



Appendix VI: Overview, Terminology and Frequently Asked Questions

OVERVIEW OF PROPOSED CHANGES

Ministry Networks: Recognize Ministry Networks as significant current and emerging organizational structures and include in governance structure.

Regions: Reorganize parishes from 14 Deaneries into six Regions, to provide deeper possibilities for collaboration.

Regional Missionaries: Raise up in each Region a Regional Missionary to work with them on the four Cs (from the charge to TREC-CT): catalyze, connect, convene, and build capability.

Mission Council: Replace the Executive Council and Board of the Missionary Society that draws members from Deaneries with a Mission Council that draws members from Regions and Ministry Networks.

TERMINOLOGY

Q: What is a Ministry Network?

R: A Ministry Network is defined as more than one individual or groups who are (1) engaged in God's mission; (2) from more than one parish or worshiping community within the Episcopal Church in Connecticut (and may additionally extend to interdenominational, interfaith, and service sector organizations); and (3) are collaborating.

Q: What is a Region?

R: A Region is the common witness of a geographic area in the Episcopal Church in Connecticut and is served by a Regional Missionary. There are six proposed Regions and each will establish its own leadership structure.

Q: What is a Regional Missionary?

R: A Regional Missionary is a lay or ordained person whose job is to help the region to catalyze, connect, convene, and build capability. Each Region will define a job description for its Missionary, specific to its particular context and culture.

Q: What is the Annual Convention?

R: Annual Convention is a yearly gathering of all the clergy and two elected lay delegates from every parish, together with ECCT officers, to make decisions about the common life and resources of the Episcopal Church in Connecticut, and to serve as a forum for missional conversation, ongoing formation, and worship.

Q: What is the Mission Council?

R: The Mission Council is the body charged with ensuring that the decisions of the Annual Convention are implemented and also makes decisions as needed between Conventions. Its membership includes two members from each Region and nine members from the body of Ministry Networks, along with the Bishops and officers of ECCT.



MINISTRY NETWORKS

Q: How does one create a new Ministry Network or join an existing one?

R: If you currently collaborate with individuals or groups from more than one Episcopal parish or worshipping community, and are engaged in a ministry serving God's mission, you self-identify as a Ministry Network. If you aren't collaborating with others in your ministry and are engaged in God's mission, learn who else is doing similar work and have a conversation about creating a Ministry Network.

Q: How do I find a Ministry Network?

R: Ways to find existing Ministry Networks include word of mouth, online searches, conversation with parish or regional leadership, your Regional Missionary, the Canon for Mission Collaboration, the Episcopal Asset Map, the ECCT website, among others.

Q: Who convenes Ministry Networks? For what purpose?

R: Ministry Networks designate their own convener and set their own expectations and organization. They may convene to share best practices, offer support, plan a public forum or workshop, invite a guest speaker to build their knowledge, nominate someone to be a candidate for the Mission Council, develop a coordinated public response to a study just released or an event taking place that is related to their ministry, and more.

Q: What kind of funding will be available to Ministry Networks?

R: Ministry Networks are not automatically funded from the Budget of Convention. All Ministry Networks can submit requests for funding, as many currently do. Some Ministry Networks will identify and apply for non-ECCT funding that may be available specific to the ministry.

Q: Can there be space for an "Historical Deanery" category of Ministry Network?

R: As long as it meets the three criteria, certainly.

Q: Which Ministry Networks will have members on the Mission Council?

R: Once a year Ministry Networks will have the opportunity to let the Bishops know that they would like to be considered for nomination to the Mission Council. The Bishops in consultation with others will propose a slate of at least double the number of open spaces and Convention members will elect three to serve on the Mission Council for three-year terms.

Q: Who is eligible to run for election to the Mission Council from a particular Ministry Network?

R: All Mission Council members must be members of the Episcopal Church in Connecticut (Canon I Section 4.1.3 (A)) and must be prepared to serve the whole of ECCT rather than solely represent their specific Ministry Network (or Region).

Q: What are the terms of service (term length, maximum number of consecutive terms, interlude between subsequent service) for Ministry Network and Regional members on the Mission Council?

