

HOUSE OF DEPUTIES COMMITTEE ON THE STATE OF THE CHURCH

Membership

The Rev. Andrew Green, *Chair*, 2015
Mr. Alfred D. Price, *Vice Chair*, 2015
The Very Rev. Earle King, Jr., *Secretary*, 2015
The Rev. Deacon Richard Cole, 2015
The Rev. Jason Emerson, 2015
The Very Rev. Dr. Neal Michell, *Resigned*, 2015
The Rev. Karen Montagno, 2015
The Rev. Canon Emily Morales, *Resigned*, 2015
The Rev. Bonnie Perry, *Resigned*, 2015
Ms. Victoria Prescott, Esq., 2015
Mr. Scott Remington, Esq., 2015
Ms. Nina Vest Salmon, 2015
Mr. Michael Sells, 2015
The Rev. Rob Skirving, *Resigned*, 2015
The Rev. Kammy Young, 2015
The Rev. Gay C. Jennings, *Ex Officio*, 2015
The Rev. Canon Dr. Michael Barlowe, *Staff*
Dr. Kirk Hadaway, *Staff*

Changes in Membership

The following changes in the membership of the Commission took place during the course of the triennium. Deputy Michell resigned from the Committee; Deputy Green replaced him as Chair. Deputy King replaced Deputy Green as Secretary. Additional resignations from the Committee included Deputies Morales, Perry, and Skirving. No new appointments to the Committee were made.

Representation at General Convention

The Rev. Earle King, Secretary, is authorized to receive non-substantive amendments to this report at General Convention.

Summary of Work

Mandate: To prepare and present a report on the state of The Episcopal Church [Canon 1.6.5b.] and to set the form of the Parochial Report.

Meetings: Following the 77th General Convention, the Committee met eight times via web-based video conference call (Adobe Connect). Its only face-to-face meeting was in September of 2014 to draft the final report.

The annual Parochial Report, which is to be completed by all congregations, is the primary data source for this report. Dr. Kirk Hadaway, from the Office of Congregational Research for The Episcopal Church, provided generous and expert assistance, which included an analysis of the Parochial Report data. In addition, the Committee drew upon results of the “Episcopal Overview: Findings from the 2014 Survey of Episcopal Congregations” (as well as from prior editions) — a 10 percent true sampling across the Church, conducted by Dr. Hadaway. Dr. Hadaway was present for all Committee meetings. The Committee expresses its thanks to Dr. Hadaway and all those who participated in our data-gathering process.

The Congregational View Subcommittee utilized the Parochial Report data, summarizing trends and identifying some of the alternative ways of assessing congregational life, and gathering and reviewing the metrics currently used to capture the state of our faith communities. In addition, the Subcommittee examined data from “Episcopal Overview: Findings from the 2014 Survey of Episcopal Congregations” and from “FACTS on Episcopal Church Growth.” A summary of significant trends in these findings for the years 2005, 2008, 2010, and 2014 is available below. An additional resource was Dr. Matthew Price of the Church Pension Group.

The Regional View Subcommittee, which looked at dioceses and provinces, gathered data from a number of sources. For the analysis of life at the provincial level, the primary data were from the minutes of the December 5, 2013, meeting of the Provincial Leadership Conference in Newark, New Jersey, along with the reports from each province at that conference.

The Regional View Subcommittee developed two surveys. All executive assistants of diocesan bishops were invited to complete a wide-ranging online survey. A second survey was sent to the provisional or diocesan bishops; to Standing Committee members of the dioceses of Fort Worth, Pittsburgh, San Joaquin, and South Carolina; and to the former provisional bishop and Standing Committee members of the Diocese of Quincy (which merged with the Diocese of Chicago).

The Subcommittee also interviewed the deans of seven Episcopal Church seminaries.

The Churchwide View Subcommittee interviewed members of the church-wide staff at the Church Center, including the Presiding Bishop, the Chief Operating Officer, the Executive Officer of General Convention, the Director of Human Resources, an Officer for Global Relations and Networking, and an Associate for Mission Development. Other interviews by phone or by Adobe Connect included the President of the House of Deputies, the Treasurer, and the Chief Financial Officer. While in New York City, the Subcommittee also visited the office of the Church Pension Group and interviewed the President of the Church Pension Group as well as the Vice President for Research and Data. Those interviewed represented a wide range of experience — eight months to 25 years — with governance in The Episcopal Church.

The Subcommittee also interviewed representatives of 15 dioceses as to their perspectives on The Episcopal Church as a whole, and in particular on the Church Center and the church-wide staff. Those interviews typically included the diocesan bishop, along with one other person in the diocese who had significant interaction with the church-wide staff. Dioceses were selected to offer a broad representation of The Episcopal Church, not only geographically but also from the standpoint of size and financial resources: Bethlehem, Chicago/Quincy, the Convocation of Churches in Europe, Connecticut, Haiti, Minnesota, Mississippi, Northwestern Pennsylvania, Oregon, Pittsburgh, Rio Grande, San Diego, Upper South Carolina, Virginia, and Western New York.

Introduction

The Committee on the State of the Church observes that The Episcopal Church is already a new Church in many ways — some ways are challenging, and some bring joy. We are, above all, a Church that is filled with hope. As our Committee discussion and reflection progressed over the course of the triennium, we recognized change as the predominant reality of the state of The Episcopal Church. We have changed, are changing, and will continue to change.

We’re different. We’re smaller. We’re less well-to-do. We’re older. Our clergy are deployed differently and do ministry through roles that are changing. Our laity are leading in mission and congregational life. We’re connected in new ways to partner in Mission nearby and far away. We’re learning new ways to look at ourselves and new pathways to sustainability.

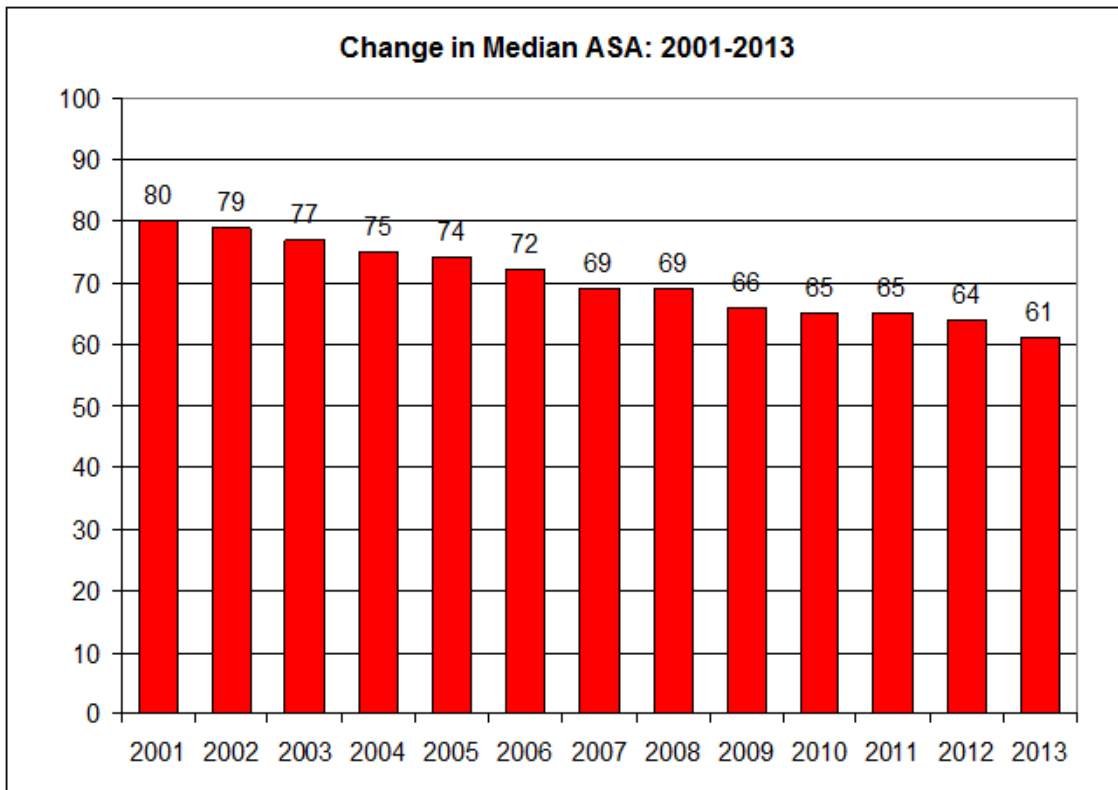
We’ve been tested, and we are being tested. Perhaps, because of this and by the grace of God, we are being made stronger for the Mission ahead of us. As the Catechism reads: “The mission of the Church is to restore all people to unity with God and each other in Christ.” In the scope of this report, Mission will refer to the definition from the catechism unless otherwise defined in context.

As a new and renewing church, The Episcopal Church celebrates the joys and challenges of a global community called to mission filled with hope.

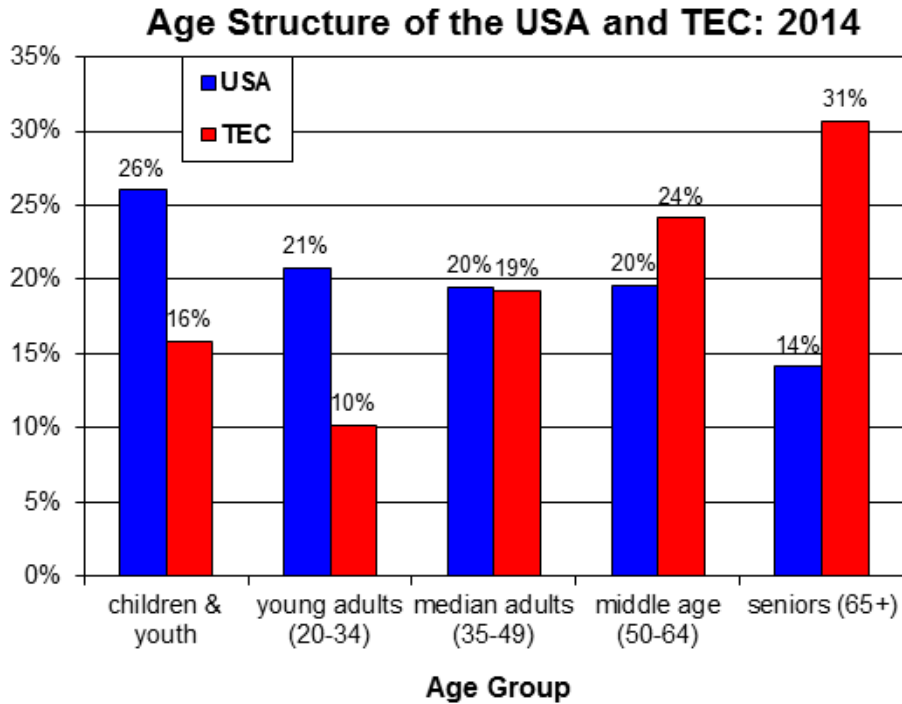
The balance of the narrative report is in three sections. The first looks at the Church from a congregational perspective, the second from a provincial and diocesan perspective, and the third from a church-wide perspective. This is followed by additional tables and resolutions.

Part I: A Changed and Changing Picture of Congregations, and Implications

Amid growing concern about the state of the Church in turbulent times, there are signs of growing Mission, transformation, resiliency, and the presence of the ever-creative and renewing work of the Spirit. Demonstrably, congregations have changed, are changing, and will continue to change. The median Average Sunday Attendance (ASA) has dropped from 80 to 61 in the last 13 years (see the table below). This means that on any given Sunday, 50 percent of congregations have 61 or fewer people in the pews. We are a denomination of small congregations, the consequences of which ripple through all areas of the state of the Church.



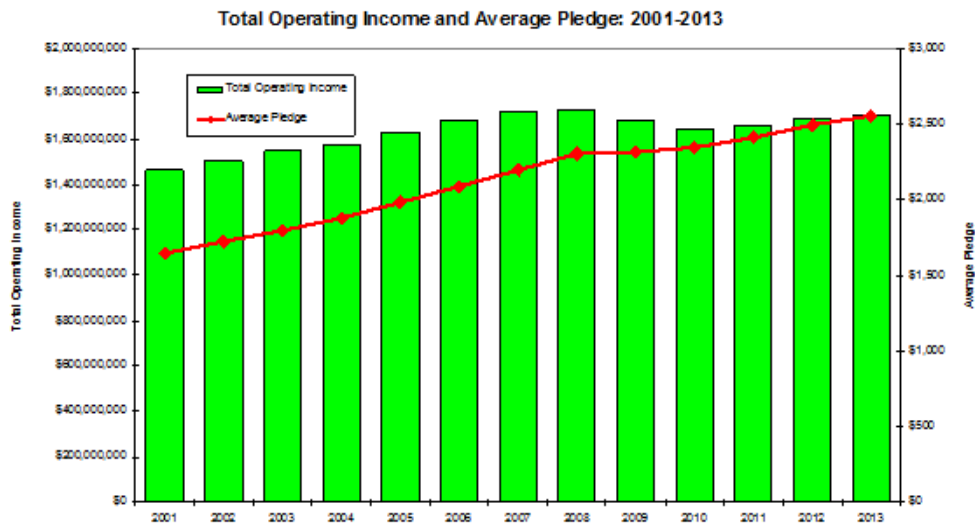
Furthermore, congregations in our Church are, on average, older and whiter than the population of the United States. The 2010 US Census reported 72 percent of the population as non-Hispanic white, while in 2009 The Episcopal Church reported 87 percent as white. As the table below illustrates, our age demographics are quite different from those of the United States.



Related to the size of our congregations, the model of a full-time, paid, seminary-educated priest as the rector of a congregation is no longer predominant. While 100 percent of congregations with 226+ members have at least one full-time paid cleric, and 96 percent of congregations with 126-225 members have at least one full-time paid cleric, these numbers only represent a small portion of the total congregations. Of the 6,622 domestic congregations in The Episcopal Church, 45 percent do not have a full-time paid priest.

The amount of conflict, and the source of conflict in congregations, has changed. There is a downward trend in the percentage of congregations who report experiencing at least some conflict in the last five years. In 2005, 93 percent reported conflict; in 2008, 90 percent; 2010, 89 percent; and in 2014, 77 percent. Money has replaced issues of sexuality as the most commonly reported topic of conflict.

Giving patterns in the Church have also changed. While there are fewer people, they are giving more. There is no way to determine if increased giving is from a growing sense of stewardship or from trying to make up for declining numbers. As the chart below shows, however, the combined operating income of congregations is recovering to pre-2008-recession levels. While there is no data on the median income of Episcopalians, the average pledge would appear to be woefully below the biblical tithe. (See table below.)



The preceding statistics illustrate what has already changed, but some changes are ongoing. Dioceses are restructuring, offering congregations new opportunities. Some cases of diocesan restructuring are formal, such as the reorganized dioceses of Fort Worth and San Joaquin. Other dioceses, such as Minnesota and Nebraska, are voluntarily reorganizing their operations in order that they might better serve congregations. Regardless of the impetus, congregations are consequently given new opportunities and new support to carry out their local ministries.

Another area of continuing change is growing deployment of women as rectors or vicars. The number of congregations reporting having a female rector or vicar rose from 24 percent in 2005 to 30 percent in 2008, and then to 36 percent in 2014.

What constitutes a worshipping community is an emerging and changing definition. Anecdotal reports of various Episcopal communities, such as those gathering for worship in laundromats and to do laundry for those with low incomes to gatherings in bars for hymn sings, are indicative of developing models. Consequently, how we count congregations and measure the vitality of congregations is changing. At one time, the Parochial Report asked only for baptized membership. Now it asks for Average Sunday Attendance, and some even argue that it over-emphasizes ASA. There will be more discussion below on the Parochial Report and on attempts to assess congregational vitality.

