

EPISCOPAL DIOCESE OF MASSACHUSETTS

Mission, Values, Priorities

August 2025



M MINISTRY
ARCHITECTS



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

Guided by our core values and 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

- Increase the amount of 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 approaches to communication and rebranding.

STRATEGIC PRIORITIES



Advancing Formation, Discipleship, and Leadership

- Offer lifelong Christian formation and discipleship opportunities grounded in scripture, tradition, and justice
- Build robust pathways for lay and ordained leadership development
- Support clergy with comprehensive development, mentoring, and wellness resources

Improving Diocesan Stewardship and Asset Management

- Leverage real estate and other assets through a strategic lens to serve long-term missional goals
- Use data & management practices to inform decisions and measure impact
- Streamline our governing bodies and organizational structures to support effective diocesan decision-making

ORGANIZATIONAL CAPACITIES



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.
- **Responsiveness in Communication:** Acting with clarity, speed, and sensitivity.
- **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.

