



EPISCOPAL  
DIOCESE *of*  
INDIANAPOLIS

# Mission Strategy

November 4, 2022

Transform:  
Seeking Transformation through Congregational  
Development Grants

# Mission Strategy Team:

The **Mission Strategy Team** oversees programming and grantmaking that enable all of our diocesan congregations, regardless of size or location, to make faithful choices that enable our communities to follow in the way of Jesus.

At the end of two years (2023), we will have:

1. Fostered a shared understanding within our diocese that our grants and resources are focused on Making New Disciples, Targeted Strategic Collaborations, and Holy Endings/New Beginnings and are available to all churches and ministries.
2. Created a robust granting process that opens up opportunities for change and growth for our congregations and for our Diocese as a whole.
3. Visited with every congregation to discuss opportunities for resource sharing and to encourage and support vitality and vibrant ministry.

# Mission Strategy Team:

The Rev. Dr. Gray Lesesne, co-convener Christ Church Cathedral, Indianapolis

Ms. Valeria Phillips, co-convener, St. Philip's, Indianapolis

The Rev. Dr. Hilary Cooke, Good Shepherd, West Lafayette

The Rev. Dr. John Denson, St. Paul's, Indianapolis

Ms. Becca Holbrook, St. John's, Bedford

The Rev. Frank Impicciche, St. Matthew's, Indianapolis

Ms. Deb Samples, Good Samaritan, Brownsburg

Ms. Penny Schenck, Trinity, Lawrenceburg

The Rev. Cara Spaccarelli, St. Christopher's, Carmel

The Rev. Ben Wyatt, Nativity, Indianapolis

Canon Brendan O'Sullivan-Hale, staff liaison

Canon Kristin White, staff liaison

# What is Congregational Development?

Congregational Development is the development of congregations of all sizes, locations, and conditions into more faithful, healthy, and effective communities of faith that are:

- Focused on and faithful to their unique reason for being—their primary task—as congregations. Congregations are local expressions of the Body of Christ.
- Connected to and expressive of their unique ecclesial tradition, ethos, and character.
- Self-renewing and responsive to the challenges and opportunities before them.
- Sustainable or working toward greater sustainability in terms of a fit between the elements of their organizational life: vision for ministry, leadership, culture, size, property, finances, etc.
- Fostering a culture of transparency, courage, flexibility, collaboration, and forgiveness in which the congregation and its leaders have a greater sense of choice.

# Congregational Development Grant Basics

Intended to help support congregations:

- *With innovation*
- *With collaboration*
- *With the ability to engage in healthy, sustainable ministry and mission*
- *With leadership empowerment*
- *With neighborhood presence that moves toward engagement*

# Congregational Development Grant Basics

- Open to *ALL congregations* in our Diocese!
- Available for local initiatives **related to congregational development.**
- One-year grants, with the ability to extend a year.
- College for Congregational Development attendance a prerequisite. (May attend in other dioceses.)
- May be shared by congregations (including ecumenical partners, diocesan neighborhoods).
- Recommended by Mission Strategy Team, approved by Executive Council.

# Should be based on one of these areas

- **Making New Disciples:** Encouraging and equipping both existing congregations and creating new ministries for us to meet new people, to offer God's invitation and welcome into a community of faith, and to make new disciples. This work particularly targets groups of people currently under-represented in our Diocese, including youth and young adults, disabled persons, people identifying as members of LGBTQIA+ communities, people of color, poor and working-class people, people with a high-school diploma or less, and people with little or no church background or involvement.
- **Targeted Strategic Collaborations:** Incentivizing and promoting collaborations among and between diocesan congregations and ministries, within our diocesan neighborhoods, and with ecumenical partners.
- **Holy Endings/New Beginnings:** Helping congregations to choose with grace and dignity when it is time to end their current forms of gathering and doing ministry, to say goodbye well, and to then open themselves for Resurrection and new life. Assisting congregations and ministries that are financially unsustainable at present to develop sustainable patterns of ministry built around their gifts and mission so that they can thrive in new ways.

# Ideas to consider

- **Community Evangelism with Intentional Invitation:** Where are the places that people gather in your community and how can you meet people there to spread the good news? Bring us your ideas to reach out beyond your walls to invite new people into your congregation. Begin by getting to know your neighborhood and building relationships with the people who live there. Then create a bold strategy to invite them in. (Making New Disciples)
- **Missional Communities:** Think about God's mission beyond the walls of the church. What are the needs around you and what opportunities do you see in marrying your strengths with their needs or centers of energy? How might you reach out to form a new center of the community in your area? Bring us your ideas for developing a missional community. (Possibly Making New Disciples, Targeted Strategic Collaborations, or Holy Endings/New Beginnings)
- **Second sites:** Is there an area of high population growth in which there is not an Episcopal presence? A congregation or multiple congregations may investigate a new start or form a second campus. A grant could support resources (space rental, staff time, staff and lay leader development) to start a second site in a nearby town or other side of town where there is no Episcopal Church. (Making New Disciples and/or Holy Endings/New Beginnings)



