

THE
Episcopal
CHURCH

REPORT *to the* CHURCH

All Saints' Day
2011

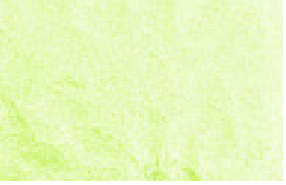
Domestic and Foreign Missionary Society

THE
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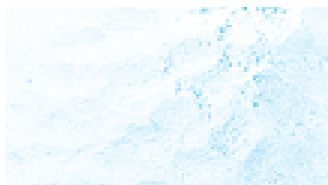
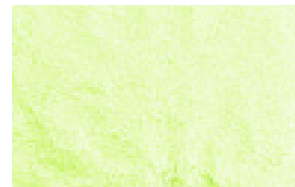
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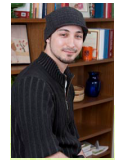


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We, the staff of the Domestic and Foreign Missionary Society, working from New York City and 15 other locations in the United States and abroad, are pleased to offer this report to the church we are privileged to serve. Our goal is to enable the connections between the dioceses and people of our church in their various ministries. We assist dioceses and networks directly and carry out churchwide activities on behalf of the whole church. We hope that this report will allow members of the church to understand more fully how their dollars are being used and what they may expect from us as a result.





OFFICE *of the* PRESIDING BISHOP



*The Most Rev.
Katharine
Jefferts Schori*

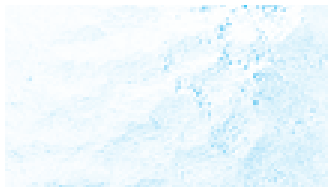
There are three particular roles that the Presiding Bishop, and her office, fulfill:

- Understanding the Episcopal Church's needs as a whole, through churchwide and Anglican Communion-wide visits, which includes making available assistance to parts of the church that would otherwise be neglected
- Building relational bridges with ecumenical, Communion, and interreligious partners
- Providing a pattern of consistency in leadership development through oversight of the Episcopal consents process and consecrations

Specifically, in 2010 and 2011, Presiding Bishop Katharine will have:

- Overseen 21 Episcopal consents, presided at 21 consecrations, and been present at the installation of the Bishop of Cuba
- Made official visits to 38 dioceses, including six diocesan conventions
- Made visits to Liberia; Cuba (for which she has joint oversight with the Primates of Canada and West Indies); England (preaching in Southwark and St. Paul's); Wales (meeting with Primate); Scotland (addressing their General Synod); Canada (addressing their Synod); Mexico; Aotearoa and New Zealand; Australia (Brisbane); Sweden (offering several addresses); Zambia; Zimbabwe; Congo; South Africa (addressing Synod of Bishops); Okinawa (offering a presentation at TOPIK conference)
- Presided over 4 House of Bishops meetings and 6 Executive Council meetings; participated in meetings of the Joint Standing Committee of Planning and Arrangements; Joint Standing Committee of Program, Budget & Finance; the Metropolitan Council for Cuba (twice); National Council of Churches General Assembly; Oklahoma IV; CREDO leadership; Heads of Communion (twice); Province IX Sustainability Conference; Standing Committee on Structure of the Church
- Participated in preparation and full communion celebrations with the Evangelical Lutheran Church of America and the Moravian Church
- Hosted six Primates to the Episcopal Church
- Been appointed to the U.S. Presidential Task Force on Faith-Based Work
- Been re-elected to the Standing Committee of the Anglican Communion, and attended Inter-Anglican Finance and Administration Committee in London and Primates Meeting in Dublin
- Provided physical witness worldwide to the neediest, including four visits to the Diocese of Haiti

The Office of the Presiding Bishop assists in preparation, scheduling, representing, and supporting the Presiding Bishop in all these matters.



*The Rev. Canon
Dr. Charles K.
Robertston*

Ednice Baerga

Sharon Jones

Mary E. Kostel

*Joseph P.
Mathews*

PRESIDENT *of the* HOUSE *of* DEPUTIES



*Dr. Bonnie
Anderson*

The President of the House of Deputies presides over the House of Deputies at General Convention. The President of the House of Deputies is one of the two presiding officers of the General Convention. General Convention has ultimate authority and responsibility to determine structural and policy issues and to articulate a broad mission vision for the Episcopal Church. The President is elected by the deputies to preside at their meetings, which are held every three years during the General Convention.

The President also serves as vice chair of the Executive Council, appoints all clergy and lay members to the standing commissions and committees of the church, and cultivates conversation among deputies on the issues facing the church between meetings of the General Convention.

In 2010 and 2011, Bonnie Anderson, President of the House of Deputies will have:

- Participated in meetings with eight Standing Commissions/Committees and six task forces and/or special committees of Executive Council
- Preached or made keynote presentations in 19 dioceses, including at the installation of two bishops, at the Episcopal Youth Event, and as the Kellogg lecturer at Episcopal Divinity School
- Provided physical witness and support to Indigenous Episcopalians at five Native American events
- Participated in the full communion celebration with the Moravian Church
- Preached at the General Convention Eucharist and the convention of the Episcopal Anglican Church of Brazil
- Instituted and presented the House of Deputies Medallion for Exemplary Service to five deputies
- Created an online moderated forum for deputies and first alternates
- Developed proposed House of Deputies Rules of Order changes for 77th General Convention
- Served as a director for CREDO and an advisor to Episcopal Relief & Development's NetsforLife program
- Provided information for and communicated with deputies regularly through letters, and website and extranet postings

Cheri Salanty



CHIEF OPERATING OFFICER



*The Rt. Rev.
Stacy Sauls*

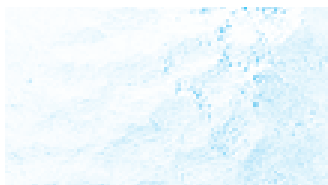
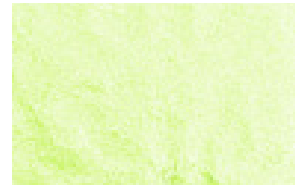
In the Office of the Presiding Bishop, the Chief Operating Officer (COO) oversees the work of the staff of the Domestic and Foreign Missionary Society in the areas of mission, communication, finance, development, and administration (human resources, information technology, facilities management, legal services, and operations management). The COO supports the Presiding Bishop in her role as Chief Executive Officer and is the primary link between the staff and the Executive Council. He oversees staffwide initiatives, including strategic planning and accountability, and provides direction to special projects such as support to the Diocese of Haiti.

Su Hadden

*Thomas E.
Duggan*

Romy Mancini

*Sherri Siegel
Quinones*



MISSION DEPARTMENT

The primary work of the Mission Department is to provide resources and build networks serving the wider church and God's mission. Fostering project-based work and collaborations among staff and with diocesan, regional, and provincial programs, the Mission Department seeks to offer a prophetic voice in fulfilling General Convention mandates, shaping the work according to Triennial Mission Priorities and the churchwide strategic plan. Mission Department staff connect dioceses, parishes, and faith-based groups with each other and serve as an information and action resource for common work within the church and beyond. The Mission Department also keeps denominational records for conscientious objectors and is the ecclesiastical endorser for health care and prison chaplains.

Sam McDonald

Toni Daniels

*The Rev.
Margaret Rose*

Terry Foster

*Melissa Hare-
wood*

Meghan Ritchie

Gary Williams



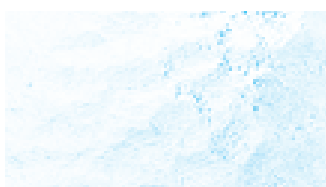
DIVERSITY, SOCIAL, *and* ENVIRONMENTAL
MINISTRIES TEAM

The Diversity, Social, and Environmental Ministries team has a dual call, to both congregational vitality and to advocacy.

*Angela
Cabanban*

It is responsible for the development of programs that respond to the needs and enable the inclusion of their respective communities within the Episcopal Church.

Advocating, educating, communicating, and interpreting our church's values of social, economic, and environmental justice are core to the work. Common to our ministries is the call to follow Christ's example and raise up the voices of those not often heard by those in power: marginalized communities, the imprisoned, the hungry, the homeless, and those suffering from the impacts of climate change.



