

Episcopacy Committee 5/13/05
Notes and Observations,
Robert Schnase

1. Welcome, moving in, welcoming services
 - Carol S, Cody C, local churches
2. Episcopal Residence
3. Family—Esther, Karl, Paul--Community UMC—Esther's mother
4. Staff for Episcopal Office
 - Lou/Dala
 - James
 - Future
 - Building/Office
5. Work Schedule
 - Missouri Travel
 - Council of Bishops, College of Bishops
 - Gen Brd Higher Ed and Min
 - Invitations—Graduation/Commencement/Abingdon/TMF/UMR
6. Priorities
 1. Strong, vital congregations
 - Radical Hosp/Passionate Worship/Intentional Faith Dev/Risk-taking service/Extravagant Generosity
 2. Reaching younger generations
 3. Continue to Excel in Mission—Creative Ministries, UMVIM, Mozambique
 4. Help the Conferences become one—address sense of disengagement, mistrust, increase broad-based lay leadership and ownership
7. Strategies
 1. The Pause—study and recommendations for aligning finances with mission, system for program evaluation, aligning staff with mission
 2. Leadership Development—increased training, networking, support
 3. Mission-driven appointment process
 4. Addressing general morale issues, inviting participation, listening, conversation
8. The Norris Trial
 1. Communication
 2. Involvement of conference leadership
 3. Annual Conference Agenda
 4. Financial impact, apportionments, morale
 5. Policies and processes for misconduct, training, background checks
9. Time away
 1. Mozambique with Karl, July
 2. Week at Christmas, Week after AC, Week or more in early August
 3. Weekly schedule

Episcopacy Committee 9-9-05

Notes from Robert Schnase

1. Priorities
 1. Strong, vital congregations
Radical Hosp/Passionate Worship/Intentional Faith Dev/Risk-taking
service/Extravagant Generosity
 2. Reaching younger generations
 3. Continue to Excel in Mission—Creative Ministries, UMVIM, Mozambique
 4. Help the Conferences become one—address sense of disengagement, mistrust,
increase broad-based lay leadership and ownership
2. Strategies
 1. The Pause—study and recommendations for aligning finances with mission,
system for program evaluation, aligning staff with mission
 - a. Initial conversations
 - b. work of Finance and Administration
 2. Leadership Development—increased training, networking, support
 3. Mission-driven appointment process
 4. Addressing general morale issues, inviting participation, listening,
conversation
3. Key events since last meeting
 1. Norris Trial
 2. Annual Conference
 3. Mozambique
 4. Clergy ethics and misconduct policies
 5. Conversations about role of annual conference/ change
 6. Katrina
4. Work Schedule
Legal matters/ Conflict management/ Cabinet
Appointments/clergy deployment
Preaching/teaching/public ceremonies and events
Council of Bishops/College of Bishops/Gen Brd Higher Ed and Min
Missouri Travel
Need more: positive exposure of conference and bish/ writing reading creative time
5. Esther, Karl, Paul
6. Staff for Episcopal Office
Dala/James
Building/Office
7. Episcopal Residence
8. Norris Trial update
9. Time away
 1. Week at Christmas, Week and a half in early August
 2. Weekly schedule

Episcopacy Committee 9-7-06 Report from Robert Schnase

1. Priorities

- A. Strong, vital congregations
Radical Hosp/Passionate Worship/Intentional Faith Dev/Risk-taking
service/Extravagant Generosity
- B. Reaching younger generations
- C. Continue to Excel in Mission—Creative Ministries, UMVIM, Mozambique
- D. Help the Conferences become one—address sense of disengagement, mistrust,
increase broad-based lay and clergy leadership and ownership

2. Strategies

- A. Pathways—vision, mission, expectations, key strategies
Vibrant, fruitful, growing congregations changing lives thru Jesus Christ.
Leading Congregations to Lead People to Actively Follow Jesus Christ.
Christ-centered, Fruitfulness, Accountability, Excellence, Collaboration.
Shaping cabinet, appointments, funding, campus ministries, new church starts,
Key Strategies
- B. Mission-driven appointment process
- C. Addressing general morale issues, inviting participation, listening,
conversation with lay and clergy, maximize engagement through preaching,
teaching, writing

3. Key happenings in conference life

Where are we now as compared to one year ago?

