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PROYECCIONES PROGRAMATICAS

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PROJECTED EXTENSION OF EXISTING WORK

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PROJECTED EXTENSION OF EXISTING WORK

INTRODUCTION

In January of 1976, the Bishop of Puerto Rico, answering a request by the Diocesan Executive Council, began a process of evaluation of the Puerto Rican Episcopal Church which was designated with the name of the "Bishop's Workshop".

Its finality was to identify those areas in our Diocese which needed strengthening with the purpose of establishing a series of goals toward which we were going to move the Church.

During the following months, representatives of all the Diocesan organizations and a large number of clergy and laity participated actively in a number of meetings in which a series of goals were set as a response to a process of analysis and research and as the specific direction toward which we should move in a coordinated way.

The following material is result of the discipline of this self-study expressed in form of goals and objectives established by the Diocesan Convention as a plan of work to be carried out during the next four years.

This goals include the programmatic projections of the different departments of the Diocesan Executive Council together with the projections related to the effort directed at establishing in Puerto Rico a National Church by the year 1980.

PROGRAMATIC PROJECTIONS
OF THE
DEPARTMENT OF EXTRATEGY & EXPANSION

I. GOAL: The establishment of areas of work with a joint team work approach to the pastoral task within each specific area with the purpose of creating a greater communication and more effective supervision; where in each church will not be a little state apart and would work together with the other churches in each area and which, at the same time will share and therefore there will be a more effective work and mutual aid.

THE FIRST GENERAL OBJECTIVE OF THE OVERRIDING: GOAL

Organize in the central-west area, as a model for a team pastoral work based upon a experimental ministry for the renovation of the Church and the community in which every member of the Church will participate.

GENERAL OBJECTIVES INCLUDE:

- a) Achieving flexibility and cohesion in the work
- b) To advance the mission of the church in the rural areas
- c) To establish an educational process for the formation of leaders.
- d) To make better use of physical and human resources
- e) To assume within a certain length of time the autonomy of the area
- f) To commit ourself to the social economic aspects of a national nature
- g) Respond to religion, spiritual and cultural characteristics of the life style of the area of work.
- h) To emphasize the mission of the church in the margined sections of urban areas.
- i) To establish continuous communication among the churches and people of the area.
- j) Participate in the autonomic development of the Diocese.
- k) Serve as agent of change in the community.
- l) To establish ecumenical relations with other religious groups.
- m) To develop a master plan for the future development of the area.

SPECIFIC ACTION:

- a) Carry out a pastoral team work through a ministerial council.
- b) Organize the community
- c) To discover human resources
- d) To present the general problems of mining, agriculture, environmental pollution and consumerism.
- e) To prepare a bulletin in which all concern plans and action to be carried out should be indicated.
- f) To design and widening the ongoing program.
- g) To develop programming in the areas of; 1 mission, 2- education, 3- development, 4- administration.

II. STRUCTURE OF PROGRAMMATIC ORGANIZATION OF THE DIOCESE

The last Diocesan Convention divided the island for programming ends into three regional areas: Central-West Area, Southern Area and the North Area.

Each area is working in the development of the most effective ways and means to carry out the diocesan programming established by the Diocesan Convention.

Of the three areas - the Central West already has a program and work unit with the name of the Executive Council of the Central Area. The area also has an archdeacon who functions as a pastoral resource in the churches that form part of the area.

The other two areas are involved in the identification of common problems and in the way and means of knowing each other and working together.

CENTRAL WEST AREA:

A. Member Churches

Epifanía
La Anunciación
San Andrés
San Bartolomé
San Juan Apóstol
San Rafael Arcángel
Santa Ana
Santa Cecilia
Santa Cruz
Transfiguración

B. Institutions

Centro Colmoro
Escuela San Andrés
Granja Episcopal
Unidades de Salud en el Hogar

SOUTHERN AREA

A. Member Churches

Reconciliación
San Lucas
San Marcos
San Mateo
San Miguel
Santa María Virgen
Santísima Trinidad
Santo Nombre de Jesús

B. Institutions

Centro Ferrando
Centro San Miguel
Escuela Santa María Virgen
Escuela Santísima Trinidad
Escuela Santo Nombre de Jesús
Granja Agrícola
Hospital San Lucas
Oficina Central Salud en el Hogar
Componentes de Acción Comunal