OFFICE *of* ASIAMERICA MINISTRIES

For dioceses and congregations:

- We provide training on Asian spirituality, evangelism, church planting, stewardship, and parish revitalization.
- We create a network for sharing of best practices among diverse Asian communities.
- We develop bilingual versions of The Book of Common Prayer and liturgies.
- We resource contextually relevant and culturally sensitive Christian education materials.
- We offer expertise in pastoral care and inspiration for mission among Asian immigrants.
- We offer fellowship and sharing of best practices on Chinese, Korean, Japanese, Filipino, South Asian, and Southeast Asian ministries.

*The Rev.
Dr. Winifred
Vergara*

On behalf of dioceses and congregations:

- We advocate for Asian clergy and lay leaders via diocesan Asian commissions, Episcopal Asiamerican Ministry (EAM) Council, and diocesan conventions.
- We connect with concordat partners in Asia who have overseas congregations in the United States, such as Iglesia Filipina Independiente, and Mar Thoma Church.
- We offer the perspective of the Episcopal Church in Asian-American theological exchanges and forums.
- We represent the Episcopal Church in Asian-American ecumenical and interfaith circles, such as Pacific Asian American Canadian Christian Education of NCC-USA.



OFFICE *of* BLACK MINISTRIES

For dioceses and congregations:

- We provide consultations and listening sessions with congregations and diocesan committees to enhance day-to-day ministries through workshops and presentations.
- We provide workshops, presentations, and resources for diocesan conventions as requested.
- We provide opportunities for networking, connections, and sharing best practices for a changing church.
- We provide leadership for retreats and church revivals.
- We provide resources as preacher and celebrant on select occasions.

On behalf of dioceses and congregations:

- We provide leadership development training for youth and young adults, and gatherings for vocational discernment.
- We provide congregational work for renewal and vitality through the New Visions Initiative.
- We provide leadership development training for clergy and laity.
- We support Sudanese Ministries and create extended support systems in dioceses for congregational and community development.
- We provide the means for a meaningful relationship with three of the Historically Black Colleges and Universities (HBCUs) and links for developing and preparing leaders for the Episcopal Church.
- We provide connections to networking and other opportunities.
- We provide connections with the Advisory Council, Recruitment, Training, and Development Committee, and the Mission Strategy team for ministry planning.
- We advocate for and represent the People of African Descent (PAD) in selected arenas.
- We provide mentoring relationships for seminarians and annual meetings with experienced clergy.

*The Rev. Canon
Angela S. Ifill*



OFFICE *of* ECONOMIC *and* ENVIRONMENTAL AFFAIRS

For dioceses and congregations:

Michael Schut

- We provide speaking, teaching (workshops and retreats), and preaching on the theology and practice of eco-justice.
- We support eco-justice initiatives, such as the Genesis Covenant, a commitment to reduce greenhouse gas emissions from church-owned facilities by 50% over 10 years.
- We develop resources, such as the “Getting Started on the Genesis Covenant” guide.
- We raise the profile of eco-justice ministries and connects them to existing economic justice work.
- We promote resources for Earth Day.

On behalf of dioceses and congregations:

- We advocate for a more just society, for example, through participation on the 2009 White House Task Force on Environment and Climate Change for Faith-Based and Neighborhood Partnerships.
- We develop partnerships with national programs, such as GreenFaith’s Green Certification Program.
- We represent the church on the NCC’s Eco-Justice Working Group and the Anglican Communion Environmental Network.
- We connect people with economic justice and ecological networks and ministries across the church.
- We provide leadership training.
- We administer the Jubilee grants program.



OFFICE *of* SOCIAL *and* ECONOMIC JUSTICE

For dioceses and congregations:

- We help frame and develop resources within the context of local diocesan goals for mission.
- We provide opportunities to network, train, receive grants, and develop educational resources.
- We promote the development of grassroots, culturally based models of mission and ministry that address poverty alleviation in the local context.
- We provide opportunities for Asset-Based Community Development workshops, designed to equip communities to create positive change as they discover their own capacity to act.

On behalf of dioceses and congregations:

- We promote networks supporting and advocating for the rights of prisoners, victims, families of prisoners and victims, staff, and chaplains associated with non-federal-based prison ministries.
- We provide outlets for communication through electronic newsletters and social media.
- We provide leadership and resources that express our church's commitment to affirm local mission through Jubilee Ministry.
- We represent our church with interfaith groups concerned with issues of congregational organizing and justice, such as Interfaith Worker Justice and the Inter-Religious Organizing Initiative.

*The Rev.
Christopher A.
Johnson*



OFFICE *of* LATINO/HISPANIC MINISTRIES

For dioceses and congregations:

- We provide leadership and training to assist in church planting and congregational revitalization.
- We provide bilingual resources for stewardship, Christian formation, and liturgy in collaboration with other offices of the Episcopal Church.
- We provide webinars for teaching and training on the church's Strategic Vision for Reaching Latinos/Hispanics.
- We provide training in using demographic tools for congregational development.
- We provide speaking and preaching on the gift of Latino/Hispanic Ministry.

On behalf of dioceses and congregations:

- We provide modeling and training in the use of social media.
- We provide a biannual gathering, *Nuevo Amanecer*, for laity and clergy, to increase personal networks and provide leadership development at multiple levels.
- We provide opportunities for sharing best practices and models of ministries.
- We provide a vocational discernment program for young adults of color in partnership with the ethnic missionaries and the Office of Young Adult Ministries.
- We advocate for the ministry and the need for bilingual resources.
- We partner with agencies such as the Episcopal Church Foundation, Forward Movement, and St Mark's Press to provide needed resources.

*The Rev. Canon
Anthony Guillén*



Photo courtesy of Sam Leite

OFFICE *of* NATIVE AMERICAN *and*
INDIGENOUS MINISTRIES

For dioceses and congregations:

- We pursue partnerships to develop Lifelong Christian education and formation resources and training for congregational growth and vitality.
- We collaborate to develop a culturally based model to address poverty alleviation, which includes working with White Bison (a healing movement to reclaim traditional Native American identity) and Asset-Based Community Development to awaken a sense of capacity to act in response to difficult challenges.
- We gather leaders for networking and training at meetings, such as Wintertalk, clergy and laity conferences, Why Serve Conference for Young People of Color, Strong Heart Youth Ministry, and Indigenous women's gatherings.
- We will network with Province IX Indigenous peoples in 2012 to develop resources that link them with the larger global indigenous network.

On behalf of dioceses and congregations:

- We give voice to Indigenous perspectives by developing strong grassroots networks within the Episcopal Church and the Anglican Communion.
- We provide networking resources, such as video conferencing, newsletters, blogs, and social media.
- We partner with the Anglican Indigenous Network and the developing Anglican Council of Indigenous Women through advocacy training at the United Nations.
- We represent the Episcopal Church for Indigenous Ministries at the United Nations and World Council of Churches, ecumenical and interfaith circles, to communicate and interpret treaty rights and aboriginal rights.

*Sarah Eagle
Heart*

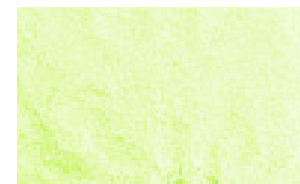
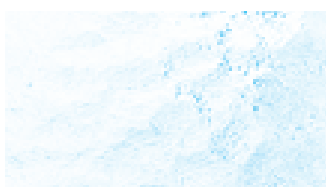


DIOCESAN *and*
CONGREGATIONAL MINISTRIES TEAM

This team in the Mission Department is a collection of offices with different approaches to providing resources directly to dioceses and congregations throughout the Episcopal Church. We have organized ourselves as a gathering of equals with an appointed facilitator (team leader) who convenes the team, serves as a communication conduit with the rest of the Mission Department, and focuses our conversations around mission and ministry in the Episcopal Church. We have weekly meetings to share our work in progress and discuss questions we believe are facing the church today.