- 1. Norris Trial--
- 2. Pathways—listening groups to vision, mission, expectations...wide support
- 3. New Building--under construction to finished and serving us well
- 4. Apportionments—a percentage behind to two percent ahead
- 5. Misconduct Policies—Task Force forming to completed and accepted policies
- 6. Cabinet—six without experience to eleven with experience, add Kendall
- 7. Asst to Bish—James to Dick Curry
- 8. Missions and Mozambique—responding to Katrina, solidify Moz Initiative
- 9. Internal processes—move to direct-billing, UMPACT,
- 10. Attendance—increased by 433, challenge of 5,000

4. Work Schedule

Three Overarching Tasks—Bishop Moncure/Pathways/Writing

On-going---preaching, administration, public presentations, misconduct and judicial processes, legal work, correspondence, email, cabinet problem-solving, Council of Bishops in Mozambique, College of Bishops in El Paso, General Bord of Higher Ed and Ministry

5. Esther, Karl, Paul

6. Staff for Episcopal Office

Dala/Dick

7. Episcopal Residence

9. Time away

- 1. Weekly Schedule—aiming at Fridays
- 2. Christmas plans—Christmas week in Texas

Episcopacy Committee 5-20-2010 Report from Robert Schnase

1. Priorities

- A. Vibrant, growing, fruitful congregations reaching new people
- B. Clergy Effectiveness
- C. Reaching younger generations
- D. Continue to Excel in Mission—Creative Ministries, UVMIM, Mozambique

2. Strategies

- A. Pathways to Mission Council
 - Leading Congregations to Lead People to Actively Follow Jesus Christ.
 - Christ-centered, Fruitfulness, Accountability, Excellence, Collaboration
 - Radical Hospitality, Passionate Worship, Intentional Faith Development,
 - Risk-taking Mission and Service, Extravagant Generosity
 - Pastoral Excellence/Congregational Excellence
 - PLD groups, Healthy Church Initiative, Catalyst Events, Small Church Initiative, Lay Leadership Development, Lilly Foundation, Youth Directors Leadership Group
- B. Mission-driven appointment process
- C. Addressing general morale issues, inviting participation, listening, conversation with lay and clergy, maximize engagement through preaching, teaching, writing—presentations/sermons, website/blog
- D. New book *Five Practices of Fruitful Living* released April 15, 2010
 - Focuses on personal discipleship; high view of lay ministry
 - Will require re-configuring FivePractices website
- E. Original book *Five Practices of Fruitful Congregations*, nearly 5,000 congregations, Spanish, German, Korean, Russian
- F. Speaking/Teaching invitations—around MO conference, US conferences, and some international—Italy and Costa Rica
- G. Questions and challenges:
 - How do we deepen/further change and priorities that initiated in last six years? How to “hardwire” change? How do we move forward?
 - How do we start new congregations with ever increasing effectiveness?
 - How do we help churches reach young people?
 - How do we continue to cultivate clergy effectiveness? Recruitment? Younger clergy?
- H. General Church—no Gen Board or Council of Bishops responsibilities other than teaching/leading Five Practices

3. Key happenings

- A. Annual Conference 2010—I’m looking forward to an excellent conference focused on the theme Growing Deeper: Deepening the Spiritual Life for Leadership in the Church, with guests such as Michael Slaughter, Bishop Sharon Brown Christopher, Bishop Robert Hayes, and our own Rev. E Cleaver.
- B. Karen Hayden will begin her service as Director of Pastoral Excellence on July 1, coming from the Mississippi Conference. She will add a new dimension to an already excellent staff.

- C. The new book, *Five Practices of Fruitful Living*. It's difficult to anticipate how it will be received and used, but I have high hopes for the difference it can make to our understanding of the mission of the church.
- D. Continued progress—we continue to see excellent results from the Healthy Church Initiative, our aggressive posture of starting new churches, and many other initiatives. Attendance is high and energy is positive at teaching events, Lay Leadership Development events, and small church events. Apportionment giving continues to increase, we maintain a modest budget from year to year, and our conference staff—Bob, Sherry, Kendall, Max and others continue to invest themselves heavily in local church work.
- E. We are risking some innovation with the Superintendent ministry this year by asking one superintendent to preside over two districts while changing up some of the systems and processes by which he relates to congregations and pastors.
- F. This fall, I will begin leading one of the Peer Mentoring groups for pastors for the Healthy Church Initiative. This will involve monthly teaching/leading sessions with about 8 of our pastors of large churches.
- G. I'm pleased with the first year's work of Rev. E Cleaver as Assistant to the Bishop for African American Leadership Development. He preaches regularly across the conference, teaches leadership to clergy and laity, mentors pastors, and helps us with critical issues related to our churches.

3. Other

- A. Dick Curry and Dala Dunn continue to both do excellent work in their part-time positions for the Episcopal Office.
- B. Family—Esther has completed her first semester working on her Master of Library Science at University of Missouri; Karl continues his work on Computer Networking at Linn; Paul has finished his first year at University of Missouri with a double major in Physics and Math. He receives his Eagle Scout award this month.
- C. Summer plans and time away—As in years past, I shall be away during July and the first part of August for study leave and vacation. In early August, I will take the family with me to Rome where I will be presenting a talk on the Five Practices to the European Lay Conference of the UM Church.

