

Prior Episcopate Accomplishments 2010-2020

During the current Episcopate, we have made the change (legally and culturally) to become The Episcopal Church in Minnesota (ECMN), embracing a new identity as a network of faith communities - churches, schools, non-profits, care centers - that is called to transformation by engaging God's mission.

Living out this shift in our identity, our work has become more and more focused on discerning our gifts, and, in partnership, joining with God in the work that God is doing in the world.

From the Mission Strategy Network goals that were listed in the material for the call for the 9th Bishop of Minnesota, four goals were established:

- 1. Spiritual transformation and Fuller participation in God's Mission*
- 2. Renew congregations in Context*
- 3. Recreate the diocese as a Network*
- 4. Develop effective stewardship of financial resources*

Those four goals were used to develop a framework that divides the work of the ECMN into three areas - distinctive, but interconnected: ministry, mission and management.

Ministry

Living into the ministry of all the baptized by discerning gifts and being in relationship with all four orders of ministry: lay, deacon, priest and Bishop.

We have worked towards this goal at a systems level by:

- Creating the ECMN School for Formation, which is a series of hybrid courses and workshops available for all leaders – and acts as a local option for formation for ordination.
- Expanding ECMN-wide opportunities for children, youth and camping, including 6 summer camps, more Pre-TEC and TEC (Teens Encounter Christ) options throughout the year, and a youth initiated Youth Commission with a goal of representation from all ECMN faith communities.
- Developing a robust discernment process by the Commission on Ministry for those further exploring a possible call to ordained ministry.
- Continuing our commitment to our eight faith communities on Native American reservations throughout ECMN, which includes significant financial support from the operating budget.
- Vibrant, growing multi-cultural ministries engaged in God's Mission with Karen, Hmong and Liberian people and cultures.
- Over seventy-five clergy leadership transitions have occurred in our faith communities, allowing opportunities for transformation and a deeper engagement with God's Mission

Mission

Living out gifts and passions in partnership with those in the community to meet needs and engage in transformation.

We have worked towards this goal at a systems level by:

- Engaging forty faith communities in the Missional Assessment Process (MAP), which invited communities to become clear about their identity and their context, especially in learning and partnering with their neighbors.
- With the closure of the Episcopal Community Services in (20XX), the creation of an endowed position of a Missioner for Community Engagement who supports, invites and advises faith communities in community organizing and action, as well as convening for training and shared action.
- Transforming nine Regions became seven Mission Areas. We moved from a regulatory focus to a focus on networking, seeing these mission areas as hubs for relationship building and resourcing, including an annual Mission Area Gathering for learning, worshipping and sharing.
- Establishing the Missional Innovative Partnership grant, which seeds projects that connect faith communities with neighboring organizations to take action in order to benefit their communities.

Management

Stewarding resources (people, property, pennies) in such a way that the work of the church can continue sustainably.

We have worked towards this goal at a systems level by:

- Balancing the ECMN budget.
- Having clean audits every year.
- Aligning investments and utilizing them more fully in the operating budget.
- The Trustees forgiving Mission property loans of close to 1.2 million dollars
- Partnering with Shattuck-St. Mary's School to create the ECMN Retreat Center in Faribault, which acts as a revenue generator for the school, and low-cost resources for faith communities to host retreats and events.
- Moving the ECMN office to North Minneapolis (purchasing and renovating the building with cash) – see below for further explanation

Resourcing and Networking

Typically, a Bishop has a staff of people that help him/her to carry out the vision. Bishop Prior changed the concept of “the Bishop’s staff” to instead be a Team of Missioners, whose primary task is to serve as a resource to faith communities.

Faith communities act as a network first and foremost with those in their Mission Area. Mission Areas are a grouping of 10-15 faith communities that share geographic proximity. They connect through quarterly gatherings, act as a conduit for information (disseminating AND gathering), and a hub of relationship building and sharing that spreads ideas, connections and best practices through the network.

The Elected Bodies of ECMN also act as a network. Council, Commission on Ministry, Standing Committee and Trustees meet quarterly for a full day on a Saturday. They meet in plenary in the morning, hearing stories from faith communities, and learning about shared ECMN initiatives and mission opportunities. In the afternoon, each Elected Body meets on their own, with occasional joint meetings between certain bodies when they are working on shared projects.

Whenever possible, we seek to act as a network - this means we focus on relationship rather than hierarchy as the most effective mechanism to build and share strategies and new ideas.

We understand that the church is changing, and we trust that the Holy Spirit is at work in those changes.

Engaging God's Mission

Over the last Episcopate, we have developed deep and abiding practices at the faith community and system level to do the work of, what we call, engaging God's mission. This, quite simply, means that we actively seek out and participate in the reconciliation work of God in our neighborhoods and communities.

Many faith communities have done work to discover their identity and gifts, and enter into relationship with their neighbors in order to better understand the places that they might partner.

Additionally, each year, faith communities in ECMN are invited into learning around a topic, called a Mission Opportunity. From hunger to homelessness, from Haiti to racial reconciliation, each year offers an opportunity for faith communities to learn about something new, and determine whether or not they're called to take on work around this issue long-term. All of those specific opportunities have led us to a more global look at how we are invited to and how we are becoming the Beloved Community.

ECMN offices locate to North Minneapolis

In 2017, the offices of ECMN moved from Loring Park to North Minneapolis. North Minneapolis is a historically and systemically marginalized community. The move to this neighborhood started with a relationship that had been built with a local business. When the building in which that business operated became available, it

was clear that this was an opportunity to both invest in a vibrant community, while also expanding ECMN's ability to gather together.

The ECMN Offices, on the corner of West Broadway and Emerson, consist of 3 floors of meeting space, including a large Gathering Space that can hold up to 100, plus conference rooms on two levels. These spaces are used regularly by faith communities, but are used mostly by individuals and organizations in the community, who are able to run programs, host events and retreats in the space free of charge. From events promoting wealth building for African American women, to youth programs supporting multi-generational mentorship for young men, to board retreats for community non-profits, rarely a day goes by without at least one of these spaces being used.

Just as each faith community is called to build partnerships and engage God's mission in their neighborhood, so too are the Bishop and Missioners called to do so in North Minneapolis.