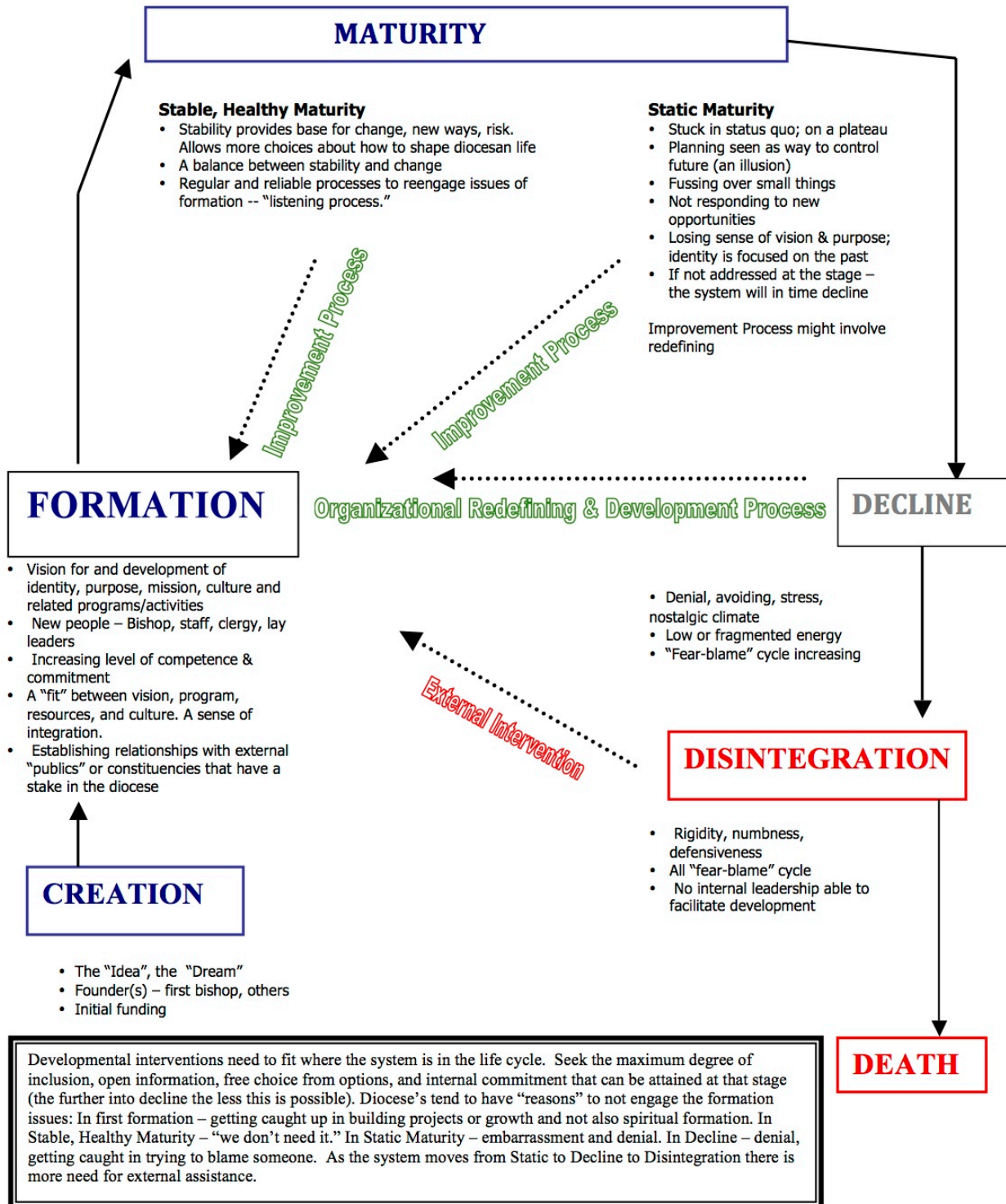


# Initial Assessments April 26, 2014

## Diocesan Life Cycle: Where is the diocese now? *Place a mark*

### DIOCESAN LIFE CYCLE



## Critical mass model: diocesan assessment

Any system needs *enough people* at its emotional and functional center - a critical mass - to create the energy, focus, and output to accomplish the work of that organization. For a diocese there needs to be a critical mass of people who possess the spiritual maturity, emotional intelligence, and leadership ability to advance the aims of the diocese.

1. There is a solid core of committed and competent people at the center of our diocesan life

Very Weak					Very Strong
1	2	3	4	5	

2. That core of people show competence and commitment in these areas:

a. Spiritual maturity

Very Weak					Very Strong
1	2	3	4	5	

b. Emotional intelligence

Very Weak					Very Strong
1	2	3	4	5	

c. Leadership ability

Very Weak					Very Strong
1	2	3	4	5	

3. The emotional and spiritual connection (“glue”) of those in diocesan leadership

In some dioceses, there are many individuals with these qualities but the system itself fails to achieve critical mass. This can occur because individuals operating in isolation, no matter how skilled, will not have much impact on the system overall – particularly as the system gets larger, more complex, and more dispersed. There must also be adequate connection or “glue” among people. There must be opportunities for productive conversation, and development of shared understanding of purpose to set loose the dynamics that allow the system to leverage the gifts of individuals.

Very Weak					Very Strong
1	2	3	4	5	

4. As a diocese we have tended to get a bit obsessed about those who are cynical, passive or dependent/counter dependent

Very much so					Almost not at all
1	2	3	4	5	

5. There *is/has been* (circle one) an emotional inversion in the diocesan leadership in which those who are most cynical, passive or dependent/counter dependent have set the climate/tone of the diocese.

Very much so					Almost not at all
1	2	3	4	5	

## Assess your diocese: Primary Tasks

There are three areas that constitute the essential work of a bishop and a diocese.

### 1. The renewal and revitalization of parish churches.

The bishop needs to help all the parishes be communities that live and worship to the glory of God and in which the baptized are formed as instruments of God's love in their lives in families, the workplace, with friends and in civic life. This includes seeing that all parishes have worship that sweeps people off their feet.

Very unsatisfied  
with our work in  
this area

Very satisfied with  
our work in this  
area

1	2	3	4	5
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### 2. Engaging the region of the diocese

The diocese can work for justice and compassion, in that state or city, on its own, as well as in cooperation with parishes and in collaboration with other denominations.

Very unsatisfied  
with our work in  
this area

Very satisfied with  
our work in this  
area

1	2	3	4	5
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### 3. Connecting the diocese with the larger church

The bishop is an essential connection with the national and international life of the Episcopal Church and the Anglican Communion. The bishop also has a responsibility to help parishes be grounded in the Anglican ethos.

Very unsatisfied  
with our work in  
this area

Very satisfied with  
our work in this  
area

1	2	3	4	5
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## How are we doing in develop a diocesan culture that is marked by:

<b>Stability</b> – Especially seen in Liturgy, prayer and relationships.	<b>Very Weak</b>				<b>Very Strong</b>	
	1	2	3	4	5	6
<b>Obedience</b> – Seen in our openness to listen to, and respond to, one another, our bishop and the larger church.	<b>Very Weak</b>				<b>Very Strong</b>	
	1	2	3	4	5	6
<b>Conversion of Life</b> – Out of our life of stability or obedience we see and act on new challenges and opportunities for mission and building up the Body of Christ.	<b>Very Weak</b>				<b>Very Strong</b>	
	1	2	3	4	5	6

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For more on the model see Robert Gallagher's *Fill All Things: The Dynamics of Spirituality in the Parish Church*, Ascension Press, 2008