

VISION  
2012  
**In the fullness of time**

June 8, 9, and 10  
2012

Schloss Fürstenried  
Munich, Germany

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SESSION TITLE: Daughters of the King

CONVENER: Rosemarie Valentine

RECORDER: Kaye OConnell

PARTICIPANTS: 12

1. One paragraph description of the session:

Introduction to The Order of the Daughters of the King including description, short history and advantages for participating Parishes.

2. Decisions:

- a. This is a serious proposal, which the participants feel is ready to be approached in a systematic fashion.
- b. To find ways to get this information out.
- c. The desire to present a strong statement of intent to the Council of Advice.

3. Any other information:

From a seed planted 2 years ago, there is now interest from at least 3 parishes to establish Chapters of The Order of the Daughters of the King.

Rosemarie Valentine is willing to concentrate on providing support to those who wish to discern their call to the Order.

SESSION TITLE: Mission Congregations: Encouragement, Support, Challenges, and Dreams

CONVENER: The Rev; Clair Ullmann

RECORDER: Sally Rascher

PARTICIPANTS:

Clair, Sally, Lora, Liz, Agnes, Carola, Helena, Austin, Amanda, Ruth-Anne, Donna, Mercedes

1. One paragraph description of the session:

The conversation centered on the question of clergy presence, a complimentary model of Vicar plus lay led alternative gatherings. This means when the Vicar is not available on a Sunday, the congregation could meet and together discuss the Sunday readings and pray. In this way there would be a regular Sunday service.

We also discussed gathering resources from other churches to support these Sundays without a Vicar.

We also discussed changing the focus on numerical growth and finances to gathering together to grow in God's spirit for God's glory.

2. Decisions:

- a. To explore the possibilities of other models of Sunday worship (lay-led worship);
- b. To look at the reason why the missions exist;
- c. To explore the possibility of obtaining outside resources.

3. Any other information:

The mission congregations present are encouraged by the support of the convocation as a whole and want to continue their spiritual journey as mission congregations in the Episcopal Church.

SESSION TITLE: Strengthening the Core

CONVENER: Janet Day-Strehlow

RECORDER: Janet Day-Strehlow

PARTICIPANTS: 14

1. One paragraph description of the session:

Strengthening the Core involves strengthening

- Individual, parish, Convocation

How do we as individuals strengthen our own core? What is missing is a sense of belonging to the Convocation. No sense of being connected to each other. Need to help people realize we are part of the larger body.

Communication and ownership are critical.

- Pool resources, knowing what is going on in other churches. Certain points of expertise in the Convocation that we can share across the parishes.
- Core needs to have ownership in the parish. Some understanding of what you are supposed to do, other than just attending the church. No sense of being in the church or taking responsibility. Clear idea of individual ministries within the collective ministry. What is your responsibility in the parish, what is parish responsibility in the Convocation.
- If you feel a part of the group, you take on responsibilities.
- There is a feeling that core people are having to decide if they will focus on convocation or on parish level because they can't do both.
- It is a challenge to get people to come to discernment and spirituality retreats. It is important to build synergy together. More exchange could bring different energy.
- Through Youth ministry, lots of energy at Convocation level for parishes that send youth. The Youth understand the Convocation concept better than the adults.
- It all comes back to money. We are not poor, we are just cheap. We are cheap because we are not committed.

Discussion on what do you yourself need to be strengthened in your own Christian life, in the parish, and in the Convocation? Clergy getting together 2x a year is very strengthening. Show the value of the Episcopal Church in Europe.

Many of us here are because the Church is family. The Convocation is extended family.

2. Decisions:

- a. Clergy rotation. Have them preach outside their own parish.
- b. every parish add a budget line for this exchange
- c. Have lay leadership and Convocation Committee leadership make visitations.
- d. more Bishop visits
- e. teaching within the parishes, strengthening the financial core, moving away from stingy
- f. stewardship.
- g. we are biblically illiterate, most can't get around BCP. More intentional on teaching in the
- h. parishes (EICS).
- i. Establish best practice clearing house (e.g., Sunday School curriculum, how you find
- j. parishioners).
- k. Have an annual "non-spiritual" event, like a big house party.

- l. Advertise special events in other parishes (e.g. Africa Day)
- m. Establish B&B within parishes and congregations so that when people are travelling, they may be able to stay with parishioners.
- n. Need for life-long formation. Set mechanisms and processes in place to help touch us at a local level. Think outside the box.
- o. set up blogs or Facebook on a particular topic to get people talking to each other.
- p. Raise parish assessments.
- q. intentionally invite people to serve at the Church.
- r. help people be open to listening to their own spiritual call.

SESSION TITLE: Techniques for managing fear/managing change

CONVENER: Dottie Dunham

RECORDER: Felicity Handford

PARTICIPANTS: Margi Hammer, Laurence Moachon, Bill Blythell, felicity handford,

1. One paragraph description of the session:

Giving new members [non English speakers] a voice. Recognizing that loss often causes fear and results in “conservative” thinking. Compartmentalizing of different ages separates /divides community. Leaders from other European need nurturing and supporting so they can understand the “Anglican” way of doing and thinking. Anglican model of leadership is very different from the Latin model.

