

## A message from Bishop Shaw

Our Together Now fundraising campaign has successfully moved into its final phase, and we are confident that the congregations that are still actively campaigning will reach their targets and that we will be able to announce very soon that we've officially reached our \$20-million goal.

But, you know, even at that point, our work won't be done. Over the next few years, we'll be implementing the mission initiatives brought forth by your gifts. Indeed, we've already begun. I encourage

you to read more about that work in this newsletter. I also encourage you to gather a team from your congregation to join Bishop Gayle Harris and me at one of the remaining Regional Learning Days where you'll receive lots of practical advice about how to access resources the campaign is making available to every single congregation in our diocese. And because we need to have strong community around us to see this work through, I hope you'll use the Learning Days and other upcoming

opportunities to connect with one another and discover the abundance of creativity, experience and hope that you have to share with one another.

We've said since the beginning that this campaign is about all of us, answering God's urgent call and answering it together, not for our own sake but for the sake of the world. It's time now to go deeper with this good work that God has given us to do. Please continue in your prayers, your generous giving and your active participation



in our diocesan community's efforts to build, grow and serve in Christ's name. Know of my gratitude and prayers for each of you.

## Discerning and equipping: Regional Learning Days offer new ideas and new connections

On Jan. 12, 80 participants from 17 congregations came together at Christ Church in Andover for the first of five diocesan Regional Learning Days. This year, replacing the model of a single Spring Learning Event, these regional Saturday morning gatherings provide congregations assistance with accessing grants and resources that are becoming available through the Together Now campaign. The morning began with good hospitality and great conversation. Bishop Gayle Harris asked those present to consider how they had been blessed by God and made note that this gathering was made possible by the first fruits of an ongoing campaign. Then participants proceeded to one of four workshops designed to help congregations move to a new level of understanding and a deeper commitment in the areas of

**THESE REGIONAL SATURDAY** morning gatherings provide congregations assistance with accessing grants and resources that are becoming available through the Together Now campaign.

mission, collaboration, creation care and effective church leadership.

Participants came away not only energized but also equipped with solid information to present to their vestries and congregations. Many reflected in their evaluations that they were

*Continued inside*

### Our \$20-million campaign

#### **\$2 million**

Tithing for mission beyond our diocese

#### **\$2 million**

Caring for God's creation

#### **\$4.5 million**

Equipping congregations for strategic local mission

#### **\$7.5 million**

Raising up new generations in faith and service

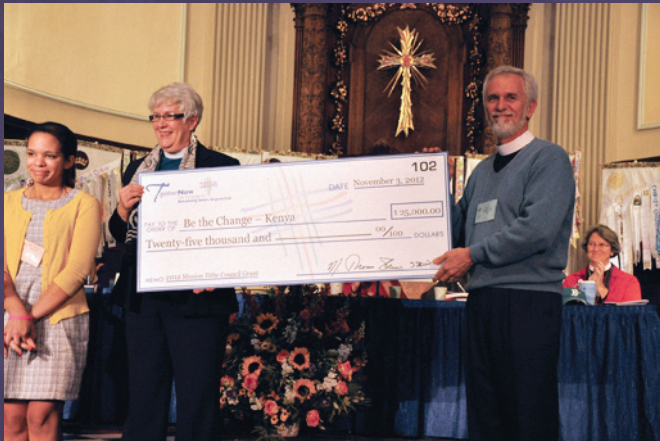
#### **\$4 million**

Transforming our cathedral church

For more information about each of the campaign initiatives, please visit: <http://www.diomass.org/together-now-campaign>

## IMPLEMENTATION UPDATE:

# An exciting beginning



The Rev. Tricia de Beer and the Rev. Jeffrey Gill were among the parish representatives on hand at Diocesan Convention to receive the big check on behalf of Be the Change-Kenya.

As the fundraising effort of the Together Now campaign enters its final phase, the implementation of the campaign's initiatives is beginning to take off. Here is an update with some highlights from six areas of the campaign as, together, we begin to put these resources to work for the mission God has called us to fulfill.