The theological culture of congregations continues to change as well. Trends show that the number of congregations reporting themselves as theologically “in the middle” has increased since 2005. Those who identified as very conservative have decreased since 2005. Those reporting as somewhat liberal or very liberal have remained approximately the same.

Implications

We can foresee some changes. The changing nature of clergy deployment will likely require changes in how pension and benefits are administered by the Church Pension Group under the direction of General Convention. Similarly, the model of “solo ministry” will likely change to more partner-based forms, such as increased roles for laity, and/or more clergy couples serving the same call. Also, more collaboration is likely, especially in the form of mission hubs. The interviews of diocesan staff by the Churchwide Subcommittee revealed significant energy around the new ways Mission is engaged locally by emerging partner relationships with surrounding worship communities.

Measuring Viability vs. Assessing Congregational Vitality

While the standard Parochial Report metrics may be acceptable traditional measures of congregational life, we observed that they do not capture the dynamics of a changing church. Traditional indicators are clearly associated with the potential for congregational growth and long-term viability because they track numeric growth or decline. Such indicators, however, are less reliable as predictors of spiritual growth and development. They may tell us very little about new ways of being communities of faith. The Parochial Report does not collect data on new forms of worship, non-Sunday service times, non-church building sites of worship, and other factors that impact the spreading of the Gospel.

The term “viability” should be properly understood to denote financial stability and long-term sustainability as measured by regular attendance, fiscal integrity, leverage of physical property, and effectiveness of parish administration. Traditional Parochial Report statistics that track patterns of worship, financial support, Christian education, and outreach help us to know if congregations are “viable.” For example, the Diocese of Massachusetts has developed a system to assess congregational viability of all its member congregations on a regular basis. Their system allows diocesan staff to utilize an early-warning system to identify congregations that may be entering a period of distress, so that in concert with congregational leadership, appropriate intervention strategies may be developed.

In contrast, the term “vitality” connotes passion, vibrancy, and a lively response to the dynamic challenges and opportunities of God’s Mission in the local and global world. “Growth” of any congregation is undoubtedly associated with both viability and vitality, but no doubt that what The Episcopal Church should be interested in measuring and assessing is congregational well-being: are our congregations healthy, vigorous, sustainable, robust, thriving, and flourishing?

Congregational size or affluence is not always an indicator of congregational integrity, resilience, well-being, or vitality. Dr. Matthew Price, Vice President for Research and Data for the Church Pension Group, analyzed a link between seat usage in a congregation and vitality. For example, a congregation that has 200 people attending over four services a weekend in a building that seats 500 is likely less vibrant and vital than is a congregation with ASA of 100 with one service a weekend that seats 150. Looking at dioceses this way, Price found that seat utilization is highest in the Southeastern United States. Furthermore, the same region is the only one to experience growth in seat utilization between 1991 and 2011. There are a variety of phenomena, both internal and external, that could describe the cause of this trend. However, and more importantly, more research needs to be done utilizing narrative data to test the hypothesis that congregations and dioceses with higher levels of seat utilization are more vibrant, alive, and thriving.

Many communities of faith, both congregations and dioceses, have begun to understand the importance of vitality as well as viability to our life together. Some dioceses, such as Newark, have begun to address measures of vitality through vision or covenant documents, narrative, sharing of stories, or development of assessment tools. Newark is not the only diocese to add a “Page 5” to supplement the metrics gathered by the four-page standard Parochial Report. This “fifth page” is devised to glean additional information, a way of assessing vital signs within congregations. (We also note, however, that in other cases, a diocesan “Page 5” simply asks for further financial detail.)

A statement by the Diocese of Olympia demonstrates this trend:

“We believe that developing healthy congregations is central to our call. To that end, we have a clear strategy and ethos of development and health in all our congregations, no matter what the size or context. We assist congregations in facilitating clear expectations and in developing leaders — lay and clergy — who are given the skills and have the understanding to take responsibility for development. We believe that congregational development means far more than numerical growth, but when development is done well, numerical growth is often an outcome.”

See <http://www.ecww.org/congregational-development-building-strong-and-healthy-communities-faith>

Many dioceses and congregations are stretching beyond funding and measuring maintenance to funding and measuring mission. An example is the Diocese of Chicago's Vitality Grants:

<http://www.episcopalchicago.org/our-tools/congregations-commission/>

At the church-wide level, this past triennium the Executive Council approved and made available funding to support "Mission Enterprise Zones," through which a wide variety of experimental local ministries could receive seed grants and startup funds. All of this points to an increased and increasing emphasis on assessing congregational vitality.

Toward An Index of Congregational Vitality

The Committee on the State of the Church invites the wider Church to ask itself some challenging questions about the basic content of the Parochial Report:

- (1) What if we have been looking at the phenomenology of church life using inadequate and/or inaccurate measures?
- (2) How might our self-study be improved if we engaged a team of social scientists and religious experts, and developed a vitality index of our own, to use alongside the metrics presently captured in the Parochial Report?
- (3) Is it possible that some of the most important activities in which we are engaged — evangelism, tending to the spiritual needs of our own members, and addressing the basic human needs as well as the emotional and spiritual needs of our neighbors — can only be understood properly when we re-think the facts that we gather?

The Episcopal Church at the congregational level is at a crossroads. Especially encouraging is the decrease in congregations that report being in conflict. There are metrics that suggest that the sharp declines of the last decade are abating; and these are, indeed, signs of hope.

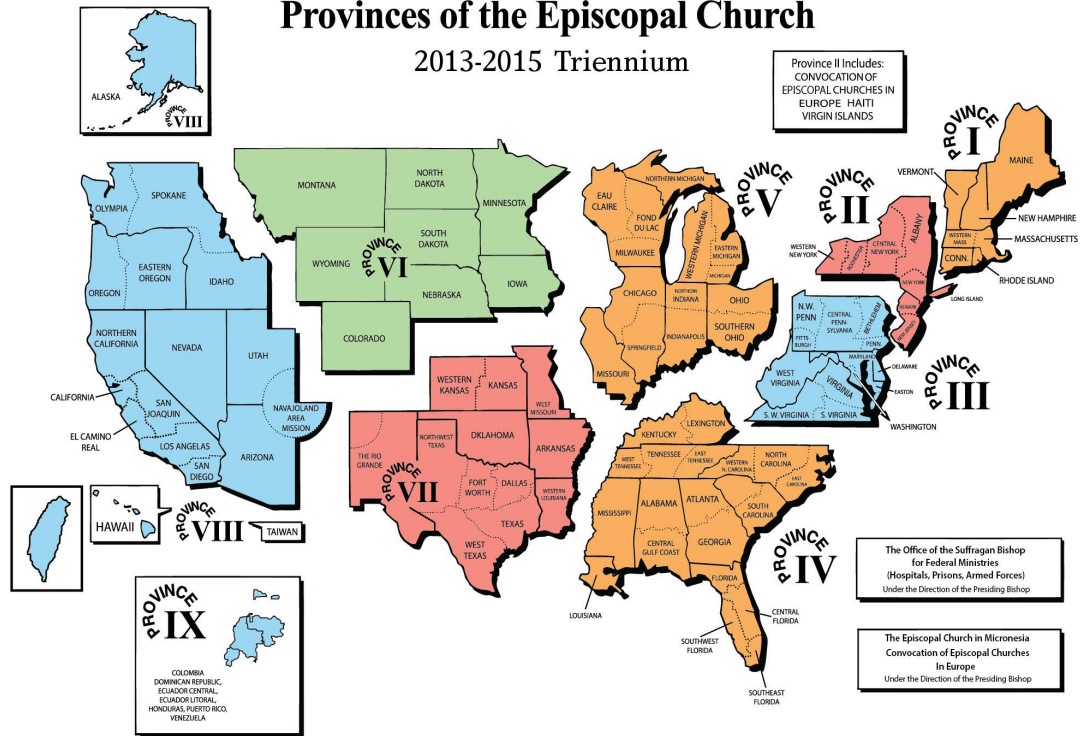
Part II: A Changed and Changing Picture of Provinces and Dioceses

Since the 2012 General Convention, much has changed at the level of provinces within The Episcopal Church, and the Committee on the State of the Church made a special effort to investigate these changes.

The provincial component of our Church's governance system dates back over 150 years. Because provinces are a creation of General Convention, their powers (such as they are) are derived from General Convention and not necessarily the dioceses of which they are comprised. Under this authority, provinces meet in regular synods to conduct the business of the collection of dioceses in a particular geographic region of the Church and to act as a conduit between individual dioceses and the wider Church. Throughout the 20th century, provinces have formed, morphed, and grown to accommodate the needs of the Church.

Provinces of the Episcopal Church

2013-2015 Triennium



When in 2012 The Episcopal Church embarked upon an effort at reimagining itself, the Provincial Leadership Conference (PLC) also decided to review its purpose, scope, and role in future governance. During the most recent PLC, six of the nine provinces noted that they were engaged in some manner of re-evaluation of their purpose and/or role. Since the provincial structure is in place and familiar to the Church at large, some have noted that provinces might have the potential to reduce some of the burdens of General Convention if they were granted more legislative authority, or if provincial synods were utilized as a platform to debate relevant issues prior to General Convention.

Provinces, some suggest, may more effectively replace personnel and resources lost at the church-wide level as a result of budget reductions. The 2012 report from the House of Deputies Committee on the State of the Church noted that representatives from the Standing Commission on the Structure of the Church, the Executive Council, and the PLC have had conversations toward this end. During the most recent triennium, the Executive Council continued to encourage the PLC to share administrative responsibilities in an effort to conserve resources.

While each of the provinces provides a platform for collaboration, provinces appear to fall into one of two categories when describing their purpose. The first group consists of provinces (I, II, IV, VIII & IX) that see their existence and ministry as separate and distinct from the ministry of an individual diocese. The second group's provinces (III, V, & VI) view their primary purpose as facilitating diocesan collaboration and sharing of resources, assets, and experience. These classifications are not absolute; however, in a world of declining resources, the work of the provinces seems to be shifting more toward the second broad group, with provinces embracing opportunities to consolidate resources and administration to support constituent dioceses. Those provinces with unique ministries are dealing with reduced funding by narrowing their focus in an effort to do fewer things better. For instance, Province II recently decided on a strategy to focus its energy into five areas: Haiti, Stewardship, Spotighting Success, Youth, and Mission Activities. All of the provinces report that they are looking at ways to better utilize the Five Marks of Mission in their respective operations.

With the uncertainty surrounding what the Task Force for Reimagining the Episcopal Church (TREC) may recommend, some provinces are hesitant to enact sweeping reforms to the manner in which they operate.

Nevertheless, diminishing financial resources create an impetus for change. In Province V, there is a concerted effort underway to make the Province more relational and collaborative, as opposed to being seen as simply another link in the Church's governance chain. Province V recently adopted a purpose statement:

“The primary purpose of the Provincial system is to facilitate dioceses' ability to collaborate together in ministry, whether it be in common projects or through the sharing of resources, assets, and experience.”

This shift from “first-party ministry” to “ministry support” is evident in other provinces as well. A trend may be emerging whereby provinces see themselves as a “network pool of resources” for their constituent dioceses. This is evident in the programming being conducted by the provinces.

The challenges cited by provincial leadership are not inconsistent with the challenges facing the Church at virtually every level. Based on the size of the provinces, communication and fellowship create challenges. Telephones and web-based systems aid in communication but not fellowship. Further, given the availability of resources and potential of the Internet, it is not surprising that the PLC senses a hunger in the provinces for “network pools” to offer support, resources, and educational materials, even though the PLC does not appear to have a web presence for the resources it produces. Nevertheless, provincial synods and in-person meetings afford the opportunity to connect and communicate on a personal level that cannot be matched by virtual meetings. Face-to-face meetings create opportunities to break down isolation and to reflect on what unites us in the Church.

The two most commonly cited priorities for provinces are youth engagement (IV, VI, VIII, & IX) and outreach (VIII, IV, II, & I). While in many respects outreach depends upon financial resources, increasing youth engagement remains a constant struggle in the Church. Perhaps one of the greatest opportunities the provinces have is to consolidate and share resources to find the right programming to make an impact on young people’s involvement in the Church.

Leadership within Dioceses

The Committee considered the dynamic nature of dioceses through the lens of finances, clergy, and lay leadership.

Financial

Mirroring the wider economy, church financial pictures are improving. Dioceses operate on funds collected from congregations, endowments, interest income, grants, rents and leases, donations and bequests, and camp and conference fees. Dioceses most commonly respond to budget challenges in the predictable ways of eliminating or reducing personnel, programs, publications, and the diocesan asking from General Convention. However, July 2014 financial reports indicate that 99 percent of all dioceses are giving to the General Convention budget, with about half at the requested 19 percent of budget asking. See Appendix 4 for data on income and expenses for Episcopal congregations by province and diocese, and Appendix 5 for data on diocesan commitments and payments.

Shared resources such as buildings, clergy, financial and administrative personnel, communications and media support services, and training resources are another way dioceses protect financial resources. “Personnel” ranks as the top category for budget allocation in a 2014 church-wide survey. “Ministries: Programs that primarily serve members of the church” ranks second; Giving to the Domestic and Foreign Missionary Society (the corporate name of The Episcopal Church) ranks third; Administrative, fourth. More

than two-thirds of respondents rank “Ministries: Outreach” below personnel expenses and programs serving church members.

Clergy Leadership — Bishops

The role of bishop at one time represented a commitment to a particular diocese or jurisdiction from the time of election until retirement and the end of active ministry. In the 2014 church-wide survey, about a sixth of respondents reported bishops who had moved into other dioceses or roles in The Episcopal Church. Bishops may leave service at a “normal” retirement age or take advantage of the rule allowing full retirement at age 55 with 30 years of service (30/55). Some bishops who retire under either circumstance may continue to minister in other roles, such as assisting or provisional bishops. There is little evidence of any increase in bishops’ resigning their position, before retirement, in order to serve in another position.

Clergy Leadership — Priests

The profile of what is typical for clergy leadership has changed. While most churches say they want a full-time priest, the reality reflects something different. Church-wide shifts to part-time, semi-retired, short- and long-term supply, or bi-vocational ministry are increasingly common. According to the 2013 Parochial Report, 45 percent of domestic parishes and missions are served by clergy who are not full-time.

All survey respondents report utilization of the Priest-in-Charge method of clergy placement. In this process, the diocesan bishop suggests a limited number of candidates, and the Priest-in-Charge selected may have the possibility of becoming the Rector. The speed of this process, the lack of a church-wide search, and the possibility of the Priest-in-Charge being a probationary candidate for Rector represent a change in the process for selection of a new rector. Of the respondents, 65 percent report that bishops “sometimes” utilize placement of a priest-in-charge rather than a traditional search process conducted by the parish. Seventeen percent indicate this model is used “often”; an additional 17 percent say it is used “more and more.”

Lay Leadership

One of the new ways dioceses are addressing leadership needs is through increased roles for laity. This includes shared leadership models in which laity have a prominent role, as congregations are yoked or use bi-vocational clergy. Several dioceses have instituted enhanced training for lay leaders. The availability and expense of full-time clergy is a factor in the increased use of bi-vocational clergy, supply clergy, and yoked congregations. This has also increased responsibility on laity to govern and to handle pastoral concerns, mission, and outreach. Many dioceses are exploring the licensed ministries of laity such as Pastoral Leaders, Worship Leaders, Preachers, and Catechists included in Title III Canon 4 Sections 3-8.

Clergy Leadership Formation/Seminaries

During the past six decades, the average age of seminarians in The Episcopal Church has risen considerably. During that same period, the rate of Episcopal seminary attendance has declined. Factors such as distance, time, cost, and the availability of other options afforded by alternate formation through diocesan initiatives are often cited as reasons for this general trend toward non-Episcopal seminary attendance. The influence of diocesan leadership is notable in the determination of seminary attendance of postulants for ordination to the priesthood in The Episcopal Church, as reflected in some regional trends.