Sabrina Nealy

Valerie Harris



OFFICE *of* TRANSITION MINISTRY

For dioceses and congregations:

- We provide a database of all worshipping communities and registered clergy and lay leaders that uses the most advanced web technology available.
- We provide comprehensive training and support for Diocesan Transition Ministers on multiple aspects of ministry, such as full engagement with the information management systems, search processes, and other aspects of ministry transitions.
- We provide creative oversight and development as a principal in churchwide programs, such as Fresh Start and the pilot project New Dreams/New Visions.
- We provide a connecting link between regional groups of Diocesan Transition Ministers, communicating ideas and information between the groups as well as discerning trends and facilitating strategic conversations.
- We collect best practices and present them in an easily accessible manner.
- We provide specialized searches for diocesan staff.

On behalf of dioceses of congregations:

- We provide Listservs for Diocesan Transition Ministers in several provinces.
- We provide a communication platform for best practices and ministry collaboration.
- We provide a registration process and ongoing technical support to individual clergy and lay leaders.

*The Rev. Victoria
Duncan*



CHURCH PLANTING, MINISTRY REDEVELOPMENT
and FRESH EXPRESSIONS *of* MINISTRY

For dioceses and congregations:

- We provide process consulting through the revitalizing and reorganizing journey necessary to engage missional ministries.
- We provide coaching and mentoring for diocesan and congregational leaders redeveloping ministries that have experienced decline or stagnation.
- We provide strategies and planning processes for planting new ministries, both traditional and non-traditional.
- We provide monthly public video conference sessions for church planting and ministry development, ministry redevelopment, Fresh Expressions of Ministry, and musicians resourcing new ministries of all sorts.

On behalf of dioceses and congregations:

- In partnership with Latino/Hispanic Ministries, we provide a two-year covenanted redevelopment process conducted on a Community of Practice Learning Platform and offered through WebEx video conferencing.
- We provide Gallup Skills Inventories for the identification of those especially gifted for ministry development as well as those gifted for redevelopment.
- We provide MissionInsite Demographic Study Tools for ministry strategy development.

*The Rev. Thomas
Brackett*



OFFICE *of* CONGREGATIONAL VITALITY

For dioceses and congregations:

- We provide a physical and virtual gathering place for diocesan congregational development leaders on a regular basis to explore new ideas for ministry, opportunities for collaboration, and mutual support.
- We provide an on-site presence at diocesan conventions, clergy conferences, and diocesan and regional training events for presentations and consultation services.
- We host churchwide events for lay and clergy leaders, such as Start Up! Start Over!, to foster practices and skills for building a healthy church.
- We facilitate the Roanridge Trust grants to assist the development of ministry opportunities in rural areas.
- We produce a wide variety of print and electronic resources related to congregational health.

*The Rev. Bob
Honeychurch*

On behalf of dioceses and congregations:

- We provide staff support and networking for various groups, such as the Domestic Missionary Partnership, Rural Ministry Network, and Episcopal Appalachian Ministries.
- We provide a platform for bringing local (congregational or diocesan) issues and concerns related to congregational life and health to a wider conversation.
- We advocate for congregational vitality issues to the governance agencies of the church, such as the Standing Commission on Small Congregations, the Standing Commission on Liturgy and Music, and the Executive Council Committee on Strategic Planning.



OFFICE *of* STEWARDSHIP

For dioceses and congregations:

- We equip diocesan stewardship commissions in mentoring congregations in stewardship.
- We offer workshops and keynote presentations that instruct diocesan stewardship leaders to create a culture that yields faithful giving. Workshops include Theology of Stewardship, Recovering the Offertory in the Eucharist, Holy Habits, Faith and Finances, and Nuts and Bolts of an Effective Annual Giving Campaign.
- We produce timely and accessible stewardship formation resources in English and Spanish, including “Hope in Hard Times,” a brochure in response to the 2008 economic crisis; “People Along the Way: Conversations of Money, Discipleship and Stewardship with Walter Brueggemann,” an adult formation web video resource; “Feasting on Gratitude,” a six-week stewardship formation series based on the Revised Common Lectionary readings for October 2 - November 6, 2011; “*Generosidad y Mayordomía* (Generosity and Stewardship): Best Practices of Stewardship in Latino Congregations.”
- We produce The Steward’s Well, a quarterly e-newsletter designed especially for those leading stewardship in the congregation. Each edition includes a personal witness of a journey of giving, two best practices offered by diocesan steward leaders, and a stewardship reflection connected with the gospel lection appropriate to the season.
- We design and co-host The Episcopal Network for Stewardship (TENS) pre-conference, an annual gathering of diocesan stewardship officers and diocesan stewardship commission members who come together to learn and be inspired, share best practices, and network.

On behalf of dioceses of congregations:

- We cultivate and strengthen the inner-connectivity between stewardship stakeholders, including The Episcopal Network for Stewardship (TENS), the Episcopal Church Foundation, the Consortium of Endowed Episcopal Parishes, the Standing Commission on Stewardship and Development, and Mission Funding in an effort to share best practices, develop resources, and promote thought leadership in stewardship.
- We shape and support the newly crafted strategic direction and vision of The Episcopal Network for Stewardship (TENS) to honor its legacy of training, equipping, and nurturing a new generation of steward leaders.
- We support the Standing Commission on Stewardship and Development in the creation of resolutions and recommended strategies on churchwide stewardship initiatives for General Convention.
- We serve on the board of directors of the Ecumenical Stewardship Center.
- We engage in the development and sharing of resources from ecumenical partners, particularly the Evangelical Lutheran Church in America.
- We strive to shape conversation, preach, and teach about the spirituality of stewardship in ways that help people to find the freedom to be faithful with the gifts that they have been entrusted with to build up God’s reign.

*The Rev. Laurel
Johnston*

OFFICE *of* CONGREGATIONAL RESEARCH

For dioceses and congregations:

- We provide centralized congregational and diocesan reporting systems.
- We provide reports on congregational and diocesan trends in graphic form.
- We provide regularly updated demographic profiles for all congregations.
- We provide resources for understanding congregational vitality and growth.
- We provide workshops and presentations on congregational trends and factors related to congregational vitality and growth.

On behalf of dioceses and congregations:

- We provide coordination of the Parochial Report process.
- We provide a multi-year database of diocesan and congregational records.
- We provide management of the Diocesan Report process.
- We provide research on congregational life and vitality.
- We provide information on Episcopal demographics, clergy, and congregations.
- We provide analyses of trends in congregational life and church leadership.

*Dr. C. Kirk
Hadaway*

Christine Kandic



OFFICE *of* GLOBAL PARTNERSHIPS

The Office of Global Partnerships serves as a bridge for developing and nurturing relationships between the Episcopal Church and our partners around the Anglican Communion, our ecumenical and interreligious partners, and with organizations such as the United Nations and the National Council of Churches. We are a resource for congregations and dioceses as they develop and foster their own relationships around the world. We actively develop resources to strengthen and facilitate the global mission engagement of the Episcopal Church. We highlight issues of international concern and, in cooperation with colleagues across the Mission Department, mobilize engagement in these issues throughout the Episcopal Church. Our ministry is guided by the mission priorities adopted by General Convention, which include the Five Marks of Mission and the Millennium Development Goals.

Lisa Denaro







PARTNERSHIP OFFICE *for* AFRICA

For dioceses and congregations:

- We serve as a resource for congregations, dioceses, and bishops in developing their own relationships with partners in Africa.
- We serve as a resource for parishes, dioceses, and bishops that support global ministry and mission within the Episcopal Church.
- We attend conferences and conventions, as invited, to share information about our partners in the 12 Anglican provinces in Africa, raising awareness of the cultural differences and sensitivities between the global North and South.
- We regularly share information about the life and ministries of our partners in Africa through newsletters and social media, and serve as a point of contact for congregations and dioceses at times of crisis in the region.
- We lift up issues of international concern from Anglican partners in Africa for discussion, prayer, and advocacy within the Episcopal Church.