Concept of buddy/ mentors in business –why not in the church?

Understanding that change is inevitable, and then managing the cultural changes that bringing Europeans into the church and raising up them up as leaders is vital.

2. Decisions:

- a. Build a program for mentoring people into leadership. Both for congregations and the Convocation.
- b. To create sponsorship from within the church for new confirmands -this means bring a friend for a period of time not just standing up when someone is confirmed.

3. Any other information:

SESSION TITLE: Working Together with Congregation(s) of Other Denominations (originally “with the Old Catholics”)

CONVENER: Peter Schueppenhauer

RECORDER: Tony Litwinski

PARTICIPANTS: Schueppenhauer and Litwinski

1. One paragraph description of the session:

Continuation of an ongoing discussion at St. Augustine’s (began in 2010) of how to work more closely with the Wiesbaden Old Catholic congregation (Friedenskirche), perhaps leading to a greater sharing of resources and even combining to a joint Episcopal/Old Catholic parish. There is a long history (more than ten years) of mutual contact and joint worship.

2. Decisions:

- a. St. Augustine’s will create a pilot project for the Convocation by establishing a joint working group with the local Old Catholic parish (clergy and 2-3 representatives from each congregation). It will begin by exploring common strengths, interests, and needs. Very likely this will lead to joint projects, followed by sharing of resources. We expect this project will take 3-5 years to produce specific, repeatable results.
- b. St. Augustine’s will develop a model or template, based on the results of point a., and make it available to the other churches of the Convocation.

3. Any other information:

Bishop Whalon and Bishop Matthias Ring (the Old Catholic bishop in Germany) have already had preliminary discussions along similar lines. Launching this project assumes the concurrence of both bishops.

SESSION TITLE: Stewardship: “Beyond stingy”

CONVENER: Jana

RECORDER: Helena Mbele-Mbong

PARTICIPANTS:

1. One paragraph description of the session:

How do we approach the difficulties of developing a sense of stewardship? Especially in our multicultural, multid denominational context. How do we develop a sense of gracious giving? Begin with who we are and what God has done for us to develop a desire to give. Approach it from a theology of abundance. As is often the case some give and always will; the challenge is to get the receivers to realize they have received much and turn them into givers as well as receivers. To recognize the privilege of giving to God’s kingdom. We are often too much driven by the budget lines rather than being mission driven; at the same time we need to be willing to talk about money for there is little we can do without it. Most people want to know that they’re doing the best with their financial resources. Need clarity and transparency with budget needs and financial reports. To get more people to pledge/give financially also need to get more people involved. Don’t let the same people do everything. Also talked about endowments.

2. Decisions:

- a. Talk about money and budget needs rather than avoiding an uncomfortable topic. Do so in the context of mission.
- b. Convocation: Provide clear information on establishing endowments (including what they are) for parishes and the Convocation and let people know how they can give.
- c. Study the progression of giving by individuals and as a whole over a period five years to try to ascertain what triggers increase or decrease
- d. Develop job descriptions for all the various things done in the church, with a time period for rotation. Get many people involved in one thing, rather than a few in many. Amongst other reasons, the more people are involved giving of their talents, the more they are likely to understand the giving of treasure.
- e. Provide clear budget and financial reports and develop a willingness to talk about money.
- f. Develop sense of gracious giving, growing out of thankfulness for God’s grace and love.

3. Any other information:

SESSION TITLE: Role of Music in Worship

CONVENER: George Battrick

RECORDER: Dorothee Dziewas

PARTICIPANTS: George Battrick, Peter Schueppenbauer, Dorothee Dziewas

1. One paragraph description of the session:

We talked about the situation in our parishes (Munich and Wiesbaden) and both have Sunday Eucharist as the only worship service that uses the hymn book almost exclusively. Munich has a worship committee, Wiesbaden has not. We discussed unsuccessful attempts to incorporate more modern music and the option of an additional, less formal evening service using different worship/music styles. Although most people are comfortable with the traditional style music there is a need for alternative expressions of spirituality/worship, especially in the age group 20 to 40.

2. Decisions:

- a. We propose that some kind of support from the Convocation would be helpful to identify good quality material, maybe an online network (Facebook) and download.

3. Any other information:

Idea: maybe the Old Catholics have modern music that could be used in translation.

*Wonder, Love and Praise* and *Lift Every Voice And Sing* are available also in digital form to use for service leaflet.