Research also indicates that large educational debt is not uncommon for seminary graduates, and financial pressures caused by these debt levels severely limit the ability of seminary graduates to accept calls to Christian ministry, and undermine the effectiveness of too many pastoral leaders. The fact that graduates of Episcopal seminaries are more likely to be currently employed, and the fact that these graduates generally

earn higher salaries, is a pattern for consideration, along with others that underscore the importance of support for Episcopal educational institutions for the stability of The Episcopal Church and the financial health of future clergy.

The deans of seven Episcopal seminaries were interviewed regarding clergy formation: Justin Terry, Trinity Episcopal School for Ministry; Roger Ferlo, Bexley Seabury; Ed Salmon, Nashotah House Theological Seminary; Kurt Dunkle, General Seminary; Joe Britton, Berkley Divinity School; Neil Alexander, The School of Theology, Sewanee; and Mark Richardson, Church Divinity School of the Pacific. Their interviews are available at: <http://youtu.be/pX5xQdoW1OA>

In spite of the air of crisis that has beset theological education during the past five to six years, there is new energy for the task of clergy formation. Almost every Episcopal seminary is under the leadership of a new dean. Funding and reorganization challenges are being addressed with renewed vigor and some success. We do not intend to minimize the challenges any of the Episcopal seminaries face, but the model of education is far from obsolete. There remains an enormous amount of energy and optimism across the breadth of the 10 seminaries of The Episcopal Church. Our seminaries are reconfiguring with positive motivation and momentum. Bexley Hall and Seabury-Western have formed a “federation” as they respond to both financial stress and creative collaboration.

Contentious relationships, unresolved as of this writing, at General Seminary, and possibly others, point to a heightened need for transparency and shared governance. It is a system with some challenges, but it is not in crisis. The challenges include changed relationships between faculty and Boards of Trustees. The stress on the system may heighten conflict.

It seems we may be moving toward a more “boutique” approach, with some of our seminaries addressing particular needs and focusing, for instance, on “low-residency” Master of Divinity programs and on “distributive” or online education. Other seminaries are emerging as “full-service” institutions holding up the notion that the residential model of priestly formation is paramount and viable.

The Lilly Endowment’s creation of the Theological School Initiative to Address Economic Issues Facing Future Ministers is currently addressing the issue of how financial pressures are limiting the ability of seminary graduates to accept calls to Christian ministry. The initiative’s aim is to encourage theological schools to examine and strengthen their financial and educational practices to improve the economic well-being of future pastors. Several of our Episcopal seminaries are recipients of these funds.

Collaboration, rather than competition, among the 10 seminaries of The Episcopal Church is an important focus for the future. There are conversations about holding inter-seminary “field meetings” on a three- to four- year cycle. These would be joint faculty meetings of each academic discipline in Episcopal theological education. Another initiative may be a common grant proposal for faculty development and to address the shortage of faculty candidates in some academic fields. The Episcopal Church seminaries’ academic deans are starting to meet regularly, both electronically and in person, for collaboration. There also has been some discussion of various ways of assessing the educational outcomes of those preparing for priesthood; and of seeking ways to evaluate that are increasingly thoughtful, fair, energizing, positive, and holistic.

As an alternative to residential seminaries, dioceses are exploring local options for those preparing for all kinds of ministry, including the priesthood and the diaconate. The Iona Initiative, which originated at the Diocese of Texas as the Iona School for Ministry, but which now is a collaboration of seven dioceses, is one example of how theological education is changing in terms of setting and purpose.

Trends from Reorganized Dioceses

As deputies to General Convention are undoubtedly aware, recent years have witnessed conflict within the Church resulting in the efforts by some bishops and members of some congregations to disaffiliate from The Episcopal Church. There is clear evidence now that the days of bitterness caused by these rifts are mostly behind us. However, the current reality is that significant numbers of former members of these dioceses are gone. Remaining members of The Episcopal Church in those locales have actively reorganized themselves under new or provisional leadership.

- The Diocese of Pittsburgh elected a diocesan bishop, the Right Reverend Dorsey McConnell, in 2012.
- The Diocese of Quincy and the Diocese of Chicago, which had split in 1877, agreed to a reunion, which became effective in 2013.
- The Diocese of South Carolina, which reorganized in 2012, elected the Right Reverend Charles G. von Rosenberg as provisional bishop.
- The Diocese of Fort Worth, which reorganized in 2009, elected its third provisional bishop in 2012, the Right Reverend Rayford High.
- The Diocese of San Joaquin, which reorganized in 2008, elected its third provisional bishop in 2014, the Right Reverend David Rice. Although currently a provisional bishop, he may become a diocesan bishop.

The lack of continuity of leadership in some of the reorganizing dioceses has diverted time and energy from implementation of their long-range goals. These dioceses are rebuilding and have greater need for their bishop to be present and available on a full-time basis. The reorganized dioceses have primarily been served by the election of provisional bishops drawn from the pool of retired bishops. The current Church Pension Fund requirement that retired clergy (in this case, bishops) work no more than half time places significant limits on how a retired bishop is able to serve effectively as provisional bishop of a reorganizing diocese.

The loss of buildings and confusion of The Episcopal Church “brand” continue to be formidable problems for the reorganizing dioceses. Although buildings are not the Church, a building is important to the ongoing life of a congregation as a symbol and as an identifiable gathering place in our communities. Displaced parishes using “Sunday-only” rental space expend considerable time and energy setting up each Sunday, and some have had to relocate several times. Perhaps the most daunting aspect of this issue is the confusion caused when those who chose to leave The Episcopal Church nonetheless continue to refer to their churches and their dioceses as “Episcopal.” For communities worshipping outside their buildings, confusion over the rightful use of the Episcopal “brand” has made it difficult for the congregations within the reorganizing dioceses to attract new parishioners.

Despite this confusion, the reorganized dioceses may well be on the cutting edge of many practices that could become operational models or even larger trends within The Episcopal Church. For example, by necessity, congregations in the reorganizing dioceses continue to explore many new ways to “be church.” Borrowing worship space on Sundays has helped them excel in the art of “church in a box.” Some congregations have chosen to pool resources by yoking or combining, while others are discerning whether certain church properties should be repurposed. Creative partnerships have also been formed with the Evangelical Lutheran Church in America that include sharing space, holding joint services, and engaging in joint college ministry.

The reorganized dioceses have also increased their use of electronic communication. Robust websites and social media (Facebook, Twitter, Instagram) have proved invaluable ways to reconnect with faithful Episcopalians in dioceses who did not have access to official databases. Indeed, financial constraints have forced many congregations to use free communication tools available online.

What Is Likely to Keep Changing at the Provincial and Diocesan Levels?

While none of us has a crystal ball allowing us to foresee the future, current information suggests strongly that selected trends can be projected into the near-term future.

- Collaboration — If nothing more, financial pressure alone may be sufficient to push dioceses toward greater functional integration, to pursue collaborative efforts in areas of work heretofore not considered. For example, most dioceses have “schools” that offer courses for persons who are in formation for one or another aspect of ministry. For many provinces, regions, and dioceses, inter-diocesan cooperative and collaborative efforts may well represent the most sensible approach to these activities in the Church’s near-term future.
- Vocational Formation — Specifically with regard to formation of ordained clergy, even while Episcopal seminaries are experimenting with new models of education for formation, parallel independent efforts are underway in certain places. The Kemper School, Iona, and the Anglican School of Theology-Brite, not to mention “Anglican Studies” tracks at universities such as Duke and Claremont, are raising up alternatives to the traditional model of the three-year residential MDiv program. Put another way, as the roles of clergy and lay leadership are changing – as the needs, resources, and human-capital capabilities of Episcopal congregations are changing – so will the ways and means of vocational preparation change.
- Communications — Many of the provinces of The Episcopal Church are large or are geographically non-contiguous. Below the level of the province, many of our dioceses encompass entire states. In Province I (for example, in Massachusetts or Connecticut) where geographic distances are not too great, the hardship or the “friction of distance” may not be too great to overcome. But in Colorado, or Wyoming, or Alaska, geographic distances may present significant impediments to frequent gatherings of the Church for common worship, discussion and sharing, and fellowship. In these circumstances, we can project greater reliance upon electronic means of communication. If that is accurate, it implies a need for ever greater attention to, and vigilance over, increasingly rapid changes in communications technologies; and to the need for hiring and retaining diocesan and provincial personnel who are skilled in ever-advancing communications technologies.

The Episcopal Church as a whole may need to address the most sensible articulation of the Church’s needs and opportunities at the provincial or diocesan level.

Part III: A Changed and Changing Picture of The Episcopal Church as a Whole

In Part I, this report looked at the Parochial Report data as they describe congregational life. In the opening of Part III, this report will look at Parochial Report data as they relate to The Episcopal Church from a church-wide perspective.

It is sometimes difficult to see the good news when observable trends seem negative. The Committee on the State of the Church has worked to present a balanced view, presenting the numbers as they are and underlining points where the negative is turning in a positive direction.

In 2013, 94 percent of all Episcopal parishes and missions completed a Parochial Report. During the past four years, The Episcopal Church had a net loss of 166,664 baptized members, or -7.7 percent; 57,626 of these losses occurred in the most recent year for which data are available. Half of these losses were recorded by the Diocese of Honduras in Province IX (which revised its Parochial Report process in 2013), resulting in large-scale reporting adjustments in many parishes. Absolute membership losses were highest in Province IX, Province VIII, and Province II respectively; percentage losses were greatest in Province IX, Province V, and

Province VIII. Average Sunday attendance (ASA) statistics show a smaller net loss from 2009 to 2013 than for membership (-67,743), but a slightly higher percentage decline (-9.3 percent). All Episcopal provinces declined in ASA, with the most serious percentage declines recorded in Province IX, Province V, and Province VII.

The four-year trend (2009-2013) shows an 8 percent decrease in active membership and a 9 percent decline in average Sunday attendance. The 10-year trend data provides a longer view of what has occurred in the life of the domestic dioceses of The Episcopal Church. In that period, the Church has seen an 18 percent decrease in active membership and a 24 percent decrease in Average Sunday Attendance. Communicants in Good Standing also declined by 18 percent during the last 10 years. It should be noted, however, that the severity of annual declines began to moderate somewhat in 2011, with domestic losses dropping from around 50,000 members per year to less than 29,000 per year for three consecutive years (2011-2013).

Among Episcopal dioceses in the United States, membership dropped below two million in 2010, and is now 1,866,758; average congregational size dropped from 160 to 152; and the percentage of churches with Average Sunday Attendance of 100 or less increased from 67 percent to 69 percent. After income losses in 2009 and 2010 as a result of the recession, domestic congregations experienced growth in income in 2011, 2012, and 2013. Average pledges continued to rise, largely unabated by the recession.

"Domestic Fast Facts Trends: 2009-2013" in the table below provides a detailed snapshot of the past five years' statistics on membership and Average Sunday Attendance; of the percentage of churches that are growing and declining; net change year-to-year; the number of large and small congregations; and changes in patterns of giving.

EPISCOPAL DOMESTIC FAST FACTS TRENDS: 2009-2013

	2009	2010	2011	2012	2013
Domestic Parishes and Missions	6,895	6,794	6,736	6,667	6,622
Active Baptized Members	2,006,343	1,951,907	1,923,046	1,894,181	1,866,758
Net Change in Active Membership from Prior Year	-51,949	-54,436	-28,861	-28,865	-27,423
One Year % Change in Active Members	-2.5%	-2.7%	-1.5%	-1.5%	-1.4%
Five Year % Change in Active Members	-11%	-11%	-11%	-11%	-9%
Ten Year % Change in Active Members	-14%	-16%	-17%	-18%	-18%
% of Churches Growing 10%+ in Members (past 5 years)	25%	25%	24%	25%	25%
% of Churches Declining 10%+ in Members (past 5 years)	42%	42%	42%	41%	40%
Total Average Sunday Worship Attendance (ASA)	682,963	657,831	657,887	640,142	623,691
Net Change in ASA from Prior Year	-22,294	-25,132	+56	-17,745	-16,451
One Year % Change in ASA	-3.2%	-3.7%	+0.0%	-2.7%	-2.6%
Five Year % Change in ASA	-14%	-16%	-14%	-12%	-12%
Ten Year % Change in ASA	-19%	-23%	-23%	-24%	-24%
% of Churches with any Increase in ASA (from prior year)	35%	34%	43%	34%	33%
% of Churches with any loss in ASA (from prior year)	51%	54%	45%	53%	53%
% of Churches Growing 10%+ in ASA (past 5 years)	18%	17%	18%	20%	19%
% of Churches Declining 10%+ in ASA (past 5 years)	54%	57%	54%	51%	52%
Percent of Congregations with 200 Members or Less	57%	58%	58%	58%	60%
Percent of Congregations with 500 Members or More	15%	15%	15%	15%	14%
Median Active Baptized Members	160	158	155	155	152
Percent of Congregations with ASA of 100 or less	67%	68%	68%	68%	69%
Percent of Congregations with ASA of 300 or more	5%	4%	5%	4%	4%
Median Average Sunday Worship Attendance	66	65	65	64	61
Average Pledge	\$2,314	\$2,346	\$2,410	\$2,491	\$2,553
Plate & Pledge % Change from Prior Year	-2.8%	-1.2%	+1.1%	+1.2%	+0.8%
Normal Operating Income % Change from Prior Year	-2.8%	-2.3%	+1.4%	+1.4%	+1.2%
Inflation Rate in Calendar Year	+2.7%	+1.5%	+3.0%	+1.7%	+1.5%

Statistical measures by themselves do not tell the whole story. In the spring of 2010, under the direction and supervision of Dr. Kirk Hadaway of the Office of Congregational Research at the Episcopal Church Center,

1,100 surveys were mailed (with an online version available as well) to a stratified random sample of congregations in The Episcopal Church. 763 completed responses were filed, representing 11.5 percent of total domestic congregations. The response rate to the survey was 70 percent (adjusting for closed and merged congregations among the 1,100), which is sufficiently high to be representative of all congregations once the sample was weighted by size. Once again, as in 2008 and 2010, the most enlightening insight gained from that survey is the skewed age structure of The Episcopal Church.

