

The Episcopal Diocese of Massachusetts presents
Congregational Resource Day
***All Good Gifts Around Us: Celebrating the Abundance of
God's Gifts in the Church Community***

Saturday, October 3, 2015
Bentley University, Waltham, MA

9:30 – 10:30 AM – Session 1

□1A - Cultivating Genuine Youth Leadership

Come hear about two case studies in genuine youth leadership—parishes that are giving young people serious authority and responsibility for their youth groups and youth ministries. Learn from the priests the benefits as well as the requirements in terms of supporting and nurturing young leaders. Learn from the young people the rewards and challenges inherent in taking on this responsibility. Presenters: Clergy and youth from St. Luke's/San Lucas, Chelsea and St. Paul's, N. Andover.

□1B - Making room for inclusivity in Christian Formation

An overview of the Autism Spectrum Disorder – characteristics, sensory and behavioral needs - and the myths about Autism. This workshop also dives deep into ways churches can make it possible for everyone to learn. Presenter: The Rev. Rebecca Black, Special Needs parish consultant and developer of “A Special Grace” an autism-friendly worship community.

□1C - Move Your Congregation toward Financial Sustainability

Do you find your church's finances a challenge? Learn of concrete ways in which other parishes have moved from the swamp of uncertainty to more solid ground. Led by Chris Meyer, Jeffrey Brown, and Joyce Harrington – all experienced Congregational Consultants for the diocese.

□1D - Before You Say a Word: Creating a Parish Communication Plan, Part I (2-Part Workshop)

Too often, congregations jump straight into communications tactics (What should we put on our website? What kind of articles should we put in our newsletter?) before thinking through their communications strategy. In this workshop we will focus on how to figure out what you want to say (your message) and who you want to say it to (your audiences), and explore how that information shapes your efforts in communications and evangelism. Our emphasis will be on developing and deploying your knowledge of your community. Led by Jim Naughton, a partner in Canticle Communications, a strategic communications firm working primarily in the Episcopal Church. He and Rebecca Wilson are co-authors of the book *Speaking Faithfully: Communications as Evangelism in a Noisy World*. The founder of the Web site Episcopal Café, Jim is the former canon for communications and advancement in the Episcopal Diocese of Washington.

Please sign up for both parts – 1D and 2D.

□1E - Love Justice? Help Your Congregation Embrace Our Christian Call to Justice

What's behind the BCP misquoting the Prophet Micah (6:8) to suggest that we should love justice instead of do justice? Join the Mission Institute in exploring how scripture and the BCP support our justice work as individuals and as a Church. Connect your congregation's own story to the broader Episcopal and Christian story of justice. Learn how you can create dialogue to help mobilize your congregation to move from loving to doing and supporting the work of social justice. Led by Mario Melendez and Isaac Everett with the Mission Institute.

□1F - Spiritual Practices for Faith-rooted Teams

Learn a simple method, with a printed guide, for leading brief periods of prayer at the beginning of vestry, committee or other parish team gatherings. The SOFIA style of worship draws from Anglican roots and the monastic tradition to offer an accessible yet genuine contemplative experience. Led by the Rev. Steven Bonsey, Director of Contemplative Practice, The Leadership Development Institute.

□1G - Stewardship of *Together Now* Collaborative Campaign Gifts

Is your congregation one of the 39 that conducted a collaborative campaign in coordination with the diocesan *Together Now* campaign? Come get a refresher on tips for good communication of your parish's campaign initiatives to ensure that donors are sufficiently thanked and inspired to continue paying their pledges. While this workshop is designed for *Together Now* participants, the techniques that will be presented can be applied to all kinds of stewardship efforts, including annual campaigns and other capital campaigns. Led by Lynd Matt, Director of Development for the Episcopal Diocese of Massachusetts, as well as representatives from parishes participating as collaborative parishes in the *Together Now* campaign.

□1H - Preaching on Racism as a White Person (revised)

As the media suddenly is reporting on race-based oppression based in the US, white preachers are faced with the challenge of how to share good news with mostly white congregations in ways that are honest, ethical, and prophetic. Using the Guidelines for Multi-Cultural Dialogue developed by Visions, Inc., EDS Faculty will start the conversation on how to engage racial oppression in regular

Sunday worship. Led by The Rev. Hall Kirkham, Rector of St. Michael's, Milton; and Suzanne Ehly, Artist-in-Residence, and Faculty in Voice, Body, and Culture at Episcopal Divinity School.