### MISSION TITHE

Through grants allocated by Diocesan Council, monies have been distributed as an embodiment of the "first fruits" of the campaign to support mission partners across the globe. To date, these include:

- \$250,000 to the Bishop Masereka Christian Foundation for the building of a new medical center in the Kasese district of western Uganda;
- \$80,000 to the Friends of the Episcopal Diocese of Jerusalem to build a training kitchen at the Episcopal Technological and Vocational Training Center in Ramallah in the West Bank of Israel/Palestine;

- \$70,000 to the Friends of the Episcopal Diocese of Jerusalem for that diocese's health care ministry initiatives;
- \$25,000 to Be the Change-Kenya as it works toward the eradication of child poverty by building the capacity of local leaders and organizations.

In addition, the first round of Mission Tithe Matching Grants totaling \$250,000 will be allocated in May to congregations for their mission projects. Applications are now available at [www.diomass.org](http://www.diomass.org) and are due April 8. Training on completing the application is available at the Regional Learning Days (see accompanying article).

### MISSION HUBS

The pilot hub on the South Coast (Fall River/New Bedford) hired Tim Brown as its director in February of 2012, and in August launched a house of four Life Together interns. In September, congregations participating in the hub hosted a gathering to bless and celebrate the mission work that has begun there. A B-SAFE summer program for children will begin this July. In addition, hub leaders are currently developing several local grassroots initiatives such as a community garden project and an initiative building partnerships in neighborhood corridors.

It is anticipated that a Cape and Islands hub will be launched this spring. Initial priorities will include the hiring of a part-time director and the initiation of a series of "learning circles" for mission serving youth, veterans, seniors, the LGBT community and an environmental awareness/activist campaign.

In January the Mission Hub Implementation Committee of 12-14 members began meeting, with the goals of supporting existing hubs, discerning and recommending new hubs to Diocesan Council and guiding the process for defining measurable outcomes and sustainability of the hubs.

### MISSION INSTITUTE

Diane D'Sousa has recently been hired as the director of this new joint venture between the diocese, Episcopal Divinity School and Episcopal City Mission. Currently this is a half-time position. Three pilot programs are being prepared and offered:

- **Transformational Leadership**, which is part of the Regional Learning Days;
- **A deep listening training and process**, which is slated for late spring of 2013;
- **Effective Urban Ministry**, which is planned for the fall.



## BARBARA C. HARRIS CAMP AND CONFERENCE CENTER

To date the camp and conference center has received \$450,000 from the campaign. Part of this money has been used to renovate four cabins, making them available for use during the winter, thereby expanding capacity and increasing the revenue stream for the facility. The balance has been placed in the center's endowment. Plans for construction of the Bishop Cederholm House are under review

## CREATION CARE INITIATIVE

The Creation Care Initiative encourages, challenges and supports congregations as they carry out their responsibility to care for God's creation. In 2012, 18 Green Improvement Grants totaling \$178,372 were awarded to help congregations purchase energy-saving equipment. In addition, five Simple Acts Grants totaling \$3,980 were awarded to support congregational activities that focus on the environment and conservation and are built on gratitude for blessings. For the 2013 granting cycle, applications are due April 22 (Earth Day). Awards will be announced May 20.



Repair work on the cathedral church's façade was completed in the fall to prepare for the pediment sculpture installation this spring.

## CATHEDRAL CHURCH OF ST. PAUL

In the fall, scaffolding heralded the coming installation of artist Donald Lipski's sculpture of a cross section of a nautilus shell on the unfinished pediment. That scaffolding allowed for repair and preparation of the stone. The sculpture is scheduled to be installed in the spring and dedicated in May. It is anticipated that renovations to the cathedral church will begin in late 2013 or early 2014.

This is an exciting beginning, and it is just the beginning. Over the next five years, this work together will both expand and deepen. Like the fundraising aspects of the campaign, much of this implementation is being driven by the faithfulness, skill, expertise and

**Bishop Gayle E. Harris offers a blessing for the new boiler at Grace Church in Medford, a Green Improvement Grant recipient and a green parish mentor.**

experience of countless volunteers and donors who have been inspired to offer themselves and to join in this work. Episcopalians across the diocese are stepping forward to bear witness to the urgency of God's call and the impact of their response. It is this response that brings the mission to life and life to our mission.

