

Report of Strategic Planning Commission to Diocesan Council  
January 2005

With most of the diocese's' attention focused on the various transitions within the diocese this past year, the work on the Strategic Plan has centered on completing the work begun in the past two years -- by healing relationships among the clergy and furthering the work of rebuilding the infrastructure of the diocese. In much of this we were joined by the Standing Committee, holding the tandem Clergy and Lay Conferences which have cleared the way for an exciting future for us all - and in the formation of the Conference Planning Committee which will continue the work of clarifying our mission and ministry together.

We have every confidence in a rejuvenated Finance Committee, Diocesan Council, and Corporation, all working with a superb Diocesan Administrator, Commission on Ministry and Standing Committee to develop the kinds of communication, cooperation and openness we need to operate effectively. We also believe that this work is as much spiritual as it is operational.

For the coming year, we believe it will be productive for us as a diocese to focus on the following four areas:

PROVIDE A SOUNDER FOUNDATION FOR OUR WORK AS A DIOCESE:

a. The Conference Planning Committee shall continue to guide us in identifying the central mission and values of our diocese through conferences, consultations and by involving the deaneries of our diocese.

b. Our Committee on Constitutions and Canons shall review our Constitution and Canons in order to eliminate conflicts and to that our canons are adequate to the work of our diocese. They shall report their findings and recommendations to our next Diocesan Convention.

c. The Diocesan Administrator, with the assistance of the Strategic Planning Commission and others of his choosing, shall oversee the process of developing an Organizational Chart for the Diocese of El Camino Real as a means to the on-going clarification of authority and communication within the diocese.

STRENGTHEN THE TIES INVOLVING ETHNIC MINISTRIES IN THE DIOCESE

In addition to their other plans for strengthening the ethnic ministries in the diocese, the leadership of D.I.E.M., through the Canon Executive (or equivalent to the Canon to the Ordinary) shall convene a consultation involving the ethnic ministries in the diocese as well as all congregations supporting or involved in such ministries. The purpose of these consultations shall be to review present structures and strategies, to share stories, to search for ways to strengthen our ministries, and to build community and solidarity among our congregations affected by ethnic ministries. If possible an outside consultant will be hired to facilitate the consultations.

## CONTINUE STRENGTHENING OUR DEANERIES

*Our deaneries can serve several important functions in our diocese during this time of transition, such as a focus for building community, developing a shared vision and reinvigorating an appreciation of the diocese beyond our congregational boundaries. Over the year, we commit ourselves to take the following steps necessary to the strengthening of our deaneries:*

a. The senior Dean shall convene an annual meeting in the second quarter of 2005 of deanery convenors, and deans to continue the work begun in 2004, of

- developing a protocol for the operation of our deaneries, including clear job descriptions for deans and deanery convenors.
- strengthening the deaneries through sharing of information,
- joint problem solving regarding organizing and motivating our deaneries,
- scheduling joint meetings (budget presentation, pre-convention meeting, etc.
- considering ways to utilize diocesan staff and other diocesan resources.

b. All clergy with cure will be expected to attend their deanery meetings and to include their delegates in those meetings.

## ENHANCE OUR COMMUNITY AS A DIOCESE

*We have several opportunities to strengthen our family life as diocese, but success will depend on our ability to plan for that life. As noted above our new Conference Planning Team is helping us identify our core mission and values in preparation for electing our new bishop. We believe an important aspect of that process will be for us to reestablish ourselves as diocesan family in the process.*

a. Near the end of their work of preparing the diocese for the election of our next bishop, the Conference Planning Team will consider what remains to be done for us to reestablish ourselves as a diocesan family and make that information available to the Strategic Planning Commission and other relevant diocesan bodies.

b. Those in charge of planning our diocesan convention shall design the structure of our next Diocesan Convention to maximize the needs of the delegates to the convention by ascertaining the hopes and needs of the delegates through interviews, surveys and deanery discussions.

Submitted by the members of the Strategic Planning Commission:

The Rev. Thomas B. Woodward, chair

Ms. Ann Wright

Ms. Joanna Shreve

Ms. Lisa Gonzales

The Rev. Harriet Linville

The Rev. Mary Lou McKenney

The Rev. David Pace