C. New Missions

Bo. Pasto - Aibonito
Misión de San Marcos, Ponce

NORTHERN AREA:

A. Church Members

Ascención
Buen Pastor
Catedral Episcopal San Juan
Bautista
Cristo Rey
Encarnación
Resurrección
Sagrada Familia
San Esteban
San Francisco de Asís
San José
San Pablo
San Pedro & San Pablo
Santa Hilda
Santa María Magdalena
Santo Tomás
Todos los Santos

B. Institutions

Centro San Justo
Clínica Santo Tomás
Componente de Acción Comunal
Escuela San Justo
Escuela St. John's Cathedral
E.S.T.U.D.I.O.
Unidades de Salud en el Hogar

NUMBER OF CLERGYMEN:

The Puerto Rican Episcopal Church has in the year 1977, ⁹² 59 active clergymen, in its official list. Of this number 10 are non-stipendiary, 11 serve in other dioceses of E.C.U.S.A. and 5 are inactive, although they are maintained in the official list. There is also one priest who works in Puerto Rico with a canonical licence from a Diocese of E.C.U.S.A.

MEMBERSHIP:

The Puerto Rican Episcopal Church has 36 congregations and two in the stage of forming itself as organized congregation with a total membership of 15,000 episcopalians.

Of 36 organized congregations, 34 of them carry out their work in Spanish. The other two congregations principally serve North Americans and those persons who come from the British Islands.

Of the 36 congregations, 5 of them are full parishes, being responsible for their finances. Five additional congregation are responsible for 60% of their clergy's salary. These are known as aided parishes.

DIOCESANS INSTITUTIONS:

A. SAINT LUKE'S HOSPITAL:

Founded in 1906, this hospital serves Ponce and surrounding towns. It has a board of directors presided by the Bishop of Puerto Rico. The Hospital is completely autonomous in its finances and is in the process of development for the betterment of its physical plant. *acute patients*

And is for 162
St. Luke's is a 90 bed hospital providing general medical services. It also has surgical facilities, an extensive care unit, a pharmacy, a convalescence unit, a maternity care unit and an emergency unit. It also offers respiratory and oxygen therapy and an X Ray Unit.

In 1970, St. Paul's unit of the Hospital was designed and constructed as the convalescence unit of the Hospital. At present, the Board is working in the designs of a more modern hospital with a capacity of 160 beds.

B. THE COMMUNITY ACTION PROGRAM:

This program is one of providing multiple services. It is sponsored jointly by the Puerto Rican Episcopal Church and the Federal U.S. Government Office of Bonaerical Opportunities. At the present there are 4 components of this program:

1. Multiple Service Center in the city of Caguas. Which offers a program for organizing and development of community, counseling, day care for children, service of medical diagnosis and programs of mental health.

Beside this center there are other multiple services center in Parrio Mameves and Parrio Marueño in Ponce and in El Mineral Sector of Parrio Salud in the city of Mayaguez which offer the same services as those offer in Caguas. The center in Marueño also has a Savings Cooperative that was organized and is directed by the community itself.

B C. ST. LUKE'S HOME CARE PROGRAM:

The purpose of the St. Luke's Home Care Program is to provide skilled nursing and other therapeutic services on a visiting basis in a place of residence used as the individual's home. It has *1619* units and serves over *3,000* patient at the present.

GOAL II.

There is to be a coordination of human resources and the greatest and best use of facilities and to make the best approval of existing economic resources.

OBJECTIVES

1. The duties, responsibilities and authority of all diocesan organizations and personnel are to be defined; secondly.

2. That the Diocesan Convention approve each year or years a diocesan programming on the base of the Bishop's Discourse and programs presented by the different diocesan organizations.

3. Develop a program of supervision, evaluation and communication among the Diocesan offices, the local Churches and the diocesan organizations.

4. Develop a master plan with all the functioning and operations of the diocese.

DEPARTMENT OF EXTRA-DIOCESAN AFFAIRS

PROGRAMMATIC PROJECTIONS

GOAL: To develop and implement the Program of Mutual Responsibility and Interdependence in the diocese; the Program of Companion Diocese and to coordinate and explore relationships of ecumenical nature with other religious bodies.