□1I - A New Awakening for Creation Care Season: Telling Your Green Story

Clergy and laity will learn about *A New Awakening*, an ecumenical movement of prophetic climate witness and gain resources for preaching, prayer and practice to participate in this fall's *A New Awakening*, an ecumenical movement of prophetic climate witness. Led by Bishop Bud Cederholm and members of congregations in the diocese who actively being "green" in their parishes.

10:45 – 11:45 AM – Session 2

□2A - Knowing the Facts about Youth Mental Health (revised)

Stress and emotional distress are normal experiences for teens (and adults) as they develop and mature, and It can be difficult to determine whether a young person is having normal mood swings or if there is something serious going on. While most youth are healthy, one in every five youth live with a mental illness and/or addictive disorder. The more we know about youth mental health, the more we who love young people can nurture their innate resiliency, and the better equipped we are to step in when necessary. Led by the Jason Cruz, Arts Therapist with RAW Artworks in Lynn, and Paulina Villarroel Cruz, Filmmaker and Youth Leader St. Stephen's, Lynn.

□2B - Developing Adult Faith Formation

Are you wondering how to deepen the faith of adults in your congregation? This workshop explores research on adult faith formation and introduces some newer Episcopal Programs that help grow the spiritual life and capacity of Adult Episcopalians. We will also touch on adult confirmation. Led by Amy Cook, Missioner for Education, Formation and Discipleship in the Episcopal Diocese of MA.

□2C - Using QuickBooks in a Congregation

This workshop will highlight some of the best uses of QuickBooks within congregations with an emphasis on fund accounting procedures and integration into accounts payable and bank services. Suitable for beginners as well as those more familiar with the program. Led by Gerry Sullivan, Chief Business Officer and Assistant Treasurer for the Episcopal Diocese of MA.

□2D - Before You Say a Word: Creating a Parish Communication Plan, Part II (2-Part Workshop)

This is the second part of a 2-part workshop. Please see the description under Session 1D and sign up for both parts.

□2E - Do Justice! Help Your Congregation Strengthen Its Justice Work

Join the Mission Institute for a conversation about how your congregation can DO justice in a way that connects you to the neighborhood, proclaims the good news, and gives life to your ministry. Hear from local leaders who have inspired their congregations to engage in social justice change. How do ministries connect with their own local context? What are common obstacles and how are they overcome? What have been people's key learnings that inform best practices? Come with your own stories and questions to join the conversation. Liz Magill of the Mission Institute will present.

□2F - Go Big on Small: Affirming the Value of Small Congregations

The purpose of this workshop is to explore the value of the small congregation to the unique and urgent mission and ministry of the church. Come share your values and challenges in anticipation of a future Small Church Summit. Led by "Consultants for Tomorrow's Church, Today!" a passionate subset of Congregational Consultants who want to help churches envision God's Mission for their congregation, regardless of size.

□2G - Fundamentals of Parish Planned Giving

Take the mystery out of planned giving for your parish. Learn in easily understood terms how planned giving differs from annual stewardship and capital campaigns, and how your parish can build endowment through wills and life income gifts. We will review planned giving instruments, learn about the importance of a parish vision for protecting and growing your endowment, and encouraging others to remember your parish through estate and financial planning. Led by Lynd Matt, Director of Development for the Episcopal Diocese of MA.

□2H - "EGADD" - Episcopal Get Acquainted Diversity Dinners: Getting to the Root of All "Isms"

Ever wonder how to get people with differences of opinion talking? Ever wonder how to get people from diverse backgrounds together in a way that is non-threatening. Ever wonder how to engage people in a way that broadens their horizons about the human race without their realizing it? Come hear how to use the EGADD recipe for an event that does all this and more! Led by James McKim, Chair of the Diversity Committee for the Episcopal Church of New Hampshire (NH has successfully used this model for 4 years). James will be joined by the Rev. Karen Montagno and the Rev. Ema Rosero-Nordalm of our diocesan anti-racism task force.

□2I – How to Apply for a Deacon for Your Congregation and What to Expect

This workshop is for congregations with a vision for ministry in the community who would like a deacon to help bring the vision to life within the congregation. The leaders will outline the steps in the process of requesting a deacon and will offer insights into the shared ministry of deacon, priest, and congregation. Led by the Rev. Pat Zifcak and the Rev. Michael Hamilton, Archdeacons for the Episcopal diocese of MA.