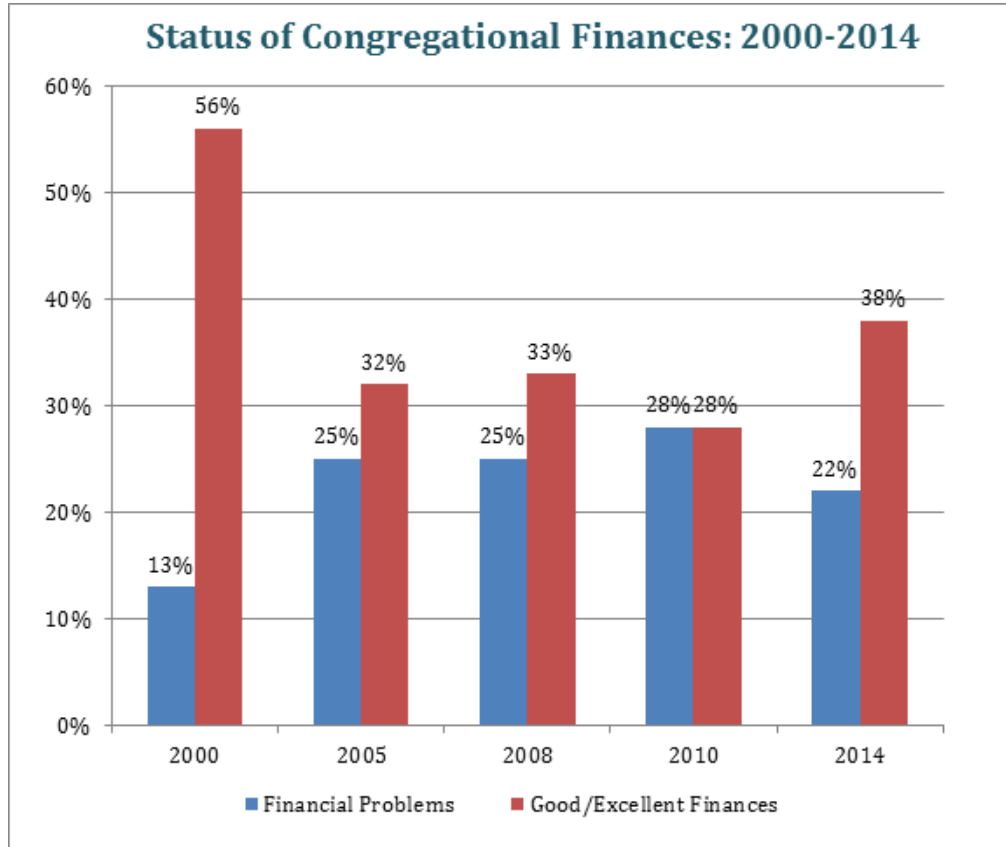
In addition to our demographic profile, the Summary Report of the *2014 Survey of Episcopal Congregations* gives reliable measurements on diverse aspects of church life, such as information on the kinds of programs congregations offer, styles of worship, efforts in outreach and evangelism, views of clergy and laity, and even data on sources of internal conflict and its consequences.

The advanced — and still advancing — age of the Church’s membership, combined with a low birth rate, means that the Church loses the equivalent of one diocese per year through deaths over births. Throughout the 1970s and 1980s, and even into the 1990s, the Church gained more adult members than it lost through persons changing denominations (particularly former Roman Catholics). In the fairly recent past, more people joined The Episcopal Church than left it, making up most, but not all, of the natural decline among participating adult members. That is no longer the case.

Despite these trends, around half of “cradle Episcopalians” are being retained. Detailed analysis of survey data also suggests that The Episcopal Church does make up for some of its losses through “transfers in,” although not nearly at the same rate as in the past.

Another noteworthy trend identified in the survey data involves the present financial condition of congregations. Recalling data presented above in the table, “Domestic Fast Facts Trends: 2009-2013,” normal operating income in 2013 showed a gain of 1.2 percent over the previous year. The five-year trend, however, showed a loss of 1.4 percent in total operating income. Increases in 2011, 2012, and 2013 moderated, but did not completely make up for the serious income declines in 2009 and 2010. With net losses in membership and attendance, the continuing financial burden falls more heavily upon remaining members.

Still, the rebounding economy has resulted in a change in the economic status of many Episcopal congregations. In 2014, 38 percent of Episcopal congregations, versus 28 percent in 2010, report that their financial condition is good or excellent. This proportion is below the 56 percent that reported good or excellent finances in 2000, but it does represent a change since the depths of the financial crisis. Not shown in Figure 6 below is the percentage of congregations reporting that their financial situation is “tight, but they get by.” In 2014, 40 percent of Episcopal congregations responded that they were in that situation. Thus, 62 percent of congregations are in some kind of financial stress in 2014, as compared to 72 percent in 2010, and only 44 percent in 2000.



A more detailed picture is presented when the financial stress data are arrayed by size of congregation. Financial stress is highly related to congregational size. Among two categories of small congregations, the proportion in financial stress is 74 percent among congregations with average worship attendance of 35 or less, and 68 percent among congregations with average worship attendance of 36 to 75. Larger congregations are less likely to be in financial stress. The proportion in stress is 58 percent among congregations size 76-125, 46 percent among congregations 126-225, 39 percent among congregations size 226-350, and only 24 percent among congregations with average attendance of more than 350.

When examining the fiscal outlook of The Episcopal Church (see tables at the end of this report), the reader will note that 99 percent of dioceses are contributing, with 50 percent giving at the current 19 percent asking. Increases have been approximately 0.5 percent per year since 2005, and are anticipated to continue at this rate. Two thirds of all The Episcopal Church’s budgeted income comes from dioceses. Another quarter comes from a draw from investments, which has had a net return of 7.7 percent during the past 10 years. The balance is from miscellaneous income.

The data above portray a Church that, in many cases, is shrinking, and yet in many cases is thriving. As this report maintains, measuring vitality can be demonstrated in ways other than by measuring people in the pews and dollars in the plates. Data from the interviews show vitality by other means.

Mission and Resourcing

Episcopalians are people of Mission. Our interviews at every level of the Church revealed that this is true at the church-wide level no less than at the congregational and regional levels. The church-wide staff understand their mission primarily to be in the role of enabling dioceses and congregations to carry out their mission. They use the words “serve” and “diaconal” to describe their primary means of carrying out this mission – to provide support, resources, networking, information, and best practices to dioceses and congregations. One staff member described it as “customer service.”

Secondly, the church-wide staff understand that part of their mission is to oversee the tasks that generally dioceses and congregations are not able to do by themselves, such as deployment, ecumenical relations, and fostering relationships throughout the Anglican Communion. Those we interviewed in diocesan leadership positions generally agreed with these two primary missions. The church-wide staff are also involved in implementing policy and supporting leadership.

Generally, those interviewed in dioceses were quite upbeat about the assistance provided by the church-wide staff. However, there was some disagreement about what dioceses and congregations are “unable to do.” The assets available to the dioceses vary widely. Some dioceses are capable of providing for a large percentage of their needs, while other dioceses are less capable of making such provision. The latter are more likely to ask the Church Center to do those things that they are “unable to do.”

The church-wide staff have shifted away from specific program development to support of Mission through network building and by being a communication hub. In order to provide this support in a more robust way, church-wide staff have recently reintroduced the “liaison” system, whereby each diocese in the Church is connected to a specific person on the church-wide staff. Dispersal of some of the program staff across the Church is a further way to provide connections.

The perspective of many in dioceses has not always been encouraging. Some report that it was often extremely difficult to get specific assistance from the Church Center. Phone calls often did not reach the right desk; the website can be quite complex to navigate; and emails sometimes simply weren’t getting through to the right people. As a result, many have very low expectations of the church-wide staff.

For resourcing and networking, most acknowledge that the Church Center could be based almost anywhere. Some church-wide staff have said that as long as they had a place to work, they could be effective. Interestingly, even dispersed church-wide staff see the rightful location of the Church Center as in or near New York City. For example, some specific functions such as finance and Human Resources have a corporate need to be based close to New York. New York City is a more robust hub for Europe, Africa, and Latin America than is any other U.S. city. Ecumenical, international, and Anglican missions are high on the list of New York-based activities, although this could change as a result of the priorities expressed by General Convention. This past year, the total cost of operating the Church Center building at 815 Second Avenue was \$1.8 million. The annual income during the same period from tenants exceeded \$2.1 million. As the CFO writes, “815 Second Avenue is not an albatross.”

Reorganizing/Restructuring

During the past decade, significant changes have been made in the organization, structuring, and deployment of the church-wide staff. First of all, there has been a significant reduction in the number of people on church-wide staff. In 2009 the Episcopal Church reported 185 employees; in 2014 it reported 154.

We heard repeatedly from the church-wide staff that reductions have had either no or very slight impact on the mission of the Church. However, there are pockets of low morale, which continue primarily in the wake of the massive staff cuts in 2009, and which build as each General Convention approaches. From a diocesan perspective, some respondents wish for a return of some of the “desks” that have disappeared at the Church Center.

The other change for the staff is its geographic dispersal. In 2014, 45 percent of employees are not primarily based at the Church Center in New York City.

In theory, dispersal helps put the church-wide staff in the field and in closer proximity to the local Church. Overall, almost everyone interviewed sees the dispersal of church-wide staff to be working effectively. The change in relationship between the dispersed staff officers and the resident associates has encouraged professional development and pride. As more staff are hired as dispersed, this model is likely to become the dominant expectation. Although the Presiding Bishop is not thought of as “dispersed,” as a practical matter she is out of the Church Center about 80 percent of the time in her role and ministry.

In the past decade, five dioceses have had to go through restructuring and reorganizing as a result of their bishop and many members of congregations disaffiliating with The Episcopal Church. Much support has been provided from the church-wide staff to help in reorganizing. In some important ways, this support process might be seen as a model for congregations and dioceses that are facing resourcing shortfalls. And, as many dioceses are considering ways of intervening when congregations are in crisis, learnings from this restructuring might be useful for The Episcopal Church to bring early hope to any diocese in crisis, irrespective of whether the crisis is a result of a potential schism or defection, or is simply the lack of adequate financial support.

The Episcopal Church is actively engaged with Province IX as dioceses aim to increase sustainability. Collaborations include specific efforts, such as Episcopal schools’ galvanizing ministries in local communities. Successful initiatives are well underway in the Dominican Republic and Honduras. Work in the other Province IX dioceses will follow in subsequent trienniums.

Clergy Trends Across The Episcopal Church

The report of the Church Pension Fund will be found elsewhere in the Blue Book. The mission of the Fund, as found in the 2012 Blue Book (page 684), is this:

Our mission is to be the trusted provider of comprehensive, cost-effective retirement, health, and life insurance benefits to the Episcopal Church, its clergy and lay employees. Consistent with this central mission, the Church Pension Fund also serves the Episcopal Church through the development of other programs and services as approved from time to time by the General Convention and the Board of Trustees. The core values that guide CPF in fulfilling its mission are compassion, fiscal stewardship, mutual respect, service, and adaptability.

We commend to you the 2015 Report.

We note three of the matters that the Church Pension Fund has called to the Church’s attention. Currently, 45 percent of congregations in The Episcopal Church do not have full-time clergy. The average age of those ordained continues slowly to rise, currently at 48.0 (Church Pension Group 2014 annual report, page 11). Finally, the average age of all of those currently ordained is high, which means that there will be many retirements in the decade ahead. All three of these factors have significant consequences in calculating retirement income for clergy. As we look into the future, how will the Church help deal with financial concerns for clergy, especially if they are late arrivals into the ordained ministry and are carrying significant seminary debt?

Even without considering the Church Pension Fund and other compensation issues, the aging nature of our clergy and the emerging predominance of late-life ordination affects us church-wide in terms of loss of experienced senior clerical leadership — in congregations, in dioceses, in the church-wide arena, and in the episcopate.

Church-Wide Structures

How the Church works together for Mission also includes examining the roles of Executive Council, CCABs, General Convention, etc. A number of people we interviewed spoke in particular of the tension between the House of Bishops and the House of Deputies.

Some whom we interviewed suggested that budget cuts have had a much greater impact on the House of Deputies than on the House of Bishops. Three of the obvious ways that the House of Deputies differs from the House of Bishops are 1) the House of Deputies meets only once every three years, while the House of Bishops meets semi-annually, 2) the House of Deputies is vastly larger than the House of Bishops, and 3) the turnover rate of members is much higher in the House of Deputies than in the House of Bishops. The combination of the three factors makes it much more difficult for those in the House of Deputies to forge relationships with each other and with the wider church than for those in the House of Bishops. If the duration of General Convention is reduced, the impact could be greater on the effectiveness of the House of Deputies than on the House of Bishops. As noted in the discussion above on provinces, face-to-face meetings create opportunities to break down isolation and to reflect on what unites us in the Church.

Between General Conventions, CCABs are one significant way in which the clergy and laity participate in advancing the Mission of the Church. They are an opportunity for Deputies and Bishops to interact about church-wide issues. Budget cuts in the last two trienniums have already changed the quality and frequency of Deputy and Bishop interactions. Budget cuts have already changed the ways that CCABs do their work – for example, meeting electronically rather than face-to-face.

Church-Wide View — How Might We Continue to Change?

- Finances: As we have already reported, the average congregational pledge has increased consistently during the past decade. However, as Baby Boomers retire (and eventually die), congregational funding from plate and pledge is projected to fall. Younger people tend not to contribute at the level at which Boomers have contributed, and so will not make up the shortfall. This is always true of younger people, primarily because they have less money. The real problem is that there will be many fewer people in the generation that follows the Boomers. Another crunch on congregational budgets is the continuing rise in health costs for employees, along with pension assessments. This will be a challenge for the Church as a whole, as well as for the Church Pension Fund, to engage. The challenge will be further complicated by the increased number of part-time, non-stipendiary, and retired clergy who are serving as rector, vicar, or priest-in-charge.
- Communications: There has been a sea change in the way that people communicate. Twenty years ago, communication was almost exclusively by paper; today and into the future, it is electronic. Previously our communication was analog; now it is digital. Email has been superseded by Facebook, Twitter, Instagram, and other social media. Previously we have communicated with the expectation that the recipients of the communication would attend our Church. These expectations may not be realistic in the future. The Church at all levels will need to be alert to understand and use these new ways of communicating with those both inside and outside the Church.
- Measuring: The Parochial Report has been the traditional means by which The Episcopal Church has measured life in the Church. In the beginning of this report, we made extensive use of data provided

by the Parochial Report. We also noted that there have been calls from almost all corners of the Church to provide additional ways to measure vitality in the Church – factors besides just Average Sunday Attendance and NDBI. We believe that, in significant measure, this desire comes from congregations who are thriving and who are engaged in significant mission and outreach work. People want the Church to be aware of and to celebrate these ministries. The Church as a whole, along with this Committee (among others), will be grappling with this in the next decade. It is fairly easy to measure numbers (quantitative data). It's much more difficult to measure stories (qualitative data). At the diocesan level, the gathering of qualitative data can be extremely useful for assessment of congregations and their vitality. At the church-wide level, the means of gathering qualitative data, along with its use and analysis, is more complex. At this point, the Committee is not prepared to recommend to the Church any revised, specific means of measuring “congregational vitality.” However, the section of this report on “Change at the Parish Level” offers insight into what we have learned about assessing congregational vitality. That portion of this report offers specific suggestions for the work of this Committee for the next triennium.

Conclusion

At the 77th General Convention in Indianapolis, the House of Deputies unanimously passed Resolution C095 on Structural Reform. The President of the House then invited the House to respond to the resolution with a song. All the Deputies rose and sang “Sing A New Church Into Being.”

The House of Deputies Committee on the State of the Church has found that the change implied by this song is, to a greater or lesser extent, a reality for The Episcopal Church. We have experienced change, the changes are happening now, and we anticipate that this will be the reality for our future.

The numerical data continue to change. Decline in membership and attendance has slowed but not stopped. Losses from controversial decisions of General Convention have largely abated, and attention has focused on Mission and the structure of our administration and governance.

The demographic of our membership continues to change, and the gap between the makeup of The Episcopal Church and the population of the United States continues to increase. As a whole, we are getting older and are not as representative of the diversity of the communities in which we are based.

We have experienced change and growth in our Reorganized Dioceses. Each of them has moved forward and is inspiring the rest of the Church with new approaches to “being church.” They report that they have been slowed in their recovery by a lack of consistent episcopal resources to lead and care for them over time. Although one diocese has elected a diocesan bishop, the others are still under varying forms of provisional bishops.

One of the most significant changes is to the number, formation, role, and age of our parish clergy. The Episcopal Church's existing clergy are getting older on average, and our newer clergy are being ordained at later stages of life. There is an observable increase in our newer clergy being trained at non-Episcopal seminaries and in Anglican studies programs at general purpose universities; or alternatively, through diocesan education programs. The trend seems to be heading away from a standard three-year Master of Divinity for many, if not most, new clergy.

