

Partnership of the Episcopal Dioceses of Western New York and Northwestern Pennsylvania

Data Collection for the Evaluation

Data Gathering conducted at the Joint Diocesan Conventions October 2023

- ❖ More than three hundred people participated in table conversations providing important data to guide the evaluation; the data led the consultants to learn more about the culture

Culture Interviews and Review

- ❖ Review of Diocesan Cultures to provide an interpretive framework for the evaluation
- ❖ 9 Interviews with people in NWPA & WNY
- ❖ Human Synergetics Organizational Culture Inventory and Organizational Effectiveness Inventory data from NWPA (2017), WNY (2019) and the Partnership (2021) reviewed and summarized

Review of Written Material from the Partnership and both Dioceses

Quantitative Partnership-wide Survey

- ❖ 397 people completed the survey
 - Thirty-one percent from NWPA and 69% from WNY
 - Seventy-six percent lay, 18% priest, 6% deacon

Leadership Interviews – 57 people interviewed

- ❖ Bishop Rowe
- ❖ Partnership Staff (7)
- ❖ Standing Committees
 - NWPA (8) & WNY (8)
- ❖ Diocesan Councils
 - NWPA (10) & WNY (5)
- ❖ Trustees in WNY (5)
- ❖ Joint Commission on Ministry (7)
- ❖ Joint Commission to Dismantle Racism and Discrimination Leadership (6)

Still in process

- ❖ Review of joint racial justice & reconciliation efforts and the Commission to Dismantle Racism & Discrimination conducted by Dr. Michelle Holmes
- ❖ Review & analysis of finances & mission funding conducted by Bishop Larry Benfield
- ❖ Eight Listening Sessions (Zoom and In-person) with lay and clergy in NWPA & WNY
Listening Session Dates and Zoom Registration is available on the Partnership website at www.episcopalpartnership.org.

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Sample of Preliminary Learnings from the Evaluation

- ❖ The experience of the Partnership has been significantly impacted by the COVID19 pandemic
- ❖ New technologies (meetings online/zoom meetings) have altered how and when people, committees, and commissions meet as well as meeting agendas.
- ❖ The two dioceses have different histories and cultures, and cultural differences inform how individuals perceive and experience the Partnership.
- ❖ The closer one is to diocesan-wide life and activities, the greater the knowledge about and impact of the Partnership.
- ❖ The shared commissions of the Partnership are perceived as positive and helpful.
- ❖ Changes in diocesan staff and finances are seen as an important aspect of the Partnership.
- ❖ There is a desire for more communication regarding the life and work of the Partnership.
- ❖ There is appreciation for the bishops in bringing the Partnership into being, particularly Bishop Sean Rowe for his vision, leadership, and dedication to advancing the Partnership.
- ❖ There is real pride that the Partnership was one of the first cooperative ventures between two dioceses in The Episcopal Church.
- ❖ There exists a diversity of opinions, thoughts, and feelings regarding the future of the Partnership.