

1. Inviting & Welcoming (Radical Hospitality)

11 items

- Evangelism – we need to share our story and invite people to church. It's something we need to work on.
- Tri-fold that we print with a description for non-Episcopalians.
- Evangelism – telling the story (immigrants, at-risk children, health care)
- Public Narrative – program clergy received by Harvard Business School so we could articulate. Best way to grow the church is by planting new congregations. Is there heart in the diocese to do that? What about discipleship training? The core has to be that we are practicing as better Christians; we have to know and articulate an educational ministry which delves more deeply. Key is for us to know more about our faith in order to articulate it effectively outside. There is a myth that we are not a true bible church. We have to be able to conquer that.
- Evangelism and mutual accountability
- Give 100 bumper stickers to each congregation: "Proud to be an Episcopalian" or "You Are Welcomed to our Church", etc.
- Hispanic/Latino Ministry
- What would people see when people come into a church? A goal would be to do a self assessment about welcoming as seen through the eyes of various diverse groups. What does it look like? In Florida, each parish sends a delegation to various churches to survey how welcoming they are.
- Churches could do a self assessment; then by "x" time each would have a welcoming space. In addition, we need to make ourselves more welcoming to reach out to visitors.
- Make it a focus and provide guidance.
- New Congregations: congregations based on interests; services where people are—marathons, Ravens' games, lacrosse games, etc.

2. Making Disciples

17 items

- Knowing Our Christian story
- Maintain faithfulness to scripture. If you have to look at just certain big rocks and if you take your eye off the ball, everyone's story can be compelling. You can become distracted from the focus – we need to focus on what we want.
- We should stick to the gospel – we are all sinners and Jesus died on the cross. How can people find out if we aren't telling them? We can go into any church on any given Sunday and people can't tell you why they believe. We need to focus on Christian formation - being able to witness. Something in our community that we cluster around because we have a common interest – the unchurched do not see what it is. We need to build the attractiveness of our community. "Preach the Gospel at all times and when necessary use words." — Francis of Assisi. People watch us and understand the consistency between what we say and what we do. Jesus uses love as an action word.
- Biblical literacy
- Connecting all the dots. Diocese can open the scriptures, and this is what we believe; could be a Lenten series. Someone would have to write up the series; have adult learning around this issue; people will learn the reality of our responsibility
- Ongoing journey
- Understanding today's context within our history

- Youth and young adult ministries
- Youth – more youth should be part of the process. The goal is to increase the active participation of our youth members in the life of the church.
- The funding of 1,000 individual “new” young people to attend Claggett
- “Rewiring” our culture and worship
- It is surprising how many young priests are called outside of the diocese –we need to raise up young leaders.
- A special convention was suggested – in the past we had a special convention in which high school and college age youth came to convention – adults were not allowed to speak. They spent the entire day listening to what young people had to say about the vision of the church, how they felt about it. Unfortunately, there was no follow up, but this would be a great thing. Intentional listening to people empowered to talk about their feelings. They felt the church was too focused on worship and not focused on the world. When we continue to debate the sexuality issues, we push them further away. We feel baffled as to why we are so irrelevant to others, but we don’t listen to why we are irrelevant. Maybe we should invite 500 youth and ask each youth to invite an unchurched friend.
- If one of the rocks was Christian Formation, you need a goal. Is it that \$100,000 should be available to congregations or hire somebody or every congregation is challenged to start with half hour of bible study? Cursillo movement is another tool. It has a weekend every weekend or so. Opportunity for people to get a mountain top experience where they learn their Christian formation. Diocese could encourage more people to be a part of that.
- Education is the foundation to inspire them; could go for other issues as well. Christian formation should perhaps be identified as a third “big rock.” Although it wasn’t named as such in response to Judy’s wrap-up question, it generated considerable discussion earlier (though without full agreement on a specific goal) and is closely related to the “identity” rock.
- Help grow our congregations – training days, sharing of best practices, what’s going right?
- The big rock we are not getting into the jar is stewardship – the diocese of Newark has a very well accepted stewardship plan that was bought into as a diocese as a whole – 50/50 giving based on an idea – start where they are – what the individual was giving. It is a long education process and was put in place by action of convention. It is a voluntary based program rather than assessment based. This is for parishes also, not just for individuals. It is hard for vestries to ask us to give by faith when the diocese asks us to give by direction. We need to change culture of stewardship in diocese. What are some resources in local parishes? Look at the pledges. What are some resources for a local parish to help with stewardship? Develop joyful givers.

3. Being the Church in the World

26 items

- Being a church of a “movement”
- Justice and advocacy
- Health Plan for all Episcopalians
- Living the mission
- Continue to help post-Katrina Recovery
- Bring about the Kingdom of God
- School in Baltimore for the poorest of the poor
- Outreach to lonely, older people
- ESL and connecting with parents

