

The bishop and the governing bodies - Diocesan Council, Standing Committee, Board of Directors, Diocesan Staff - developed initial goals in September 2016. These goals were presented, along with the new vision statement, to the fall 2016 convention. Over the past year, the governing bodies have continued to work both independently and collaboratively to refine and implement these goals. This included work during regular meetings, through specific trainings, and at two joint retreats. Below is the current status of these goals and projects.

Governing Body	Vision Area	Goal	Current Projects / Status
Bishop Rickel	Congregationally Centered	Move toward local level service delivery (staff & governing bodies). Technical change: realign budget.	Budget request form revised to reflect vision. Reviewed at March diocesan staff meeting.
Bishop Rickel	Congregationally Centered	Move toward local level service delivery (staff & governing bodies). Adaptive challenge: find ways to create interaction and questions between the Bishop's Office and the local congregation, so that both do not wait for an "event" before working together.	This is a work in progress. Some moves in this direction have been made but nothing truly measurable yet. We, as a staff, try to question each time how we can live into this vision while responding to any issue.
Bishop Rickel	Pastorally Inter-connected	Develop and implement a diocesan strategy for communicating the vision.	The video for the regional meetings was a concrete example of a way we hope to do this. We are also beginning to look at how to incorporate the vision into our daily functioning.
Bishop Rickel	Pastorally Inter-connected	Move staff out of DHouse and into congregations both literally, i.e., offices there, and also figuratively, on a daily basis with more travel out and less expectation for travel in.	The most important thing we can do on this is monitor it for change in behavior and presence. Some positional changes may be made, i.e., moving people out to the parish. Our Canon for Faith Formation is a concrete example of this, being now in the parish but continuing to function in her role.
Bishop Rickel	Pastorally Inter-connected	Move governing bodies meetings out of DHouse.	Not truly seen this happen yet.
Bishop Rickel	Pastorally Inter-connected	Schedule Board property actions where the property is. Do not wait for congregations to come to us at DHouse.	We have seen a bit of this, but the test will be how often and how far we are willing to go and to assess how productive it is to do so. My thought with this was to hold meetings, the actual meeting we usually hold, but go to a site which is on the agenda.
Bishop Rickel	Pastorally Inter-connected	Develop a system whereby the staff, including the bishop, are checking in by email, phone or letter with every congregation in the Diocese on a regular basis (every six months or year), simply inquiring of any needs we can help with.	Trying out a process that begins with the MMAs from congregations with review and connection to appropriate staff. We have done two of these already and several are coming up to be done. We will have a much better idea of the effectiveness when we process more.

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Bishop Rickel	Sacramentally Formed for Service	Partner with governing bodies representatives for visitations. (Being done well on Council but not as much on other bodies.)	Governing bodies received visitation training; sign-up circulated at Standing Committee/Board of Directors/Diocesan Council meetings each month. I have seen a great change in how visitations are made and in the number attending. I think the training was very effective and helpful and has changed visitations.
Bishop Rickel	Sacramentally Formed for Service	Work with Formation Staff, especially Iona School, to develop a curricula and/or training opportunities which reflect and train this new vision into reality.	I think this is still possible but I am starting to believe the Commission on Ministry (COM) is the most important one and the priority.
Bishop Rickel	Sacramentally Formed for Service	Work with Commission on Ministry and Standing Committee to reflect on our current expectations of ordained leaders in the Diocese and see how these expectations fit with and/or detract from this new vision. Make necessary changes.	This work is ongoing. I believe the COM is very conscious of the change and I now will need to work with them on changing or adjusting the expectations we already have in place to make sure they match and to alter if they do not.
Bishop Rickel	Sacramentally Formed for Service	Work with the College for Congregational Development (CCD) to include more "train the trainers" modules and to expand the consulting network and training in order to truly serve the whole Diocese both in volume of trainers, but also diversity of offerings.	We have recruited more trainers and have expanded our training breadth. We are looking at other ways to do that as well. We have some trainings on the calendar now.
Bishop Rickel	Commitment to learning, growing, gathering	Work with CCD to develop and enhance existing trainings for the evaluation of, and the intervention in, the local context. This would include work on change processes and change interventions, conflict management and leadership training. These offerings should expand outside the classic CCD school and be segmented for portability and brevity.	New week long CCD in the budget, and we are looking at ways to present "pieces" of CCD when possible.
Bishop Rickel	Commitment to learning, growing, gathering	Work with our Communications Director and staff to coordinate a communications strategy, both to promote the new vision to the Diocese and also to listen to feedback regarding it.	Again, the video about the convention and weaving the vision in was one bit of progress. We are working on how feedback will be assured but one clear way is if our people can articulate the vision and know it exists and is a change.
Bishop Rickel	Commitment to learning, growing, gathering	Make sure convention planning takes the new vision as a centerpiece of discussion and focus when considering theme, agenda, use of time and worship.	Selected theme supporting the vision. Working on draft agenda incorporating a focus on presentation-small group-business flow, including skill development and networking opportunities.
Bishop Rickel	Commitment to learning, growing, gathering	Work with the Canon to the Ordinary on developing Clergy Days which reflect and build upon the new vision.	This is well underway matching the themes with the vision and making that known on the actual days of trainings as well. We will continue to focus our day in these areas.

