

# Crafting A Plan For Action

**Core  
Values**

**Mission  
Statement**

**Alignment**

**Vision  
Statement**

**Planning  
Platform**

*By David Manting,  
founder of Omega Strategy Group, LLC*

What is the purpose of the diocese? How can a focused and effective diocesan ministry be created in the hierarchical structure and traditional congregational mindset that, historically, has been the reality of Episcopal life?

These questions were the catalyst for a courageous venture initiated by Bishop Beckwith two years ago. I was privileged to partner in an organic, individualized process to address these challenges. The ultimate goal was to shape a clear diocesan identity and a direction for ministry that strengthens the ministry of every congregation within the Diocese of Newark.

Diocesan leadership chose to work thoughtfully and methodically through a planning model designed by Omega Strategy Group. OSG's individualized approach is designed on the following principle:

*The Mission Statement is the mirror for all decisions,*

*The Vision Statement becomes the blueprint for all actions,*

*The Action Plan becomes the catalyst that gives life and energy to the mission statement.*

Over the past two years, the strategic planning process has incorporated interviewing leadership, staff, lay leaders, and clergy; establishing core values; declaring a mission statement; aligning key leadership; determining objectives; beginning action planning; creating a vision statement; and expanding objectives and action.

The core values are affirmations of Bishop Beckwith's emphasis on the *Four Gates of Hope* as a foundation for the diocese. The mission statement, *Equipping Congregations... Empowering People... Engaging the World... with the hope and justice of Jesus* becomes the mirror in which all diocesan decisions are reflected.

Bishop Beckwith's vision for the diocese, created in collaboration with a visioning team, is becoming the picture, the blueprint, for real and specific programs, resources, and training offered by diocesan leadership.

To make this transformation a reality, a realignment of key leadership was needed. This started with the Diocesan Leadership Team, each position now reflecting one of the components of the mission statement. The reorganization of Diocesan Council followed with the development of three Action Teams, each reflecting a facet of the mission statement, and overseen by a Steering Committee. Council members were invited to follow their passions and serve on the team of their choice. With renewed energy and enthusiasm, Council responded to the call to creatively develop or discover new resources that equip congregations, empower people and engage the world. The major leadership entities of the diocese – the Trustees, Standing Committee, and Council – are currently aligning under the mission statement and have met together to understand and support each other in this effort.

The goal of the Bishop's office and diocesan leadership is to be unified and focused in fulfilling the purpose to which God has called them: to support, strengthen, uplift, and empower the ministries of all congregations of the Diocese of Newark as together they impact the world. 2011 brings hope and energy as the Spirit of God leads diocesan ministry to new and creative opportunities for spiritual formation and service to each other and the world. ■