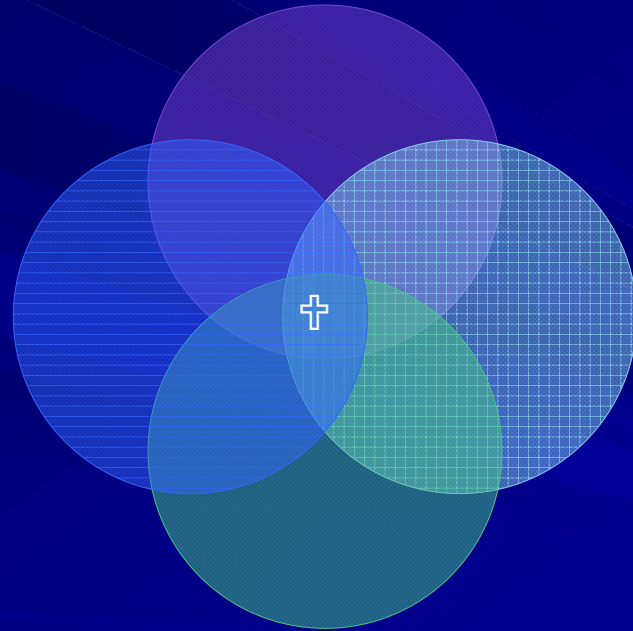


The Diocese of Maryland 2009 Convention

The Sacred Bundle



The Sacred Bundle

- Those essential elements considered to be at the very heart of the tribe's identity.

The Sacred Bundle

- Those essential elements considered to be at the very heart of the tribe's identity.
- Defining items are limited in number.

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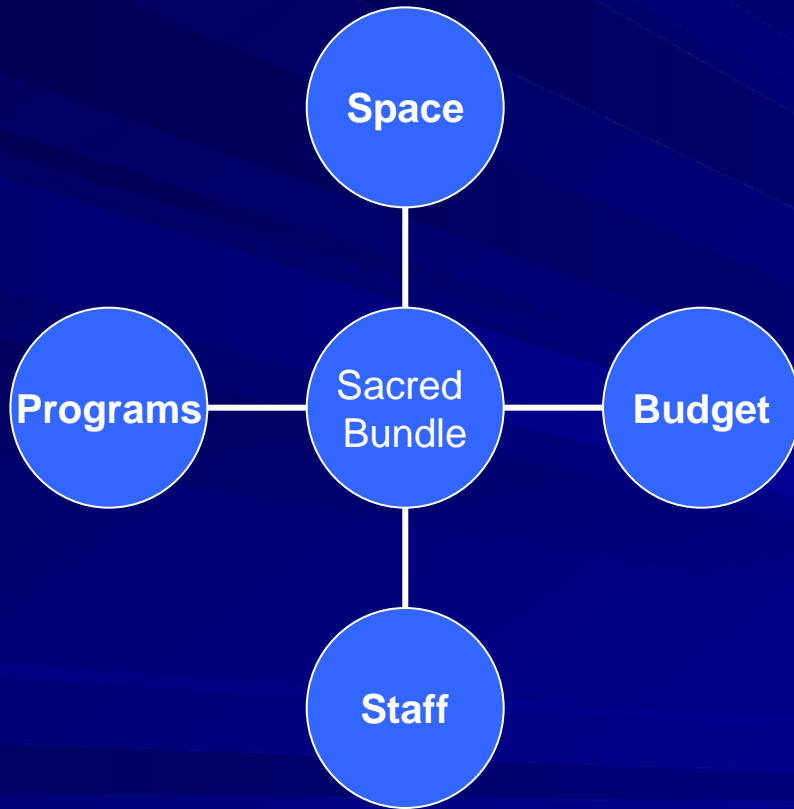
The Sacred Bundle

- Those essential elements considered to be at the very heart of the tribe's identity.
- Defining items are limited in number.
- Any changes should be intentional.
- The Bundle determines leadership roles.

Always Come Back to the Bundle!

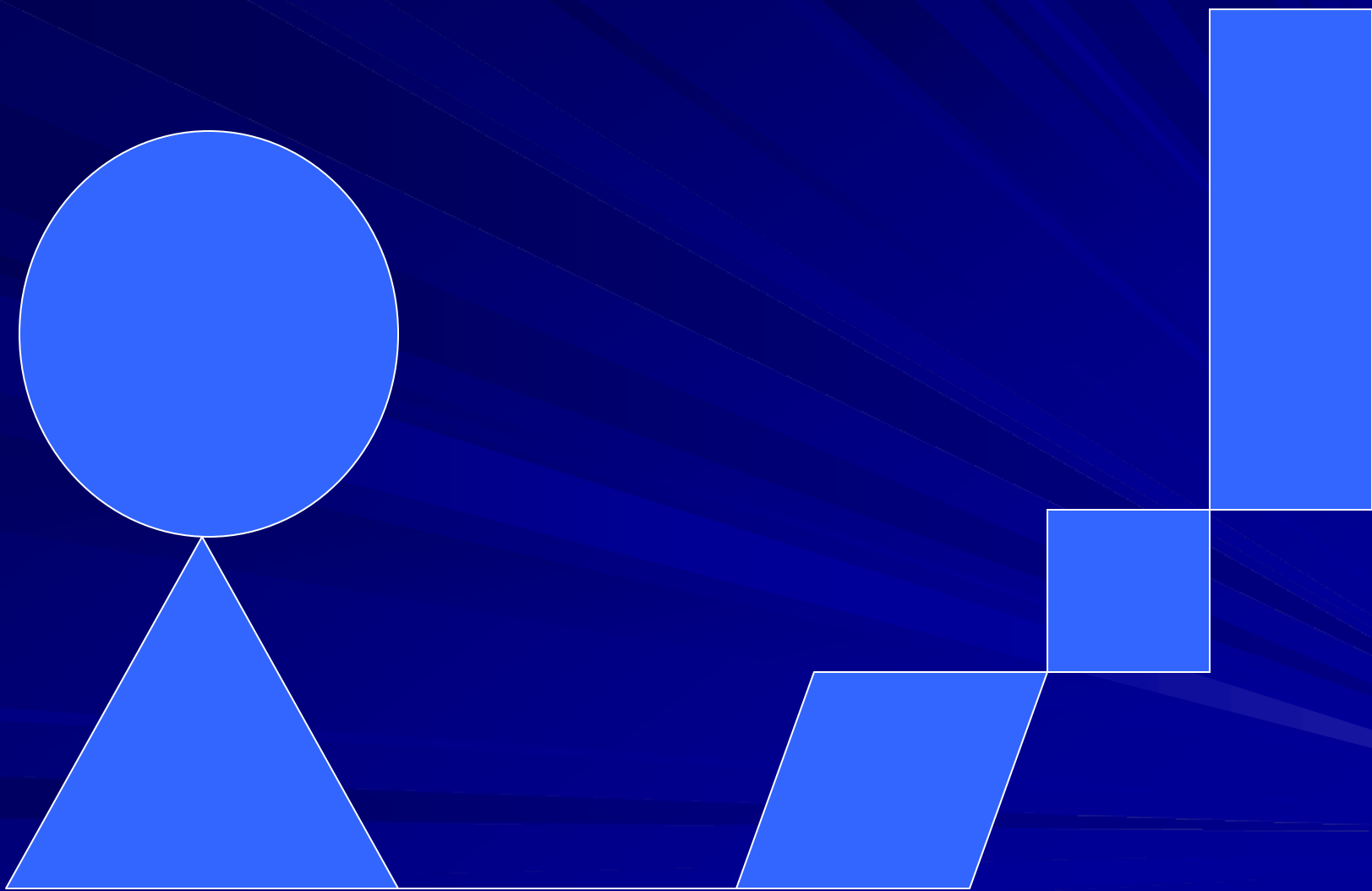
Do
our
structures
match our
Sacred
Bundle?