—The Rev. Sam Rodman,  
Project Manager for  
Campaign Initiatives

## MORE INFORMATION

For more information on all of these campaign initiatives and to read past editions of campaign newsletters, please visit [www.diomass.org/together-now-campaign](http://www.diomass.org/together-now-campaign).

## Regional Learning Days offer new ideas and new connections (con't)

ready to form groups and committees in their churches to approach issues like greening the building. One attendee said about the workshop on the Creation Care Initiative's green grants: "We are just beginning the process of looking at efficiency as a whole versus hit or miss. The session provided a lot of information to bring back."

The workshop on exploring collaborative ministry through mission hubs had people talking about the inspiring stories coming from the pilot hub initiatives, saying it gave

do. It was a bit overwhelming as we were concerned about competing for grant money with larger parishes. But this was a great beginning step that will lead us to more intentional discussions." For those already involved in mission work, the workshop offered best practices. One participant said: "I always need to learn new ways to communicate about global mission to my congregation. The 'modeling' of this by [the leaders] was very helpful."

Finally, the workshop presented by the newly created Mission Institute helped vestry members



Joyce Harrington leads a small group discussion in the Mission Institute workshop where vestries learn to take a project from beginning to end.

**THESE REGIONAL LEARNING DAYS AIM TO** offer something for every congregation, regardless of its size, present outreach and mission work or whether or not it already has ongoing partnerships.

them hope for moving toward their own hub or collaborations and inspired many to start to facilitate new potential relationships with other churches in attendance. The workshop on Mission Tithes grants provided a way for congregations to take a step forward in their mission engagement, even if they aren't yet involved in any mission work outside this diocese. One attendee remarked: "There was lots of good information that has inspired us to discern whether stepping out in mission is something we can

with practical steps and tips for taking a project from beginning to end. The Mission Institute is a new joint venture between the diocese, Episcopal Divinity School and Episcopal City Mission, and this workshop was its first offering. The feedback on the presentation was overwhelmingly positive, with perhaps the most important part of it being the chance it gave people to learn from each other and share collected vestry experience. "I was among many talented people from churches around the state. I enjoyed what they had to share. I can use the

handout, and especially the project outline as a guide. I can go into my next project with more clarity," one participant said.

These Regional Learning Days aim to offer something for every congregation, regardless of its size, present outreach and mission work or whether or not it already has ongoing partnerships. "Discernment" seemed to be a word for the day as many attendees felt they now have new information and more tools, perhaps around projects that they had never thought of but could now start to imagine. For churches already involved in some of these areas, the Learning Days offered information and a clear way to access both money from the campaign and programmatic resources. But for all present, it was a time to make connections with

other Episcopalians—from next door or from the other side of the diocese—and to encourage and share with each other in the work to which God has called them.

At the end of the day, a couple of women asked if they could come back to another of the Regional Learning Days, saying: "We want to take some of the other workshops. This day has been so good!"

—Amy Cook

### UPCOMING REGIONAL LEARNING DAYS

will take place on March 16 and April 6. For more information, please visit [www.diomass.org](http://www.diomass.org).



# PARISH PARTICIPATION

Visit [www.diomass.org/together-now-campaign](http://www.diomass.org/together-now-campaign) for more information on parish participation options.

## GRACE CHURCH, EVERETT: ON FIRE FOR MISSION

“We want to be full partners with the diocese—it’s about all of us working together.” This is how the Rev. Barbara Smith-Moran, Rector of Grace Church in Everett, describes her understanding of why Grace Church was so successful in raising more than \$32,000 (320% of its goal) through an in-pew collection last fall. Two Sunday congregations make up Grace Church: the 10 a.m. English-speaking congregation, and the French-and-Creole-speaking congregation which gathers at 3 p.m. Both of them participated enthusiastically and generously and Smith-Moran is certain that it was the desire of parishioners to be good diocesan citizens that led them to do so.

Some members of Grace Church were concerned about whether they

could be successful, as there has been no large-scale fundraising effort there in recent memory, except for annual stewardship appeals. Smith-Moran said that parishioners were able to see how their gift could be magnified and how it mattered. “The ability to pay pledges over five years made a larger gift seem much more manageable and when all of our gifts were combined, we were able to offer something amazing,” she said.