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Board of Directors	Congregationally Centered	Communicate a clear, fair & transparent loan process.	<p>Redefine Congregational Authority to Act.</p> <hr/> <p>Develop communications plan - had a conversation with Communications Director in May. Working on two specific projects for communication to wider diocese.</p> <hr/> <p>Offer a workshop at convention 2017. After discussion with Communications Director, making a webinar/video to make available on website/blog etc.</p>
Board of Directors	Congregationally Centered	Continue to develop a collaborative process for working on major maintenance with congregations & diocesan organizations.	"Maybe Later" guidelines for congregations developed. Working on process for matching grants for maintenance inspections (Property Committee). Working with Communications Director to develop "story" version. Video will be debuted at convention.
Board of Directors	Congregationally Centered	Property manager and/or designated board member will make site visits for every property issue.	Under discussion.
Board of Directors	Pastorally Inter-connected	Designated mentor meets with congregation or organization to listen to needs and report back to the board.	Ongoing discussion.
Board of Directors	Pastorally Inter-connected	Members will join Diocesan Council members on bishop's visitations.	Participated in visitation training. Members are joining bishop's visitations.
Board of Directors	Sacramentally Formed for Service	Provide training in Episcopal polity to help congregations & organizations learn how the Board of Directors can serve them.	
Board of Directors	Sacramentally Formed for Service	Regularly communicate and collaborate with other governing bodies to support congregations.	Ongoing discussion.
Board of Directors	Commitment to learning, growing, gathering	Offer training on loan application process.	Working with Communications Director to develop a webinar and/or video.
Board of Directors	Commitment to learning, growing, gathering	Develop web-based training on (1) the loan process, and (2) how the Diocesan Investment Fund operates and how it can support congregations and organizations, and (3)maintenance planning for congregations and organizations.	(1) loan process - in progress.

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Diocesan Council	Congregationally Centered	Each Diocesan Council member will commit to visiting two congregations each year and report back.	Discussed at March meeting. Will check back on how it is going in January 2018.
Diocesan Council	Pastorally Inter-connected	Clergy will be enabled to participate in visitations. This will give them an opportunity to connect with their clergy colleagues and connect with the Bishop in a different context.	Task group assigned. Budget line item included in the 2018 budget to cover supply costs for clergy to attend Sunday visitations.
Diocesan Council	Sacramentally Formed for Service	Develop and share functional model for other governing bodies on visitations.	Task group assigned to develop toolkit; draft presented to March meeting. A final version of the visitation template letter and check list is being tested. Will be shared with Standing Committee and Board of Directors to adapt for those bodies.
Diocesan Council	Sacramentally Formed for Service	Participation and knowledge of service and outreach in other congregations will be encouraged and communicated.	Participated in a renewed discussion of what it means for the Diocesan Council to support and participate: actively participate in sharing the good news after each visitation through social media. Communications Director attended the August meeting to talk further about sharing the good news from visitations.
Diocesan Council	Commitment to learning, growing, gathering	Commit to participating in an event (worship, volunteer, etc.) with 2 congregations annually.	