Always Come Back to the Bundle!



Do
our
structures
match our
Sacred
Bundle?

An exercise



“Nothing new under the sun...”

“Nothing new under the sun...”

■ The Prayer Book

“Nothing new under the sun...”

- The Prayer Book
- Socio-economic hurdles

“Nothing new under the sun...”

- The Prayer Book
- Socio-economic hurdles
- Decline in numbers

“Nothing new under the sun...”

- The Prayer Book
- Socio-economic hurdles
- Decline in numbers
- Bishop-elect, but no bishop

“Nothing new under the sun...”

- The Prayer Book
- Socio-economic hurdles
- Decline in numbers
- Bishop-elect, but no bishop
- A “Golden Age?”

Changes!

Changes!

COMMUNITIES

- Areas of growth in Southern Maryland
- Losses & restarts in Baltimore
- Growth in ethnic diversity in Central & Western Maryland
- Continuing racial divide
- Economic downturn
- Technological possibilities

Changes!

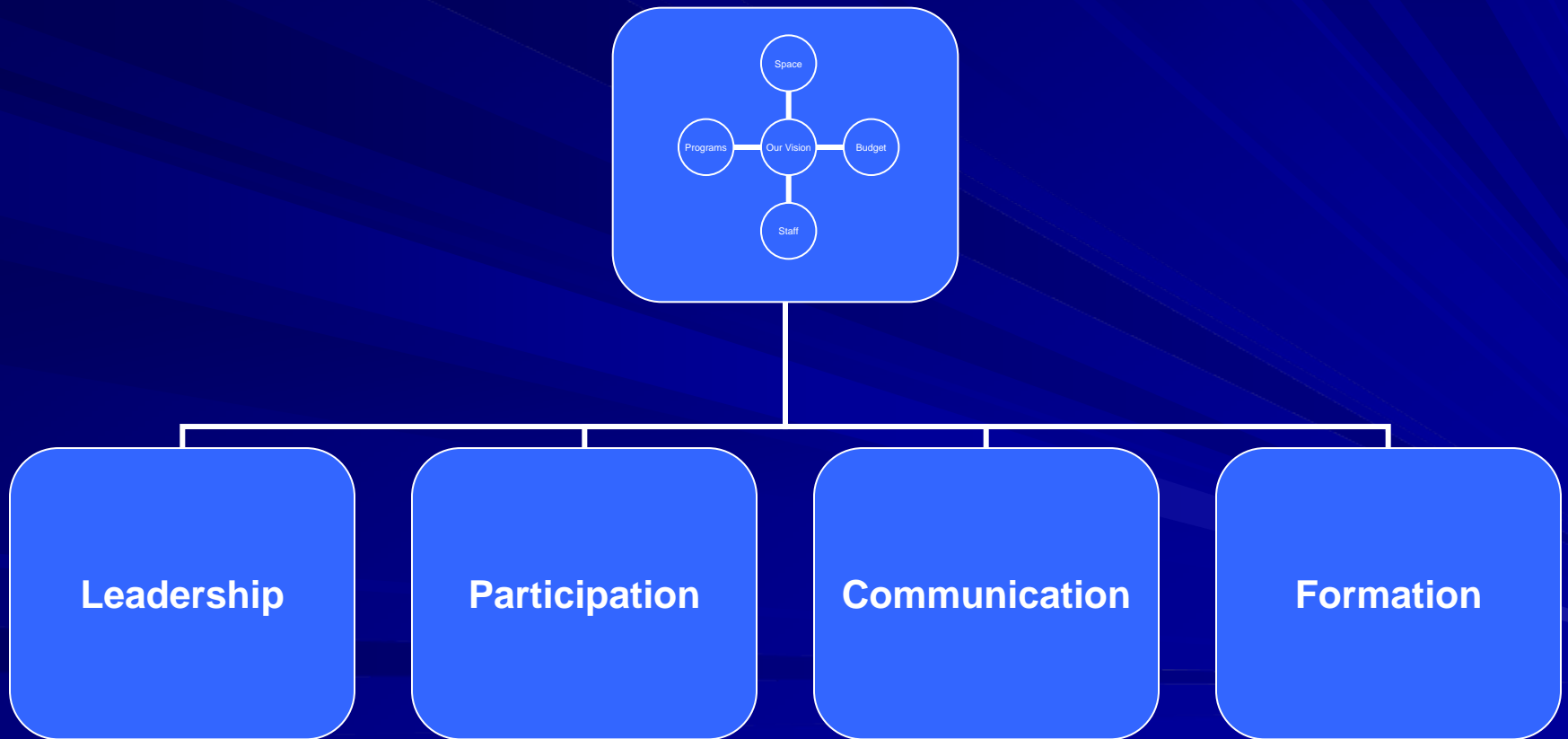
COMMUNITIES

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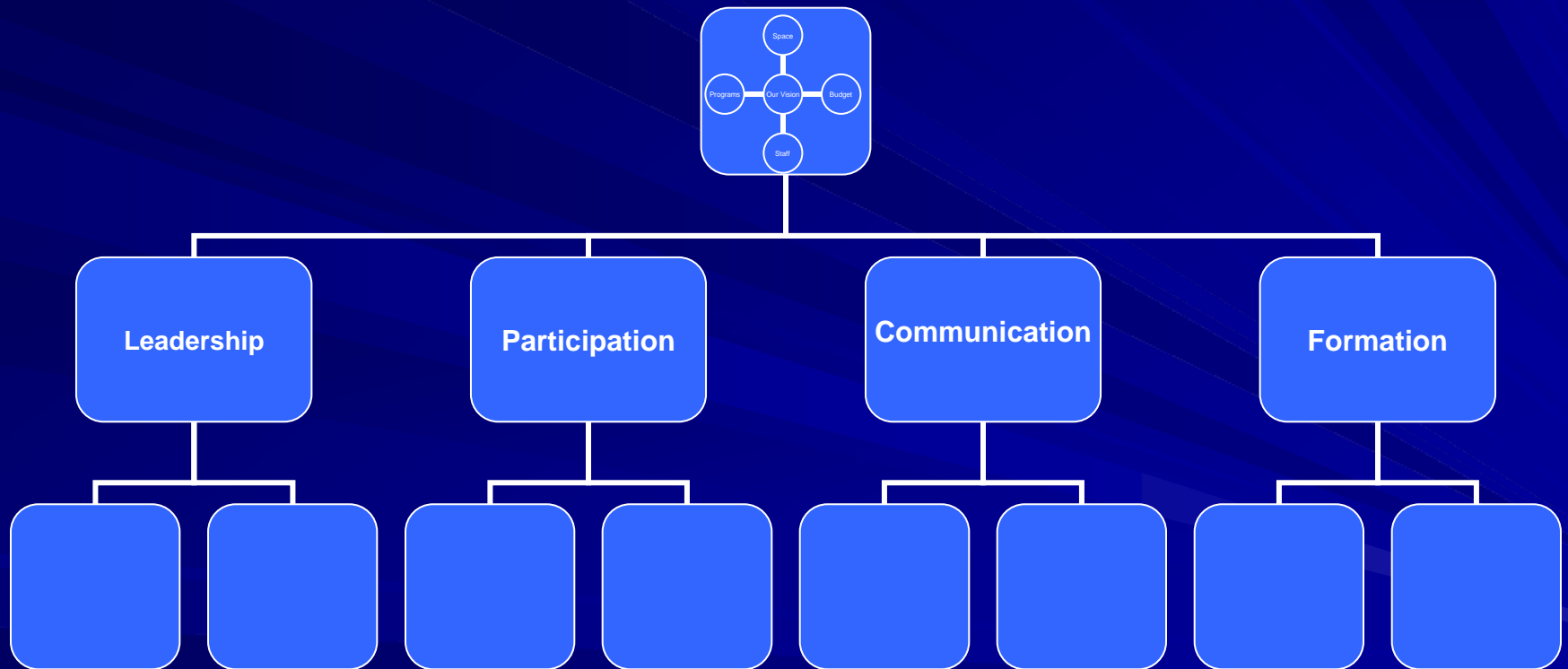
CHURCH

- Evolution in diocesan structure & direction
- Improvement and expansion of Claggett
- Ordination of women: a “life saver” for the diocese
- Prayer Book revision
- “Green” concerns & idea of “central purchasing”
- Challenge to do “mission not maintenance”

From Bundle to Action Plan: “The Living History Project”



From Bundle to Action Plan: “The Living History Project”



```
graph TD; A[Leadership] --- B[ ]; B --- C[ ]; B --- D[ ]
```

Leadership

The diagram consists of a central blue rounded rectangle at the top containing the word "Leadership". A vertical white line descends from the bottom center of this box to a horizontal white line. From the left and right ends of this horizontal line, two vertical white lines extend downwards to the top centers of two identical empty blue rounded rectangles positioned side-by-side.

```