SESSION TITLE: Interfaith

CONVENER: Melinda Whalon

RECORDER: Donna Murphy

PARTICIPANTS: 9

1. One paragraph description of the session:

How can people from different backgrounds (Islam, Christianity, Judean), especially with local issues and contexts in a peaceful manner

- Women of faith – how can a women of faith group can discuss, learn and understand one another to work together and better a community. Women have a strong influence in communities
- Can home meetings or community center meetings be put together to explore the commonalities between all and then help take this further in the community to help to grow trust and peace within the communities starting through a common project
  - Religions for peace organization has some books and tools to guide discussions and issues also a “sustained dialogue” process with moderators
  - All Saints is working with protecting children – safeguarding and bringing up the dignity of children
  - Episcopalian umbrelleness is a good point to do this – starting at convocation level idea and / or model that all local churches can deploy – do we take the model from All Saints
  - What are the issues of credibility to lead this type of program? Need local interfaith community sharing to provide credibility
  - Need to attack a social issue first – not focus on the religion – sex, slave trade, equal opportunity
  - Determine a local social issue that can be a topic of group work
  - Need to do some pre-work in order to be able to participate in these types of discussion (Americans tend to jump in and get started but with these issues we need to better understand the critical issues (sacred points, customs) before engaging

2. Decisions:

- a. Need to build the interfaith relationship locally first before a project
- b. Develop a platform to share learning and best practices (within the convocation) so that we can learn from each other
- c. Learn more about “Sustained dialogue” as discussed by Max through his work PAX Christy – is there a summary, procedure to share with the Convocation and a seminar / webinar for local churches to learn more about
- d. Develop a reading list or text for church members to read and then perhaps discuss together regarding these issues / topics and how to work together

SESSION TITLE: Growth of the Community

CONVENER: Tony Jewiss

RECORDER: Dottie Dunnam

PARTICIPANTS: 13

1. One paragraph description of the session:

In our discussion, we began with conversation about Catholics in Europe who have become disenfranchised because they are divorced or gay and looking for a new church home. One group member described her own journey to the Episcopal Church from the Roman Catholic. Guilt and fear, she explained, keep many Roman Catholics from making a change or just leave the church. She shared with the group that her spiritual needs were met. Spirituality led her to the Episcopal Church. It was suggested that conversation with Italian and French bishops may open the door for Catholics who are no longer welcome in their church to have a home with the Episcopal Church. The German churches felt that Germany may be more tolerant about social issues. Fear of that which was considered by some “big issues” such as: fewer Americans, economic worries, declining ex patriot population, general decline in Christian worship was voiced with a sense of a glum outlook from a demographic perspective, specifically European birthrates. Some felt the America optimism about the future offered an anecdote to European decline.

2. Decisions:

- a. “Friendship Evangelism” Everyone has a story. Conversation leads to a deepening of relationships.
- b. Before finance, focus on developing spirituality. The money will come.
- c. The millennium generation should be considered. The need to convince this group to “turn off” the technology and give “face to face” a chance. It my not be boring, or creepy. They are more willing to do social action, than just attend church. As one member said, I don’t want to leave a generation unseeded.”
- d. With language, we considered the need for everyone to give a little for inclusivity. The importance, we felt, was to have conversation that is dealing with this within our churches.

3. Any other information:

SESSION TITLE: Financing our own Bishop, Convocation or Diocese

CONVENER: Rainer Ullmann

RECORDER: Rainer Ullmann

PARTICIPANTS: Jeanne Fellowes, Lora Bernabei, Rev. Canon Liz Hendrick, Rev. Mark Dunnam, Kaye O'Connel, Rainer Ullmann

1. One paragraph description of the session:

Basic Premis: economics and other forces require a review of our position on the Bishop's Office in the Convocation, including the question – Convocation or Diocese. The consensus of the meeting was that this is a very opportune time to explore this subject and is connected with many other topics of this Vision 2012 exercise, especially how to prepare ourselves for the changes happening all around us.

2. Decisions:

- a. Draw up a Resolution for the next Convention to investigate this question and to report back the Convention the following year.

3. Any other information

- The General Convention may well decide that changes on financing and other arrangements with the Convocation will have to change with a consensus developing that the infrastructure in place is not efficient for the 21<sup>st</sup> Century and the structure is not sustainable.
- We need to be ready to have a response and need to prepare ourselves; we need to be intentional about this question.
- In order to move ahead we need to educate ourselves: who pays for the Bishop now; how much money does it cost to finance the Bishop; what are the alternatives; what value does the Bishop add; the consequences if we did not have a bishop; full time vs. part time Bishop; what is the difference Convocation – Diocese; the question of Diocese vs status quo was discussed several times in past years – what were these discussions, decisions and reasons;
- It is not only a money question: do we want to take ownership of our Convocation/quasi Diocese? Or do we want to continue living on hand-outs? Are our parishes ready to take a 50% increase of assessment on account of financing the Bishop ourselves? Especially with all other programs we are dreaming of requiring more money and the parishes' stewardship drives and fund raising under duress?
- Is there a new way to be Bishop? Can we develop a "Sustainable Bishop Model"? We need to develop a Bishop's profile for the Episcopal Church in Europe; are there other ways to fund the Bishop's office, e.g. Fund drive to endow a Bishop for the next 10 years?

