

## STRUCTURE

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**THE MISSION OF THE DIOCESE OF TENNESSEE  
IS TO ENCOURAGE AND TO EQUIP ONE ANOTHER  
AS THE BAPTIZED PEOPLE OF GOD  
TO WITNESS TO THE RECONCILING AND TRANSFORMING  
POWER OF JESUS CHRIST**

<u>Statement</u>	<u>Significance/Meaning</u>
“The Mission... of the Diocese of Tennessee as the baptized people of God... is... to encourage and equip one another... to witness to... the transforming... and reconciling... power of Jesus Christ.”	the Diocese <u>has</u> one, i.e. to be active “the Diocese = God’s baptized, gifted people the present tense, meaning <u>now</u> we know about and encourage each other’s ministries, help discern and affirm each one’s gifts/tools for ministry to observe/notice, to tell, to convey into other’s lives by word and example, what God has done/is doing in one’s own life, in others lives, in our community changing:    chaos into order bad to good wicked to righteous changing:    cleavage to unity hurt to healing conflict to peace His, not ours: “We have this treasure in earthen vessels to show that the transcendent power is of God and not of us.” (2 Cor. 4:7)

## **MINISTRY IN THE DIOCESE OF TENNESSEE**

...Will express participation in supportive partnership within and among congregations. It will emphasize discernment and sharing of members gifts and talents, and invest in the potential multiplier effect of persons and groups on mission.

### **PRIORITIES FOR MINISTRY**

Christian Education/Formation

Youth

Spiritual Growth

Continuing Education

A Resource Center

Mission and Mission Congregations

New Models of Ministry

Evangelism, Growth

Pastoral Care

Crisis Care, Home and Institution

Clergy Support and Training

Ministering Spiritual Life

Parish Administration and Leadership

New Congregation Planting

Siting and Planning

### **THE MISSION OF THE DIOCESE OF TENNESSEE**

The Mission of the Episcopal Diocese of Tennessee is:

**TO ENCOURAGE AND EQUIP ONE ANOTHER AS THE BAPTIZED  
PEOPLE OF TGOD, TO WITNESS TO THE TRANSFORMING POWER  
OF JESUS CHRIST.**

We seek to accomplish this mission through our Eucharistic worship, or community, our mission and ministry as we pursue the fulfillment of our baptismal covenant.

## **STRUCTURE TO SUPPORT OUR MISSION AND MINISTRY**

### **FOUR PROGRAM COUNCILS**

There will be four program areas to which all existing Diocesan groups and Committees will be assigned. These “Councils” in four program areas are to produce diocesan-wide ministries and services and to coordinate the entire system. The four Councils are:

1. Outreach Council
2. Ministry and Service Council
3. Education Council
4. Missions Council

The operating plan for the work of these areas is as follows:

The Bishop will appoint a member of the Bishop and Council to act as the representative of each program area for continuing supervision and support.

The member of the Bishop and Council assigned to each program area will call an initial meeting of the chairpersons of the committees assigned to that area. The Bishop may attend these initial meetings.

Each of the Councils will be chaired by the Bishop and Council member assigned to it, and each will constitute the administrative body of the program area. The Councils will have the authority to supervise the work of the committees assigned to them and to make recommendations to the Bishop and Council regarding them.

The Councils will meet in the fall to plan for the coming year. The Committees should look for ways to cooperate and assist each other in their ministries. Program Evaluations and proposed budgets from each Committee shall be given to the Council Chair for presentation to the Bishop and Council at the Annual Budget Hearings.

## **PROGRAM COUNCILS – JOB DESCRIPTIONS OF CHAIRPERSONS**

### **Council Chairperson:**

Prepare (1) reminder notice and (2) meeting agenda of each next meeting:  
Assure sufficient substance in each agenda to warrant members;  
Attendance and participation: text to Diocesan office at least 2 weeks  
prior to the meeting.

Convent/Chair of the Council meeting.

Appoint a recorder who will note principal topics discussed and actions taken,  
and will forward the text to the Diocesan office by a specified date for  
copying and distribution to the Committee chairpersons: the standard  
B&C report format may be sufficient for this purpose.

Report activities of other Councils and relevant activities of the Convocations as  
these are shared (e.g., via the standard B&C reports) at B&C meetings.

Encourage Committee Chairpersons to contact project leaders in the  
Convocations if the Committee might have relevant expertise for any  
project.

Consider how Committees of this and other Councils might work together to  
support Convocational or Diocese-wide activities.

Authorize expenditures for Council expenses in the approved categories through  
the Financial Secretary in the Diocesan office.