graph TD; A[Leadership] --- B[Showed up & listened]; A --- C[ ];
```

Leadership

Showed up & listened

```
graph TD; A[Leadership] --- B[Showed up & listened  
Clear vision]; A --- C[ ];
```

Leadership

Showed up & listened
Clear vision

Leadership

```
graph TD; A[Leadership] --- B[Showed up & listened  
Clear vision  
Curious & encouraging  
about parishes]; A --- C[ ]
```

Showed up & listened
Clear vision
Curious & encouraging
about parishes

Leadership

```
graph TD; A[Leadership] --- B[Showed up & listened<br/>Clear vision<br/>Curious & encouraging<br/>about parishes]; A --- C[Imposed ideas<br/>without listening]
```

Showed up & listened
Clear vision
Curious & encouraging
about parishes

Imposed ideas
without listening

Leadership

```
graph TD; A[Leadership] --- B[Positive Leadership]; A --- C[Negative Leadership]; B --- B1[Showed up & listened]; B --- B2[Clear vision]; B --- B3[Curious & encouraging about parishes]; C --- C1[Imposed ideas without listening]; C --- C2[Failed to fulfill promises];
```

Showed up & listened
Clear vision
Curious & encouraging
about parishes

Imposed ideas
without listening
Failed to fulfill
promises

```
graph TD; A[Participation] --- B[ ]; B --- C[ ]; B --- D[ ]
```

Participation

Participation

```
graph TD; A[Participation] --- B[Diocese became "flatter"]; A --- C[ ];
```

Diocese became "flatter"

Participation

```
graph TD; A[Participation] --- B[Diocese became "flatter" Less magisterial tone]; A --- C[ ];
```

Diocese became "flatter"
Less magisterial tone

Participation

```
graph TD; A[Participation] --- B[Diocese became "flatter"  
Less magisterial tone  
Individual staff praised]; A --- C[ ]
```

Diocese became “flatter”
Less magisterial tone
Individual staff praised

Participation

```
graph TD; A[Participation] --- B[Diocese became "flatter" Less magisterial tone from the Bishop]; A --- C["Inside-outside" wall];
```

