/09/A-DDTF-Final-Report-to-Convention-1.pdf>); and,

Whereas the Diocesan Council gave final approval to the Mutual Ministry Review Matrix on August 14, 2021 (see Revised Matrix below); and,

Whereas one of the goals in the Mutual Ministry Review Matrix is to establish a Diocesan *Way of Love Mission Focus* based on the Episcopal Church’s *Living the Way of Love* practices that help provide guidance on meeting the spiritual and material needs of our parishes, communities, and the world (see <https://www.episcopalchurch.org/way-of-love/>); and,

Whereas a New Season of Ministry Task Force is proposed to begin work in January 2022 to assist the Diocese and parishes with identifying specific activities and a timetable for carrying out the Diocesan *Way of Love Mission Focus*; now therefore be it

*Resolved*, that the 2021 Diocesan Convention of the Episcopal Church in North Dakota:

1. Commends the New Season of Ministry Mutual Ministry Review Matrix;
2. Authorizes the Bishop and Diocesan Council to establish a New Season of Ministry Task Force; and
3. Authorizes the New Season of Ministry Task Force to develop a Way of Love Mission Focus for the Episcopal Diocese of North Dakota according to the timetable in the Mutual Ministry Review Matrix.

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**Final approval by Diocesan Council – August 14, 2021**

Information for the **Relevance** column (\*\*) in the matrix that follows is based on areas identified in the *New Season of Ministry Report (abbreviated as NSMR)*:

#1. Diocesan Structure/Leadership

#2. Priorities for Mission and Ministry

- a. Bottom-up approach (congregational ministry development: lay and ordained)
- b. Leadership pipeline (enhanced and significant involvement from currently uninvolved/less involved)
- c. Youth/Young Adult ministry (focused youth/young adult development as part of the leadership pipeline)
- d. Administration for ministry - especially communication (improved communication mechanisms among and between congregations and across the diocese; diocesan support for congregations re: some administrative tasks)
- e. Healing divisions (reconciliation of divisions resulting from cultural; east-west; small-large differences)

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Fill positions of Diocesan Minister and Office Administrator	Diocesan Minister and Office Administrator hired and begin work	Developing position descriptions/recruiting & hiring	#1 Provides team to carry out diocesan administration and to oversee various ministry goals.	DM by July 20, 2021  OA by September 1, 2021	Bishop in partnership with Transition and Interview Committees
Establish circle of leadership model for diocesan staff	Ongoing effectiveness as a staff team and work products	Regular & effective communication among staff re: their work and work expectations of each other	#1 Models collaborative ministry for the people and congregations of the diocese.	Initiate at hiring and continue with regularity and intentionality	Bishop, Diocesan Minister and Office Administrator
Provide sacramental support for small congregations	Eucharist available in all congregations at least twice a month	Preparing new people for ordination as priests or deacons. Presence of Diocesan Minister in congregations. Congregational partnerships. Partnerships with Lutherans.	#1 and #2 a. A meaningful sense of value and inclusion among people and places that have been neglected.	December 24, 2021	Diocesan Minister and Bishop in partnership with Commission on Ministry
Launch Northwest Ministry project and hire Coordinator	Growth in Congregational vitality; Local Ministry Teams	Buy in from 5 congregations – Minot, Dunseith, White Shield, Williston, and Cartwright: hiring of NW Coordinator	#1 Models collaborative ministry for the people and congregations of the diocese.	2 years, beginning August 1, 2021	Diocesan Minister, Bishop, local congregational leaders, NW Coordinator

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Increase communication across the diocese	1) Regularity of diocesan publication; increased hard copy circulation	Consistent, expanded publication of <i>The Sheaf</i> , with possible video.	#2 d. Increase awareness of what's happening in The Episcopal Church, in the diocese, and in partner congregations to see examples of healthy ministry and opportunities for participation.	Monthly beginning within 2 months after hiring of Office Administrator	Diocesan Minister & Office Administrator
	2) Regular communication with diocesan/ congregational leadership	Weekly email (Mail Chimp?) news & updates to congregations. Posts to Facebook, Twitter, Instagram and blog (if there is one). Videos. Council members make regular reports to congregations.	#2 d. Increase awareness of what's happening in The Episcopal Church, in the diocese, and in congregations	Within one month after hiring of Office Administrator	Office Admin. with information input coordinated by Diocesan Minister & Bishop. Efforts by Council members.
	3) Current & useful/ appropriate information on the diocesan website	Regular updating and maintenance of diocesan web page	#2 d. Increase use and ease of use of website with user friendly interface.	January 1, 2021	Office Administrator with information input coordinated by Diocesan Minister.

