

DRAFT

MISSION STRATEGY PLAN 2025-2026 Episcopal Diocese of Vermont August 2024

Goal One: Strengthen and build relationships and partnerships of all sorts: among clergy; among congregations; among bishop/staff and clergy; among bishop/staff and congregations; among staff.

A. Relationship Audit –

Assess the current state of relationships in the time since the Mission Leadership Review was conducted in 2023.

B. Spirit of Koinonia –

Develop a spirit of koinonia (community, partnership, communion) in the diocese through gathering people in ways that strengthen relationships and partnerships, emphasizing the importance of reconciliation as a center point of faithful living and serving; working together, the Bishop and Standing Committee will develop initial strategies to assist the diocese in reaching this goal.

C. Becoming Beloved Community: Racial Equity Institute –

Contract with the Racial Equity Institute to help members of the diocese better understand racism in its institutional and structural form and equip clergy, laypeople, and staff to begin to work for change.

D. Becoming Beloved Community: Sacred Ground Dialogue Series –

Promote participation in Sacred Ground as a way to create space for difficult and transformative conversations on race and racism, develop cultural competency, and strengthen relationships through small groups.

Goal Two: Focus staff/consultant capacity and resources on strategic projects impacting congregations including constellations, other congregational models, and congregational sustainability.

A. Project Audit –

Create an overview with current status of projects underway and projects envisioned; assess current staff/consultant/leader capacity for each project as well as available resources (financial, technological, staffing); determine gaps and needs for each project.

B. Project Management and Oversight –

Implement a project management framework for each project with defined roles, responsibilities, and reporting structures to ensure accountability and coordination; identify a project manager for each project.

C. Monitoring and Evaluation –

Implement a quarterly reporting process to monitor project process and progress, staffing, expenditures, and milestones; make appropriate adjustments as necessary and feasible; if there are grantors, ensure reporting is accomplished in a timely manner.

D. Communications –

Communicate progress, successes, challenges, next steps, and outcomes to the diocese on a regular basis.

Goal Three: Develop sufficient role clarity for staff, structures, and leaders: foster appropriate authority, supervision, accountability, polity and governance roles, training and development, policies and procedures.

A. Diocesan Structures –

In keeping with the required THRIVE canonical review, ensure that the governance structure of the diocese is appropriate to our ministry, clearly defined and known, and includes roles and responsibilities, authority, and decision-making processes.

B. Policies and Procedures –

Create and review organizational policies and procedures related to human resources, finance, and operations; ensure that policies are clearly documented, accessible, and consistently applied.

C. Staff Development –

Develop clear, comprehensive role descriptions for each staff/consultant position; establish clear supervision mechanisms; implement an accountability framework that includes regular performance reviews, goal setting, and feedback mechanisms; provide ongoing support, mentoring, and coaching to facilitate growth and development.

D. Leadership Development for Diocesan Leaders –

Develop and provide annual orientation and onboarding for people serving on canonical bodies (Standing Committee, Executive Council, Trustees, Committee on Ministry) in Episcopal polity and governance, roles and responsibilities, resources, and meeting standards.

E. Leadership Development for Congregational Leaders –

Develop and provide annual orientation and information sessions for vestries, wardens, treasurers, and other congregational leaders.