REVISED **Congregational Resource Day 2015** *All Good Gifts Around Us: Celebrating the Abundance of God's Gifts in the Church Community* 2

□3A - Confirmation Prep Inquiry, Ideas, and Inspiration

When to confirm? Who to teach? What course or curriculum? How much is enough for “adequate preparation”? Learn about a recent scan of current practices across the diocese from Spring 2015, here about the current “hot” programs and curricula, discuss how the expansion of the confirmation schedule will impact your formation, and learn what our bishops and others encourage you to consider as you put together your parish’s plan. Presenters: Jared Bradley, Youth Director at Grace, Newton; H. Mark Smith, Director of Youth Ministry; and Amy Cook, Missioner for Education, Formation and Discipleship for the diocese of MA.

□3B - Nurturing Children's Spirituality: 6 Guiding Principles

We know from research that spirituality is innate, but that as children move through adolescence and into adulthood they often repress or discard it altogether. Children need our help to withstand the pressures of the culture that devalue their spirituality so it can flourish and grow the them as they grow. This workshop will explore the nature of children’s spirituality and look at some of the ways adults can nurture it. Led by the Rev. Cheryl Minor, PhD, Godly Play US Trainer, Contributing Editor for Jerome Berryman, Co-Rector of All Saints’ Episcopal Church in Belmont, MA.

□3C - Planning for Your Parish's Future

Parishes like any group or organization benefit from assessing periodically where they want to go, and how to get there. This session describes the Congregational Consultants' approach to parish planning, including reviewing the parish's history, mission, vision, and implications of external trends, analysis of internal strengths and challenges, and establishing goals and objectives, and steps by which to reach them. This workshop is led by John Woodard, a long time Congregational Consultant for the Episcopal Diocese of MA.

□3D - God’s Mission Goes Viral: Developing a Social Media Ministry

Social media platforms such as Facebook and Twitter offer us exciting opportunities for evangelism and fostering a new kind of digital community. We will talk about sorting through which of these platforms are most useful in a church context, what sort of content is most engaging and how a parish can go about developing a social media ministry. The workshop leader is Kathleen Moore, communications manager for Canticle Communications, a strategic communications firm working primarily in the Episcopal Church. In addition to her work with Canticle, Kathleen serves as communications minister for the Episcopal Church in Vermont. Prior to this, Kathleen was the social media manager for The Orvis Company, where she oversaw Orvis’s presence on multiple online platforms.

□3E - What’s Happening in the Hubs? Stories of Collaboration and Community Mission in the Diocese of MA

Ever wondered what a Mission Hub is, or does, and how it connects with life in the parish? Ever been curious about the challenges of collaboration, what we’ve learned so far, or how your parish might get involved? Join us for workshop full of stories and conversation! Led by: Member of the Hub Implementation Team: Sam Rodman, Jin Min Lee, Diane D’Souza, Mission Hub Directors: Steve Matthews, Meghan Vesel, Kim Murphy, John Manning and special guests from the Hubs.

□3F - Redesigning Pastoral Care in Your Parish as a Ministry of the People

In this workshop, various definitions and models of pastoral care will be explored. A model of pastoral care that pulls together laity as primary pastoral care providers, in liaison with clergy, under the overall umbrella of Health Ministry, will be discussed in depth. Led by Sara Fry, Diocesan Contact for Episcopal Health Ministries, a nurse, and a member of Church of the Holy Spirit, Orleans, MA.

□3G - Conversations about Money – Understanding your Congregation’s Context

Understanding your context is not only at the heart of successful stewardship, but it underpins much of our ministry in the local church. Come to this workshop to learn from both clergy and laypersons from a several congregations and traditions the ways in which they have effectively used strategies to raise more money by understanding the unique culture of their congregation. Led by participants from diverse parishes sharing their stories and best practices.

□3H - Global Mission for Small Churches: How to Engage

Often, churches feel that global mission partnerships are only for the wealthier parishes who have the financial resources to travel. This workshop will explore how smaller churches with limited financial resources can also engage in relationships with partners outside of our diocese. We will discuss what “global partnerships” entail, and what resources are available to access so that global mission can be available for anyone. Led by the Rev. Holly Hartman, Deacon for Global Partnerships in the Episcopal Diocese of MA.

□3I - What did General Convention Do and How does it Impact my Congregation?

The Episcopal Church’s every-three-year policy and mission-minded meeting is known as the General Convention. Last July was the 78th General Convention in Salt Lake City, Utah. Several liturgical and mission decisions were made during this meeting. Participants in this workshop will hear from deputies, alternates, and other leaders from Massachusetts about how to communicate and implement the actions of General Convention in your local congregation. This workshop is intended primarily to provide practical tools for parish leaders; it is not a primer about General Convention or the governance of the Episcopal Church.