OBJECTIVE:

1. Coordination with other organizations of the Episcopal Church such as the Autonomical Development Program, the Executive Council, etc.
2. Continue to coordinate the relations between the Puerto Rican Episcopal Church and the Conference of Caribbean Churches, U.N.E.L.A.M, The Evangelical Council of P.R. and the Roman Catholic Church
 - a. communication
 - b. representation of the C.C.C. in P.R.
 - c. other
3. To sponsor the week Pro-Christian Unity
 - a. send information
 - b. promotion
4. To foment the development of ecumenical relation at the level of local churches through
 - a. visits to local area
 - b. identify local interests and
 - c. post questions of general nature
5. Coordinate the M.R.I. Program approved by the Diocesan Convention
 - a. fomenting the M.R.I. Program with Haiti and the Dominican Republic; and
 - b. to develop the methods and ways of carrying out this relationships
6. Serve as a resource for Diocesan officials and/or to the Church in those ecumenical matter which require the services by:
 - a. representing the Diocesan officials in social and/or religious activities, and by
 - b. preparing studies and interpretative analysis in relation to specific areas or organizations
7. Identify and obtain resources for programs, through the
 - a. Diocesan Executive Council
 - b. Special Funds of the Puerto Rican Episcopal Church; and
 - c. other funds

DEPARTMENT OF STEWARDSHIP AND FINANCES

PROGRAMMATIC PROJECTIONS

INTRODUCTIONS:

The work of each religious institutions is divided in two parts: The academic and that of the administration, without either we cannot have a church. The activities of the Church require material resources and these become the channel through which the church carries out its ministry so that we can say that the finances of the church have spiritual significance.

We are stewards of our personal talents and of our material possessions and we must use those and distribute them for the benefits of all, to the best of our abilities.

The Stewardship Campaign is the motivation for the carrying out of our ideals.

A prosperous church should have two practical objectives in addition to assuring larger assistance at their services.

1. To assure sufficient funds in order to pay their bills.
2. Operation of a plan through which each parishioner makes a proportional offering.

In the stewardship campaign, we should recognize that is not primarily a form of raising money but it is an intensive effort to carry the message of all the church to the last parishioner.

No parish has the right to ask for money only. This is not its commission. Our Lord said "My son give me your heart" and not your check book. Your check book should follow your heart. Because where your treasure is that where you heart be also.

We should put things in the proper order and this we do through the stewardship campaign.

The Stewardship Campaign involves 7 **distinct** steps:

1. Preparation and organization
2. Recruitment and organization for the program.
3. Communication of the message of the program
4. Training of the organizers of the program
5. Visits to parishioners according to the list of Parish
6. Program of continuation and follow-up.

CAMPAIGN NORMS:

1. Biblical Tithe
2. Training of leaders and finally
3. Establishing a program committee that should be make up of:
 - a. President
 - b. Vice-president
 - c. the Rector of the Church

- The Senior Warden
- Presidents of sub-committees
- Last year president
- d. Establishment of a calendar of activities
- e. Preparation of stewardship materials

7. ORGANIZATION AND COMMUNICATION:

- a. there must be the election of a president for the campaign
- b. The election of the committees
- c. Obtaining a budget from the Finance Committee of the Vestry
- d. Talks to lay people
- e. First meeting of the committee to formulate plans and to assign the duties to the members of the campaign committee
- f. select those who will be visiting parishioners in their homes
- g. Meeting of the Loyalty Supper Committee

Communication of:

- a. the mission of the church, the Budget and of the goals of the campaign
- b. Pastoral letter from Bishop and some special material by the rector
- c. use of the parish bulletin
- d. special service for the congregation
- e. meetings of the various churches group
- f. actual campaign

8. Carrying out of campaign and follow-up

DEPARTMENT OF YOUTH
PROGRAMMATIC PROJECTIONS

I. TOWARD WHAT DO WE WANT TO GO?

1. First, that the young people realize that they are possibly the 60% of the population of Puerto Rico and therefore of the Church.
2. The young people develop sufficient responsibilities for their own lives as soon as possible.
3. Try to create a means of communication through which they can express their spiritual, intellectual and social concerns.
4. Establish a series of conferences with the purpose of educating the youth on the fundamentals of our faith, focusing the social problems which affect our society and our people. The church as a social and religious institution has the obligation to concern itself with the present social system and deal on the political and economical level as well as on the religious. If we as christians explain the real social problems in which the young people are growing up, they will be able to make responsible decisions as to their church and their people. They have all the qualities which the christian struggle demands. What it happened is that the young people have not been given the opportunity to show that they have these qualities.
5. Establish a Convention for Youth in the Puerto Rican Episcopal Church.