*The Rev. Canon
Petero A.N.
Sabune*

On behalf of dioceses and congregations:

- We develop and nurture relationships with Anglican, ecumenical, and interreligious partners in Africa.
 - We educate and inform partners in Africa about the mission, ministry, structure, and governance of the Episcopal Church.
 - We collaborate with the Mission Personnel Office to develop new missionary placements and opportunities in Africa, support missionary discernment and training, and provide on-site pastoral support for missionaries in the field.
 - We liaise with organizations such as the Council of Anglican Provinces of Africa, Episcopal Relief & Development, and Church World Service regarding issues of health care, education, the environment, immigration, and gender-based violence.
 - We liaise with and serve as resources to Episcopal organizations such as American Friends of the Episcopal Church of Sudan (AFRECS), the Office of Black Ministries, the Union of Black Episcopalians, and Africans in diaspora organizations.
 - We liaise with the Office of Diversity, Social, and Environmental Ministries regarding issues of common concern in the Anglican Communion and the Episcopal Church.
 - We serve as representatives of the Episcopal Church to relevant Africa-related and issue-based United Nations and ecumenical working groups.
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PARTNERSHIP OFFICE *for ASIA and the PACIFIC*

For dioceses and congregations:

Peter Ng

- We serve as a resource for congregations, dioceses, and bishops in developing their own relationships with partners in Asia and the Pacific.
- We serve as a resource for parishes, dioceses, and bishops that support global ministry and mission within the Episcopal Church.
- We attend conferences and conventions, as invited, to share information about our partners in Asia and the Pacific, raising awareness of the cultural differences and sensitivities between the West and East.
- We regularly share information about the life and ministries of our partners in Asia and the Pacific through newsletters and social media, and serve as a point of contact for congregations and dioceses at times of crisis in the region.
- We lift up issues of international concern from Anglican partners in Asia and the Pacific for discussion, prayer, and advocacy within the Episcopal Church.

On behalf of dioceses and congregations:

- We develop and nurture relationships with Anglican, ecumenical, and interreligious partners in Asia and the Pacific.
- We educate and inform partners in Asia and the Pacific about the mission, ministry, structure, and governance of the Episcopal Church.
- We collaborate with the Mission Personnel Office to develop new missionary placements and opportunities in Asia and the Pacific, support missionary discernment and training, and provide on-site pastoral support for missionaries in the field.
- We liaise with organizations such as the Anglican Alliance, and Episcopal Relief & Development regarding issues of concern.
- We liaise with and serve as resources to Episcopal organizations with ties to Asia and the Pacific.
- We liaise with the Office of Diversity, Social, and Environmental Ministries regarding issues of common concern in the Anglican Communion and the Episcopal Church.
- We serve as representatives of the Episcopal Church to relevant issue-based United Nations and ecumenical working groups.

PARTNERSHIP OFFICE *for* LATIN AMERICAN
and the CARIBBEAN

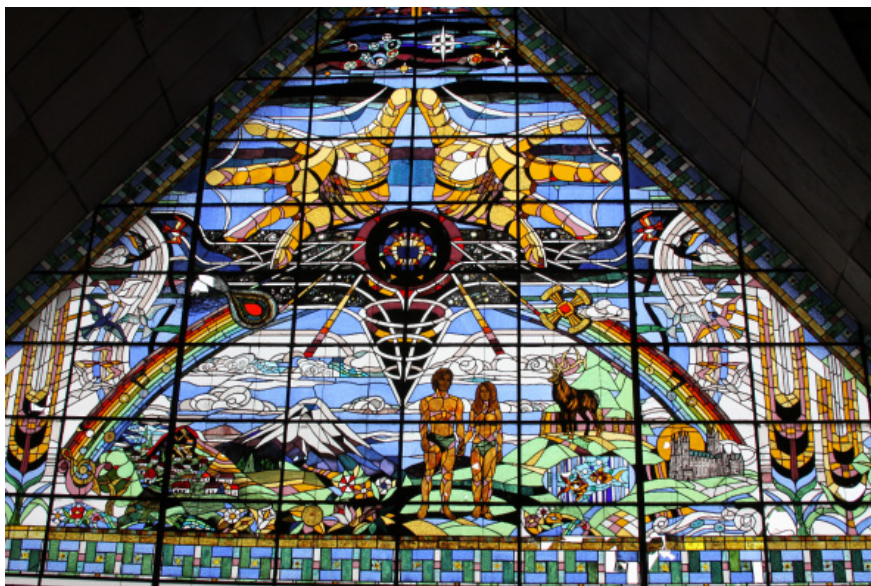
For dioceses and congregations:

- We serve as a resource for congregations, dioceses, and bishops in developing their own relationships with partners in Latin America and the Caribbean.
- We serve as a resource for parishes, dioceses, and bishops that support global ministry and mission within the Episcopal Church.
- We attend conferences and conventions, as invited, to share information about our partners in Latin America and the Caribbean, raising awareness of the cultural differences and sensitivities.
- We regularly share information about the life and ministries of our partners in Latin America and the Caribbean through newsletters and social media and serve as a point of contact for congregations and dioceses at times of crisis in the region.
- We lift up issues of international concern from Anglican partners in Latin America and the Caribbean for discussion, prayer, and advocacy within the Episcopal Church.

*The Rev. Glenda
McQueen*

On behalf of dioceses and congregations:

- We develop and nurture relationships with Anglican, ecumenical, and interreligious partners in Latin America and the Caribbean.
- We educate and inform partners in Latin America and the Caribbean about the mission, ministry, structure, and governance of the Episcopal Church.
- We collaborate with the Mission Personnel Office to develop new missionary placements and opportunities in Latin America and the Caribbean, support missionary discernment and training, and provide on-site pastoral support for missionaries in the field.
- We liaise with organizations such as the Anglican Alliance, Episcopal Relief & Development, the Latin American Council of Churches, the Theological Educational Commission for Latin America and the Caribbean, the Center for Higher Theological Education of Central America, and the Province IX Self-Sustainability Steering Committee regarding issues of concern.
- We liaise with the Office of Diversity, Social, and Environmental Ministries regarding issues of common concern in the Anglican Communion and the Episcopal Church.



PARTNERSHIP OFFICE *for* THE MIDDLE EAST

For dioceses and congregations:

- We serve as a resource for congregations, dioceses, and bishops in developing their own relationships with partners in the Middle East.
- We serve as a resource for parishes, dioceses, and bishops that support global ministry and mission within the Episcopal Church.
- We attend conferences and conventions, as invited, to share information about our partners in the Middle East, raising awareness of the cultural differences and sensitivities between the West and Middle East.
- We regularly share information about the life and ministries of our partners in the Middle East through newsletters and social media, and serve as a point of contact for congregations and dioceses at times of crisis in the region.
- We lift up issues of international concern from Anglican partners in the Middle East for discussion, prayer, and advocacy within the Episcopal Church.
- We collaborate with the Office of Government Relations on Middle East advocacy issues.

*The Rev. Canon
Robert D.
Edmunds*

On behalf of dioceses and congregations:

- We develop and nurture relationships with Anglican, ecumenical, and interreligious partners in the Middle East.
- We educate and inform partners in the Middle East about the mission, ministry, structure, and governance of the Episcopal Church.
- We collaborate with the Mission Personnel Office to develop new missionary placements and opportunities in the Middle East, support missionary discernment and training, and provide on-site pastoral support for missionaries in the field.
- We liaise with organizations such as the Anglican Alliance, and Episcopal Relief & Development regarding issues of concern and advocacy.
- We liaise with and serve as resources to Episcopal organizations, such as the American Friends of the Episcopal Diocese of Jerusalem.
- We liaise with the Office of Diversity, Social, and Environmental Ministries regarding issues of common concern in the Anglican Communion and the Episcopal Church.
- We serve as representatives of the Episcopal Church to relevant Middle East-related and issue-based United Nations and ecumenical working groups.







PARTNERSHIP OFFICE *for* PROVINCE IX

For dioceses and congregations:

- We serve as a resource for congregations, dioceses, and bishops in developing their own relationships with partners in Province IX of the Episcopal Church.
- We serve as a resource for parishes, dioceses, and bishops that support global ministry and mission within the Episcopal Church.
- We attend conferences and conventions, as invited, to share information about parishes and dioceses within Province IX, raising awareness of the cultural diversity across the Episcopal Church.
- We regularly share information about the life and ministries of Province IX through newsletters and social media, and serve as a point of contact for congregations and dioceses at times of crisis in the region.
- We lift up issues of international concern from dioceses in Province IX for discussion, prayer, and advocacy at a churchwide level.
- We encourage the exploration and implementation of new models and styles of leadership that are inspirational, visionary, and transformational.
- We provide consulting resources in the modality of short-term and long-range strategic planning, leading to the ultimate goal of self sufficiency.
- We provide information about the availability of abundant resources of the Episcopal Church intended to strengthen local mission and ministry at diocesan and congregational levels in different spheres of ministry, such as Christian formation, youth ministries, women's ministries, social outreach and witness, and stewardship.

