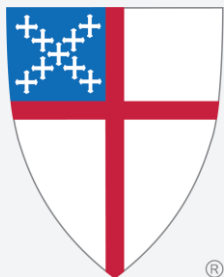


EPISCOPAL DIOCESE
OF MASSACHUSETTS

MISSION, VALUES, PRIORITIES

Fall 2025



HOW DID WE LISTEN?

Fall 2023

Bishop Search
Listening Process
and Profile
Development

Fall 2024

Holy Cow
Landscape
Assessment Survey

March 2025

37 Listening
Sessions in person
and online
facilitated by
outside
consultants from
Ministry Architects

May 2025

Day-long Visioning
Summit led by
Ministry Architects

June 2025

Presentation of
Draft Documents for
feedback to
Diocesan Staff,
Diocesan Council,
and Standing
Committee

CORE VALUES

We are a network of Christ-centered communities that values

- Welcome
- Courage
- Justice
- Joy
- Love



MISSION STATEMENT



Trusting in the Holy Spirit, the Episcopal Diocese of Massachusetts

- Provides a **generous and abundant welcome** to life in Christ,
- Forms **creative disciples** for **missional lives**,
- Fosters **inclusive, diverse, and sustainable worshipping communities**, and
- **Proclaims the justice of God** to a broken and hurting world

As we become the church of the future together.

STRATEGIC PRIORITIES

Strengthening Worshipping Communities
Expand diocesan-provided infrastructure support to worshipping communities
Offer structured congregational development approaches that respond to local needs
Build capacity to discern and support ministry clusters, shared clergy calls, and potential mergers
Reframing Communication, Evangelism and Prophetic Witness
Cultivate a culture of evangelism rooted in hospitality, justice, and relational connection
Encourage public Gospel witness to dismantle systems of oppression through partnerships, advocacy, and community engagement
Strengthen diocesan relationships through fresh communication and rebranding

STRATEGIC PRIORITIES

Advancing Formation, Discipleship, and Leadership Development
Build lifelong Christian formation opportunities grounded in scripture, tradition, and justice
Build robust pathways for lay and ordained leadership development
Support clergy with resources for formation, mentoring, and comprehensive wellness
Improving Diocesan Stewardship and Asset Management
Leverage real estate and other assets strategically to serve long-term missional goals
Use data and management practices to inform decisions and measure impact
Streamline organizational and governance structures to support effective diocesan decision-making

ORGANIZATIONAL FOUNDATIONS

The Diocese will build internal capacity around the following key competencies:

Hospitality

Embodying
welcome and
inclusion in all
that we do.

Transparency & Accountability

Practicing open
communication
& integrity,
measuring
progress and
owning
outcomes.

Diversity & Belonging

Building a
beloved
community that
can nurture
trust across
lines of
difference.

Collaboration & Strategy

Aligning efforts
as we work
together across
ministries for
greater impact.

A Sense of Joy

Celebrating the
Spirit's
movement &
cultivating
hope.