In a time when the whole of American culture is experiencing fissure and politically charged division, not to mention protracted economic stress, it should come as no surprise that people report being skeptical of their social institutions. The Church cannot realistically hope to be entirely immune from the tensions that presently cross-cut American life. In this environment, it is understandable that the expectations of, and relationships between, the church-wide staff and dioceses would get somewhat muddled. Dioceses want the

Church Center staff to be present and available for some support, but those expectations can be misunderstood, especially when a numerically diminished staff is trying to respond to the same level of demand for support and service. Steps have been taken — and will continue to be taken — by senior leadership at the Church Center to maintain both staff morale and high levels of quality response to the dioceses they seek to serve.

Our Church is changing — moving out of a deep conflict mode and into a greater focus on Mission. The stories that were shared with our Committee from across the nine provinces of The Episcopal Church were filled with hope, increased collaboration, and joy. Hope, collaboration, and joy are the images that will describe the State of the Church as we move into a new triennium.

Action on Referred Resolutions: Resolution 2012-A010

This Resolution was directed to the Executive Council. The Committee on the State of the Church awaits direction of the Executive Council.

PROPOSED RESOLUTIONS

A038: DEVELOP AN INDEX OF VITALITY

Resolved, the House of _____ concurring, That the House of Deputies Committee on the State of the Church be tasked with investigating the efficacy and utility of an “index of congregational vitality,” to become a part of the Parochial Report, the purpose of which would be to assess annually the health and well-being of all the congregations that constitute The Episcopal Church; and be it further

Resolved, That a panel of nationally recognized experts from within and outside the Church be assembled to assist the Committee on the State of the Church in carrying out the above-described task; and be it further

Resolved, That a supplemental amount of ten thousand dollars (\$10,000) be added to the budget of the Committee on the State of the Church to support the cost of this panel of expert consultants; and be it further

Resolved, That the Committee on the State of the Church report its formal recommendations on this matter to the 79th General Convention of The Episcopal Church in 2018.

EXPLANATION

In 2014, an internationally distinguished panel of experts published a most important report that critiqued economists’ reliance upon Gross Domestic Product per capita as the primary means of measuring social well-being in the world. Economics, they found, can help assess well-being, but it is not the only or even the best way of doing so. When a new three-part system of assessing social well-being was applied, the United States — usually ranked number one or two in the world — dropped to 16th, below many smaller and less wealthy nations. The same may be true in the Church.

While The Episcopal Church’s Parochial Report contains vital statistics that we need to know, it is neither the only way, nor perhaps the best way, of assessing congregational vitality. Many dioceses are already experimenting with their own so-called “5th page” of the annual Parochial Report in an attempt to capture a sense of exciting new ministries and signs of new and growing spiritual depth, even when other metrics may be static. Especially in the light of institutional changes that we make or that may be thrust upon us by changed and changing circumstances, the Church ought to insure that it is doing the best possible job in assessing congregational vitality. We must devise ways of sharing best-practices information as widely as

possible across the Church. We also ought to insure that congregations and dioceses are performing assessments of vitality in essentially the same manner.

A039: FUND THE HOUSE OF DEPUTIES COMMITTEE ON THE STATE OF THE CHURCH

Resolved, the House of _____ concurring, That the 78th General Convention of The Episcopal Church assign \$30,000 to the work of the House of Deputies Committee on the State of the Church for the 2015-2018 triennium; and be it further

Resolved, That the General Convention request the Joint Standing Committee on Program, Budget, and Finance to consider a budget allocation of \$30,000 for the implementation of this Resolution.

EXPLANATION

Experience during the 2012-2015 triennium indicates that the House of Deputies Committee on the State of the Church will need funding in the upcoming triennium — \$10,000 for 2016; \$17,000 for 2017; and \$3,000 for 2018 — for two face-to-face meetings and for members of one or more of the subcommittees to travel as part of their work.

Budget

The Committee's budget for the triennium was \$20,000, of which approximately \$17,500 was expended.

APPENDICES

1. Membership, Communicants in Good Standing, and Average Sunday Attendance: 2009-2013
2. Average Sunday Attendance: 2009-2013
3. Congregational Revenues and Expenses Used for Operations: 2009-2013
4. Plate & Pledge, Operating Income, and Operating Expenses: 2009 & 2013
5. Diocesan Pledges and Income

APPENDIX 1: Membership, Communicants in Good Standing, and Average Sunday Attendance: 2009-2013



	Average Sunday Attendance	Communicants in Good Standing	Active Members
2009	724,845	1,694,397	2,175,748
2013	657,102	1,549,008	2,009,084

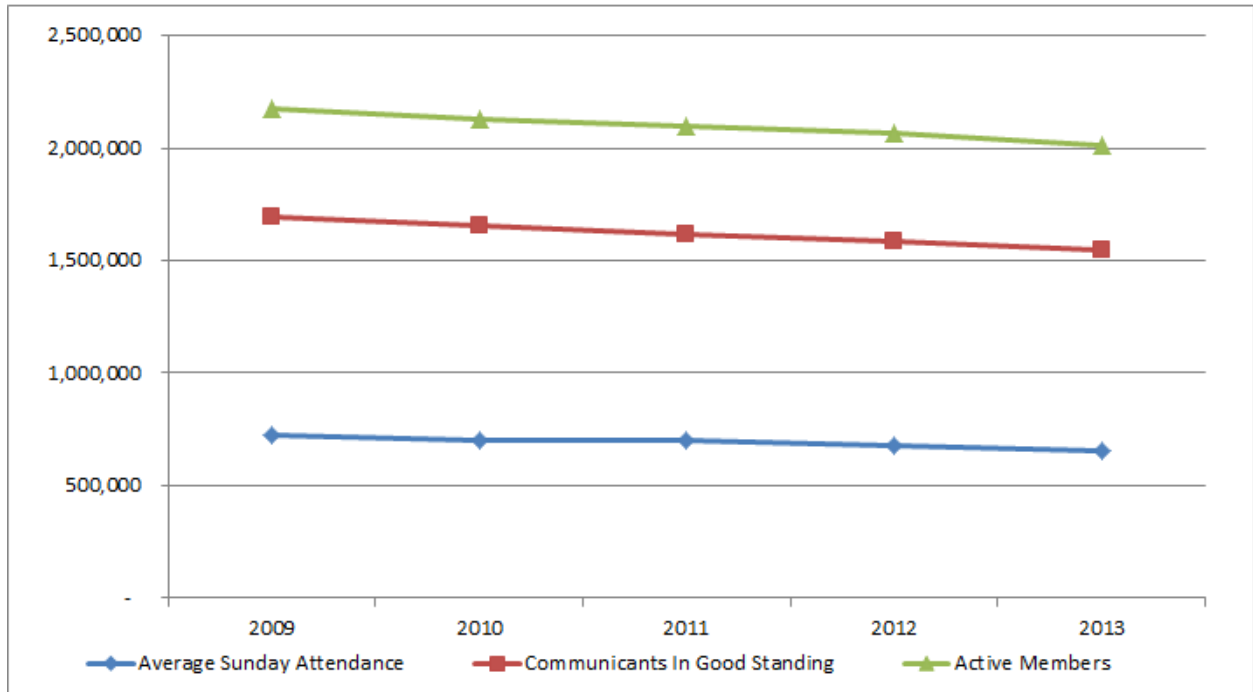
Diocese	Active Members Reported in 2009	Active Members Reported in 2013	% Change in Active Members: 2009-2013	Communicants in Good Standing in 2009	Communicants in Good Standing in 2013	% Change in Communicants in Good Standing: 2009-2013
Connecticut	60,149	54,145	-10.0%	47,119	41,852	-11.2%
Maine	13,382	12,021	-10.2%	11,089	9,848	-11.2%
Massachusetts	64,640	62,661	-3.1%	49,895	48,295	-3.2%
New Hampshire	14,787	12,740	-13.8%	11,061	10,087	-8.8%
Rhode Island	20,469	18,658	-8.8%	15,427	13,250	-14.1%
Vermont	7,349	6,596	-10.2%	5,734	5,280	-7.9%
Western Massachusetts	17,738	15,837	-10.7%	12,681	11,727	-7.5%
Province 1 Subtotals	198,514	182,658	-8.0%	153,006	140,339	-8.3%
Albany	18,440	15,750	-14.6%	13,589	12,652	-6.9%
Central New York	16,336	13,777	-15.7%	11,635	10,558	-9.3%
Churches in Europe	3,701	3,630	-1.9%	3,063	2,835	-7.4%
Haiti	83,698	84,301	0.7%	21,586	23,832	10.4%
Long Island	51,833	47,072	-9.2%	37,135	33,240	-10.5%
New Jersey	47,819	43,508	-9.0%	35,234	31,475	-10.7%
New York	61,670	60,084	-2.6%	46,589	46,013	-1.2%
Newark	29,223	27,546	-5.7%	23,614	21,689	-8.2%
Rochester	8,843	8,007	-9.5%	7,307	6,559	-10.2%
Virgin Islands	4,877	3,865	-20.8%	3,782	3,198	-15.4%
Western New York	11,530	10,685	-7.3%	8,554	7,050	-17.6%
Province 2 Subtotals	337,970	318,225	-5.8%	212,088	199,101	-6.1%
Bethlehem	12,224	10,848	-11.3%	9,274	8,312	-10.4%
Central Pennsylvania	13,848	12,646	-8.7%	11,660	10,448	-10.4%
Delaware	11,261	9,877	-12.3%	9,577	8,149	-14.9%
Easton	8,765	8,124	-7.3%	6,910	5,927	-14.2%
Maryland	42,383	40,708	-4.0%	31,382	29,645	-5.5%
Northwestern Pennsylvania	4,125	3,588	-13.0%	3,350	2,971	-11.3%
Pennsylvania	47,843	44,384	-7.2%	40,488	36,421	-10.0%
Pittsburgh	8,644	8,892	2.9%	7,122	7,280	2.2%
Southern Virginia	31,653	27,772	-12.3%	25,201	22,580	-10.4%
Southwestern Virginia	10,901	10,568	-3.1%	9,873	9,206	-6.8%
Virginia	79,852	77,229	-3.3%	64,989	62,187	-4.3%
Washington	41,338	41,012	-0.8%	31,189	30,376	-2.6%
West Virginia	8,619	8,095	-6.1%	7,599	6,574	-13.5%
Province 3 Subtotals	321,456	303,743	-5.5%	258,614	240,076	-7.2%

Diocese	Active Members Reported in 2009	Active Members Reported in 2013	% Change in Active Members: 2009-2013	Communicants in Good Standing in 2009	Communicants in Good Standing in 2013	% Change in Communicants in Good Standing: 2009-2013
Alabama	32,303	31,593	-2.2%	28,406	27,087	-4.6%
Atlanta	51,335	51,156	-0.3%	43,314	41,296	-4.7%
Central Florida	32,091	28,917	-9.9%	26,874	24,671	-8.2%
Central Gulf Coast	19,204	18,660	-2.8%	15,006	15,328	2.1%
East Carolina	18,422	17,137	-7.0%	16,132	14,860	-7.9%
East Tennessee	15,945	15,465	-3.0%	12,976	12,354	-4.8%
Florida	25,851	25,408	-1.7%	22,448	21,867	-2.6%
Georgia	16,931	16,043	-5.2%	14,098	12,289	-12.8%
Kentucky	9,713	8,876	-8.6%	8,198	7,104	-13.3%
Lexington	7,814	6,903	-11.7%	6,421	5,704	-11.2%
Louisiana	18,418	17,336	-5.9%	12,981	12,553	-3.3%
Mississippi	18,916	18,741	-0.9%	16,241	15,704	-3.3%
North Carolina	49,556	50,009	0.9%	40,822	41,876	2.6%
South Carolina	31,384	28,195	-10.2%	28,264	24,170	-14.5%
Southeast Florida	33,472	32,700	-2.3%	28,154	26,019	-7.6%
Southwest Florida	34,145	30,947	-9.4%	29,841	25,372	-15.0%
Tennessee	16,453	16,586	0.8%	13,509	13,611	0.8%
Upper South Carolina	25,490	24,326	-4.6%	20,898	19,932	-4.6%
West Tennessee	8,185	8,377	2.3%	7,233	6,969	-3.6%
Western North Carolina	15,802	14,965	-5.3%	14,318	13,103	-8.5%
Province 4 Subtotals	481,430	462,340	-4.0%	406,134	381,869	-6.0%
Chicago	38,720	37,352	-3.5%	31,637	30,177	-4.6%
Eastern Michigan	7,291	6,541	-10.3%	6,286	5,241	-16.6%
Eau Claire	2,046	1,879	-8.2%	1,845	1,496	-18.9%
Fond Du Lac	6,004	5,744	-4.3%	4,684	4,455	-4.9%
Indianapolis	10,188	9,718	-4.6%	9,116	8,500	-6.8%
Michigan	21,710	18,816	-13.3%	17,460	15,609	-10.6%
Milwaukee	10,829	9,642	-11.0%	9,420	8,217	-12.8%
Missouri	13,430	11,757	-12.5%	11,987	9,992	-16.6%
Northern Indiana	5,096	4,507	-11.6%	4,422	3,839	-13.2%
Northern Michigan	1,751	1,546	-11.7%	1,234	1,159	-6.1%
Ohio	25,102	20,042	-20.2%	20,047	16,377	-18.3%
Southern Ohio	22,447	19,971	-11.0%	19,306	16,623	-13.9%
Springfield	5,438	4,466	-17.9%	4,047	3,261	-19.4%
Western Michigan	11,112	9,732	-12.4%	9,367	7,303	-22.0%
Province 5 Subtotals	181,164	161,713	-10.7%	150,858	132,249	-12.3%

Diocese	Active Members Reported in 2009	Active Members Reported in 2013	% Change in Active Members: 2009-2013	Communicants in Good Standing in 2009	Communicants in Good Standing in 2013	% Change in Communicants in Good Standing: 2009-2013
Colorado	26,919	26,189	-2.7%	23,205	22,227	-4.2%
Iowa	9,024	8,473	-6.1%	7,535	6,955	-7.7%
Minnesota	24,049	21,264	-11.6%	19,683	16,996	-13.7%
Montana	5,211	4,520	-13.3%	4,438	3,835	-13.6%
Nebraska	8,042	7,659	-4.8%	7,033	6,055	-13.9%
North Dakota	2,596	2,478	-4.5%	1,874	1,866	-0.4%
South Dakota	9,876	9,541	-3.4%	5,197	5,396	3.8%
Wyoming	7,205	7,190	-0.2%	6,026	5,409	-10.2%
Province 6 Subtotals	92,922	87,314	-6.0%	74,991	68,739	-8.3%
Arkansas	13,303	13,788	3.6%	11,247	11,579	3.0%
Dallas	32,606	31,700	-2.8%	28,625	26,931	-5.9%
Fort Worth	13,764	4,790	-65.2%	10,878	4,006	-63.2%
Kansas	11,684	10,907	-6.7%	10,333	9,078	-12.1%
Northwest Texas	7,096	6,771	-4.6%	5,298	5,071	-4.3%
Oklahoma	15,856	16,538	4.3%	13,269	14,024	5.7%
Rio Grande	11,531	11,197	-2.9%	9,875	9,584	-2.9%
Texas	78,768	76,558	-2.8%	65,240	62,643	-4.0%
West Missouri	11,323	10,168	-10.2%	9,773	8,241	-15.7%
West Texas	26,612	23,732	-10.8%	19,591	18,844	-3.8%
Western Kansas	2,030	1,573	-22.5%	1,639	1,313	-19.9%
Western Louisiana	10,202	9,268	-9.2%	8,287	7,223	-12.8%
Province 7 Subtotals	234,775	216,990	-7.6%	194,055	178,537	-8.0%
Alaska	7,314	7,180	-1.8%	5,660	5,256	-7.1%
Arizona	24,612	21,030	-14.6%	19,719	18,294	-7.2%
California	26,751	26,106	-2.4%	22,871	21,176	-7.4%
Eastern Oregon	2,674	2,167	-19.0%	1,938	1,607	-17.1%
El Camino Real	13,195	12,376	-6.2%	10,314	9,165	-11.1%
Hawaii	7,442	6,561	-11.8%	6,210	5,502	-11.4%
Idaho	5,252	4,898	-6.7%	4,584	4,144	-9.6%
Los Angeles	63,912	54,329	-15.0%	48,352	40,510	-16.2%
Micronesia	257	241	-6.2%	248	120	-51.6%
Navaho Missions	587	660	12.4%	456	503	10.3%
Nevada	5,547	5,278	-4.8%	5,168	4,732	-8.4%
Northern California	13,692	13,493	-1.5%	12,162	12,025	-1.1%
Olympia	29,087	26,455	-9.0%	23,107	21,228	-8.1%
Oregon	18,340	16,705	-8.9%	14,882	12,718	-14.5%
San Diego	17,665	14,992	-15.1%	15,010	12,620	-15.9%
San Joaquin	2,169	2,083	-4.0%	1,822	1,679	-7.8%
Spokane	6,627	5,742	-13.4%	5,688	4,787	-15.8%
Taiwan	1,113	1,235	11.0%	869	883	1.6%
Utah	5,522	5,516	-0.1%	4,767	4,432	-7.0%
Province 8 Subtotals	251,758	227,047	-9.8%	203,827	181,381	-11.0%