On behalf of dioceses and congregations:

- We develop and nurture relationships with Episcopal, ecumenical, and interreligious partners in Province IX.
 - We collaborate with the Mission Personnel Office to develop new missionary placements and opportunities in Province IX, support missionary discernment and training, and provide on-site pastoral support for missionaries in the field.
 - We liaise with organizations such as Episcopal Relief & Development, the Latin American Council of Churches, the Theological Educational Commission for Latin America and the Caribbean, and the Province IX Self-Sustainability Steering Committee regarding issues of concern and advocacy.
 - We liaise with and serve as resources to Episcopal organizations, such as the Dominican Development Group.
 - We liaise with the Office of Diversity, Social, and Environmental Ministries regarding issues of common concern in Province IX.
 - We serve as a conduit for sharing and interpreting information to existing entities and departments of the Episcopal Church.
 - We encourage and promote the representation and full participation of Province IX at different levels of the Episcopal Church.
 - We foster relationships of collegiality, trust, and support among bishops, clergy, and laity.
 - We strengthen the church's relationship with the Diocese of Cuba by supporting their efforts to break away from existing patterns of isolation and encouraging the development of relationships with the dioceses in Province IX.
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The Rt. Rev.
Wilfrido Ramos
Orench

UNITED THANK OFFERING

For dioceses and congregations:

- We promote gratitude and generosity.
- We provide meaningful networks with other dioceses and congregations of the Episcopal Church through the shared mission and ministry of the United Thank Offering.
- We provide diocesan and congregational engagement with the mission and ministry of the Anglican Communion.
- We promote awareness of mission and mission partnerships around the world.
- We provide grants within dioceses to support programs and capital projects that further mission and ministry.
- We provide grants for programs and capital projects to Episcopal dioceses asking on behalf of their own overseas companion dioceses (both formal and informal companion relationships) or on behalf of congregations with overseas companion dioceses/ congregations.

Claudia Conner

Michelle Jobson

On behalf of dioceses and congregations:

- We provide meaningful networks for the Episcopal Church with the provinces, dioceses, and congregations of the Anglican Communion.
- We provide grants for the mission and ministry of the Anglican Communion in the form of programs and capital projects, direct support, and companion diocese grant support.
- Through the Office of Mission Personnel, we provide annual gifts of \$500 to each missionary who has been in the field for at least one year.
- We plan regionally, across dioceses and provinces, to grant support for mission and ministry projects that have the potential for broad capacity-building or offer new responses to issues and problems faced by entire ministry fields, such as the summit planned by Episcopal Camps and Conference Centers.
- Through the United Thank Offering parish and diocesan coordinator structure, we provide a path for Episcopalians to rise above the diocesan level to synod and national church leadership.



OFFICE *of* MISSION PERSONNEL

For dioceses and congregations:

- We work in partnership with parishes and dioceses in the appointment of missionaries that are either sent directly by dioceses or through the Mission Personnel Office.
- We provide experienced personnel to help discern a call to global mission service for assignments ranging from a few weeks to three years.
- We provide pastoral, logistical, and administrative support for missionaries during their assignments, which includes ecumenical missionary training, comprehensive health insurance, 24/7 emergency support, and general logistical and administrative support.
- We connect people with a call to missionary service to partners within the Anglican Communion who are actively seeking missionaries.
- Through the Young Adult Service Corps, we provide the opportunity for young adults to engage in one-year mission service in locations and ministries around the Anglican Communion.

On behalf of dioceses and congregations:

- We are constantly developing new strategies for missionary sending in collaboration with partners within the Episcopal Church and around the Anglican Communion.
- We respond to requests from partners in the Anglican Communion in need of missionary support.
- We connect with partners around the Anglican Communion to help facilitate the coordination of missionary appointments.

*The Rev. David
Copley*

Yanick Fourcand



OFFICE *of* GLOBAL RELATIONS

For dioceses and congregations:

Lynnaia Main

- We provide resources on the United Nations' purpose, structure, and deliberations and act as a liaison for parish- and diocesan-level involvement at the United Nations.
- We provide a point of contact for connecting with the Office of the Anglican Observer to the United Nations.
- We are a resource and link for connecting dioceses and congregations around international women's ministries, including participation in the annual United Nations Commission on the Status of Women.
- We provide a resource and link to connect parishes and dioceses on international peace and justice concerns, and to advocate on those issues in conjunction with the Office of Government Relations.
- We provide a resource for parishes and dioceses in connecting with Anglican partners through Anglican Communion networks, such as the International Anglican Women's Network and the Anglican Peace and Justice Network.

On behalf of dioceses and congregations:

- We provide a voice and witness to the United Nations of the mission priorities, concerns, ministry, and work of parishes and dioceses of the Episcopal Church, as expressed through General Convention and Executive Council resolutions.
- We cooperate with ecumenical and faith-based partners and other non-governmental organizations working at the United Nations to address issues of global concern, such as gender-based violence, peace and justice, climate change, human rights, and human trafficking.
- Liaising with the Office of Government Relations, we represent the Episcopal Church's issues and concerns to international peace and justice bodies.
- We provide a resource to the Anglican Communion in connecting with Episcopal parishes and dioceses, especially through Anglican Communion networks.
- We provide hospitality and logistical support for international visitors to the Episcopal Church Center on behalf of the wider church, and assist with connecting them to Episcopal parishes and dioceses.
- We provide a resource for best practices and protocol when receiving international visitors from around the Anglican Communion.



OFFICE *of* GLOBAL NETWORKING

For dioceses and congregations:

Elizabeth Boe

- We coordinate and administer the Companion Diocese Relationship Ministry of the Episcopal Church.
- We serve as a resource for congregations and dioceses interested in connecting globally.
- We develop opportunities and resources for global mission networking within the Episcopal Church.
- We regularly share information about the life and ministries of the Episcopal Church's global mission engagement through newsletters and a wide range of social media.
- In collaboration with congregations, dioceses, and organizations, we provide ongoing training about best practices for global mission engagement.
- We organize churchwide mission conferences to provide opportunities for congregations and dioceses to share their experiences and best practices.

On behalf of dioceses and congregations:

- We connect with the Anglican Communion Office and with provinces and dioceses around the Anglican Communion to develop and foster new relationships.
- We liaise with organizations within the Episcopal Church to encourage cooperation and information sharing.
- We coordinate the annual World Mission Sunday campaign.



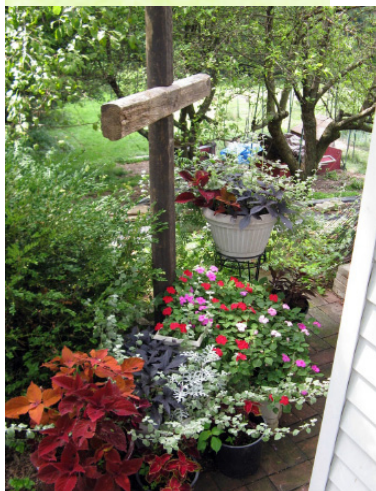
OFFICE *of* ECUMENICAL *and*
INTERRELIGIOUS RELATIONSHIPS

For dioceses and congregations:

- We provide theological resources for ecumenical and interreligious work at the local level and in official dialogues: Jewish-Christian dialogues, and bilateral conversations with Presbyterians and United Methodists.
- We provide networking opportunities for churches and dioceses to connect with common work.
- We provide opportunities for theologians and other volunteers to participate in ecumenical and interreligious dialogues.
- We provide opportunities for engagement with full-communion partners, such as the Lutheran Church and the Moravian Church.
- We provide engagement in conversations with interfaith partners.
- We provide occasions for joint advocacy and deepening mutual understanding across denominational and religious traditions.
- We provide experiences and opportunities for ecumenical and interreligious worship and participation.
- We co-host ecumenical consultations on racism, Haiti, and peace.