Diocese became “flatter”
Less magisterial tone
from the Bishop

“Inside-outside” wall

Participation

```
graph TD; A[Participation] --- B[Diocese became "flatter" Less magisterial tone from the Bishop]; A --- C["Inside-outside" wall Groups feel excluded];
```

Diocese became “flatter”
Less magisterial tone
from the Bishop

“Inside-outside” wall
Groups feel excluded

Participation

```
graph TD; A[Participation] --- B[Diocese became "flatter" Less magisterial tone from the Bishop]; A --- C["Inside-outside" wall Groups feel excluded Recruitment mysterious];
```

Diocese became “flatter”
Less magisterial tone
from the Bishop

“Inside-outside” wall
Groups feel excluded
Recruitment mysterious

```
graph TD; A[Communication] --- B[ ]; B --- C[ ]; B --- D[ ]
```

Communication

The diagram consists of a top-level blue rounded rectangle containing the word "Communication". A vertical white line descends from the bottom center of this box to a horizontal white line. From the left and right ends of this horizontal line, two vertical white lines extend downwards to the top centers of two separate, empty blue rounded rectangles positioned below.

Communication

```
graph TD; A[Communication] --- B[ ]; B --- C[ ]; B --- D["More is not better"];
```

“More” is not better

Communication

```
graph TD; A[Communication] --- B[ ]; B --- C[ ]; B --- D["More is not better After-the-fact news"]
```

“More” is not better
After-the-fact news

Communication

```
graph TD; A[Communication] --- B[ ]; B --- C[ ]; B --- D["'More' is not better<br/>After-the-fact news<br/>Unclear and vague"]; style B width:0px,height:0px; style C width:0px,height:0px; style D width:0px,height:0px;
```

“More” is not better
After-the-fact news
Unclear and vague

```
graph TD; A[Formation] --- B[ ]; B --- C[ ]; B --- D[ ]
```

Formation

```
graph TD; A[Formation] --- B[Budget committee]; A --- C[ ];
```

Formation

Budget committee

```
graph TD; A[Formation] --- B[Budget committee  
1996 reorganization]; A --- C[ ]
```

Formation

Budget committee
1996 reorganization

Formation

```
graph TD; A[Formation] --- B[Budget committee 1996 reorganization]; A --- C["Second class citizens"]
```

Budget committee
1996 reorganization

“Second class citizens”

Formation

```
graph TD; A[Formation] --- B[Budget committee 1996 reorganization]; A --- C["Second class citizens Process confusion"]
```

Budget committee
1996 reorganization

“Second class citizens”
Process confusion

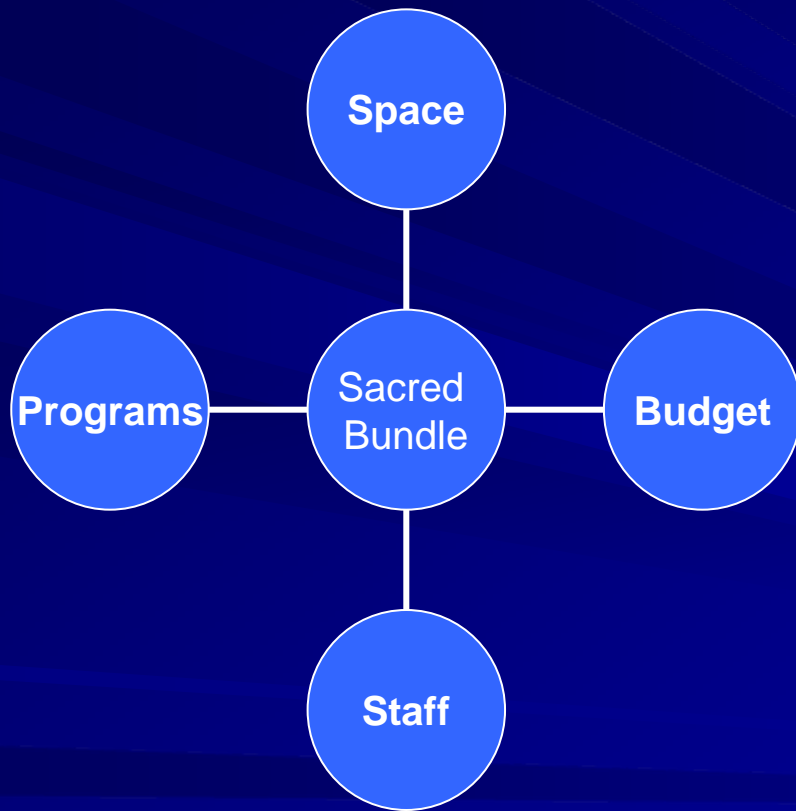
Formation

```
graph TD; A[Formation] --- B[Budget committee 1996 reorganization]; A --- C["Second class citizens Process confusion Placement confusion"]
```