Diocese	Active Members Reported in 2009	Active Members Reported in 2013	% Change in Active Members: 2009-2013	Communicants in Good Standing in 2009	Communicants in Good Standing in 2013	% Change in Communicants in Good Standing: 2009-2013
Colombia	3,062	2,913	-4.9%	1,293	1,188	-8.1%
Dominican Republic	6,090	6,026	-1.1%	3,504	3,652	4.2%
Ecuador Central	2,285	2,521	10.3%	1,599	1,586	-0.8%
Ecuador Litoral	8,007	9,877	23.4%	1,129	2,462	118.1%
Honduras	50,207	21,367	-57.4%	29,285	12,924	-55.9%
Puerto Rico	5,311	5,471	3.0%	3,475	4,431	27.5%
Venezuela	797	879	10.3%	539	474	-12.1%
Province 9 Subtotals	75,759	49,054	-35.2%	40,824	26,717	-34.6%
The Episcopal Church	2,175,748	2,009,084	-7.7%	1,694,397	1,549,008	-8.6%

APPENDIX 2: Average Sunday Attendance: 2009-2013



Average Sunday Attendance: 2009-2013

	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>% Change 2009-2013</u>
Average Sunday Attendance	724,845	697,880	698,376	679,923	657,102	-9.3%
Communicants In Good Standing	1,694,397	1,652,246	1,612,827	1,588,057	1,549,008	-8.6%
Active Members	2,175,748	2,125,012	2,096,389	2,066,710	2,009,084	-7.7%

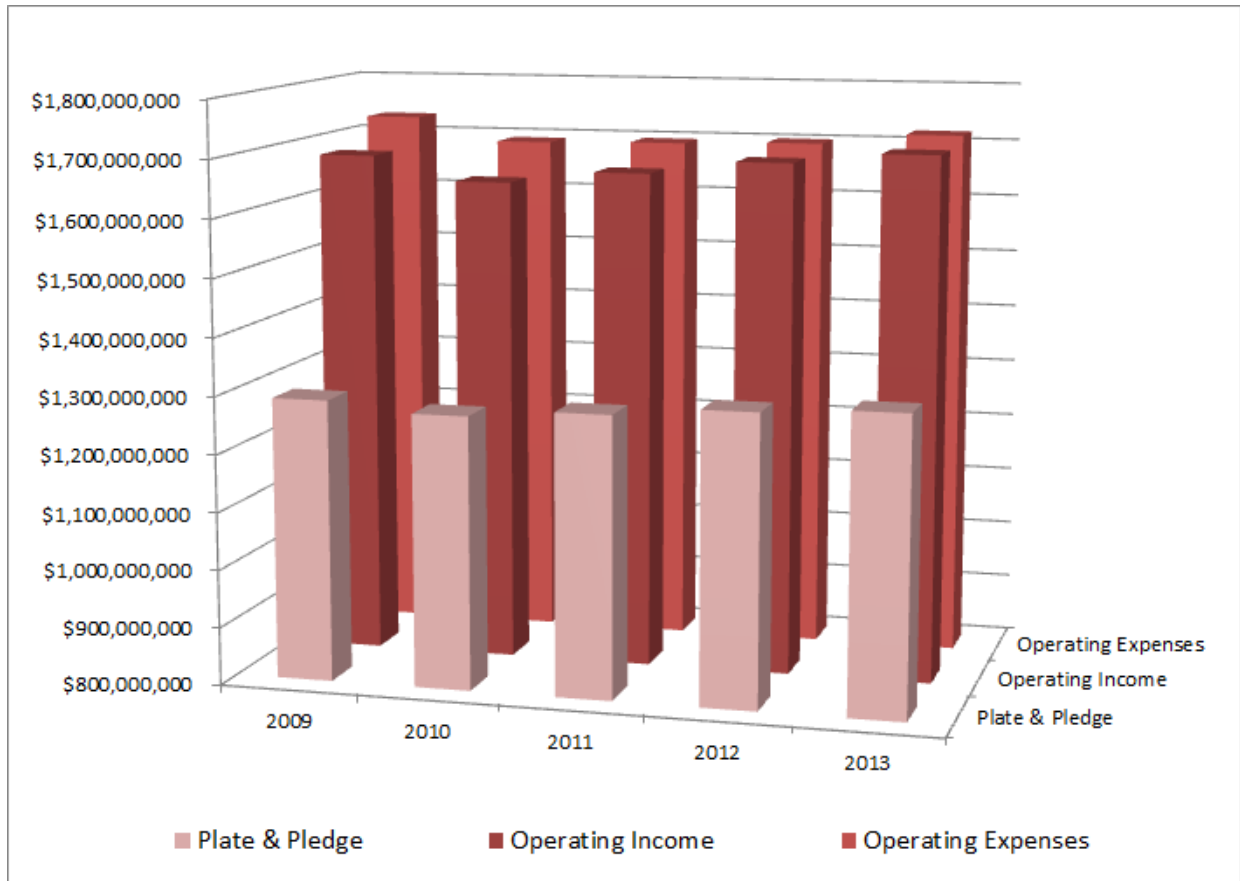
Diocese	ASA 2009	ASA 2010	ASA 2011	ASA 2012	ASA 2013	% Change in ASA: 2009-2013	ASA 2013 as a % of Active Members
Connecticut	17,857	17,767	17,095	16,407	15,889	-11.0%	29.3%
Maine	4,737	4,662	4,526	4,339	4,110	-13.2%	34.2%
Massachusetts	18,130	17,903	17,740	17,557	16,647	-8.2%	26.6%
New Hampshire	4,122	4,164	4,063	4,027	3,810	-7.6%	29.9%
Rhode Island	5,601	5,523	5,299	5,223	5,140	-8.2%	27.5%
Vermont	2,537	2,387	2,404	2,354	2,265	-10.7%	34.3%
Western Massachusetts	5,252	5,208	5,189	4,996	4,653	-11.4%	29.4%
Province 1 Subtotals	58,236	57,614	56,316	54,903	52,514	-9.8%	28.7%
Albany	6,597	6,479	6,611	6,532	6,277	-4.9%	39.9%
Central New York	5,024	4,817	4,714	4,595	4,357	-13.3%	31.6%
Churches in Europe	1,274	1,232	1,132	1,067	1,086	-14.8%	29.9%
Haiti	16,631	15,623	16,803	16,112	14,199	-14.6%	16.8%
Long Island	15,123	15,181	15,225	14,752	14,156	-6.4%	30.1%
New Jersey	14,919	14,470	14,165	13,616	13,043	-12.6%	30.0%
New York	19,627	19,029	19,540	18,935	18,727	-4.6%	31.2%
Newark	9,054	8,858	8,706	8,630	8,473	-6.4%	30.8%
Rochester	3,483	3,335	3,216	3,165	3,098	-11.1%	38.7%
Virgin Islands	1,943	1,980	1,834	1,821	1,866	-4.0%	48.3%
Western New York	3,849	3,741	3,814	3,769	3,508	-8.9%	32.8%
Province 2 Subtotals	97,524	94,745	95,760	92,994	88,790	-9.0%	27.9%
Bethlehem	4,006	3,935	3,775	3,715	3,594	-10.3%	33.1%
Central Pennsylvania	5,003	4,818	4,818	4,580	4,536	-9.3%	35.9%
Delaware	3,880	3,686	3,614	3,465	3,354	-13.6%	34.0%
Easton	3,068	2,904	2,844	2,788	2,714	-11.5%	33.4%
Maryland	11,520	11,144	11,260	10,743	10,483	-9.0%	25.8%
Northwestern Pennsylvania	1,671	1,569	1,544	1,502	1,493	-10.7%	41.6%
Pennsylvania	15,158	14,652	14,559	14,246	13,726	-9.4%	30.9%
Pittsburgh	2,481	2,378	2,438	2,451	2,409	-2.9%	27.1%
Southern Virginia	10,779	10,338	10,045	10,000	9,768	-9.4%	35.2%
Southwestern Virginia	4,291	4,266	4,410	4,250	4,163	-3.0%	39.4%
Virginia	24,771	24,168	24,706	24,146	23,953	-3.3%	31.0%
Washington	15,072	14,497	14,692	14,157	13,813	-8.4%	33.7%
West Virginia	3,194	3,015	2,957	2,887	2,902	-9.1%	35.8%
Province 3 Subtotals	104,894	101,370	101,662	98,930	96,908	-7.6%	31.9%

Diocese	ASA 2009	ASA 2010	ASA 2011	ASA 2012	ASA 2013	% Change in ASA: 2009-2013	ASA 2013 as a % of Active Members
Alabama	10,326	10,369	10,401	10,004	9,713	-5.9%	30.7%
Atlanta	16,834	16,513	16,596	16,103	15,684	-6.8%	30.7%
Central Florida	14,059	13,494	13,477	13,294	13,318	-5.3%	46.1%
Central Gulf Coast	6,527	6,244	6,258	6,289	5,942	-9.0%	31.8%
East Carolina	7,079	7,048	7,015	6,819	6,450	-8.9%	37.6%
East Tennessee	5,525	5,336	5,478	5,323	5,200	-5.9%	33.6%
Florida	9,153	8,847	8,956	8,659	8,615	-5.9%	33.9%
Georgia	6,472	6,380	6,346	6,104	5,804	-10.3%	36.2%
Kentucky	3,676	3,633	3,519	3,344	3,314	-9.8%	37.3%
Lexington	2,930	2,693	2,841	2,828	2,878	-1.8%	41.7%
Louisiana	5,217	4,983	4,962	4,819	4,720	-9.5%	27.2%
Mississippi	6,499	6,426	6,671	6,429	6,293	-3.2%	33.6%
North Carolina	15,446	15,003	15,587	15,221	14,729	-4.6%	29.5%
South Carolina	13,885	11,994	12,338	12,371	12,005	-13.5%	42.6%
Southeast Florida	12,832	12,807	13,037	13,140	12,442	-3.0%	38.0%
Southwest Florida	14,271	13,802	13,733	13,237	12,952	-9.2%	41.9%
Tennessee	5,788	5,650	5,841	5,881	5,745	-0.7%	34.6%
Upper South Carolina	8,337	8,124	8,214	7,812	7,601	-8.8%	31.2%
West Tennessee	3,439	3,351	3,447	3,346	3,232	-6.0%	38.6%
Western North Carolina	6,471	6,259	6,561	6,327	6,517	0.7%	43.5%
Province 4 Subtotals	174,766	168,956	171,278	167,350	163,154	-6.6%	35.3%
Chicago	14,237	13,288	12,869	13,202	13,072	-8.2%	35.0%
Eastern Michigan	2,709	2,567	2,404	2,349	2,239	-17.3%	34.2%
Eau Claire	872	804	790	751	762	-12.6%	40.6%
Fond Du Lac	2,266	2,165	2,135	2,176	2,065	-8.9%	36.0%
Indianapolis	4,305	4,063	4,052	3,934	3,896	-9.5%	40.1%
Michigan	7,310	7,230	7,170	7,006	6,791	-7.1%	36.1%
Milwaukee	4,321	4,047	4,020	3,895	3,671	-15.0%	38.1%
Missouri	4,529	4,128	4,160	3,951	3,829	-15.5%	32.6%
Northern Indiana	2,350	2,356	2,349	2,355	2,223	-5.4%	49.3%
Northern Michigan	624	626	592	568	526	-15.7%	34.0%
Ohio	8,493	8,237	7,971	6,821	6,621	-22.0%	33.0%
Southern Ohio	8,088	7,579	7,502	7,222	7,133	-11.8%	35.7%
Springfield	2,045	1,961	1,945	1,830	1,620	-20.8%	36.3%
Western Michigan	4,360	4,197	4,122	3,982	3,864	-11.4%	39.7%
Province 5 Subtotals	66,509	63,248	62,081	60,042	58,312	-12.3%	36.1%
Colorado	10,514	10,320	10,497	10,083	9,995	-4.9%	38.2%
Iowa	3,064	2,929	2,885	2,812	2,724	-11.1%	32.1%
Minnesota	7,782	7,250	7,347	7,325	7,108	-8.7%	33.4%
Montana	1,626	1,623	1,621	1,616	1,561	-4.0%	34.5%
Nebraska	3,033	2,814	2,833	2,725	2,694	-11.2%	35.2%
North Dakota	790	758	707	696	689	-12.8%	27.8%
South Dakota	2,179	2,168	2,302	2,118	2,106	-3.4%	22.1%
Wyoming	2,123	1,972	1,935	1,903	1,820	-14.3%	25.3%
Province 6 Subtotals	31,111	29,834	30,127	29,278	28,697	-7.8%	32.9%