“A great deal of money is being distributed back to parishes via this campaign, and as we look down the road, we hope to be able to access some of those funds. It only seemed right that we do our part now,” Smith-Moran said.

Grace Church brought 10 people to the diocesan Regional Learning Day in January, the largest contingent of any

congregation represented. Smith-Moran feels that this was the next natural step in continuing the campaign journey that was begun with the in-pew collection. “At the training, we learned an enormous amount about the grants that are available, and our vestry members came back on fire about the mission tithe money, which will allow us to become a parish that considers a mission trip for the first time ever.”

When describing her greatest joy resulting from the campaign, she said emphatically: “I’m really grateful for how God moved through the participation of both of our congregations. In all things, we seek to be one community, and this was a huge statement about our oneness as a parish and our oneness in Christ.”

—Lynd Matt

## ST. JOHN’S CHURCH, GLOUCESTER: CONTAGIOUS ENTHUSIASM

As a new rector, when the time came for us to begin our collaborative campaign, I was skeptical that I could offer all that I thought it would require of me. But I also recognized the campaign as an opportunity to pull the parish together toward a common goal. The heartfelt and prayerful discussions that took place during this effort were not merely informative, but moving. The campaign team bonded well and we built up a genuine enthusiasm about our parish’s future and the campaign goals, both our own and those of the diocese. Then we shared that enthusiasm with the parish—enthusiasm that was contagious!

The experience of campaigning increased my comfort and confidence with stewardship, and it strengthened and dramatized my conviction that any successful campaign, whether capital or annual, must focus on a concrete mission and maintain a positive, energetic message in all facets.

Our team was intentional about creating a set of appealing campaign components at the parish level. Our

four goals of pre-funding a part-time lay youth minister position, making critical repairs to our physical plant, supporting new and existing outreach programs and taking pressure off the endowment meant that the campaign had something for everyone. Most families found at least one of our parish goals to be extremely compelling and were able to see the symbiosis with the diocesan initiatives. The top-notch advising of the consultant provided by the diocese was absolutely essential as well. We couldn’t have pulled off this effort without Ali Hay’s guidance. The last and perhaps most important piece of the puzzle was the practice of meeting with parish families in person and having real conversations about our needs and dreams.

We started with a \$460,000 goal but had to increase that number before the public phase because the donors in the quiet phase were so generous. In total, the campaign raised more than \$860,000. Glory to God in the highest!

The Together Now campaign is



Members of St. John’s serving a nutritious meal at The Open Door.

opening up new and exciting possibilities for the parish and may serve as a compelling model for the Episcopal Church as a whole. On the parish level, it is making it possible for us to go from a fading memory of youth ministry to a new set of programs under an able leader, and a feeding ministry that went from volunteers buying food out of their own pockets to a stable, thriving ministry. Additionally, the diocesan programs that support youth and young adults are the most promising initiatives I’ve heard of for expanding the future of the Episcopal Church. From where I stand, it’s thrilling when a parish can accomplish a major project, exceed its own goals and be enlivened by the experience.

—The Rev. Bret B. Hays

# TOGETHER NOW CAMPAIGN

## TOGETHER NOW CAMPAIGN GOAL

Amount raised from leadership gifts

**\$20,000,000**

**\$11,730,346**

Diocesan share of pledges received to date  
from collaborative campaigns

**\$3,964,351**

Parish pledges to date

**\$791,829**

Amount pledged from in-pew collections

**\$1,622,116**

Gifts to diocesan campaign from independently  
run parish campaigns

**\$979,500**

**Total amount raised to date**

**\$19,088,142**

Total diocesan share anticipated from active  
collaborative campaigns

**\$1,086,150**

Total amount raised in completed and active parish  
collaborative campaigns  
*30% of this amount is offered to the overall  
diocesan goal, while 70% stays in the congregations*

**\$13,214,503**

Total number of gifts to Together Now

**2,840**

Average gift to in-pew collections

**\$1,056**

Average gift to parish collaborative campaigns

**\$9,392**

Average parish pledge

**\$18,853**

*Statistics as of 2-25-13*



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