Budget committee
1996 reorganization

“Second class citizens”
Process confusion
Placement confusion

Back to the Bundle

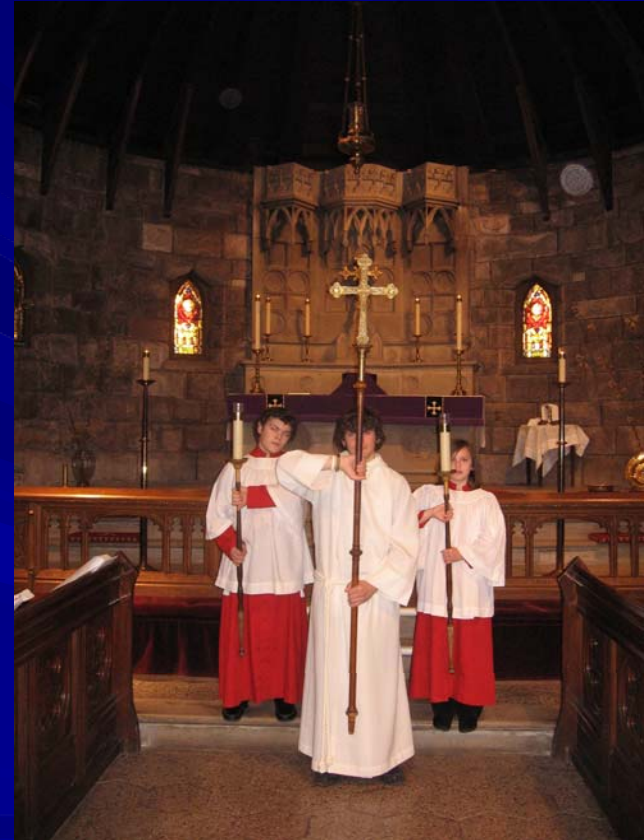


- Diversity
 - Youth Leadership
 - Environmental
 - Outreach
 - Claggett
 - "Wonderful Reality"
 - Crisis Response
 - Beauty
 - Vitality
 - Acorn & Mustard Seed
 - Water
 - Communion
 - Christian Formation
 - Community Representation
 - Multiculturalism
 - Urban Needs
 - Tradition
 - Justice Ministry
 - Cultural Incarnation
 - Inclusive Reconciliation
 - Prayer Book
 - Social Ministry
 - Parish-centric
 - Evangelism
 - Lay Leadership
 - Diocesan History
 - Celtic Cross
- Bible
 - Defunct Church
 - Crab
 - Technology
 - Righteous Risks
 - Mutual Ministry
 - Worship

Positive Experiences

Positive Experiences

- Personal relationships with bishops & leaders
- Regional confirmations and ordinations
- Transition times
- GenNext conference
- Deacons in parishes
- Mission trips
- Use of Claggett
- Dio Conv on anti-racism
- Continuity of leadership
- Communal worship services
- Election of Bishop Sutton



Disappointing Experiences

Disappointing Experiences



- Communication
- Ordination process
- Talk without action
- “Duty without honor”
- Lack of follow-up
- Long reports at conv
- Lack of diversity
- Lack of dialog
- Inside-outside divide

Most effective Periods

Most effective Periods

- Capital Campaigns
- Claggett
- Cross+Roads
- Mission Strategy Com
- Work on anti-racism
- Times of transition
- Vision “bubbles up from the ground”
- Times when clear goals are communicated



Least effective periods

Least effective periods



- When the great push of a capital campaign or reorganization is over
- “Periods of silence” and disconnects

Summary

“I believe the diocese...is there to raise leadership for congregations, pool resources for the good of its mission... and provide institutional structures for ordained ministers. A healthy diocese will ‘breathe out’ to its congregations.

Summary

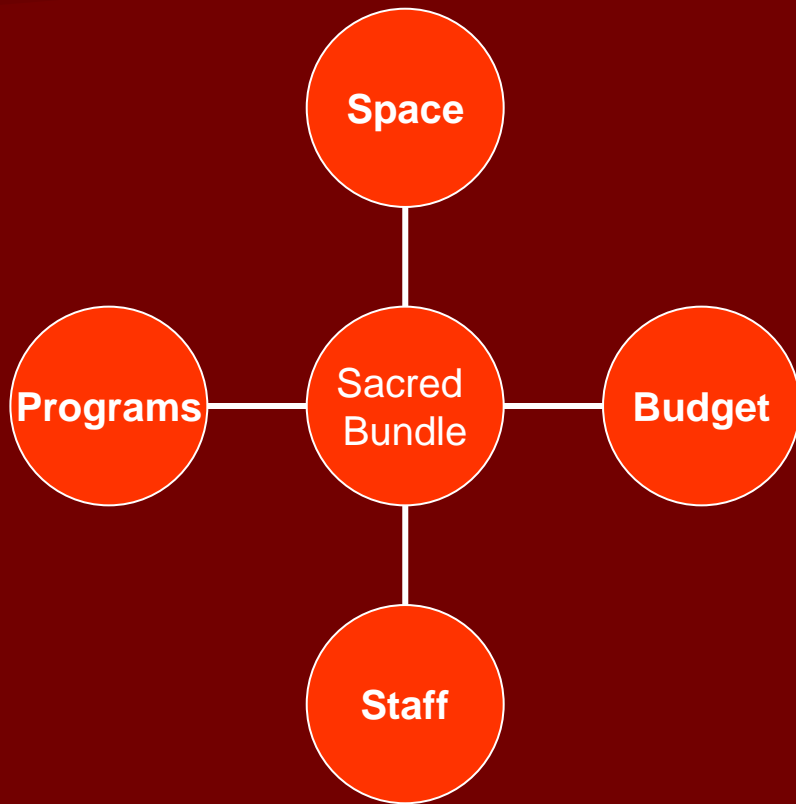
“The diocese has been in an emergent mode...on a journey of identification of sorts. The diocese has suffered...in its ability to express clearly who it is.”

Summary

“The diocese may be called to become an organization that is more passionate, responsive, nimble, simple, easy to navigate, and which helps people connect with each other and the Holy. This demands a new way of thinking and doing business”

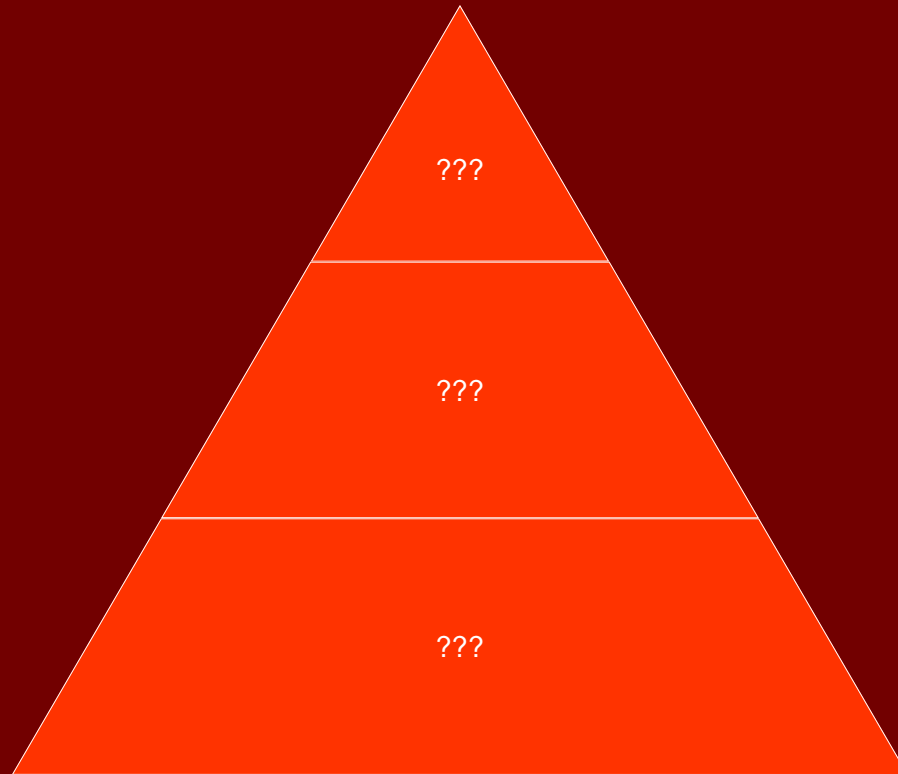
Moving to our local ministries...