On behalf of dioceses and congregations:

- We coordinate of relationships, dialogues, and partnerships with other Christian denominations: Presbyterian, African Methodist Episcopal, Roman Catholic, Lutheran, Moravian, and others.
- We engage in dialogues with partners in Jewish, Muslim, and other religious traditions.
- We provide staff support for the Standing Commission on Ecumenical and Interreligious Relations.
- We participate in international ecumenical conversations with such churches as the Philippine Independent Church, Church of Sweden, China Christian Council, and Old Catholic Church.
- We provide faithfulness in our Concordat relationships.
- We represent the Episcopal Church and the Presiding Bishop in Anglican Communion ecumenical and interreligious bodies.
- We represent the Episcopal Church on ecumenical bodies, such as the National Council of Churches, Churches Uniting in Christ, Church World Service, and World Council of Churches.



FORMATION *and* VOCATION TEAM

As followers of Christ, we recognize the potential for transformation when Lifelong Christian Formation and Vocational Discernment are intentional practices in a faith community. The Mission officers on the Formation team are eager to work with congregational and diocesan leaders to help them continue their faithful journeys in Christ.

Valerie Harris



OFFICE *of* YOUTH MINISTRIES

For dioceses and congregations:

- We provide collegial support for adults who work with youth through networking at the provincial and diocesan level.
- We provide educational support for adults who work with youth through workshops and keynote addresses at provincial and diocesan conventions and events.
- We provide ecumenical continuing education in partnership with the National Council of Christian Churches member denominations.
- We provide models for youth leadership and event planning through collaborative partnerships with Episcopal institutions and affiliates.
- We provide a communications hub to share resources, concerns, and stories of transformation in youth ministry.
- We host the triennial, international Episcopal Youth Event, which is an opportunity for high-school-aged youth, and the adults who mentor them, to gather with peers in a large setting grounded in an Episcopal context.

*Bronwyn Clark
Skov*

On behalf of dioceses and congregations:

- We provide an Official Youth Presence at General Convention (two youth from each province, each with a seat and voice in the House of Deputies).
- We represent the Episcopal Church to ecumenical partners at the National Council of Christian Churches, specifically on the Ecumenical Youth Ministries Staff Team.
- We provide connectivity and collaboration with the many offices in the Mission Department, with Episcopal Relief & Development, and with the Episcopal Church Foundation.
- We participate in the Nathan Network to continue work on Safeguarding Policies.



OFFICE *of* LIFELONG CHRISTIAN FORMATION

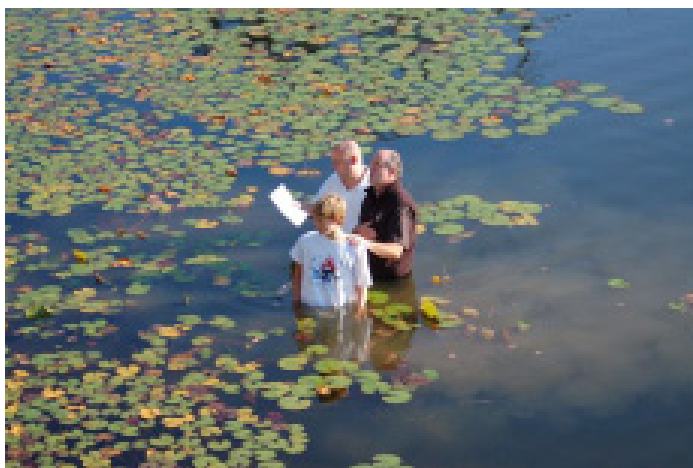
For dioceses and congregations:

Ruth-Ann Collins

- We provide the Charter for Lifelong Christian Formation.
- We provide the Children's Charter.
- We provide assistance with the development and support of diocesan and provincial Christian formation/education commissions and committees.
- We provide the online resource Lesson Plans That Work.
- We provide faith formation/education resource recommendations, development, and evaluation.
- We provide contextually relevant faith formation resources for Black Ministries, Latino/Hispanic Ministries, and Native American and Indigenous Ministries.
- We provide leadership development for formation/education practitioners via workshops, training, and resources.
- We provide the resource "Exposing the Doctrine of Discovery: A Call to Healing & Hope."
- We provide the resource "Building the Continuum: A Summit on Episcopal Camps, Conference & Retreat Centers and Lifelong Christian Formation."

On behalf of dioceses and congregations:

- We provide a connection between and among congregations and dioceses via networking activities.
- We provide the Council for Lifelong Christian Formation.
- We provide representation on the Standing Commission for Lifelong Christian Formation and Education.
- We provide representation on the Older Adult Ministries Task Force.
- We work collaboratively with the Virginia Theological Seminary, the Church Divinity School of the Pacific, and the Episcopal Divinity School on behalf of congregations and dioceses regarding theological education for all.
- We provide representation within national, international, and ecumenical organizations.
- We provide representation on Episcopal Church committees, commissions, agencies, and boards.
- We provide representation on the National Council of Churches Subcommittee on Families and Children.



OFFICE *of* CAMPUS MINISTRIES

For dioceses and congregations:

Jason Sierra

- We provide resources for fundraising and board/committee development for campus ministries in collaboration with the National Council of Churches of Christ.
- We provide consultation on leadership development for emerging and young adults, including peer ministry training and mentoring opportunities.
- We provide gathering opportunities for Episcopal undergraduate students and emerging adults.
- We provide direct resourcing and connection through the Provincial Coordinator system and maintenance of the campus ministry database.
- We provide ministry and vocational development for campus ministers through online resources and annual gatherings.

On behalf of dioceses and congregations:

- We provide organizational support and leadership in developing digital communication tools and social media.
- We organize events and provide resources for young adult discernment for ministry and leadership development, focusing on underrepresented or under-resourced groups from diverse contexts.
- We coordinate with ecumenical and Anglican Communion partners for the creation of resources and opportunities for leadership development for campus ministers and young adults.
- We provide funding and consultation opportunities for new ministry initiatives as mandated by General Convention.



OFFICE *of* YOUNG ADULT MINISTRIES

For dioceses and congregations:

Jason Sierra

- We provide gathering opportunities for young adults on the regional and churchwide level, including the Young Adult Festival at General Convention.
- We provide consultation on ministry development and formational opportunities for young adults by officers and trained volunteers, including the Committee for Young Adult Ministry.
- We provide multiple forums for sharing resources for young adult ministry, including curriculums, training, and advocacy tools, both online and through personal connections.
- We provide a network of collaboration and support through maintenance of the Diocesan Coordinator system, the Committee for Young Adult Ministry, and formation networks.
- We provide resources and opportunities for the development of young adult ministers through Diocesan Coordinator gatherings, monthly newsletters, and collaboration with seminaries and other Episcopal organizations.
- We provide matchmaking for skilled young adult leaders with leadership opportunities throughout the church.

On behalf of dioceses and congregations:

- We provide leadership development opportunities for young adults focused on justice-related topics through the Episcopal Leadership Institute for Young Adults and design teams.
- We provide individual and collective vocational discernment opportunities for young adults within minority communities through opportunities such as the annual Why Serve conference and collaboration with the Ethnic Ministries offices.
- We provide visibility and advocacy for Young Adult Ministry within leadership structures on the provincial and churchwide levels.
- We coordinate and develop new young adult ministry initiatives specifically focused on internship opportunities and vocational discernment.
- We provide multiple “vision” conversation opportunities focused on specific needs within various young adult populations.
- We provide representation on ecumenical and Anglican Communion bodies, including the National Council of Churches Ecumenical Young Adult Ministry Team, and the Anglican Youth Network.





OFFICE *of* GOVERNMENT RELATIONS

The Office of Government Relations in Washington, DC, communicates the Episcopal Church's social and policy positions to the United States government. This involves the staff in Washington representing to elected officials the policy positions adopted by the General Convention and the Executive Council. The work of the Office of Government Relations is also to equip all Episcopalians to become public-policy advocates as a response to their baptismal covenant to "strive for justice and peace among all people and respect the dignity of every human being."