Diocese	ASA 2009	ASA 2010	ASA 2011	ASA 2012	ASA 2013	% Change in ASA: 2009-2013	ASA 2013 as a % of Active Members
Arkansas	4,634	4,656	4,843	4,940	4,789	3.3%	34.7%
Dallas	11,721	11,318	11,552	11,494	11,232	-4.2%	35.4%
Fort Worth	5,485	1,995	1,633	1,511	1,485	-72.9%	31.0%
Kansas	4,198	4,038	4,057	3,970	3,806	-9.3%	34.9%
Northwest Texas	2,047	1,972	1,881	1,810	1,805	-11.8%	26.7%
Oklahoma	5,584	5,585	5,716	5,547	5,477	-1.9%	33.1%
Rio Grande	4,210	3,994	3,944	4,025	3,813	-9.4%	34.1%
Texas	27,042	26,282	26,489	25,500	25,254	-6.6%	33.0%
West Missouri	4,140	3,791	3,811	3,640	3,463	-16.4%	34.1%
West Texas	9,491	9,262	9,291	9,136	8,987	-5.3%	37.9%
Western Kansas	751	740	731	665	653	-13.0%	41.5%
Western Louisiana	3,582	3,579	3,487	3,446	3,208	-10.4%	34.6%
Province 7 Subtotals	82,885	77,212	77,435	75,684	73,972	-10.8%	34.1%
Alaska	1,831	1,777	1,717	1,760	1,573	-14.1%	21.9%
Arizona	9,002	8,520	8,579	8,502	8,436	-6.3%	40.1%
California	8,792	8,484	8,431	8,212	8,065	-8.3%	30.9%
Eastern Oregon	1,106	1,105	1,095	1,024	960	-13.2%	44.3%
El Camino Real	4,627	4,415	4,315	4,080	4,025	-13.0%	32.5%
Hawaii	3,282	3,056	3,057	3,012	3,106	-5.4%	47.3%
Idaho	1,752	1,716	1,654	1,596	1,559	-11.0%	31.8%
Los Angeles	19,815	19,027	18,569	16,804	16,435	-17.1%	30.3%
Micronesia	135	128	133	141	110	-18.5%	45.6%
Navaho Missions	198	197	220	187	198	0.0%	30.0%
Nevada	2,116	2,200	2,384	2,549	2,466	16.5%	46.7%
Northern California	5,590	5,507	5,525	5,552	5,470	-2.1%	40.5%
Olympia	9,894	9,544	9,607	9,419	9,583	-3.1%	36.2%
Oregon	6,641	6,547	6,439	6,480	6,248	-5.9%	37.4%
San Diego	7,223	6,772	6,492	6,108	5,857	-18.9%	39.1%
San Joaquin	948	943	943	944	914	-3.6%	43.9%
Spokane	2,299	2,112	2,114	2,017	1,924	-16.3%	33.5%
Taiwan	869	668	687	687	712	-18.1%	57.7%
Utah	1,770	1,765	1,856	1,715	1,676	-5.3%	30.4%
Province 8 Subtotals	87,890	84,483	83,817	80,789	79,317	-9.8%	34.9%
Colombia	1,364	1,364	1,203	1,223	1,184	-13.2%	40.6%
Dominican Republic	3,063	2,908	3,171	3,142	3,080	0.6%	51.1%
Ecuador Central	1,379	1,219	1,219	1,219	1,219	-11.6%	48.4%
Ecuador Litoral	891	920	1,044	1,088	1,018	14.3%	10.3%
Honduras	11,467	10,981	10,252	10,237	5,834	-49.1%	27.3%
Puerto Rico	2,377	2,537	2,497	2,494	2,661	11.9%	48.6%
Venezuela	489	489	514	550	442	-9.6%	50.3%
Province 9 Subtotals	21,030	20,418	19,900	19,953	15,438	-26.6%	31.5%
The Episcopal Church	724,845	697,880	698,376	679,923	657,102	-9.3%	32.7%

APPENDIX 3: Congregational Revenues and Expenses Used for Operations: 2009-2013

<u>Domestic Totals</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>
Operating Income	\$1,682,099,099	\$1,641,197,085	\$1,662,957,996	\$1,686,854,528	\$1,706,135,870
Operating Expenses	\$1,731,022,916	\$1,690,765,807	\$1,694,243,215	\$1,698,971,105	\$1,718,420,614
Plate & Pledge	\$1,289,458,871	\$1,273,709,000	\$1,287,579,781	\$1,303,458,185	\$1,313,395,473



% change between 2009-2013

Operating Income	1.4%
Operating Expenses	-0.7%
Plate & Pledge	1.9%

Dollars reported are not adjusted for inflation.

APPENDIX 4: Plate & Pledge, Operating Income, and Operating Expenses: 2009 & 2013

Diocese	2009 Plate & Pledge	2009 Operating Income	2009 Operating Expense	2013 Plate & Pledge	2013 Operating Income	2013 Operating Expense	2009-2013 Change In Plate & Pledge
Connecticut	\$33,694,548	\$50,472,293	\$53,192,305	\$33,598,850	\$48,218,120	\$49,922,432	-0.3%
Maine	\$7,609,769	\$10,389,879	\$10,522,766	\$7,310,202	\$9,836,770	\$9,830,984	-3.9%
Massachusetts	\$31,469,651	\$46,276,249	\$46,086,229	\$32,947,418	\$49,136,266	\$46,332,643	4.7%
New Hampshire	\$6,607,809	\$8,730,877	\$8,971,760	\$6,785,016	\$8,872,846	\$8,983,587	2.7%
Rhode Island	\$7,978,954	\$13,083,255	\$13,204,916	\$8,049,866	\$12,498,647	\$12,350,469	0.9%
Vermont	\$3,916,415	\$5,747,339	\$5,902,729	\$3,790,038	\$5,503,286	\$5,531,827	-3.2%
Western Massachusetts	\$7,679,583	\$11,062,823	\$11,412,679	\$7,483,212	\$10,777,445	\$10,815,779	-2.6%
Province 1 Subtotals	\$98,956,729	\$145,762,715	\$149,293,384	\$99,964,602	\$144,843,380	\$143,767,721	1.0%
Albany	\$7,908,284	\$11,624,523	\$12,268,080	\$8,339,945	\$11,887,831	\$12,223,084	5.5%
Central New York	\$7,008,756	\$10,373,166	\$10,582,166	\$7,024,558	\$10,490,981	\$10,350,160	0.2%
Long Island	\$20,507,077	\$32,865,723	\$33,395,817	\$21,457,095	\$35,031,896	\$35,780,640	4.6%
New Jersey	\$21,677,350	\$30,902,414	\$32,693,632	\$21,788,581	\$30,943,798	\$31,636,354	0.5%
New York	\$33,191,949	\$66,399,418	\$84,346,040	\$34,702,672	\$73,487,402	\$87,067,262	4.6%
Newark	\$16,000,174	\$23,439,703	\$25,256,958	\$15,837,648	\$23,241,873	\$23,791,730	-1.0%
Rochester	\$5,387,335	\$7,469,272	\$8,390,202	\$5,394,752	\$7,916,338	\$8,087,652	0.1%
Western New York	\$5,317,841	\$8,111,850	\$7,971,126	\$5,050,670	\$8,013,616	\$8,111,931	-5.0%
Province 2 Subtotals	\$116,998,766	\$191,186,069	\$214,904,021	\$119,595,921	\$201,013,735	\$217,048,813	2.2%
Bethlehem	\$5,661,265	\$9,060,160	\$9,474,581	\$5,761,023	\$8,603,396	\$8,798,447	1.8%
Central Pennsylvania	\$8,165,129	\$10,779,697	\$10,993,332	\$8,053,858	\$10,923,517	\$11,096,567	-1.4%
Delaware	\$6,709,859	\$10,298,777	\$10,440,479	\$6,424,086	\$9,546,509	\$9,751,426	-4.3%
Easton	\$5,147,650	\$6,585,901	\$6,515,182	\$5,057,465	\$6,635,808	\$6,545,464	-1.8%
Maryland	\$21,842,354	\$29,991,421	\$30,416,148	\$21,744,608	\$29,770,244	\$30,061,256	-0.4%
Northwestern Pennsylvania	\$2,397,975	\$3,902,180	\$3,863,846	\$2,222,584	\$3,857,200	\$3,964,542	-7.3%
Pennsylvania	\$28,149,961	\$43,774,544	\$45,900,883	\$29,560,781	\$45,255,377	\$45,561,709	5.0%
Pittsburgh	\$4,477,239	\$6,130,975	\$6,459,180	\$4,824,272	\$6,731,200	\$6,658,684	7.8%
Southern Virginia	\$20,732,181	\$25,808,942	\$26,192,818	\$21,169,076	\$26,299,074	\$25,907,387	2.1%
Southwestern Virginia	\$8,710,679	\$10,263,100	\$10,468,957	\$9,463,870	\$10,838,597	\$10,697,999	8.6%
Virginia	\$54,808,006	\$66,911,502	\$66,101,228	\$56,456,945	\$70,557,012	\$68,380,808	3.0%
Washington	\$31,160,956	\$60,017,532	\$61,424,021	\$33,850,890	\$53,641,414	\$56,174,382	8.6%
West Virginia	\$6,087,046	\$7,767,510	\$8,016,210	\$5,619,621	\$7,547,395	\$7,555,197	-7.7%
Province 3 Subtotals	\$204,050,300	\$291,292,241	\$296,266,865	\$210,209,079	\$290,206,743	\$291,153,868	3.0%

* Dollars reported are not adjusted for inflation. **In dollars using December 31 exchange rate for each year.

Diocese	2009 Plate & Pledge	2009 Operating Income	2009 Operating Expense	2013 Plate & Pledge	2013 Operating Income	2013 Operating Expense	2009-2013 Change In Plate & Pledge
Alabama	\$27,882,470	\$30,737,117	\$31,036,524	\$29,210,787	\$31,791,554	\$31,493,825	4.8%
Atlanta	\$38,294,824	\$41,582,901	\$42,259,670	\$39,935,503	\$43,721,358	\$43,752,171	4.3%
Central Florida	\$22,493,753	\$27,305,901	\$27,307,082	\$23,660,111	\$29,654,617	\$29,148,872	5.2%
Central Gulf Coast	\$14,054,157	\$15,884,274	\$16,458,421	\$14,912,309	\$17,078,102	\$16,363,742	6.1%
East Carolina	\$12,921,575	\$14,408,986	\$13,843,607	\$13,151,161	\$14,452,674	\$13,971,535	1.8%
East Tennessee	\$13,300,647	\$14,918,280	\$15,135,564	\$13,886,992	\$15,563,347	\$15,431,721	4.4%
Florida	\$18,098,830	\$20,777,337	\$20,604,690	\$19,006,070	\$21,442,782	\$21,514,568	5.0%
Georgia	\$13,902,011	\$15,702,270	\$15,077,901	\$13,844,301	\$15,584,668	\$15,301,567	-0.4%
Kentucky	\$7,085,868	\$8,746,908	\$8,926,098	\$7,352,432	\$8,907,523	\$9,041,290	3.8%
Lexington	\$5,652,224	\$6,985,971	\$7,242,838	\$5,955,397	\$7,263,088	\$7,443,650	5.4%
Louisiana	\$10,449,596	\$13,883,327	\$14,787,316	\$11,296,922	\$13,924,877	\$14,946,543	8.1%
Mississippi	\$15,408,842	\$18,017,780	\$17,763,500	\$16,719,344	\$19,193,443	\$18,652,096	8.5%
North Carolina	\$34,860,212	\$38,159,366	\$38,290,019	\$36,803,876	\$40,177,529	\$40,456,227	5.6%
South Carolina	\$30,425,697	\$34,801,404	\$34,227,311	\$27,590,381	\$30,295,634	\$27,835,705	-9.3%
Southeast Florida	\$19,143,870	\$25,250,249	\$26,416,127	\$19,750,971	\$26,162,642	\$26,625,245	3.2%
Southwest Florida	\$24,719,268	\$29,524,780	\$30,363,901	\$24,877,353	\$30,328,902	\$30,177,709	0.6%
Tennessee	\$13,162,642	\$14,896,472	\$14,282,903	\$14,168,129	\$16,064,059	\$15,932,912	7.6%
Upper South Carolina	\$19,195,918	\$20,564,393	\$20,726,126	\$19,535,809	\$20,655,935	\$20,634,037	1.8%
West Tennessee	\$10,338,301	\$12,876,796	\$12,305,157	\$10,938,164	\$11,912,863	\$11,957,668	5.8%
Western North Carolina	\$12,502,064	\$14,364,388	\$14,434,112	\$12,972,965	\$14,807,326	\$14,906,670	3.8%
Province 4 Subtotals	\$363,892,769	\$419,388,900	\$421,488,867	\$375,568,977	\$428,982,923	\$425,587,753	3.2%
Chicago	\$27,632,109	\$35,672,072	\$36,666,428	\$26,714,943	\$34,403,954	\$34,553,273	-3.3%
Eastern Michigan	\$3,976,049	\$5,070,971	\$5,409,783	\$3,633,162	\$4,926,331	\$5,208,686	-8.6%
Eau Claire	\$1,340,387	\$1,588,697	\$1,551,873	\$1,162,492	\$1,469,831	\$1,441,172	-13.3%
Fond Du Lac	\$3,700,359	\$4,578,626	\$4,876,944	\$3,779,291	\$4,756,299	\$4,642,201	2.1%
Indianapolis	\$7,048,916	\$16,096,937	\$15,603,561	\$6,945,969	\$14,129,980	\$14,356,763	-1.5%
Michigan	\$14,311,827	\$17,856,977	\$18,577,152	\$14,253,294	\$17,850,794	\$17,826,619	-0.4%
Milwaukee	\$8,268,472	\$10,705,747	\$10,960,392	\$7,665,737	\$9,540,546	\$9,651,330	-7.3%
Missouri	\$8,809,920	\$11,781,005	\$12,126,733	\$9,504,277	\$12,343,446	\$12,298,924	7.9%
Northern Indiana	\$3,890,298	\$5,132,897	\$5,158,868	\$3,908,727	\$4,614,692	\$4,583,074	0.5%
Northern Michigan	\$628,732	\$1,025,864	\$986,957	\$523,823	\$967,015	\$866,125	-16.7%
Ohio	\$13,369,835	\$19,136,495	\$19,314,181	\$13,182,556	\$18,772,825	\$18,439,025	-1.4%
Southern Ohio	\$15,274,040	\$22,369,442	\$22,930,660	\$14,848,861	\$21,516,512	\$20,923,982	-2.8%
Springfield	\$3,604,305	\$4,896,921	\$4,912,227	\$3,280,151	\$4,431,119	\$4,290,228	-9.0%
Western Michigan	\$7,483,125	\$9,129,759	\$9,183,016	\$7,407,601	\$9,089,660	\$8,919,425	-1.0%
Province 5 Subtotals	\$119,338,374	\$165,042,410	\$168,258,775	\$116,810,884	\$158,813,004	\$158,000,827	-2.1%
Colorado	\$19,874,247	\$25,229,242	\$25,252,079	\$21,298,105	\$27,076,737	\$27,292,447	7.2%
Iowa	\$5,529,873	\$7,230,931	\$7,548,136	\$5,377,341	\$7,018,516	\$6,858,823	-2.8%
Minnesota	\$14,568,035	\$17,574,438	\$17,910,261	\$13,768,587	\$16,555,825	\$17,701,156	-5.5%
Montana	\$2,833,864	\$3,455,514	\$3,521,308	\$3,105,467	\$3,616,926	\$3,590,649	9.6%
Nebraska	\$4,818,691	\$6,031,993	\$6,704,483	\$4,943,430	\$6,344,368	\$6,251,250	2.6%
North Dakota	\$919,994	\$1,153,729	\$1,208,513	\$995,179	\$1,281,398	\$1,200,928	8.2%
South Dakota	\$1,964,514	\$2,474,059	\$2,496,697	\$1,877,086	\$2,459,970	\$2,340,186	-4.5%
Wyoming	\$3,129,964	\$3,750,498	\$4,031,213	\$3,351,386	\$4,523,987	\$4,477,238	7.1%
Province 6 Subtotals	\$53,639,182	\$66,900,404	\$68,672,690	\$54,716,581	\$68,877,727	\$69,712,677	2.0%

* Dollars reported are not adjusted for inflation. **In dollars using December 31 exchange rate for each year.