Always Come Back to the Bundle!

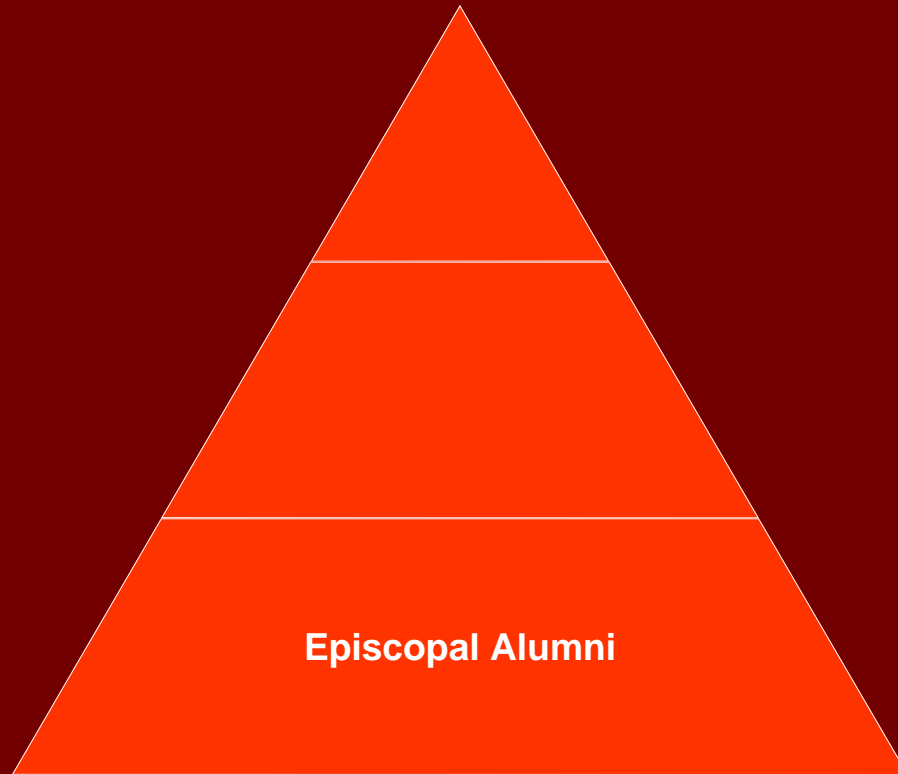


Do
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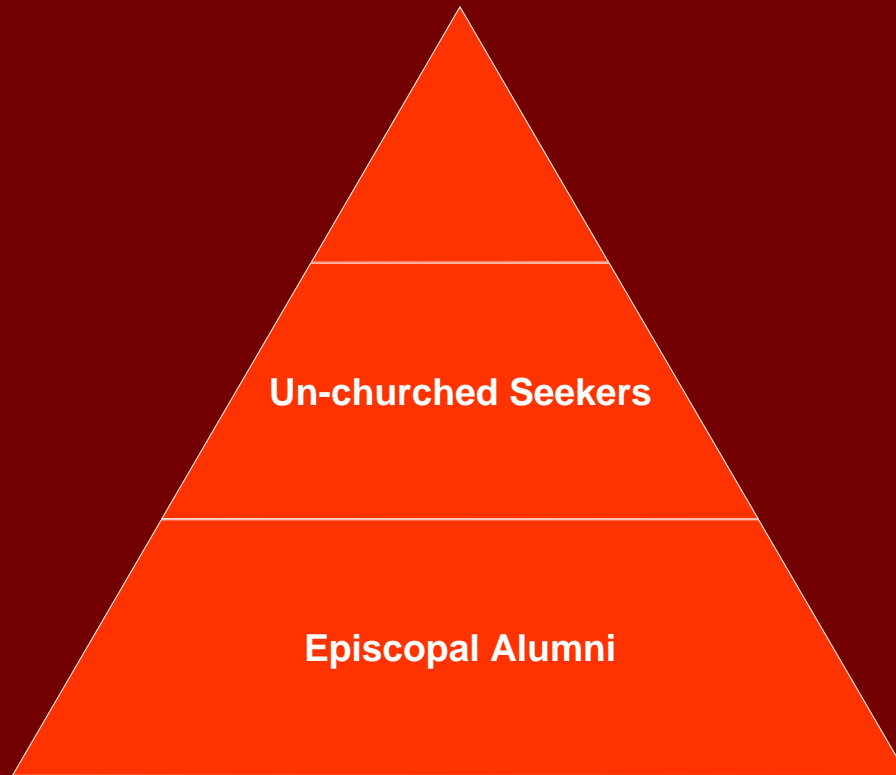
The Target Pyramid