For dioceses and congregations:

- We provide theological, educational, informational, and practical resources for the formation and equipping of Episcopalians as advocates.
- We manage the Episcopal Public Policy Network, which brings together the voices of 25,000+ Episcopalians for joint witness on a variety of public-policy issues.
- We provide speakers, workshop and retreat leaders, resource persons, and other opportunities for personal engagement in provinces, dioceses, or congregations that wish to focus on advocacy as a Christian discipline, generally or on any specific policy area in which the church works.
- We provide strategic and informational support for local and diocesan-based groups, such as Bishops Working for a Just World, diocesan advocacy committees, and local interreligious advocacy partnerships.
- We facilitate relationships between dioceses and congregations and other local counterparts, secular or religious, that may have similar advocacy focuses and interests, thereby maximizing the impact of local voices.

On behalf of dioceses and congregations:

- We provide an advocacy witness, both in Washington and through the church's grassroots, that reflects the breadth of the Episcopal Church's theological and policy positions as adopted by locally elected bishops, deputies, and members of the Executive Council.
- We facilitate efforts that gather, coordinate, and amplify specific diocesan or congregational voices around particular advocacy issues, such as organized efforts to strategically target locally generated letters to the editor, op-ed placements, and sign-on letters designed to leverage maximum impact for the church's position as articulated through local witness.
- We provide representation in Congress or at the White House for locally led advocacy efforts around specific federal issues on which the Episcopal Church has adopted policy.
- We provide representation in Congress or at the White House for the concerns of international companion dioceses and congregations with which local dioceses or congregations may have relationships, including the arrangement of meetings, phone calls, or other specific engagements for international visitors or diocesan/congregational companion committees seeking to carry forward a particular witness.
- We provide opportunities for any diocesan or congregational group visiting Washington (parish groups, youth groups, seminary groups, diocesan groups) to engage with their elected officials while here and help magnify the advocacy voice of the Episcopal Church.

Alex Baumgarten

Mallory Holding

Mary Getz

DeWayne Davis

Sarah Dreier

*Ana
Guglielmelli-
White*



EPISCOPAL MIGRATION MINISTRIES

Episcopal Migration Ministries carries forth the Episcopal Church's 70-year commitment to welcoming refugees uprooted by violence and persecution overseas to the United States, a commitment formalized through multiple resolutions of General Convention and Executive Council.

Episcopal Migration Ministries seeks to uphold the dignity of every human being by advancing our nation's legacy of welcome, helping to build a foundation for individuals forced from home and country to flourish in communities across the U.S.

Episcopal Migration Ministries' resettlement ministry is carried out through a network of 34 affiliate offices in 28 dioceses, resettling almost 5,000 refugees in 2010. Episcopal Migration Ministries' refugee programs are funded through contracts with the U.S. Department of State and the U.S. Department of Health and Human Services, as well as through the support of the church and many community partners.

For dioceses and congregations:

- We provide an opportunity to live the gospel mandate to welcome the stranger. Through partnering with Episcopal Migration Ministries programs as church co-sponsors for newly arriving refugee families, dioceses and congregations experience the transformative nature of this ministry, which allows opportunities for "global mission in your own backyard."
- We provide linkages to social service agencies, translators, and other community partners working with new Americans.
- We provide training, presentations, videos, publications, and other resources about complex issues of migration and forced displacement with a direct impact on the human rights and international development priorities of the church.
- We provide opportunities for congregations to be more fully realized participants in the life of their communities.
- We provide opportunities for friendship, understanding, and fellowship with new neighbors from around the globe.

On behalf of dioceses and congregations:

- We provide efficient, professional administration and implementation of a critical, life-saving ministry on behalf of all members of the church.
- We provide culturally and linguistically appropriate programs that bolster community resources, empower new Americans, and bring government resources into their dioceses.
- We provide a voice to express the church's concerns and priorities around refugee protection and human rights to important government, non-governmental organizations, and international entities.
- As one of only 10 national refugee resettlement agencies in the U.S., we provide a significant profile within the international community of refugee advocates.

Deborah Stein

Demetrio Alvero

Kurt Bonz

Daniel Trudeau

Svetlana Brajdic

Michelle Corley

Erlinda Garcia

Heather Joseph

Eugene Kemba

Leeann Mendoza

Eszter Miner

Julie Petrie

Rose Pridgen

Amanda Roth

GRANTS *and* SCHOLARSHIPS

For dioceses and congregations:

- We manage the grants designated through various sources, such as General Convention resolutions, Executive Council resolutions, and requests by the Presiding Bishop.
- We manage grants for ministry within the Episcopal Church, such as Provincial Coordination, Native American ministries, Appalachian ministries, Historically Black Episcopal Colleges, and ministries in overseas dioceses in Provinces II, VIII, and IX.
- We manage grants for ministries outside of the Episcopal Church, such as Provincial Secretariats and Theological Education in Africa, Provincial Secretariats in Latin America and the Caribbean, and ministries in Cuba.
- We collaborate with partners in ministry.
- We receive and report accountability of funding.

On behalf of dioceses and congregations:

- We manage scholarships for groups such as seminarians of non-European descent, children of bishops, children of missionaries sent by the Domestic and Foreign Missionary Society, and continuing education for black clergy.
- We administer trust funds.
- We manage the application process for grants and scholarships.
- We distribute the funds for grants and scholarships.

Toni Daniels

N. Kurt Barnes



OFFICE *of* MISSION FUNDING

The Office of Mission Funding was created to support churchwide fundraising campaigns and other initiatives that reflect the mission priorities of the Episcopal Church, as decided by General Convention and the Office of the Presiding Bishop. The department focuses on the identification and cultivation of major donors (\$1,000,000+), and is currently concentrating on the campaign for a new Episcopal Archives and Mission Research Center.

- The Office of Mission Funding collaborates with dioceses and parishes on major-gifts planning components of capital campaigns and regional or churchwide fundraising efforts.
- Mission Funding seeks to provide expert resources to dioceses and parishes for continuing education on the theological bases of philanthropy, as well as on best practices in major gifts fundraising efforts, online donation programs, and general campaign coordination strategies.
- The Office of Mission Funding has begun to establish a churchwide network of diocesan and parish development directors to enhance collegial support of regional and churchwide fundraising initiatives, to discover and share best practices, and to raise the overall level of professionalism in marshalling resources for the church and its mission.
- In 2010 and 2011, the department presented a Symposium on the Spirituality of Philanthropy that was attended by diocesan development officers, clergy, and other fundraising professionals from across the church. The program brought together nationally prominent thought leaders who presented the theological warrants for generosity/charity and innovative, practical fundraising campaign planning advice.

Elizabeth Lowell

The Rev. Carol Hoidra

Pamela Barry

Jean Eudelle



OFFICE *of* PASTORAL DEVELOPMENT

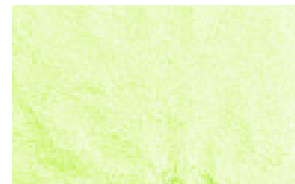
The Office of Pastoral Development of the House of Bishops provides direct support to the Presiding Bishop and the House of Bishops in the areas of Episcopal Formation and Development, Pastoral Care of Bishops, their families and diocesan systems, and mediation in Title IV (disciplinary) matters.

*The Rt. Rev.
F. Clayton
Matthews*

Linda Emory

Episcopal Formation and Development involves providing direct support for all Episcopal elections, training and mentoring for all bishops, vocational assessment, retirement transitions, and deployment of bishops.

Pastoral care includes making residential care facility referrals for bishops and priests, planned interventions, and mediation within diocesan systems. Mediation within the Title IV disciplinary canons involves providing a response from the Presiding Bishop's Office to complaints and formal charges against or concerning bishops.