Diocese	2009 Plate & Pledge	2009 Operating Income	2009 Operating Expense	2013 Plate & Pledge	2013 Operating Income	2013 Operating Expense	2009-2013 Change In Plate & Pledge
Arkansas	\$10,605,412	\$11,957,587	\$ 11,908,762	\$ 11,631,927	\$13,644,969	\$13,504,956	9.7%
Dallas	\$24,555,620	\$27,556,894	\$ 28,058,491	\$ 25,997,137	\$28,971,354	\$29,458,260	5.9%
Fort Worth	\$ 9,825,533	\$10,516,360	\$ 9,698,179	\$ 3,597,884	\$3,910,626	\$3,938,202	-63.4%
Kansas	\$ 7,479,262	\$ 8,430,405	\$ 8,511,624	\$ 7,444,410	\$8,739,139	\$9,025,351	-0.5%
Northwest Texas	\$ 4,888,307	\$ 5,624,544	\$ 5,713,080	\$ 5,183,932	\$6,071,670	\$6,223,923	6.0%
Oklahoma	\$11,771,038	\$13,844,943	\$ 14,208,733	\$ 12,708,835	\$14,974,221	\$14,973,918	8.0%
Rio Grande	\$ 7,673,696	\$ 9,320,697	\$ 9,484,386	\$ 7,963,031	\$9,417,044	\$9,284,966	3.8%
Texas	\$64,693,826	\$73,361,444	\$ 76,891,382	\$ 70,476,425	\$79,802,839	\$79,613,605	8.9%
West Missouri	\$ 7,625,521	\$10,378,315	\$ 10,255,274	\$ 7,287,003	\$10,058,901	\$9,548,232	-4.4%
West Texas	\$22,598,811	\$25,905,615	\$ 25,362,841	\$ 24,068,064	\$27,885,468	\$26,979,869	6.5%
Western Kansas	\$ 990,957	\$ 1,331,091	\$ 1,473,574	\$ 987,901	\$1,358,241	\$1,341,550	-0.3%
Western Louisiana	\$ 8,700,213	\$ 9,781,752	\$ 9,640,491	\$ 8,883,740	\$9,787,174	\$10,023,634	2.1%
Province 7 Subtotals	\$181,408,196	\$208,009,647	\$211,206,817	\$186,230,289	\$214,621,646	\$213,916,466	2.7%
Alaska	\$ 2,453,051	\$ 2,881,994	\$ 2,965,241	\$ 2,661,818	\$3,079,218	\$3,069,673	8.5%
Arizona	\$13,924,534	\$16,103,890	\$ 16,986,470	\$ 14,271,648	\$16,585,121	\$17,266,353	2.5%
California	\$19,805,415	\$26,483,122	\$ 26,681,607	\$ 20,174,097	\$27,419,368	\$27,515,705	1.9%
Eastern Oregon	\$ 1,548,533	\$ 1,838,153	\$ 1,953,071	\$ 1,598,407	\$1,838,438	\$2,011,009	3.2%
El Camino Real	\$ 8,271,176	\$10,273,743	\$ 10,747,715	\$ 8,094,918	\$10,532,062	\$10,538,088	-2.1%
Hawaii	\$ 4,993,469	\$ 9,016,263	\$ 9,290,338	\$ 4,777,802	\$9,231,391	\$9,226,640	-4.3%
Idaho	\$ 2,672,468	\$ 3,096,522	\$ 3,114,010	\$ 2,668,716	\$3,341,809	\$3,158,311	-0.1%
Los Angeles	\$34,577,555	\$46,645,404	\$ 49,381,189	\$ 33,074,122	\$47,089,299	\$47,104,471	-4.3%
Navaho Missions	\$ 32,983	\$ 164,736	\$ 211,674	\$ 39,437	\$71,834	\$ 185,287	19.6%
Nevada	\$ 2,764,750	\$ 3,715,915	\$ 3,541,764	\$ 2,776,787	\$3,310,690	\$3,221,748	0.4%
Northern California	\$10,470,839	\$12,410,043	\$ 12,275,507	\$ 10,228,559	\$12,434,729	\$12,003,590	-2.3%
Olympia	\$19,679,285	\$24,444,287	\$ 24,763,098	\$ 20,080,177	\$25,282,826	\$25,090,680	2.0%
Oregon	\$10,605,780	\$12,486,265	\$ 12,734,704	\$ 10,707,716	\$12,979,399	\$13,107,037	1.0%
San Diego	\$11,462,698	\$14,604,978	\$ 15,881,245	\$ 11,498,262	\$15,146,011	\$15,485,444	0.3%
San Joaquin	\$ 1,689,681	\$ 1,816,527	\$ 1,863,246	\$ 1,604,590	\$1,940,152	\$1,936,585	-5.0%
Spokane	\$ 3,614,510	\$ 4,534,939	\$ 4,660,534	\$ 3,428,341	\$4,363,383	\$4,346,127	-5.2%
Utah	\$ 2,607,828	\$ 3,999,932	\$ 3,880,084	\$ 2,613,743	\$4,130,982	\$3,965,741	0.2%
Province 8 Subtotals	\$151,174,555	\$194,516,713	\$200,931,497	\$150,299,140	\$198,776,712	\$199,232,489	-0.6%
Domestic Totals	\$1,289,458,871	\$1,682,099,099	\$1,731,022,916	\$1,313,395,473	\$1,706,135,870	\$1,718,420,614	1.9%
Churches in Europe**	\$2,206,990	\$3,722,740	\$3,698,690	\$2,240,950	\$3,709,860	\$4,118,040	1.5%
Micronesia	\$79,318	\$171,545	\$89,844	\$87,373	\$126,751	\$80,972	10.2%
Puerto Rico	\$357,419	\$1,150,217	\$1,598,499	\$432,330	\$1,203,841	\$1,465,439	21.0%
Virgin Islands	\$2,187,484	\$2,378,992	\$2,213,027	\$2,010,928	\$2,277,784	\$2,369,934	-8.1%
Non-Domestic Totals	\$4,831,211	\$ 7,423,494	\$7,600,060	\$4,771,581	\$7,318,236	\$8,034,385	-1.2%

* Dollars reported are not adjusted for inflation. **In dollars using December 31 exchange rate for each year.

APPENDIX 5: Diocesan Pledges and Income

Diocese	Province	2013 Commitment Amount	Pledge % 2013	2012 Income per Diocesan Reports	2014 Commitment Amount	Pledge % 2014
Alabama	4	\$373,277	15.5%	\$2,561,929	\$367,372	15.0%
Alaska	8	\$83,400	19.0%	\$405,022	\$66,480	23.3%
Albany	2	\$117,238	11.5%	\$1,171,969	\$121,303	11.5%
Arizona	8	\$250,000	11.8%	\$2,301,182	\$260,000	11.9%
Arkansas	7	\$130,000	11.0%	\$1,337,989	\$136,796	11.2%
Atlanta	4	\$774,851	19.0%	\$4,267,090	\$787,947	19.0%
Bethlehem	3	\$73,630	5.7%	\$1,423,537	\$76,817	5.9%
California	8	\$677,048	19.0%	\$3,635,402	\$667,926	19.0%
Central Florida	4	\$56,600	2.8%	\$2,208,630	\$54,650	2.6%
Central Gulf Coast	4	\$107,983	9.5%	\$1,183,427	\$105,516	9.9%
Central New York	2	\$268,663	19.0%	\$1,520,487	\$266,093	19.0%
Central Pennsylvania	3	\$247,146	17.6%	\$1,249,652	\$241,657	21.4%
Chicago	5	\$500,004	17.1%	\$3,124,819	\$500,000	16.6%
Colombia	9	\$1,000	n/a	\$233,765	\$1,200	1.1%
Colorado	6	\$156,197	9.6%	\$1,392,099	\$174,845	13.7%
Connecticut	1	\$922,004	18.0%	\$4,955,657	\$822,062	17.0%
Convocation of Episcopal Churches in Europe	2	\$25,054	7.9%	\$251,386	\$26,260	20.0%
Dallas	7	Parishes only	0.0%	\$3,344,618	\$21,562	0.7%
Delaware	3	\$227,500	16.4%	\$1,366,549	\$227,500	18.3%
Dominican Republic	9	\$12,000	1.6%	\$881,078	\$12,000	1.6%
East Carolina	4	\$127,000	12.1%	\$1,281,928	\$150,000	12.9%
East Tennessee	4	\$296,812	19.4%	\$1,689,491	\$307,899	19.6%
Eastern Michigan	5	\$114,014	17.8%	\$769,206	\$115,154	17.7%
Eastern Oregon	8	\$69,419	20.6%	\$426,587	\$58,870	19.2%
Easton	3	\$104,894	19.0%	\$665,186	\$103,585	19.0%
Eau Claire	5	\$18,610	18.3%	\$259,098	\$20,700	14.9%
Ecuador Central	9	\$0	n/a	\$210,697	\$1,282	1.4%
Ecuador Litoral	9	\$1,600	2.0%	\$149,837	\$1,600	5.4%
El Camino Real	8	\$208,700	19.5%	\$1,261,163	\$216,821	19.0%
Florida	4	\$179,232	10.7%	\$1,774,621	\$188,642	11.4%
Fond du Lac	5	\$50,000	11.0%	\$538,901	\$42,474	10.1%
Fort Worth	7	\$74,495	19.0%	\$550,983	\$81,887	19.0%
Georgia	4	\$180,000	12.7%	\$1,439,907	\$180,000	13.6%
Haiti	2	\$5,000	n/a	\$62,161	\$10,000	n/a
Hawaii	8	\$318,500	19.0%	\$1,770,828	\$313,700	19.0%
Honduras	9	Will not pledge due to reduced grant	n/a	\$466,117	Will not pledge due to reduced grant	n/a
Idaho	8	\$83,774	19.0%	\$638,547	\$73,914	14.3%
Indianapolis	5	\$549,526	19.0%	\$3,064,417	\$559,439	19.0%
Iowa	6	\$187,610	19.0%	\$1,100,817	\$186,355	19.0%
Kansas	7	\$286,128	19.0%	\$1,668,368	\$294,180	19.0%
Kentucky	4	\$133,714	10.8%	\$1,204,020	\$140,923	13.0%

Diocese	Province	2013 Commitment Amount	Pledge % 2013	2012 Income per Diocesan Reports	2014 Commitment Amount	Pledge % 2014
Lexington	4	\$185,713	19.0%	\$1,082,523	\$182,879	19.0%
Long Island	2	\$561,254	19.0%	\$2,893,717	\$527,006	19.0%
Los Angeles	8	\$740,350	19.1%	\$4,067,789	\$598,168	15.2%
Louisiana	4	\$152,540	14.9%	\$1,135,617	\$167,794	16.5%
Maine	1	\$359,741	19.0%	\$1,923,249	\$346,417	19.2%
Maryland	3	\$546,000	18.6%	\$3,243,353	\$546,000	17.5%
Massachusetts	1	\$949,646	18.3%	\$4,790,208	\$887,340	19.0%
Michigan	5	\$373,025	19.0%	\$2,099,550	\$376,115	19.0%
Milwaukee	5	\$248,927	19.0%	\$1,353,954	\$241,101	19.5%
Minnesota	6	\$382,751	19.0%	\$2,036,915	\$364,214	19.0%
Mississippi	4	\$277,621	10.4%	\$2,266,651	\$294,768	13.7%
Missouri	5	\$338,100	19.0%	\$1,907,954	\$339,700	19.0%
Montana	6	\$35,000	7.3%	\$610,246	\$35,000	7.1%
Navajoland	8	\$4,200	2.2%	\$69,945	\$3,600	n/a
Nebraska	6	\$110,659	19.0%	\$758,654	\$121,344	19.0%
Nevada	8	\$115,138	19.0%	\$735,440	\$115,447	18.8%
New Hampshire	1	\$255,200	19.0%	\$1,525,190	\$266,986	19.0%
New Jersey	2	\$317,507	10.0%	\$3,114,208	\$299,421	10.0%
New York	2	\$750,000	15.7%	\$5,315,604	\$832,000	16.0%
Newark	2	\$428,000	19.0%	\$2,417,453	\$436,500	19.0%
North Carolina	4	\$776,245	19.0%	\$4,341,602	\$802,105	19.0%
North Dakota	6	\$42,000	12.8%	\$452,401	\$42,000	12.6%
Northern California	8	\$336,000	16.8%	\$2,050,796	\$366,851	19.0%
Northern Indiana	5	\$69,395	11.4%	\$791,804	\$69,431	10.3%
Northern Michigan	5	\$47,071	19.0%	\$336,288	\$41,095	19.0%
Northwest Texas	7	\$100,153	11.2%	\$1,051,261	\$93,626	10.1%
Northwestern Pennsylvania	3	\$129,502	19.0%	\$850,740	\$138,841	19.0%
Ohio	5	\$487,725	19.0%	\$2,502,600	\$452,694	19.0%
Oklahoma	7	\$354,050	19.0%	\$1,854,577	\$329,570	19.0%
Olympia	8	\$612,514	19.1%	\$3,537,250	\$649,278	19.0%
Oregon	8	\$330,149	19.0%	\$1,873,517	\$341,421	19.5%
Pennsylvania	3	\$200,000	4.6%	\$4,803,461	\$225,000	4.8%
Pittsburgh	3	\$126,537	12.3%	\$1,466,586	\$150,000	11.1%
Puerto Rico	9	\$40,885	19.0%	\$388,104	\$50,940	19.0%
Quincy	5	\$4,200	n/a	\$87,132	n/a	n/a
Rhode Island	1	\$445,726	19.0%	\$2,396,585	\$432,551	19.0%
Rio Grande	7	\$50,000	4.4%	\$1,320,417	\$55,000	4.6%
Rochester	2	\$207,642	19.0%	\$2,300,584	\$218,024	10.0%

Diocese	Province	2013 Commitment Amount	Pledge % 2013	2012 Income per Diocesan Reports	2014 Commitment Amount	Pledge % 2014
San Diego	8	\$220,000	12.1%	\$2,015,226	\$242,000	12.8%
San Joaquin	8	\$0	0.0%	\$246,770	\$5,000	3.9%
South Carolina	4	\$49,020	0.9%	\$378,000	\$49,020	19.0%
South Dakota	6	\$44,808	9.0%	\$648,542	\$77,981	14.8%
Southeast Florida	4	\$392,390	9.5%	\$3,374,773	\$390,556	12.0%
Southern Ohio	5	\$703,773	18.8%	\$3,439,275	\$630,662	19.0%
Southern Virginia	3	\$143,550	8.0%	\$1,823,212	\$153,500	9.0%
Southwest Florida	4	\$524,687	17.3%	\$3,004,645	\$508,082	17.6%
Southwestern Virginia	3	\$142,894	16.8%	\$900,068	\$148,213	19.0%
Spokane	8	\$160,371	19.0%	\$859,732	\$140,549	19.0%
Springfield	5	Not finalized	n/a	\$783,766	\$12,500	1.9%
Taiwan	8	\$1,000	0.1%	\$203,782	\$1,500	1.8%
Tennessee	4	\$107,731	7.0%	\$1,679,070	\$126,066	8.1%
Texas	7	\$463,959	6.7%	\$7,040,880	\$755,338	10.9%
Upper South Carolina	4	\$387,927	19.0%	\$2,097,834	\$375,788	19.0%
Utah	8	\$472,804	19.0%	\$2,295,121	\$413,273	19.0%
Venezuela	9	\$1,000	n/a	No report	No report	n/a
Vermont	1	\$149,068	15.1%	\$1,032,526	\$136,879	15.0%
Virgin Islands	2	\$46,116	19.0%	\$350,265	\$43,750	19.0%
Virginia	3	\$811,568	17.7%	\$4,444,078	\$827,709	19.1%
Washington	3	\$453,000	13.1%	\$3,644,516	\$448,584	12.7%
West Missouri	7	\$313,475	21.9%	\$1,720,528	\$311,141	19.4%
West Tennessee	4	\$133,060	9.2%	\$1,253,903	\$152,887	13.5%
West Texas	7	\$136,203	3.4%	\$4,279,276	\$144,098	3.5%
West Virginia	3	\$180,000	9.4%	\$1,815,639	\$189,000	11.1%
Western Kansas	7	\$13,768	16.7%	\$161,728	\$14,422	34.6%
Western Louisiana	7	\$64,239	6.6%	\$1,225,571	\$107,615	9.7%
Western Massachusetts	1	\$289,497	15.0%	\$2,187,486	\$310,122	15.0%
Western Michigan	5	\$140,904	17.3%	\$1,019,415	\$170,889	19.0%
Western New York	2	\$75,000	10.5%	\$831,511	\$83,384	11.7%
Western North Carolina	4	\$209,934	14.0%	\$1,553,683	\$186,442	13.0%
Wyoming	6	\$224,308	19.5%	\$1,223,085	\$209,586	19.0%