SESSION TITLE: Alternate Models of Sacramental and Pastoral Ministry

CONVENER: Tony Litwinski

RECORDER: Tony Litwinski

PARTICIPANTS: 7

1. One paragraph description of the session:

Not all congregations are able to call a full-time, full-salaried, seminary-trained priest. If we truly believe in the ministry of the baptized, the priesthood of all believers, then we need to consider other models for providing ministry within the congregation. One summary name for this is total ministry. In such congregations, the ministry of the laity is complementary to the ministry of the priest.

2. Decisions:

- a. The Convocation should develop a means for exploring alternate models of ministry. This may also include “clustering” or connecting congregations to share resources (including clergy) with each other.
- b. EICS should make information available to the congregations about the variety of licensed lay ministries and then work with COMB to identify, empower, train, and license individuals to serve their congregations in these ministries.

3. Any other information:

This topic has direct relevance to the other discussions about indigenous, local-language / local-culture congregations.

SESSION TITLE: Explaining Anglicanism / Communicating Anglicanism

CONVENER: Felicity and Laurence

RECORDER: Maria Grazia

PARTICIPANTS: Jane, Malinda, Mark Dunham, Cindy, Rainer, Mercedes,

- Car park communication in Belgium
  - Monthly radio program about Anglicanism in French
  - Creating an image, rather than bringing new parishioners, we need to improve communications in the various languages and media available, which works with EVENTS
  - Branding as Episcopal church in Europe rather than Convocation. We currently use the bishop's shield, we need a logo and mission statement reflecting what we all stand for, not only Americans and Brits, but Europeans as well
  - 85 million Anglicans in the world, it is important to work with the church of England
  - The Convocation website is being re-designed. Each committee head can update his/her own page. Need of translating it in the various languages.
  - Magazine 'Trinite' from the cathedral, article on Anglicanism by Bishop Pierre on his blog in French
  - Religion teaching in Germany: catholic or protestant, but we are neither, if we don't know our own identity we cannot communicate it
  - We should understand what nationals want to know about Anglicans, Italians will ask about Mary and the Pope, in Belgium it may be different, and nationals should answer those questions
  - We should get a list of questions frequently asked in the various parishes
  - Collaboration with the church of England does not help defining Episcopalians
  - What would be the consequences of a Convocation in which English is not the only language spoken?
  - Bishop Rawthorn called for one Province in Europe instead of overlapping churches of various jurisdictions, but it would have meant being absorbed by the Church of England
2. Decisions:
- a. web site in all our national languages, as a hospitable way of expressing everybody's God language
  - b. communications committee in charge of quality control and information, people from the various countries feeding the committee
  - c. youth members must be part of the process because they can speak to their age
  - d. workshop / curriculum articulating what it means to be an Anglican
3. Any other information:
- make a list of religious media in each country, press releases and articles

SESSION TITLE: Mission to Single Adults

CONVENER: Robert Race

RECORDER: Robert Race

PARTICIPANTS: 2

1. One paragraph description of the session:

Social and economic trends have resulted in more single person households. In our expat community, family may be far away. People in this group are justifiably suspicious of organizations named “single.” But a church context it is disarming. We reviewed our experience in singles group. Some activities work because there is no need to “go home” after work, or can travel at “off” times. Often, the church community (especially couples with and without children) is not aware just how many members are single. Nor are they aware of their spiritual, fellowship, and emotional needs – there may be no one to alert the clergy. Men may have more problems communicating their needs than women.

2. Decisions:

- a. Raise awareness of single adults as a growing community with spiritual, emotional, and fellowship needs different from other parish groups. Consider including Single Adults in Outreach and Inreach programs. As society becomes more and more diverse, this is one important segment;
- b. Include Single Adults in communication initiatives and intra-convocation visits and travel.
- c. Recognize that Single Adults are often financially comfortable, with “time and talents” to offer

3. Any other information:

SESSION TITLE: Mission Work and Cluster Missions  
 CONVENER: Mark Barwick, Austin Rios  
 RECORDER: Janet Day-Strehlow  
 PARTICIPANTS: 8

1. One paragraph description of the session:

Exploring ways that we can connect together in and through mission work. Looking at mission work as transformative and a way to grow the congregation. Wanting to change the world makes a congregation attractive.

- We need to develop core principals around this.
- Strategic choice -- where will we involve ourselves. Preparation is key. Biggest challenge is to have people get together to build that community.
- Need to get away from possessiveness around outreach projects.
- Would like to see Convocation-wide outreach. How do we share our passion with others.
- Integrated mission thrust. This is our Europe, this is our home. All of our communities are being changed.