### **Committee Chairperson:**

Prepare reminder notices and meeting agendas as specified above for Council  
Chairpersons.

Convene/chair the Committee meeting.

Report relevant activities of other Committees of this Council and other relevant  
matters as may be shared at Council meetings.

Appoint a recorder who will function for the Committee in the same way as  
specified above for the Council.

Authorize expenditures for Committee activities and expenses according to  
established procedures and maintain surveillance of the Committee  
account(s) with the Financial Secretary in the Diocesan office.  
Expenditures are limited to budgeted amounts.



**DIOCESE OF TENNESSEE PROGRAM EVALUATION FORM BUDGET  
YEAR \_\_\_\_\_**

Name of  
Organization: \_\_\_\_\_  
(Congregation, Program Council)

Name of Committee, Program or  
Activity: \_\_\_\_\_

1. Goal or Objective
  - A. What are you trying to accomplish? (Describe in one sentence.)  
\_\_\_\_\_
  - B. What steps and time frames were used to accomplish A? For example: We will know we have accomplished our purpose when \_\_\_\_\_ has happened by \_\_\_\_\_ (time).
2. Was this program or activity effective?
  - A. Did it work? How do you know?
  - B. Was it worth the expenditure of time, effort and money?
3. Can we change or amend this program or activity so that it will be more effective?
4. If it was not effective, what else could be done to accomplish the goal or objective?

In requests for future funding: describe what you are going to do using #1, a&b above.

## CONVOCATIONS

### NORTHWEST CONVOCATION

St. George's, Nashville  
St. David's, Nashville  
St. Augustine's, Nashville  
St. Anselm's, Nashville  
St. Luke's Mission, Springfield  
Trinity, Clarksville  
Grace Chapel, Rossview  
St. James, Dickson  
St. Andrew's, New Johnsonville  
St. Timothy, Erin  
Calvary, Cumberland Furnace  
St. Francis, Goodlettsville  
St. John the Evangelist, Clarksville

### NORTHEAST CONVOCATION

Christ Church, Nashville  
St. Ann's, Nashville  
St. James, Madison  
St. Philip's, Nashville  
Holy Trinity, Nashville  
Epiphany, Lebanon  
St. Michael's, Cookeville  
St. Joseph's, Hendersonville  
Our Saviour, Gallatin  
Holy Spirit, Nashville

### SOUTHWEST CONVOCATION

St. Bartholomew's, Nashville  
St. Matthias, Nashville  
Resurrection, Franklin  
St. Paul's, Franklin  
Grace Church, Spring Hill  
St. Peter's, Columbia  
St. Andrew's, Nashville  
St. Mark's, Nashville  
Church of the Messiah, Pulaski  
Good Shepherd, Brentwood  
Apostles, Thompson Station

### SOUTHEAST CONVOCATION

Advent, Nashville  
St. Paul's, Murfreesboro  
Redeemer, Shelbyville  
St. Bede's, Manchester  
St. Barnabas, Tullahoma  
Christ Church, Tracy City  
Holy Comforter, Monteagle  
St. James', Sewanee  
St. Mary Magdalene, Fayetteville  
Trinity, Winchester  
Otey Memorial, Sewanee  
St. Agnes, Cowan  
Epiphany, Sherwood  
Christ Church, Alto  
All Saints, Murfreesboro  
Holy Cross, Murfreesboro

## **Outline for Evaluating a Congregation's Progress in its Mission**

Evaluation begins with the congregation's mission statement. To evaluate progress, however, general mission statements need to be "spelled out" in measurable specifics. These are useful:

1. Goal: This is a desired new condition, to be achieved by when?  
The Mission Statement may require more than one goal.
2. Objectives: The sequence of intermediate steps needed to reach the Goal; by when should each be completed?
3. Action Plans: For each objective, show does what, by when:  
(contracts; coordinations; specific actions)
4. Budget: After funds are allocated to an approved budget for any action plan, financial records which describe the effect of the expenditure are a useful part of the evaluation.
5. What is average Sunday attendance? 5-year projections? What is Annual plate and pledge giving? Five-year projections? What is Baptized membership? Five-year projections?
6. What is Annual Diocesan Subsidy? Total subsidy? Past five years?

### **SUMMARY**

A congregation's progress in its mission can be evaluated if the goal(s), objectives and action plans are:

1. stated clearly and derived logically from the mission
2. anchored on the calendar
3. supported by the organization, budget and financial records
4. determination is made as to if this is a viable congregation
5. determination is made of the future of this congregation
6. recommended to the Bishop and Council