- Living into the calling from Jesus Christ because that is what explains everything we do. Example: Do we spend money on our church or on people not members? Talk about what Christ is calling us to do; must always come back to the explanation for trying to resolve the conflicts that always arise.
- Ministry without boundaries
- Living the ministry
- Working outside of our comfort zone
- ECSM as a Diocesan ministry to help oversee social ministries, and perhaps to coordinate a volunteer placement service. (The calls for a directory of existing ministries and a Social Ministries Festival could relate to this “rock,” though they weren’t repeated explicitly during the “Big Rocks” portion of the meeting.)
- To remain consistent on issues of justice and welcome – listening to the bishop as he speaks to the state, advocating for immigration reform and death penalty.
- Five month rock – comprehensive immigration reform. If the church doesn’t step up and teach about welcoming a stranger who will? We need to teach ourselves our own tradition and take a lead in working with our congregation and legislators. It was suggested that we have churches sponsor immigrants – it was pointed out that there is a program out there for refugees and immigrants. Who is there to help them settle into society and find a place to live? We need to be truly welcoming people who aren’t exactly like us.
- Headstart
- Cross cultural events that people could do; walking in one another’s moccasins. Create experiential event; improve mutual understanding among individuals, congregations, peoples, communities
- Least of these
- Reconciliation
- Education: inclusion of interested persons in the development; development of infrastructure needed
- Environmental Steering Committee wants to lobby for a big rock – reducing the energy consumption in the diocese 25% in five years.
- We need to provide safe places of meaningful connections. We have lost our ability to be neighbors – maybe due to fear and doubt, sense of security and the economy. We have an opportunity to create community for people that doesn’t exist in other places. We live such disconnected lives, that the church gives us a place where we can be in real community with each other. Jesus pulled his disciples together because he knew they would need that community after he was gone. We are increasingly becoming irrelevant in the 21st century – we need to learn how to be the kind of Christians that people actually want to be around. We continue to fight about issues and make ourselves more irrelevant. How can we welcome strangers – address treatment of those from other countries?
- Emergency Response Team
- Advocacy around issues relevant to their lives
- There was a very active reparations commission which grew out of convention. He feels that reparations should be revisited in a positive strong way – not financial – understanding, spiritual acceptance, not just for African Americans but for all immigrants. Some came voluntarily and some came involuntarily.

4. Being the Church Together

25 items

- Something to do with our Anglican/Episcopal identity, what it means to be a Diocese, etc. (I don't think we were really concrete here, and I think we would have continued to uncover differences of emphasis if we'd had more time.)
- What is our message? Connected with identity which is what people see when they look at the church.
- What could we do as a diocese to have these things happen? How could we inspire? What could the diocese do or what can we feed into the diocese to advance evangelism – Camp Amazing Grace, Hector's program. At Claggett, there was talk of how we improve on the rocks – we are doing things, but how are we doing them? I want some of that – means person who doesn't know anything about our church reads or observes something and says "I want some of that". Must figure out what we have. For example take the month of March, in all settings, learn and do it telling the stories. From that have a way to report out. Share particularly about God working and when we encounter people outside, it becomes easier. Perhaps the diocese can provide some training.
- Mutuality and relationship
- The mission of the diocese feels so big, so disconnected from the local parish. The Diocese is who comes to visit once a year and who we write checks to – maybe we need a service project to bring us all together as a diocese.
- We need a central place where we can go to find out what each parish in the diocese is doing.
- Communication – develop the consistent message; give evangelism outcome.
- Oral Communication, electronic, written, etc.
- At Claggett, there were conversations about people talking to one another about things about which they normally don't talk to one another.
- Communication: among parishes, outside the box, among ourselves as well as the diocese, between regions; aggregate services for availability on website; social network, develop our use of technology across the diocese using expertise of parish volunteers; how do we access the talent among parishes; need an information clearing house of what/who is available.
- Goals should be identified for communication "By the end of five years, every parish should be connected".
- It is important for us to worship together – we should have several parishes come together and worship together to show our spiritual side. We should also take more advantage of our bishops' knowledge.
- Desire for balance between faith and work; taking care of inside and taking care of outside.
- More town meetings with +ETS on prayer
- Ordination process & diaconal training – create system that is more about discerning and bringing people in rather than weeding them out; create sense of transparency in process
- Business management/stewardship on the Diocesan level (group buying of office resources, energy, etc.)
- Bringing "the Diocese" to Western Maryland – offices, programs, etc.
- Tapping into new leadership
- Creating a team / tool method for teaching the art of peace making, reconciliation, mediation.
- Supporting the building of an adult lodge at Claggett
- We need to look at mutual ministry. We are learning from this in western MD and we need to figure out how to make this work in an urban setting. We need to listen to the mutual team

ministry. What we can learn from that and the rest of the diocese? We should have mutual team ministry in the city so that we can have folks working in the communities where we have dwindling membership – to work with the community to re- establish. We need to build partnerships with other ecumenical parishes and go out into the community. There is a difference between surviving and thriving. You bloom where you are planted. Things change over time – how do we be content with what we are given and figure out from there where to go. Congregational partnerships can enhance ministry effectiveness.

- There is a need for doing - organizing inside each congregation to do the things that can't be done on our own. We need to develop an alliance with the superintendent to make sure cuts to education are not taken – the funding is reserved. Beyond that, we need more partnerships. Organizing who is doing what in the diocese and can come out and tell their story. To do together what cannot be done alone. You can walk into any church in the diocese and figure out what their focus is – Baltimore, Pittsburgh, Frederick, etc. We should have smaller groups to work together.
- Do away with the Regional Council structure and develop a new way of doing ministry together, bridging the gap between the pew and the Diocese.
- Use several models of diocesan-parish ministry
- We worry too much about size – if we can just keep going there is value to that. People know you are steady – there is grace in that. We need to be content in what we have.