DEPARTMENT OF EVANGELISM
PROGRAMMATIC PROJECTIONS

GOAL: To take the Puerto Rican Episcopal Church to a renewal of its mission of evangelizing in agreement with the divine commission of proclaiming and giving testimony to the Good News and to bring all men to God.

OBJECTIVE I

1. Development of work by regional areas.

ACTIVITIES:

1. Establishment of teams of work at the level of regional areas to get each of the churches to develop dynamic programs of evangelism.
2. Preaching campaigns to carry the faithful to re-analyse the meaning of our christian commitment with the purpose of deepening the understanding of God and of our lives in Him and for Him.
3. Development of a program of biblical studies which will provide the basis for the re-interpretation of evangelizing as a response to the call of the Holy Spirit with the view toward:
 - a) The renewal of the parish as a community of faith and of the individual as an evangelizing agent; and secondly.
 - b) The way and form of communicating that faith to neighbours, working companions and social community in general through planning, training and other soci-religious disciplines.

OBJECTIVE II

1. Development of a program at the diocesan level which will help and sustain the regional and local programs.

ACTIVITIES

1. Distribution to radio, T.V. promotional, programs with taped messages.
2. Lectures on the fundamentals of the faith, renovation and communication training.
3. Pastoral letter calling for evangelical renovation.

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PROYECCIONES PROGRAMATICAS DEL PROYECTO
DESARROLLO AUTONOMICO

PROGRAM PROJECTIONS FOR THE DEVELOPMENT
OF A NATIONAL CHURCH

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PROGRAM PROJECTIONS FOR THE DEVELOPMENT OF A NATIONAL CHURCH

The program which follows involves the final stage in our movement toward the establishment of a National Church by 1980.

It is made up of a series of goals and objectives which are the result of a number of studies, during the last 7 years, undertaken with the sole purpose of finding the appropriate means of reaching the above mentioned goal.

They further identify the 6 integral aspects essential to a National Church and are now offered with a timetable and with the names of the committee or bodies responsible for their implementation.

GOAL: The establishment of a National Church based on self-government, self-support and self-propagation by 1980.

OBJECTIVE: Final Stage

INTEGRAL ASPECTS ESSENTIAL TO A NATIONAL CHURCH

- I. FINANCES
- II. METROPOLITICAL JURISDICTION
- III. STRUCTURE & ORGANIZATION
- IV. SELF-GOVERNMENT
- V. PASTORAL RELATIONSHIPS
 - a. Liturgy
 - b. Education
- VI. CONTINUING EVALUATION PROCESS

METHODOLOGY

I. <u>FINANCES:</u>	<u>TIMETABLE</u>	<u>RESPONSIBLE COMITEE OR BODY</u>
OBJECTIVE 1. To implement (realize) the financial projections included in <u>Appendix II.</u>	January 1977 thru December 1985	Board of Directors, Dept. of Finances
OBJECTIVE 2. Continuing development of Diocesan Resources. EK. Agricultural Program.	Continuant	Executive Council
OBJECTIVE 3. Identification and development of new sources of income.	Continuant	Dept. of Strategy and Development, Dept of Finance
II. <u>METROPOLITICAL JURISDICTION:</u>		
OBJECTIVE 1. To continue in-depth communication and dialogue with the Dioceses of Haiti, Dominican Republic and the Church in Cuba. RE: A Caribbean Council	1977 1978 1979	Diocesan Convention Dept. of Extra-Diocesan Affairs
a. follow-up the 1976 meeting between the Dioceses of Haiti, Dominican Republic in relationship to this issue.	April 1977	Dep. of Extra-Diocesan Affairs
b. Explore possibilities for the development of a plan to create a Caribbean Council concurrent with a possible Constitution and statutes pertaining to a Conciliar Relationship.	April 1978	Diocesan Convention Executive Council (Strategy * Extra-Dioces Constitutions & Cannons
c. Approve plans by individual dioceses and develop corrective measures, if necessary.	October 1978	Diocesan Convention
d. Caribbean Council of Churches	June 1979	Member Churches
III. <u>STRUCTURE & ORGANIZATION:</u>		
OBJECTIVE 1. Creation of 3 Dioceses following Regional Division.	January 1980	General Convention Diocesan Conventions
a. Official Recognition of the 3 regional areas.	October 1976	Diocesan Convention
b. Development of a plan to include a structure and programming.	November 1976 thru Sept. 1977	Regional Areas Executive Council (Dept. of Strategy and Development)
c. Approval of regional plans (see b) by Diocesan Convention	October 1977	Diocesan Convention
d. Continuous implementation of Regional Programs.	Continuant	Regional Areas