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Standing Committee	Congregationally Centered	Visit congregation on site when addressing significant property issues. If possible, hold monthly meetings out of DHouse.	A minimum of two members visit together. Have made extended tours and visits to five (5) sites. Holding meetings offsite has not proven workable as yet, given the driving distance for some members.
Standing Committee	Congregationally Centered	Attend and share at four regional clergy conferences to report on work of Standing Committee.	Clergy members will gather/share info re Vision and MMR at each meeting. Clergy members have had personal conversations at conferences, but no formal delivery to entire group.
Standing Committee	Congregationally Centered	Work with Joint Finance Panel to develop written guidelines for handling property requests.	Draft document is complete. Plan to collaborate with Board of Directors.
Standing Committee	Pastorally Inter-connected	Partner with Bishop for six visitations before 6/30.	Eight completed with four scheduled for the fall.
Standing Committee	Pastorally Inter-connected	Offer pastoral support to Bishop through annual MMR and create regular opportunities for confidential sharing.	Purposed attention within meetings. Set time to seek input to MMR process specifically at meetings. Continue to ask, the Bishop and ourselves, "How can we support the Bishop's goals.?"
Standing Committee	Pastorally Inter-connected	Commit to support postulants & candidates through prayers for them at monthly meetings.	General intention prayer added at meetings. Will add names as COM makes available
Standing Committee	Sacramentally Formed for Service	Generate a question for Candidacy Day to help discern willingness/ability of ordinands to seek support when needed for themselves and churches they serve.	Committed to participating in COM processes.
Standing Committee	Sacramentally Formed for Service	Regularly communicate with other governing bodies re: opportunities for service	Taking advantage of Sunday visits to renew relationships. Follow quarterly newsletters with any questions to chairs. Commit to attendance and interactions at all retreats. Need to implement a calendar process for this.
Standing Committee	Commitment to learning, growing, gathering	Commit to attending Diocesan Convention & trainings (Safeguarding, etc.)	Listening training completed in February. Commit to completing all required trainings by year two. Commit to CCD process.
Standing Committee	Commitment to learning, growing, gathering	Continue to honor in time and prayer commitment for yearly MMR and salary review for Bishop	MMR review process in planning. Salary review scheduled for 2018. Continue to review goals for progress and alterations.

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Diocesan Staff	Congregationally Centered	Train staff to be consultants and trainers for congregation leadership.	Consulting training completed at May retreat.
Diocesan Staff	Congregationally Centered	Keep email/phone response during work week to under 24 hours.	Drafting expectations for exempt/non-exempt staff.
Diocesan Staff	Congregationally Centered	Begin staff discussion in 2017 on move from a program to resource model; begin shifts in budget & staffing.	Working on structure & budget alignment. Transmitting vision to committees.
Diocesan Staff	Congregationally Centered	Revise 2018 budget request process to reflect move from program to resource model.	Revised timeline adopted; revised request forms used for 2018 budget requests.
Diocesan Staff	Congregationally Centered	Add a "Consult" button to the website.	Communications office working on landing page and button.
Diocesan Staff	Pastorally Inter-connected	Continue to intentionally place clergy canons in congregations.	Canon for Faith Formation moved to 40% contract; rector at St. Philip, Marysville as of March 15.
Diocesan Staff	Pastorally Inter-connected	Congregation visitations: redesign and implement process to identify connections to be made, training opportunities, needs, concerns, joys, stories to be shared; find ways to share back to congregation.	MMA/MMR go to bishop who reviews and makes offers for assistance. Visitation reports make connections to assist as resource after visitation.
Diocesan Staff	Pastorally Inter-connected	Cultivate a "Yes" attitude within the staff.	Stories of "Yes" being shared at staff meeting; first was at the August staff meeting.
Diocesan Staff	Sacramentally Formed for Service	Plan quarterly events to model for congregation leaders how to plan and organize faith formation events.	Clergy days with presenters that equip priests and congregations. Clergy days in multiple locations. Money in 2018 budget for size-related retreat for congregations. Communications office providing communications audits for congregations. Children's Commission receiving consultant training, planning regional events. Staff rearrangement and addition of third member in finance office to provide proactive assistance to congregations.
Diocesan Staff	Sacramentally Formed for Service	Continue use of pre-visitation forms from staff to Bishop.	Switched to Basecamp project management program for process.
Diocesan Staff	Sacramentally Formed for Service	Share stories of success in congregations; make connection to what we are called to in the Eucharist.	Increase in the number of videos related to stories and ministries in congregations.
Diocesan Staff	Sacramentally Formed for Service	Determine way for staff Canons to preach in congregations.	
Diocesan Staff	Commitment to learning, growing, gathering	Encourage congregations to identify the "why" and to articulate other ways they are making this happen.	Using the MMA/MMR process.
Diocesan Staff	Commitment to learning, growing, gathering	Continue development of the advanced courses in the College for Congregational Development.	Three modules complete: IDI, MBTI/EI, Theory U/Living in the Green. To come: Diversity training, Fierce conversations.