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	4) Improve all communications tools and diocesan connections	Conduct Communications Audit.  Promote and Expand use of REALM	#2 d. Will provide framework for effective communication	By January 1, 2021	Office Admin, Diocesan Minister, Communication Committee, Communication Consultant (Canticle Communications?)
All Canonical Obligations will be met.	Full compliance	Vigilance	#1	Ongoing	<b>Standing Committee</b>
Improve Stewardship	Increased Financial Support	Education. Use of TENS	#2 a. Improved Stewardship will strengthen local and diocesan mission efforts.	Ongoing	Diocesan Council, Diocesan Minister, Finance Comm.
Explore ways by which the diocese might provide administrative support for small congregations	<ul style="list-style-type: none"> <li>• Intentional exploration of options</li> <li>• Implementation of any that are selected</li> </ul>	<ul style="list-style-type: none"> <li>• Scheduling supply clergy</li> <li>• Outsource payroll for all clergy</li> <li>• Other potential centralized admin functions?</li> </ul>	#1 Frees limited resources of small congregations to focus on pastoral ministry vs. administration.	Initial exploration/ decision(s) by 12/31/21	Diocesan Council with input from congregations, Diocesan Minister and Office Admin.

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Establish Congregational Development Committee membership & goals	Committee membership appointed by Council	Membership announced/publicized	#2. a. Increases the # of people who can identify traits of healthy congregational systems and work toward health in their own ministry settings.	Currently underway	Diocesan Council & Congregational Development Committee, with Diocesan Minister
Clarify relationships among the various communities that worship at St. John's, Moorhead to seek direction for the future of St. John's and those associated with it.	Identifying and addressing challenges faced by and among the various communities who worship at St. John's	Discussions among formal and informal leaders of those associated with St. John's - both Sudanese & non-Sudanese. Clarifying roles of ordained and lay leaders.	#2. a. d. e. Mission will be strengthened because of clarity and shared focus.	January 2022. Efforts begun May 2021.	Bishop, DM, and Congregational Development Committee
Re-establish School of Ministry	People participating in processes leading to ordination <b>and</b> new or revitalized lay leadership in congregations and the diocese	Training for various forms of ordained & lay leadership and ministry planned and implemented	#2 a. Congregational life is strengthened through theologically informed leaders - - lay and clergy.	By end of 2021	Commission on Ministry Diocesan Minister, Bishop, Standing Committee, outside resources from TEC

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Develop Youth (and Young Adult) Ministry	1) Availability/regularity of youth events/gatherings	Planning and implementing at least 2 events each year	#2. c. Engages an emerging demographic characterized by questions about, and the relevance and value of, faith to life.	1 event held by 12/31/21	Commission on Youth Ministry
	2) Existence of active social media groups for youth/young adults	Establishing & coordinating such groups to engage youth	#2. c. Improved connections will strengthen sense of community	Initiate social media groups by 9/21	Commission on Youth Ministry
	3) Opportunities for leadership training aimed at youth/ young adults	Identifying existing and/or planning such opportunities & implementing them	Potential for participants to be equipped with tools to connect with peer groups made up of people not engaged in Christian practices, faith, and life.	??	Commission on Youth Ministry
	4) Hiring part-time diocesan Youth Minister	Commitment of resources and decision to create part-time position	#1. and #2. c. An informed decision toward the long-term sustainability of Youth Ministry	June 1, 2022, if feasible.	Diocesan Council and Commission on Youth Ministry