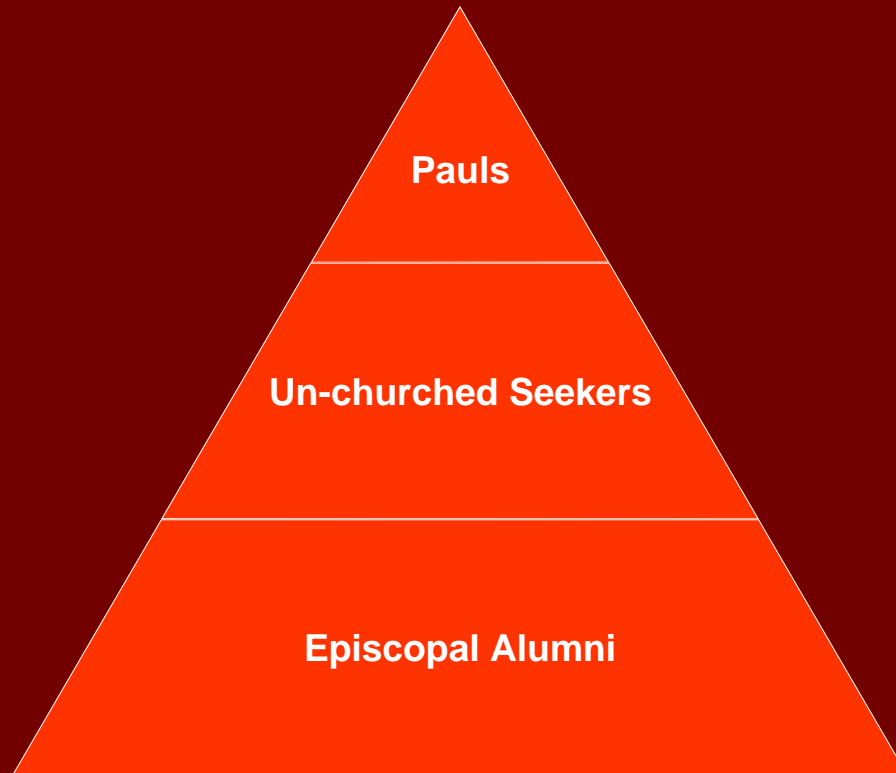
The Newcomer Pyramid



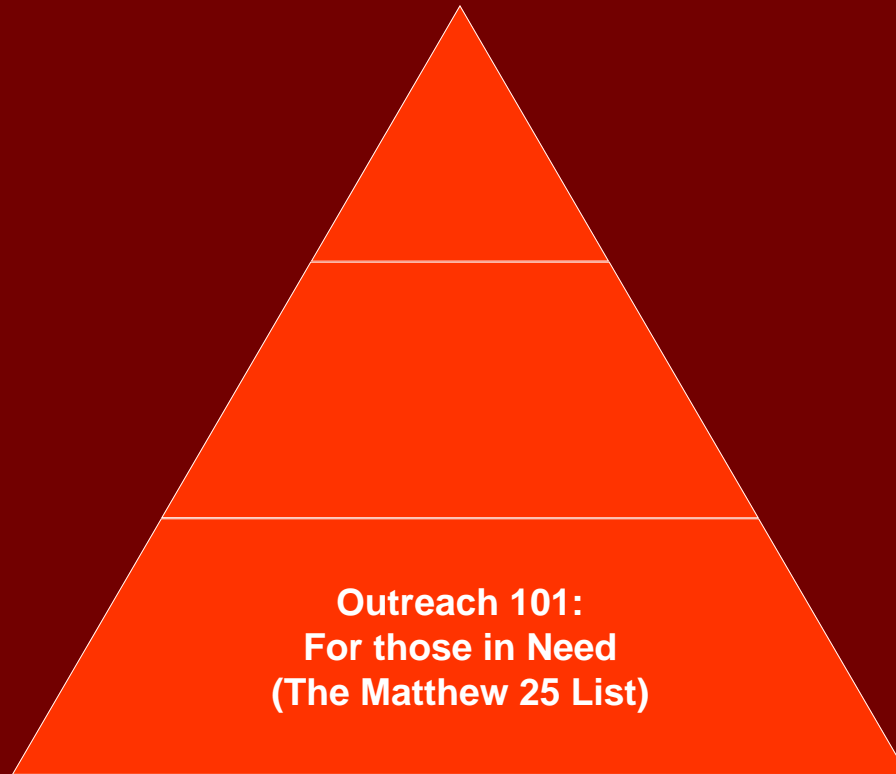
The Newcomer Pyramid



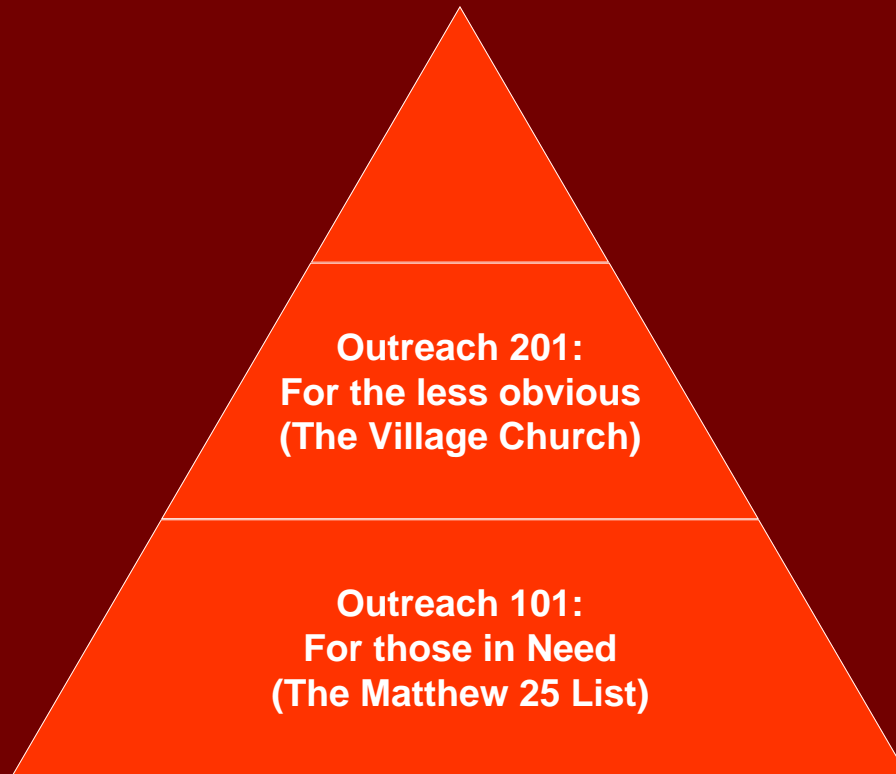
The Newcomer Pyramid



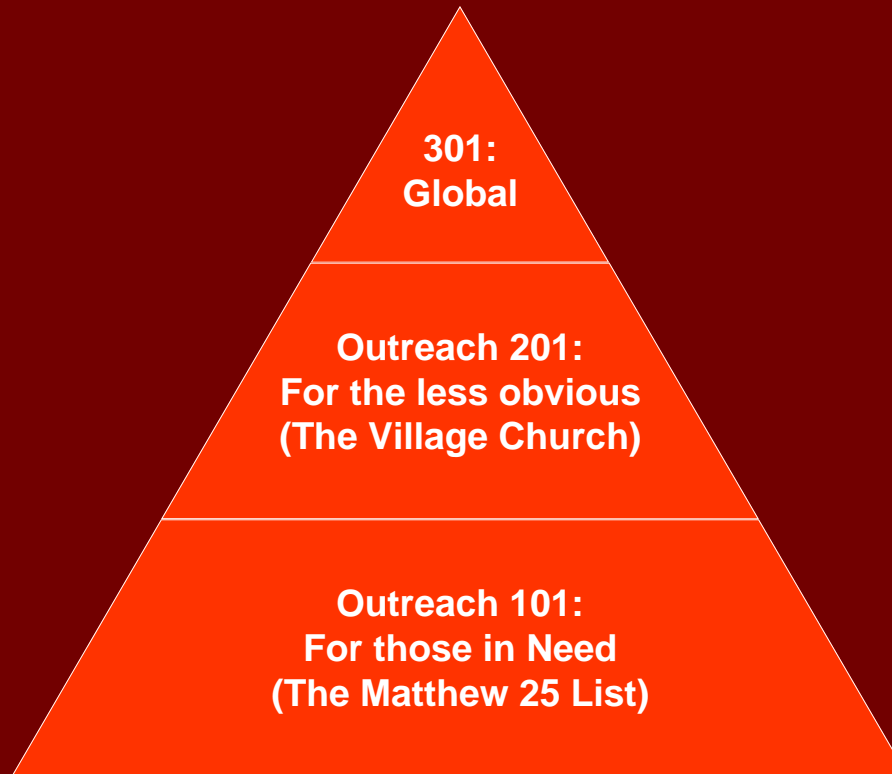