2. Decisions:

- a. Development of core principles for mission.
  - b. Agreement -- what we do when we do mission. Solidarity, presence, etc. We can address more fully the needs of human beings.
  - c. Develop a curriculum for use of materials like "Letters to Mark" or "Companions in Transformation". Have group study (within a parish, and then perhaps through technology with other parishes).
  - d. Convocation-wide possibilities
    - Refugee Center in Rome (groups from around the world come in to help. They are currently looking for an intern for a year. They get money, but would also love to have people!)
    - Haiti (prayer, monetary support, but Bishop Pierre visits) with eventual visits
    - Romania - Rev. Dorothee is there for c. 3 years, could be an opportunity.
  - d. break down the sense of the "other". Need to work side by side. Work with them, not work for them. That is a new experience for them. Be clear and intentional (and define what this means). What do we see in our host communities that manifests the incarnation and teaches us.
  - e. Model of preparation needs to be put in place.
  - f. maybe it is time to make a commitment on mission in the budget. Doing mission work together would bring us together and make us more of a diocese.
  - g. increase the parish assessments to put more money into Convocation budget.
  - h. Create a Commission to start developing intentional mission work as a Convocation.
- Committee member suggestion: Mark, Rosemarie, Austin, Kathy, Steve, Dorothee, Debbie, Janet.  
 This work speaks volumes and may reach more people than a class on the BCP.

SESSION TITLE: Communication  
 CONVENER: Carola von Wrangel  
 RECORDER: Janet Day-Strehlow  
 PARTICIPANTS: 22

1. One paragraph description of the session:

This discussion is the beginning of a conversation, not the end. We need a unifying scheme for communication in the Convocation -- communication that draws us together. We need not only to address communication but lack of resource sharing – we are missing the cross-pollination between parishes and congregations.

- We tend to think parochially.
- Lack of actual communication (or effective communication). Lack of communication before events – sometimes from organizers, sometimes distributing that information into the parishes (lack of communication goes both ways☺)

2. Decisions:

- a. Web site is critical. (Note: new website was supposed to go live on 1 July but need to deal with copyright issues first). Will it be static, or will there be attached blogs for interaction, both within the Convocation and those interested but not part of the Convocation?
- b. need a gate keeper for information on the web site.
- c. need a convocation calendar easily accessible for everyone.
- d. should have a consolidated parish calendar (possibly in convocation calendar) for special events, plus links to the individual parish calendars for those who might be travelling there.
- e. Convocation newsletter – a monthly e-letter that would not be a replica of the quarterly newsletter, but more informational (similar to weekly e-mails that are sent out in some of our parishes)
  - local goings-on in the convocation.
  - Celebration of new ministries
  - Prayers for those in the Convocation (e.g., those going to General Convention, or Committees when they are meeting etc.)
- f. Use of technology to stay in touch – be creative, we are far apart geographically.
  - VODs (Video on Demand)
  - Webinars.
- g. Lending library of teaching materials.
- h. Speaker Resource Library – who do we have throughout the Convocation that could come and speak at other parishes.
- i. Exchanges between parishes, visits to other parishes, unified projects in interfaith activities or mission activities, bible study curriculum and resources, listening and opening ourselves to exchange.
- j. B&B idea. Opening up our homes on a number of levels (for visits of parishioners on vacation, those who come to work in the parish, those who come to give a speech, etc.)
- k. Cross-pollination. 3 congregations have had lay people give homily. Swapping not only clergy but lay people.

SESSION TITLE: Environmental issues

CONVENER: Cyndi D'Alimonte

RECORDER: Bill Bythell

PARTICIPANTS: Dottie Dunnam

1. One paragraph description of the session:

Episcopalians must be accountable for their world. We are all aware of the threats to the environment (overconsumption of water, excessive use of oil resources, etc.) but what do we actually do about them? Can we not be more pro-active? In our faith we believe that Jesus died to save the whole world; we are all interconnected. It is our duty to protect creation. The earth is not big enough to accommodate the increase in population expected in the next 50 or so years. Birth control and family planning are essential to make the world inhabitable for future generations. The western world needs to promote this for the benefit of the developing world. It will improve their quality of life.

2. Decisions:

- a. Individual parishes should investigate alternative energy sources for use in their churches. Italy enjoys enough sunshine to be able to reduce its power bill to zero.
- b. Some years ago Convention passed a resolution on the reduction of the carbon footprint. We should review and renew commitment to this resolution.
- c. All individuals should be encouraged to adopt greener behavior: use public transportation, eat locally produced food in the right seasons, don't drive if you don't have to, travel slowly and enjoy the beauty of the world around, use refillable water containers.
- d. Increase awareness at all levels. It is our duty as Christians to love our fellow persons. We must think about leaving creation in the state we would like to find it. Be gentle with the environment and it will flourish.
- e. Remember to turn off the water and the light when you leave!

3. Any other information:

SESSION TITLE: Establishing Convocation GAAP (Generally Accepted Accounting Practices)

CONVENER: Robert Race

RECORDER: Tony Litwinski

PARTICIPANTS: 3

1. One paragraph description of the session:

There is a variety of formats and methods used by congregations across the Convocation to record and report financial information, many of which are inadequate. Such reporting leaves congregations and vestries with incomplete and/or insufficient information to make sound financial decisions. It can also lead to inaccurate reporting of the congregation's financial data in the Parochial Report.