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Heal Divisions/ Reconciliation	1) Identify existing models for reconciliation	Use of paid consultant familiar with resources and resources from TEC	#2. e. Reconciliation is at the heart of Christian faith. Healthy growth toward the future requires it.	Currently underway	Reconciliation Committee
	2) Implementing initial reconciliation efforts	Bringing people together intentionally for this work using appropriate model(s).	#2. e. Reconciliation is at the heart of Christian faith. Healthy growth toward the future requires it.	January 1, 2021, and ongoing	Reconciliation Committee
	3) Opportunities for people of different cultures to tell their stories	Planning specific opportunities. Possible focus of Diocesan Convention 2021? 2022?	#2. e. Reconciliation is at the heart of Christian faith. Healthy growth toward the future requires it.	January 1, 2021, and ongoing	Reconciliation Committee in partnership with NDCIM and NW Coordinator
Foster clearer understanding of tensions between east/west & smaller/larger congregations	Small group discussions and feedback following those discussions	Convening/sponsoring small group discussions with people from each “opposite” using skilled facilitation	#2. e. Reconciliation is at the heart of Christian faith. Healthy growth toward the future requires it.	January 1, 2021, and ongoing	Reconciliation Committee in partnership with DC and DM
Promote deeper/ broader/mutual understanding of the bases and need for healing & reconciliation	Participation in the Sacred Ground circles	Initiating Sacred Ground circles	#2. e. Reconciliation is at the heart of Christian faith. Healthy growth toward the future requires it.	June 2021 and ongoing. First groups currently meeting.	Reconciliation Committee



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Develop fuller understanding of wider church & diocesan funding for ministries within the diocese	Work of Our Fair Share Task Force	Using various diocesan groups/gatherings to provide information about various funding sources, their intent and impact	#1. Transparent and full conversation about our shared financial commitment is needed	Diocesan Convention 2022.	Bishop, DM, DC, Reconciliation Committee, Finance Committee
Increase transparency in diocesan financial matters	Currency, regularity & accuracy of information	Consistent availability & communication of information	#1. A circular model of leadership requires well-informed participants who can trust the work of others.	Diocesan Convention 2021	Finance Committee, Bishop and Council
Review/update current diocesan personnel policies	Completion and publication of updated personnel policies	Committee members' participation and cooperation in reviewing/updating	#1. Streamlined and efficient policies make everyone's work easier and more focused.	By January 1, 2022	Personnel Committee
??			#1.	??	Title IV Committee
??			#1.	??	Canons Committee
??			#1.	??	Grants Committee

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Decide how the \$40K grant from the Executive Council of TEC will be used	Council reaches decision	Exploring possibilities and deciding from among them	#2. a. This is a one-time opportunity to enhance certain aspects of our mission	Convention 2021	Bishop and Council
Formation of a <b>New Season of Ministry Task Force</b> to explore options for our diocesan future (2023-2025 and beyond) in the spirit of <i>Living the Way of Love</i> in our parishes, our communities, our state, and the world. See this web page and particularly the video on the page about the Way of Love: <a href="https://www.episcopalchurch.org/way-of-love/">https://www.episcopalchurch.org/way-of-love/</a>	Progress Reports on MMR process to Council, congregations, and Convention.  Progress Reports from Task Force to Council, congregations, and Convention.	The ministry and dedication of all.  Results of MMR Matrix.  Direct listening to congregations, Bishop, Ministry Team, Committees, etc.  Attention to developments in the wider church.	“Doing God’s work” as referenced in “Options for the Future” on page 20 of the DDTF Report – the New Season of Ministry ( <a href="https://ndepiscopal.org/wp-content/uploads/2020/09/A-DDTF-Final-Report-to-Convention-1.pdf">https://ndepiscopal.org/wp-content/uploads/2020/09/A-DDTF-Final-Report-to-Convention-1.pdf</a> )	1) Summer 2021 – Council approves idea of a <i>Way of Love</i> Mission focus and endorses <b>New Season of Ministry Task Force</b>  2) October 2021 – Council offers a resolution for adoption to Convention commending the <i>Way of Love</i> Mission focus and establishing a <b>New Season of Ministry Task Force</b>  3) <b>January 2022</b> – New Season of Ministry Task Force (NSMTF) inaugurated	New Season of Ministry Task Force.  Bishop and Council.  Diocesan Convention.  All members of the Diocese.

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				<p>4) <b>January-June 2022</b> NSMTF develops <i>Way of Love</i> Mission Focus and Task Force timetable</p> <p>5) <b>June 2022</b> –NSMTF presents <i>Way of Love</i> Mission Focus and Task Force timetable to Council for modifications and approval</p> <p>6) <b>October 2022</b> – NSMTF presents <i>Way of Love</i> Mission Focus and Task Force timetable to Convention. Share efforts with Presiding Bishop.</p> <p><b>November 2022</b> – Diocese begins work on NSMTF efforts</p>	