The Outreach Pyramid



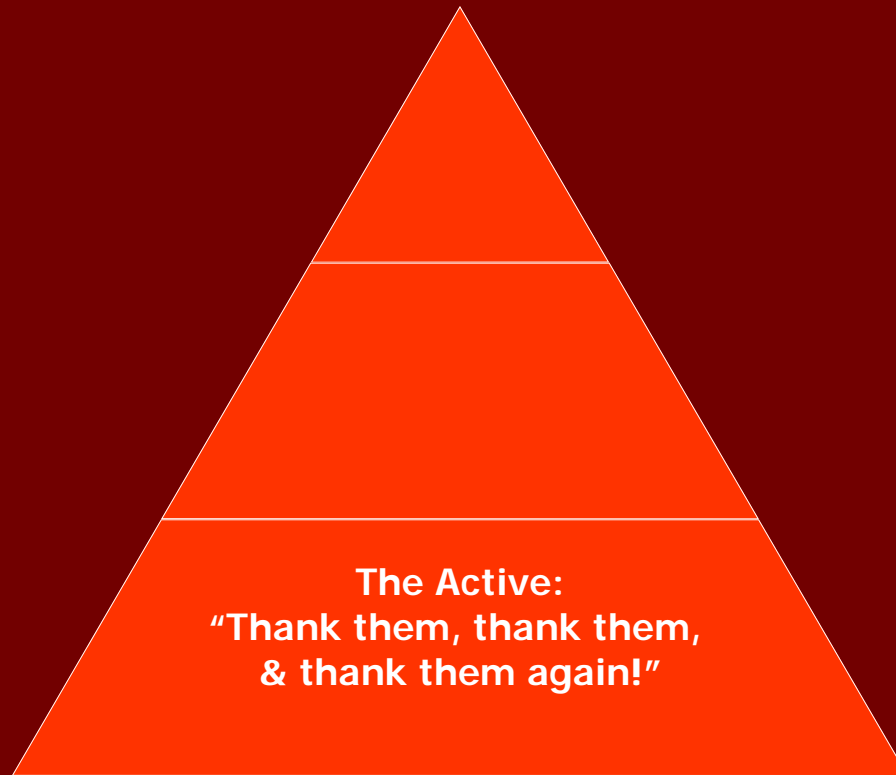
The Outreach Pyramid



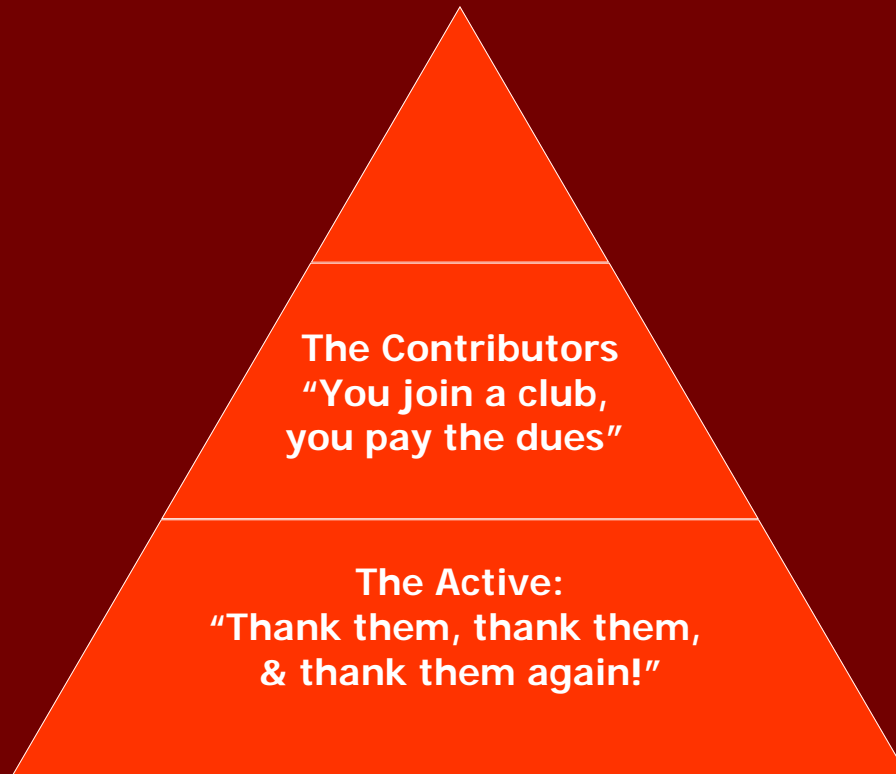
The Outreach Pyramid



The Pledging Pyramid



The Pledging Pyramid



The Pledging Pyramid