	<u>TIMETABLE</u>	<u>RESPONSIBLE COMMITTEE OR BODY</u>
e. establishment of a clearly defined procedure for the creation of three Dioceses following the regional division and work.	October 1978	Executive Council (Dep. of Strategy & Dev) Diocesan Convention
f. Analysis of results of <u>E</u> .	March 1979	Diocesan Convention Executive Council Standing Committee
g. Implementation of <u>E</u> and <u>F</u> .	October 1979	
IV. <u>SELF-GOVERNMENT:</u>		
OBJECTIVE 1. Constitutional and Canonical Legislation.	1978	Diocesan Convention
a. Interview with clergy and laity in relation to necessary canonical changes.	November 1977	Constitutions and Canons
b. Formulation of canonical changes	Continuant	Constitutions and Canons, Diocesan Assembl
OBJECTIVE 2. Formulate and present Resolutions to General Convention (and to the IX Province Synod) requesting the establishment of a National Church.	Sept. 1979	Diocesan Convention General Convention
	No. 1978	Provincial Synod
a. Declaration of La Iglesia Episcopal Puertorriqueña as a National Autonomous Church.	January 1980	Diocesan Convention
V. <u>PASTORAL RELATIONSHIPS:</u>		
OBJECTIVE 1. Continuing work in coordination with the departments of the Diocesan Executive Council.	Continuant	Executive Council
OBJECTIVE 2. Involvement of the Puerto Rican Episcopal Community in all aspects of development of a National Church.	Continuant	Executive Council Liturgical Commission Constitutions and Canons, others
OBJECTIVE 3. Identification and Development of Human resources.	Continuant	Executive Council (Dept. Of Strategy and Development)
OBJECTIVE 4. Continuing work with the Liturgical Commission in the preparation of the following:	Continuant	Liturgical Commission
a. A series of collects and prayers relating to ours historical, cultural and geophysical situation.	October 1977	

	<u>TIMETABLE</u>	<u>RESPONSIBLE COMMITTEE OR BODY</u>
b. Music workshops to develop new music for inclusion in the Liturgy of the Church.	February 1977	Liturgical Commission
c. Sets of cassettes containing this new music for distribution to local churches.	June 1977	" "
OBJECTIVE 5. Coordination with the Department of Christian Education to develop curricula dealing with:	1977	Executive Council (Dept. of Publicity & Promotion, Dept. of Christian Education)
a. The history of the Episcopal Church in Puerto Rico.	Continuant	
b. The social-religious traditions of Puerto Rico as seen in the life of the Puerto Rican Church.		
OBJECTIVE 6. Continuing development leadership of clergy and laity together with the program of theological studies via:	Continuant	E.S.T.U.D.I.O. Dept. of Christian Education, Dept. of Evangelism
a. Continuing clergy education.		
b. Lay leadership training.		
c. Training of Vestries.		
<u>VI. CONTINUING EVALUATION PROCESS:</u>		
OBJECTIVE 1. Supervision and evaluation of Plan.		
OBJECTIVE 2. Trajectory and method.	Continuant	Executive Council
OBJECTIVE 3. Report of finding to the Bishop, diocesan organization and Conventions.	Every 3 months	
OBJECTIVE 4. Establishment of corrective measures.	Continuant	
OBJECTIVE 5. Establishment of new activities necessary for compliance with the objectives and programs previously discussed.		Diocesan Convention
OBJECTIVE 6. Approved of new activities and corrective measures by Conventions.		Diocesan Convention
OBJECTIVE 7. Revision and follow-through.	Continuant	Executive Council