Missouri Conference Episcopacy Committee
December 7, 2013
Robert Schnase, Bishop

Priorities—(same since Spring, 2005)

- A. Vibrant, growing, fruitful congregations reaching new people
- B. Clergy Effectiveness
- C. Reaching younger generations
- D. Excel in Mission—OCM, VIM, Mozambique, Disaster Response, INM
- E. (priority removed in 2010—Complete the merger of the conferences)

The Missouri Conference—

Leading Congregations to Lead People to Actively Follow Jesus Christ

Expectations: Christ-centered, Fruitfulness, Accountability, Excellence,
Collaboration

Practices: Radical Hospitality, Passionate Worship, Intentional Faith
Development, Risk-taking Mission & Service,
Extravagant Generosity

Context:

Missouri Conference has an average worship attendance of 80,331 in 855 churches

Ten percent of attendance in 6 churches, and ten percent in 409 churches

Twenty percent in 14 churches and twenty percent in 566 churches.

Median age of 58

Missouri has seen a 5.4% attendance decrease since 2000,
compared to 12.4% decrease nationwide

2012 year end reports—Attendance up by 650, apportionment giving up by 3.0%,

Missouri has seen an increase in attendance five of the last nine years, and these are the
only increases for more than forty years.

Interesting facts:

25% of our worship attendance in congregations started in last 35 years

13 of the 25 largest congregations are new churches or relocations during last 35 years

Last Easter 2,700 attended worship in St. Louis in churches started in last five years

18% of apportionments last year received from churches started between 1978 and 2012
(figures do not include Church of the Resurrection which was started by Missouri)

Only five churches in the US started in the last five years exceed 1,000 in attendance, and
two of those are in Missouri.

Missouri has sixteen new church starts currently underway, leads the jurisdiction in
number of new church starts, percentage of successful new church starts, and
numbers of churches started by female clergy and African American clergy.

As of August, 103 churches had completed a Healthy Church Initiative Consultation and
96 had accepted their prescriptions. Of 88 who have fulfilled their prescriptions
over an eighteen month period, 37 have arrested decline and seen growth for the
first time in years, 29 arrested decline and have remained stable, 10 were already
growing and have seen their upward trends strengthened, and 12 have seen no
noticeable impact on their worship attendance.

Core Process—the fundamental activities that are so critical to our mission that they must be done with excellence or else we will fail in our purpose as a conference

1. **Congregational Excellence**—starting new congregations, transforming existing congregations, strengthening and empowering growing congregations.

2. **Pastoral Excellence**—effectiveness systems for recruiting, training, equipping, deploying, sustaining, evaluating clergy with a focus on fruitfulness.

Other Significant Areas of Focus: Mission, Service, and Justice Ministries; Missional Support and Administration; and Connectional Ministries.

Strategies

- A. Congregational Excellence: New church starts, Healthy Church Initiative, Consultations, Mystery Visitors, Catalyst events, Small Church Initiative, Hispanic/Pacific Islander congregations
- B. Pastoral Excellence: Pastoral Leadership Development groups, Lay Leadership Development groups, College-age Ministries Development groups, Exploration, Candidacy Summit, Seminary Internships, Residency in Ministry, SURGE, CONVERGE, Hannah Project
- C. Mission-driven appointment process, refocused evaluation, Signs of Fruitfulness accountability, Ineffectiveness Intervention Policy.
- D. New Projects: *Seven Levers: Missional Strategies for Conferences*, March 2014 Task Force to re-evaluate clergy systems, Board of Ordained Ministry
- E. Strategic Questions:
 - How do we start new congregations with ever increasing effectiveness?
 - How do we foster innovation/experimentation/responsible risk-taking?
 - How do we stimulate our churches to reach young people?
 - How do we cultivate clergy effectiveness? Recruitment?
- F. Technical Questions:
 - How will health care reform affect our churches? Our conference?
 - How will changes in pensions be handled?

Key Happenings 2013

- A. Imagine No Malaria—campaign launched, Jill and Jennifer
- B. The Conference Center building project
- C. Staff changes—Kendall Waller and Nate Berneking; retirements of Lee Waltz and Beverly Boehmer; Karen Hayden on maternity leave; Cody Collier serving as Assistant to the Bishop for Leadership Development; Clayton Smith working with Pathways Partners
- D. New President, Roger Drake, at Central Methodist University
- E. Changes at St. Paul School of Theology and Church of the Resurrection

Other—personal, and operational elements of Episcopal office

- A. Elmer Revelle, retired DS, serves as part-time Asst to Bishop. Dala Dunn moved from 1/4 to 1/3 time. New personnel policy.
- B. Episcopal Residence—good condition, no major repairs or renovations necessary. Upkeep within budget.
- C. Family—Esther works full-time at MU Ellis Library. Karl majors in Math and Economics; Paul in Physics and Math. Both graduate in spring 2014
- D. Time Away—I shall be away for a week in Dec. I will take July as study leave for writing, plus usual vacation time.