□4A - Enhancing Youth Engagement: Expert Advice

A panel of experts—young people themselves—share their experience and answer your questions about what draws them to church (or not), what distractions and pressures make it difficult for young people to participate, and what they and their peers long for and hope for from their involvement in the church. Panelists will include members of large youth programs as well as members of parishes with only a handful of youth. Presenters: Members of the Diocesan Youth Council.

□4B - Sunday School in the Small Church can still be Creative!

Wondering how to run a Sunday School program in a small church when you may or may not have kids show up each week? Come learn some creative approaches to formation in the small church. Utilize your strengths as a small parish, learn intergenerationally, and find ways to re-energize an old model or create something refreshingly new! Led by Amy Cook, Missioner for Education, Formation & Discipleship for the diocese as well as leader of Children's Chapel for her small parish.

□4C - How to Make your Church Meetings Productive, Efficient and Fun!

Or "How to Avoid the 7 Sins of Deadly Meetings." Are your meetings too often rambling, unproductive and dreary? Come to this seminar and get some tried-and-true suggestions to make them joyful and effective. Led by experienced Congregational Coaches Chris Meyer and Joyce Harrington who have both sat through too many rambling, unproductive and dreary meetings in their lives and don't wish that on anyone.

□4D - Using "Google for NonProfits" in Church

Looking for ways to help church staff, vestry, and other leaders collaborate more effectively? Hoping to help your congregation make use of the online environment to grow and deepen community? Learn how your church can successfully apply for *Google for NonProfits* and use free online tools to increase collaboration, build community, and reduce expenses. Hear from local congregations that are using these tools to share work, stay connected, increase visibility, live stream worship, and more. Participants will gain a better understanding of these tools and clear step by step instructions about how to successfully apply for *Google for NonProfits*. The workshop leaders are John McLaughlin, Creative Director at Reputation Institute and a member of Church of Our Saviour, Milton; and Gerry Sullivan, Chief Business Officer and Assistant Treasurer for the Episcopal Diocese of MA.

□4E - What is Organizing and How can You Get Involved through Episcopal City Mission?

Come learn from veteran organizer José Palma about the basic principles and ideas behind community organizing. Hear about the ways Episcopalians are already involved in organizing and how you can take your church's outreach work to the next level! This workshop is led by José Palma and Mary Beth Mills-Curran. José Palma is the Political and Organizing Director at Neighbor to Neighbor. His organizing background includes work at Centro Presente and he was formerly the Lead Organizer at the Student Immigrant Movement. Mary Beth Mills-Curran is Coordinator of Church-Based Ministries for Episcopal City Mission.

□4F - The Church as a Living System

How do we dance between chaos and control in the midst of an anxious, busy, ever-changing environment? Even more importantly, how do we stay together along the way? Come and learn how to host important conversations that can lead you toward your next best step. This workshop is led by Steve Matthews, Director of the South Coast Mission Hub, and a national presenter of "The Art of Hosting" training with Tom Brackett and the office of Church Planting, Ministry Redevelopment and Fresh Expressions of Church at the Episcopal Church Center.

□4G - Best Practices for Managing Volunteers in Churches

Churches depend on volunteers for everything from planning community friendly events to making the coffee on Sunday. In this workshop, we will take a step-by-step look at best practices in working with volunteers including strategies for recruitment, retention, and recognition. We will also talk about planning for smooth transitions in volunteer leadership, whether those transitions are expected or unexpected. The workshop leader is Faith Salter, Director of Volunteer Relations for the Appalachian Mountain Club, and a member of St. Andrew's, Ayer.

□4H - Service Project? Pilgrimage? Relational Mission Trip? Know the differences

Parishioners who are involved with "mission" often confuse this term with other types of church service work. How and why is it important to distinguish the difference? This workshop will help clarify the various forms of outreach and examine how churches can find resources to help them with each type. Workshop leader: Laura Walta, Project Director for Global Mission for the diocese.

□4I - What can the Diocesan HR Department do for you?

All of our churches have employees. Come learn about new laws – both federal and state – that directly affect church employees. This workshop also covers topics such as conflict resolution, good hiring practices, and the Church Pension Group's health and pension plans. The diocesan HR department is here to answer your questions and support church employees. This workshop is led by Cindy Cushman, Human Resources and Benefits Manager for the diocese. With over 15 years of Human Resources experience, Cindy is a PhD candidate in conflict resolution, has a Master's Degree in Organizational Development, and a BS in HR Management.