R: A term is three years, with no more than two successive terms.

Q: What is the mechanism for establishing an initial class of Mission Council members from Ministry Networks, then selecting members in year two and beyond?

R: The Bishops, in consultation with Ministry Networks and the Canon for Mission Collaboration will nominate an initial slate to serve through 2016, and the Executive Council, at its June 2016 meeting, will vote on that slate. The Bishops, in consultation with Ministry Networks and the Canon for Mission Collaboration, will nominate up to 18 members to stand for election at the Annual Convention in 2016. The Convention will elect nine, three of whom will serve one year; three for two years; and three for three years. Their terms of service begin in January 2017. Starting in 2017, Convention will elect three Mission Council members annually.

Q: Do Ministry Network members represent their own Ministry Network's interests?

R: No, not specifically. All members of the Mission Council are to serve the whole of ECCT.



REGIONS

Q: Are Regions defined by geography? Population density? How are the boundaries established?

R: Regions are primarily defined by geography.

Q: Can our parish change its Region?

R: Yes. The Mission Council will determine a process.

Q: How are Regions different from Deaneries?

R: Deaneries served an administrative function in moving information and directives from the bishop to the parishes. Deanery Councils were directed by canon to “foster cooperation” among the parishes and develop programs “deemed desirable.” Their organization was spelled out, and they were to elect one lay and one clergy person to serve on the Executive Council and Board of the Missionary Society. In a minority of deaneries there was great collaboration among its parishes around a specific ministry, and each of those are invited to continue that work as a Ministry Network.

Regions, while still geographically-based, recognize and support multiple local ministries and by their larger size, allow for a deeper level of collaboration among more possible partners. They are served by a Regional Missionary whose work is to help them catalyze, connect, convene, and build capability. They select one lay and one clergy person to serve on the Mission Council alongside members from Ministry Networks.

Q: Who convenes the Regions? For what purpose? How often?

R: Each Region will identify its own leadership, organization, and method for convening. Regions will convene at least once each year and, in the manner determined by each Region, will raise up/select members for the Mission Council. Regions may convene more often for learning, celebration, etc., as it chooses.

Q: When and how will we get our Regions started?

R: A Transition Team will be established after the 2015 Convention. From January through June of 2016, members of the Transition Team, together with the Bishops and the Canon for Mission Collaboration, will meet with parishes in each Region to support and facilitate their work to establish basic organization and governance structure, select one lay and one ordained member to serve on the Mission Council, and develop a job description for their Regional Missionary.

Q: How will members from the Regions for the Mission Council be selected? Who is eligible to run for election from a Region?

R: The method of nominating and selecting a clergy member and a lay member to serve on the Mission Council will be determined by each Region. All Mission Council members must be members of the Episcopal Church in Connecticut (Canon I Section 4.1.3 (A)) and must be prepared to serve the whole of ECCT rather than as a representative of a specific Region (or Ministry Network).

Q: What are the terms of service (term length, maximum number of consecutive terms, interlude between subsequent service)?

R: A full term is three years and members may serve no more than two successive terms.

Q: What is the mechanism for establishing an initial class of Mission Board members from Regions, then selecting members in year two and beyond?

R: Regions will select an initial class to serve through 2016. The Mission Council, at its September 2016 meeting, will identify two Regions to select one lay and one ordained person to serve for one year starting January 2017; two Regions to select members to serve for two years, and two Regions to select members to serve for three years. Terms of service for all those begin January 2017.



REGIONAL MISSIONARIES

Q: Will we have paid Regional Missionaries?

R: Yes. The Budget of Convention, with resources provided by the Missionary Society, will provide a level of funding as approved by Convention. Parishes and worshipping communities may choose to provide more funding.

Q: Are they full-time or part-time?

R: The Budget of Convention will initially fund a part-time position. Parishes and worshipping communities in a Region may choose to provide or identify additional funds to increase it beyond that.

Q: What is their job description?