# Ideas to consider

- **Lay Leader Empowerment:** Are there ways to strengthen the skills and faith of the lay leaders to enhance their impact on a community? If lay leaders were trained to assume responsibility for Christian education or pastoral care or share in the preaching on a regular basis, would this free staff time to be more active in community organizations and partnerships? Could a church shift to empower members to lead the majority of the ministry in a way that would only require a supply priest, toward a more financially sustainable church? Could lay leaders be trained to lead small groups, offering groups specifically geared to the under-represented groups (a group at a community college, a group for LGBTQIA high schoolers, a group of professionals of color). (Possibly Making New Disciples, Targeted Strategic Collaborations, or Holy Endings/New Beginnings)
- **Justice-Oriented:** Is your congregation interested in being stronger advocates for social change? Is a group willing to be trained in community organizing and commit to partner with a local group to advocate for change in the community? In what ways might your congregation connect its worship and public presence to social justice, enhancing and making connections with new people? (Targeted Strategic Collaboration)

# Ideas to consider

- **Collaboration for Ministry:** Could several churches partner together on hiring a staff position for communications or youth ministry or advocacy work and share not just the salary of the position but in programming and planning. (Targeted Strategic Collaboration)
- *What ideas do you have?*

# A few tips

- Don't forget about congregational development
- Collaborations are welcome
- Consider how your project will be sustained
- Consider other grants (possibly matching)
- Mission Strategy team is available to provide guidance

# Frequently asked questions

**1) When is this grant application due?** Applications are due by February 15, 2023 and should be submitted to Canon Kristin White via the link on the diocesan website.

**2) Are there prerequisites to apply for this grant?/ Who is eligible?**

Attendance at a College for Congregational Development training or registration in an upcoming CCD training session by at least one member of the congregation is a prerequisite. Training within our diocese or from neighboring dioceses will be accepted. Financial assistance is available for congregations attending. Use CCD tools to help you develop your grant application!

**3) Who will decide which applications are approved?**

The Mission Strategy Committee will receive, review, and recommend applications for approval. The Executive Council will decide final approval of grants.

**4) Can our proposed project be an existing ministry or program?** These grants will be for new projects.

# Frequently asked questions

**5) Is there a specific period of time in which the requested project must be completed?**

Grants are for one year. You may apply for an extension of one year to use the funds. Projects may be for a limited time or on-going.

**6) Is there a limit on the grant amount?**

We are waiting on approval of 2023 diocesan budget. We anticipate that multiple congregations will submit applications. To give you some context, we funded grants between \$1,500-\$40,000 in the August 2022 round.

**7) Will all approved applications be fully funded?**

Not necessarily. Some applications may be partially funded.

# Frequently asked questions

## **8) How is this different from Cash Aid?**

Direct Cash Aid to congregations to support operating is a separate process and is not considered for this application. Questions regarding Cash Aid can be directed to Canon Brendan O'Sullivan-Hale.

## **9) When will I know if my request has been approved?**

A member of the Bishop's staff will notify you after the grants have been approved by Executive Council. For February applicants, you will hear from a Bishop's staff member by the end of April 30. Diocesan staff will work with you to coordinate easy transfer of funds as quickly as possible.

## **10) Is there a report required after receiving this grant?**

Yes, a brief summary of the work done, along with a simple evaluation, will be required within 90 days of completion of your project.

# Frequently asked questions

**11) If my application is not fully funded, are there other resources that can be leveraged?**

Yes! We encourage you to apply for Center for Congregations grants, Church Building and Collaborative Partnership (CBCP) grants, or other sources for which your project may qualify.

**12) How can I get help preparing my grant application?**

We'll offer a Zoom workshop on **January 11, 2023** at 7 p.m. EDT/6 p.m. CDT to help you with your application in process. Members of the Mission Strategy committee are also available upon request to assist you

**13) Can a grant help us with a buildings and grounds improvement/project?**

Buildings and grounds projects need to be directly related to congregational development within our three focus areas **and** are eligible for a 50% maximum match.

# **2023 dates**

**Grant: Open December 1, 2022**

**<https://indydio.org/resources-for-parish-leaders/>**

**Zoom orientation: January 11, 2023 7pm/6pm**

**Grant deadline: February 15, 2023**

**Decisions made and notifications go out: April 30, 2023**



# Other Grants to Consider

- Center for Congregations
- Church Buildings for Collaborative Partnerships (CBCP)