2. Decisions:

- a. Develop a link on the Convocation web site and make clergy and vestries aware of the following resources: the Parochial Report with instructions, The Manual of Business Methods in Church Affairs, The Annotated List of Convocations Standards for the Annual Financial Review (not the correct name), and any other relevant Convocation materials.
- b. Ask the Finance Committee of the Convocation to review policies and standards for sufficient detail to assist treasurers in preparing complete and accurate financial reports. This should include a simplified model set of complete financial reports (Balance Sheet, Income and Expense Statement, Sources and Uses of Funds) to be prepared at the end of the fiscal year.
- c. Ask the Council of Advice to consider a requirement that congregations submit a complete year-end financial report (see b., above) along with the Parochial Report to the Office of the Bishop.

3. Any other information:

There needs to be complete transparency of financial information if we want people to be generous in their giving.

SESSION TITLE: Increasing Visibility Through Marketing: Methods And Tools For Developing An Effective Marketing Plan

CONVENER: Jane Krumlauf

RECORDER: Jane Krumlauf

PARTICIPANTS: Amanda, Jane

2. One paragraph description of the session:

We discussed the need for increased visibility of our congregations, especially four our mission churches who wish to grow in numbers and become financially independent .

We also discussed methods for increasing visibility and the need to have and use demographic and census type data as a beginning point for development of a marketing plan. Methods for collecting data needs to be determined and communicated, but will vary by country.

Universities and larger corporations who have English speaking students/employees should be part of the target population, but methods and boundaries need to be determined.

We brainstormed marketing tools: business cards with time and place of services; company and university bulletin boards and newsletters; web sites; facebook pages; newspapers such as stars and stripes or other English language materials; professional brochures which include our brand; and, sign with church/mission name permanently placed at site where the services are held.

2. Decisions:

- a. Recommend The Convocation Develop A Training Program For Developing And Implementing An Effective Marketing Plan. This Plan Should Incorporate The “Branding” Of Our Churches In Europe
- b. Sources And Methods Of Obtaining Data For The Target Community Should Be Identified And Shared
- c. C. The Convocation Should Develop Guidelines Which Would Assist Clergy And Parishioners In Determining Cultural And Legal Boundaries

3. Any other information:

SESSION TITLE: Creating National Congregations/European Anglicanism

CONVENER: The Rev. Mark Dunnam

RECORDER: The Rev. Clair Ullmann

PARTICIPANTS: Tony J, Jana, Dennis, Laurence, Rainer, Clai, Mercedes, Tony L., George, Melinda, Mark B., Rosemarie, Bill B., Dorothee D

1. One paragraph description of the session:

- Options: Local language/ Local Leaders OR Bilingual congregations
  - Possibility of a bilingual service that would benefit both the English speakers as well as the local population
  - Need to avoid isolating local language groups
  - Why do this? The attraction of being the Via Media. There is a need for a church with the Episcopal Church ethos of hospitality, welcome and inclusion.
  - There is a need for our way of thinking and asking.
- Local Language Clergy
  - Question: Purpose of becoming Episcopalian
  - Desire for Episcopal ethos? Or for fulfilling personal needs?
  - Need for a long and carefully planned process for reception. It takes time to move from another denomination fully in to the Episcipal Church.
  - ? the need of common language for counsels of the church as well as collegial and mutual support.

There is a need to leave our “bunker mentality” in creating English-speaking conclaves.

2. Decisions:

- a. Encourage bilingual services as appropriate for each local situation.
- b. Ask questions of locals pertaining to the Episcopal ethos and the desire for Episcopal services.
- c. Be aware of and celebrate possibilities for bilingual oportunites.
- d. Obtain clear and easy to read resources concerning the Episcopal Church.
- e. Survey convocation congregations regarding incorporation of local language.

3. Any other information:

SESSION TITLE: How do we find resources (financial/human) outside our congregations to grow?

CONVENER: Kathy Marker

RECORDER: Dorothee Hahn

PARTICIPANTS: Kathy, Dorothee

1. One paragraph description of the session:

As there are so many unmet needs in the Convocation we need to be imaginative in uncovering resources outside the Convocation. We know there are untapped resources that can be explored and made available to all congregations, including resources outside the Episcopal Church (f.e. with ecumenical partners and other NGO).

2. Decisions:

- a. Create an internship-position to develop a resource-directory and make it available to all levels of the Convocation
- b. Develop schemes to support congregations/Convocation in applying for grants, funding etc. from other organisations

3. Any other information:

To 2a) Resources include listing of organisations available, contact persons in the organisation, and funding requirements.

To 2b) This could be an ongoing task for an intern interested in non-profit work

SESSION TITLE: Interns program for youth within the Convocation

CONVENER: Jane D

RECORDER: Felicity Handford

PARTICIPANTS: 8

1. One paragraph description of the session:

Person from outside comes into Parish for fixed period of time to work

Young 20+ as part of Study program or gap year. Laws differ for this across countries about how much or if they need to be paid. For young Christians to work in Parishes and would be a number who could form a network and support group. Youth Commission would appoint mentor who is not in home parish and sponsor from within parish. Person to work with youth and maybe Sunday school. Standard numbers hours worked, time off study time to be agreed at Convocation level. Young people would be recruited through a recognized organization. Could we do this for young people who are already live over here. Age gap of at least 5 years of age between a child and Youth leaders. It may be possible to have interns do other things than youth groups. Important for Intern that the program they work on have a specific project and one they can see from start to finish.