R: A Regional Missionary's job is to help the people, parishes, worshipping communities, Ministry Networks, and other Episcopal entities in a Region to catalyze, connect, convene, and build capability. Each Region will define a job description for its Missionary specific to its particular context and culture.

Q: What is the mechanism for selecting them?

R: Regions will raise up Regional Missionaries, and their appointment will be confirmed by the Mission Council.

Q: Who are they accountable to?

R: Practically speaking, Regional Missionaries are each accountable to their Region and to the Mission Council, which includes the Bishops. . They are also accountable to all of ECCT because of their funding from the Budget of Convention through a line item under the Mission Council. Regional Missionaries will be supervised by the Bishops and/or their designees.

Q: How will we facilitate cooperation between Regional Missionaries?

R: The Bishops and the Canon for Mission Collaboration will regularly gather the Regional Missionaries for conversation and sharing.

OVERALL IMPLEMENTATION/SUPPORT

Q: Why are we doing this?

R: We're doing this because the structures and organization we had in place aren't matching what we're doing and what we need to do to more fully participate in God's mission in the 21st century. Some structures weren't functioning well, and others weren't being recognized and incorporated. Our existing structures assumed a level of centralized, top-down programming that didn't match the local, context-driven ministry taking place.

Q: What resolutions will we present to Convention?

R: The resolutions call for changes to our constitution and canons to enable the proposals to be implemented.

Q: What is the timeframe for this work?

R: A Transition Team will be established after the 2015 Convention. From January through June of 2016, members of the Transition Team, together with the Bishops and the Canon for Mission Collaboration, will meet with parishes in each Region to support and facilitate their work to establish basic organization and governance structure, select one lay and one ordained member to serve on the Mission Council in 2016, and develop a job description for their Regional Missionary.

Also in the first half of 2016, the Bishops, in consultation with the Ministry Networks and others will create an initial slate of nine Ministry Network members to serve on the Mission Council in 2016, and the Executive Council will vote on this slate at their June 2016 meeting.

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Deaneries, and the Executive Council, will continue to meet through June 2016.

The first meeting of the Mission Council will take place in September 2016. Among its tasks will be to choose which Region will elect members for which Mission Council class. Two Regions will elect for one year; two for two years, and three for three years. Each Region will then select its lay and ordained member to serve on the Mission Council starting January 2017.

Q: What happens to me as a deanery delegate or officer?

R: You continue to serve in that role through June 2016.

Q: What happens to deanery bank accounts, endowments, etc.?

R: Leaders of the parishes involved will make recommendations regarding these, and the Bishops and Canon for Mission Finance and Operations will be available as needed for consultation.

Q: How does this help our parish, which is struggling to survive?

R: This has the potential of helping your parish find new partners for collaboration, which could affect your options, perspective, needs, and ministries.

Q: How does this help me, as a lay member of ECCT?

R: This recognizes and supports existing and emerging Ministry Networks, which have extensive lay participation, as integral to the life of ECCT and its participation in God's mission, and it invites them into ECCT's governance structure. Also, Regional Missionaries will work with laity and clergy in parishes and worshiping communities, as well as in Ministry Networks, in each Region to help them catalyze, connect, convene, and build capability.

Q: Is any other diocese in The Episcopal Church doing this?

R: Yes. The Episcopal Church itself has been looking at its own organization and governing structures for many years and voted in favor of some of the proposed changes at its General Convention in June 2015. Other denominations, including the United Methodist Church, ELCA, UCC, and the Presbyterian Church USA are also looking at changes in their structure and governance. The Episcopal Church in Minnesota is an example of a diocese that adopted structural changes to better facilitate their participation in God's mission for the challenges and opportunities we face in the 21st century.

Q: What happens to the Cathedral?

R: A Cathedral Discernment Task Force helped it to identify and claim its place in the life of the Episcopal Church in Connecticut. These proposals don't speak specifically about the Cathedral.

Q: What happens to Camp Washington?

R: The Camp and Conference Center has a new board and new executive director and like the Cathedral, they have been actively working to identify and claim their place in the life of the Episcopal Church in Connecticut. These proposals don't speak specifically about Camp Washington.