OFFICE *of* ARMED SERVICES *and*
FEDERAL MINISTRIES

The Bishop Suffragan for Armed Services and Federal Ministries and his staff fulfill the unique requirement of providing ecclesiastical endorsement and oversight for over 130 ordained Episcopal priests who serve as chaplains within the Department of Defense, the Department of Veterans Affairs, and the Federal Bureau of Prisons. These chaplains together conduct in excess of 13,000 worship services annually in federal facilities within the United States and abroad. Additionally, the Bishop Suffragan is responsible for recruiting the highest caliber Episcopal priests for these federal ministries and their annual training in areas of special interest to the church. These areas of special interest include preaching, moral theology, religious diversity, freedom to practice one's religion without government interference, and other such topics as may be directed by the General Convention or the Presiding Bishop.

The Bishop Suffragan also is expected to provide pastoral care for the individual chaplains and their families. The pastoral care of chaplains and their families is of increasing importance as the demands of multiple deployments to areas of armed conflict over the past decade have begun to take their toll on service men and women as well as upon their families.

The Rt. Rev
James B.
Magness

The Rev. Dr.
Wollom Jensen

Maggie Mount



OFFICE *of* COMMUNICATION

For dioceses and congregations:

- We provide affordable website design and hosting.
- We provide webcasts, media hubs, and video services for diocesan conventions and other events.
- We provide media training and consulting.
- We provide church signs.
- We provide brand guidelines and refreshed brand identity for the Episcopal Church.
- We provide newcomer research.
- We provide the “Transforming Churches” video series, featuring churches that are successful in attracting and retaining newcomers.
- We provide best practices on how to market your church via social media.

On behalf of dioceses and congregations:

- We provide e-newsletters from the program offices of the Episcopal Church Center.
- We provide event packages and promotion for the program offices of the Episcopal Church Center.
- We provide Episcopal News Service.
- We provide major media outreach and placement.
- We provide the Daily Scan.
- We provide Newline.
- We provide regular placement of content in the Anglican Communion news service.
- We provide a lively Episcopal Church Facebook page and Twitter presence.
- We provide Haiti appeal support.

Ana Arias

Anne Rudig

Bernice David

The Rev. Jake Dell

Neva Rae Fox

Lisa Webb

The Rev. Mary Frances Schjonberg

Scott Rands

Mildred Gonzalez

Mary Brennan

WesleyBliss

Lynette Wilson

Matthew Davies

Michael Collins

Barry Merer

Olivia Silver

Ann Hercules

Chris Clement

Sarah Johnson



INFORMATION TECHNOLOGY

The Information Technology staff provides technology infrastructure and expertise to the Episcopal Church Center, thereby providing indirect service to the wider church. In addition, it supports specific initiatives that are beyond the scope of individual dioceses and parishes, including:

- Computer and communications technology at General Conventions
- Database applications at a national level, such as the Parochial Reports system
- Video and teleconferencing services for networks in which staff of the Episcopal Church Center participate
- Coming soon: web-based collaboration spaces for those networks

Richard Serota

Lisa Ancrum

Ethan McDonald

Eunice Irby

Tan La

Trevor Parris



FINANCE OFFICE

For dioceses and congregations:

- In the past two years, at the direction of Executive Council, we have arranged and administered \$1.3 million in grants and \$1.4 million in loans to assist dioceses in reorganization.
- We enable any Episcopal parish, diocese, or other Episcopal-affiliated organization to co-invest with the Domestic and Foreign Missionary Society (DFMS) Endowment Portfolio without additional charges for portfolio administration.
- We publish online the Manual of Business Methods in Church Affairs, a comprehensive, user-friendly manual for all treasurers and parish administrators.

On behalf of dioceses and congregations:

- We oversee administration and management of the triennial budget.
- We record and process all of the financial transactions for the DFMS.
- We work with the DFMS's independent auditors to implement appropriate controls to safeguard assets and resources of the DFMS.
- We evaluate, administer, and monitor grants to nearly 100 beneficiaries worldwide, totaling approximately \$7 million annually. These include \$1.6 million in support of dioceses in Provinces II, VIII, and IX; \$1.1 million to former dioceses that are now independent provinces of the Anglican Communion; \$2.5 million to assist dioceses and organizations in the U.S.; \$380,000 in support of ecumenical and interfaith partners; \$400,000 in direct support of the Anglican Communion Office; and \$200,000 to 75 Jubilee antipoverty ministries.
- We provide office space and administrative assistance to Episcopal Relief & Development and the Anglican Observer to the United Nations.
- We make direct, socially responsible investments through loans and deposits in various financial intermediaries, including nearly 50 credit unions, community development organizations, and minority controlled banks. At year-end 2010, the investments consisted of \$2.1 million in investment deposits at credit unions and similar intermediaries; and \$3.9 million in loans to community development intermediaries. The teams regularly review opportunities to place an additional \$2.9 million with community development intermediaries.
- We evaluate and administer the award of more than \$4 million, including 70 United Thank Offering grants; 80 educational scholarships to children, young adults, and seminarians; \$285,000 through Constable Fund grants for ministries that are not ordinarily supported by the budget; and grants to bishops in former missionary dioceses.

N. Kurt Barnes

Alpha Conteh

Sheila Golden

June Victor

*Margareth
Crosnier de
Bellaistre*

Lloyd Mondal

Thelma Bailey

Jennie Tung

José Gonzalez

*Kristen
DeSanctis*

Arlissa Dean

*Jacqueline
Franco*

Rebecca Crespo

Nancy Caparulo

Wai (Joe) Lee

Kerry Brady

Florence Etienne

Lisa Gandolfo

Michelle Corley

Karim McKenzie

Leann Mendoza

HUMAN RESOURCES

For dioceses and congregations:

- We provide indirect service through collaboration with management in identifying and retaining a motivated and qualified work force at the DFMS and its regional offices.
- We provide in-person and online training focused on human resources policies and practices.

John Colón

Delphine-Anastasia de Ternay

On behalf of dioceses and congregations:

- We provide guidance on compliance with the Workplace Values in the Episcopal Church commended by the 75th General Convention Resolution A125.
- We provide expertise in the form of advisory and consulting services related to human resources policies, practices, organizational development, and change management.
- We provide job analyses and related compensation data that reflect church pay scales in a time-sensitive and specific geographic context.

Patricia Holley

Michael Walsh



BUILDING SERVICES

Reporting to the Deputy Chief Operating Officer, the facilities management at the Episcopal Church Center maintains the building at 815 Second Avenue in New York City:

- We are responsible for building and mailroom services, lending support to the Domestic and Foreign Missionary Society and Episcopal agencies with offices at 815 2nd Avenue.
- We maintain the environment for building occupants in a cost-effective manner.
- We provide resources and support to the Presiding Bishop's Office and all Mission offices in compliance with Executive Council resolutions.
- We maintain a 12-story commercial building in midtown Manhattan while working diligently to minimize costs without impacting quality of service.
- We initiate the purchase of energy futures and "green electricity" that is supplied only from renewable sources such as hydroelectric, wind, and solar power.
- We implement Green Initiatives and Sustainable Building practices for good environmental stewardship.
- We maintain the most effective use of resources provided by congregations and dioceses.

Bill Savarese

Su Hadden

Wilfred Mitchell

Daniel Demaio

Eric Wynter

Louis Valentin

Michael Shannon



OFFICE *of the* GENERAL CONVENTION

For dioceses:

- We bid out hotel contracts for General Convention and block space at advantageous prices for bishops and deputies.
- We forward resolutions of convention referred to dioceses and keep track of secretaries' readings of constitutional amendments at diocesan conventions.
- We facilitate meetings of Committees, Commissions, Agencies, and Boards (CCABs).
- We provide *The Convention Journal: The Journal of the Proceedings of the 76th General Convention*, which includes lists of the memberships of Committees, Commissions, Agencies, and Boards (CCABs), together with the minutes of the House of Deputies and House of Bishops and of the interim meetings of the House of Bishops.
- We facilitate the Churchwide Consultation on C056, "Same Sex Blessings."
- We facilitate the Joint Nominating Committee.
- We facilitate the Science, Technology & Faith Roundtable.
- We facilitate the GAM009 Consultation, proposals to restructure the church's governance and ministry.

*The Rev. Canon
Dr. Gregory
Straub*

Marian Conboy

Cheryl Dawkins

Patrick Haizel

Brian Murray

Lori Ionntiu

*Christopher
Barajas*