Dream still there for Youth Coordinator but the difficulties remain.

2. Decisions:

- a. Great idea need to pursue this idea
- b. Need to understand laws governing the employment of interns across the Convocation.
- c. Works through YASC
- d. Creation of terms of employment on Convocation level.

3. Any other information:

SESSION TITLE: Prison Ministry

CONVENER: Cindy D'Alimonte

RECORDER: Dottie Dunnam

PARTICIPANTS: 5

1. One paragraph description of the session:

Our discussion began with an observation about a tour in Pistoia, Italy. During the tour, the tour guide called attention to a wall. It had on it art work from a church in the Renaissance. The pictures were all the things that the church provided for prisoners. So, we know that prison ministry is not a new concept. As we shared our different thoughts about this ministry, we discovered that both Germany and Italy believe that education is a good vehicle for rehabilitation. Two people in the group had gone into the prisons to give exams to prisoners who were about to complete college work. There is no death penalty in either country, but prisons are overcrowded, and illegal immigrants can be deported which can sometimes mean death to them in their countries of origin.

2. Decisions:

- a. Investigate what we can do.
- b. Hear what's working with prison ministry in the convocation.
- c. Participate in creating a model for prison ministry.
- d. Be in touch with Amnesty International to see if they can help.

4. Any other information

SESSION TITLE: Sharing the Wealth of the Book of Common Prayer better

CONVENER: Helena Mbele-Mbong

RECORDER: Dorothee Hahn

PARTICIPANTS: Helena Mbele-Mbong, Aimee Schmidt, Kaye O'Connell, Agnes O'Sullivan, Dorothee Hahn

1. One paragraph description of the session:

*The BCP can be seen as main instrument of communion in the Anglican Communion. It is a huge resource to use to welcome people into the richness of Anglicanism that should be used more. There is a huge lack of knowledge req. the richness it contains which calls for education to make it more available.*

2. Decisions:

- a. Developing f.e. Android aps of sections of the BCP, more resources to be able to digitally interact with the BCP
- b. Put major section into curricula available within the Convocation.
- c. Searching for the best of the websites and put it together, as well a bibliography
- d. Preparing brochure sized paper geared to European audience as resource about BCP/Anglicanism
- e. Suggestion to parishes, consider giving the BCP for confirmation, reception, graduation, other important events in peoples lives as church gift
- f. Consider Convocation-wide workshop on BCP/encourage parish level workshops on BCP
- g. Encourage rectors to explore/open BCP up to parishioners/ newcomers
- h. Encourage more of BCP for weekly services
- i. Make local-language pamphlets available on the BCP
- j. Prepare translations of same material for all local congregations to open the richness of Anglicanism through the BCP

3. Any other information:

SESSION TITLE: Founding Missions

CONVENER: 6

RECORDER: Peter Schueppenhauer

PARTICIPANTS: 4

1. One paragraph description of the session:

The beginning of a Mission is often invisible and people need to realize their responsibilities. For that they might need information, training and teaching possibilities. It is in all cases necessary to give willed groups a moral and spiritual support. That includes visits, guidance and observation periods. The new Missions should offer frequently activities and services. The participation of the people should be acceptable. If not, the responsible person should be honest to close the Mission. The clergy and the mission should learn from each other.

It should be possible to work together with a strong and health parish. That means that a satellite mission could offer more than just one service a month. In that case the distance should not be too far and demographical aspects should be in mind always. The best solution for a new Mission might be to train licensed lay persons to support the growth of the Mission and take over the some duties of the priest.

In the first time it might be a challenge to explore the first steps in building a vision for a living mission including identifying the potential of new members.

Based on intensive discussions the group was not able to talk about founds in details.

2. Decisions:

- a. Adoption of the NEW VISIONS Programs for the needs of the Episcopal Church in Europe
- b. Giving spiritual and morally support
- c. Lay orders for weekly services
- d. Real allocated budget for founding new Missions

3. Any other information:

SESSION TITLE: Raising up Youth leaders

CONVENER: Jane Döbler

RECORDER: Janet Day-Strehlow

PARTICIPANTS: 5

1. One paragraph description of the session:

- We have a number of youth who go through YAE and youth group. We have no way of raising them up or a training process in place to help them to become leaders.
- Our young people are our resources. We have no plan in place for keeping them involved in the community after they leave youth group (although 20's groups being looked at).

Thoughts:

- Older kids in the youth group -- If the kids don't go off immediately to university, they can play a leadership role. We are currently not encouraging our youth to stay.
- We have to be intentional. We should look at our budgets, perhaps a small stipend for the youth. Need creative ways of training these people. Some parishes may not have a youth group but may have youth. Could the Convocation organize something?
- Age Difference – accompanying chaperones 24+. Youth Commission is prepared to re-visit this. A number of young people, 22, who are mature enough. Happening team was 19-21. Guidelines and Child Protection, youth sign a covenant themselves.
- Have the youth lead, even if using them for a month or two.
- you don't have to have lots of youth to do youth ministry
- they need to identify that this is their faith and their church.
- Huge sense of justice and social activism. Send them out in the world to do service.

2. Decisions:

How do we sow the seeds of ministry for the 18+? How can we support them in developing this/their own ministry?

- a) need ways to train young people to be youth leaders. EICS could work on a program of training for the youth leaders. (There is a youth leaders' retreat and Safe Church. Maybe using Episcopal camp as training. Maybe use local youth training resources (easily available in Germany)).
- b) need to be very thorough in guidelines and in responsibilities.
- c) sending youth to Episcopal Camp in the US. Have a lottery, maybe send 3. Would need a grant. As part of formation: go from campers to leaders, different kids each year, living together, they develop their theology about things.
- d) look at paying them a small stipend. This gives them a sense that they are valued. (has worked in parishes in the US).
- e) if there is no youth group in a parish, send the youth to another parish who does.
- f) regular spokesperson from youth talking to the congregation. Involving them as part of the church, not just the youth group.
- g) intergenerational involvement (like acolyte teams)
- h) Invite the youth to do things, perhaps getting involved in Sunday School.
- i) Set up a catalog of opportunities – you are a young Christian who wants to work with youth, what are your opportunities? “we can't let go of you, won't you stay”.

SESSION TITLE: What do you say after “welcome”?

CONVENER: Cindy D’Alimonte

RECORDER: Donna Murphy

PARTICIPANTS: 20

1. One paragraph description of the session: The impression of our churches is that we are welcoming and people feel at ease entering the community. But what can be done to help these new people to adapt to the new culture, way of life? What are the key messages to provide?
  - a. Newcomer’s group (1x per month) with speakers from local institutions: banks, discussions
  - b. Welcome table after service with information about events and contact people at the Paris Cathedral – staffed with 2 volunteers
  - c. Cards in pews for people to fill out
  - d. Cocktail parties for newcomers 2x year hosted by dean
  - e. 1x month “breaking the bread” – lunch to further meet and discuss
  - f. Nametags – showed a sense of belonging in a area that is new and strange
  - g. Vestry members responsible to circulate and meet/greet new members
  - h. Newcomer’s packet with info such as what is Anglicanism, info about the church, missions etc.
  - i. Separate roles : greeters vs ushers
  - j. Welcome and INTEGRATION committee – idea to have a family/person to help be a local contact for a new family – did not receive feedback to do this
  - k. Role play outside the church with characteristics to view that church from a new way and see how welcoming it felt: physical handicap, mother with child – how to find the nursery
  - l. Closing the back door – book about how to greet and keep new members
  - m. Power of three - give three types of activities for the new member to choose from to join the group
  - n. How do we explain the church service, Anglicanism to help those that do not come from an Anglican background
  - o. Social events – BBQ outside of church to meet people of the church without the church and structure, craft fairs etc. at key times of fluctuations in people (fall and beginning of summer)
  - p. Welcoming service where the new members are invited to the front and receive a special blessing
2. Decisions:
  - a. Rectors of each parish to list their activities and build a large encompassing list of possibilities – potentially in the Convocation handbook.
3. Any other information:

SESSION TITLE: How can we get the congregations excited about getting connected with the wider community?

CONVENER:

RECORDER: Helena Mbele-Mbong

PARTICIPANTS:

1. One paragraph description of the session:

We talked about the challenges of getting large numbers in our parishes involved in doing things with the larger community – especially when our working language is not that of the community. In many cases only a small few are involved. Picking up on one of the questions in the questionnaire, what are the needs in our community and how can we become effectively involved? Need to build an awareness that it is not enough to care about others and perhaps give donations, but we should also give of our time and talents and that it is the encounter and both giving and receiving that is transformational. We need to understand on our own level our need for God and His love in order to reach out. Outreach is often outside our comfort zone. Are we willing to be vulnerable? To help others we must recognize our own vulnerability and be open to receive. To help develop this sense, have groups with safe space and time for sharing our faith stories.

Our congregations can be another way to avoid getting to know the community in which we live and becoming involved. An engaged congregation can be a conduit into the local community.

How do we advertize that if you've been wounded by a church you might find a home here.

2. Decisions:

a. Challenge all our congregations to do a study of the needs in the community with a view to indentifying where we might make a contribution.

b. Then get many people involved.

c. In studying the needs, walk the beat of your parish and talk with the police about the crimes and needs in the area.

d. Get groups of people together in a safe place where they can share their faith stories. Share some of these stories with the whole community as appropriate. One purpose of this is to develop a willingness to step outside our comfort zones and to be vulnerable. Effective giving goes with effective receiving.

f. Challenge congregations to become conduits for our expats into the local community through real involvement.

3. Any other information:



SESSION TITLE: On-Line Bible Studies

CONVENER: Dorothee DZIEWAS

RECORDER:

PARTICIPANTS:

1. One paragraph description of the session:

2. Decisions:

a.

b.

c.

d.

3. Any other information: