

Being Good
Stewards,
Being God's
Stewards

**A Narrative of the
Working Budget**

2009

The Diocese of Delaware
224th Diocesan Convention

Christ Church Christiana Hundred
March 27-28, 2009

Dear Friends:

For Episcopalians in Delaware our diocese has been a source of stability and security through the years. Our faith in Christ has deep roots in the First State. We have long experience through many generations of serving our congregations and communities. This tradition continues to be true even though we are living in unsettled economic times.

The vitality and stability of our ministry rests upon three pillars. Generosity is the first and the most important. There is no more beautiful or powerful note of Christian character. Uncertain economic times make us realize how precious generosity can be. The balanced budget we are presenting is based upon the generosity of individuals, families, and churches here in Delaware. Thank you. Your gifts take on added meaning and power when considered in the context of these days.

Compassion is the second pillar of ministry. Compassion always asks us to look outside of ourselves. Compassion is having a heart for others. Compassion is taking responsibility for building the common good and serving those in need. Over these last months Delawareans have responded to the call to serve remembering the words of Jesus “Truly I tell you, just as you did to one of the least who are members of my family, you did it to me.”

Stewardship is the third pillar of ministry. Stewardship begins with the simplest of prayers. “O God, help me to use faithfully the gifts I have been given.” As a diocese we are committed to this kind of thoughtful, prayerful management of our resources and expenditures. Over the last months our Finance Committee, Trustees, and staff have been guided by this spirit working carefully to analyze and understand the current implications for our diocese, our congregations, and ministries.

We immediately instituted procedures to review expenditures and examine fixed costs. A small working group was appointed to explore opportunities for reducing costs. All property projects and capital maintenance are being postponed except for normal repairs. The current environment asks us to be good stewards – carefully assessing needs and making good decisions recognizing the value of resources given for our use.

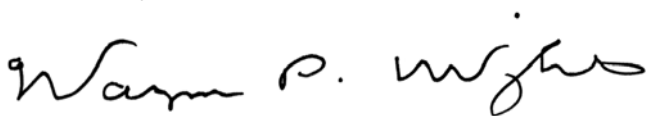
Resources for diocesan ministry come primarily from two sources: Every year congregations pledge a “Fair Share Percentage” of their own operating income to support diocesan ministries. Delaware’s “Fair Share” system of support was adopted by our annual convention over 35 years ago. The “Fair Share” pledges make up about two-thirds of the current diocesan budget. This support is recognized and appreciated – especially in these times.

Investment returns on diocesan endowments provide funds for the remaining third of our budget. These endowments are a blessing and the gift from former generations to us. The endowment growth and investment returns we have experienced in recent years have helped to support many worthwhile ministries. These same factors are helping us to weather the current period of economic instability. We are mindful that current conditions have lowered the value of our endowments. We will be shepherding these resources carefully.

For many years our diocese has been a source of stability and security for the Episcopalians who worship, work, and serve in Delaware. We are grateful for the generosity of all who support our many ministries. We are committed to serve with compassion the needs of our neighbors. With God's guiding we will be good stewards of the resources given to us.

For many years our diocese has been a source of stability and security for the Episcopalians who worship, work, and serve in Delaware. We are grateful for the generosity of all who support our many ministries. We are committed to serve with compassion the needs of our neighbors. With God's guiding we will be good stewards of the resources given to us.

Faithfully,

A handwritten signature in cursive script that reads "Wayne P. Wright". The signature is written in black ink and is positioned below the word "Faithfully,".

Wayne P. Wright
Bishop of Delaware



Finance Committee— Bishop and Council

Deborah Layton, Esq.	The Cathedral Church of St. John
Maureen Lyons	Trinity Parish and Old Swedes
Arthur Padmore	The Cathedral Church of St. John
Mark Parsells	Christ Church Christiana Hundred
Susan Potts	St. Peter's, Lewes
Judy Shackelford	Good Shepherd
Jeff Sweet	Christ Church, Dover
The Rt. Rev. Wayne P. Wright	Bishop



Diocesan Trustees

Steve Boyden	Christ Church Christiana Hundred
Jim Bray	Trinity Parish and Old Swedes
David McMillan	Ascension
S. Thomas Sombar	St. John the Baptist
Dr. Janet Todd	St. Thomas's Parish
Ron Truitt	St. Anne's
The Rev. Calhoun W. Wick	Christ Church Christiana Hundred



Bishop's Staff

Judith Lane Gregory, CPA	Business Manager
Judith C. Barnes	Financial Assistant
Phillip Stephens	Human Resources

Table of Contents

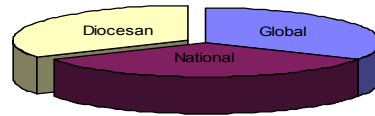
Diocese of Delaware Our Story	6
New Initiatives.....	6
Youth Ministry.....	6
Mission Partnerships.....	7
Congregational and Stewardship Development.....	7
Latino Ministries.....	7
Prison Ministries.....	8
Diaconate Program.....	8
Good Shepherd Episcopal Church.....	9
Education and Youth.....	9
The Episcopal Campus Ministry.....	10
The Interfaith Resource Center.....	10
Parish Life Day.....	10
Diocesan Task Forces.....	11
Leadership Recruiting and Training.....	12
Diocesan Committees and Commissions.....	12
Communication.....	13
Global.....	14
National.....	15
2009 Diocesan Budget Highlights.....	16
The Resources Supporting Our Ministries.....	17
Acceptances-A Fair Share of Support from Each Congregation.....	17
Reimbursement for Services.....	17
Diocesan Trust Funds.....	17
Congregational Support.....	18
Revenue and Support.....	19
Expenditures.....	20
Staff of the Office of The Bishop.....	20
Administrative Expenses.....	22
Annual Audit.....	22



Diocese of Delaware

Our Story

New Initiatives



Youth Ministry

The request for a **Diocesan Youth Ministry Coordinator** was the most significant finding of the 2005 Mission Study. This position was filled in 2008 and combines the functions of Program Director at Camp Arrowhead and Diocesan Coordinator for Youth Ministry. Council also supports various opportunities for our youth to meet each other and with Episcopalian youth from other dioceses. Some of these opportunities are the Diocesan Acolyte and Choir Festival for Children and Youth and the Junior High and Senior High Winter Camps.

This year the Episcopal Youth Event (EYE), the largest youth gathering in the Episcopal Church, took place. The Diocese of Delaware participated by sending 14 youths and 5 advisors. The event took place at Trinity University, San Antonio, Texas, for youth who would have completed Grades 9-12. Lydia Miller wrote *“EYE was a life-changing experience. It opened my eyes to the power of God in the world. I realized how strong the bonds of faith are; that people of many cultures, backgrounds, and even languages can come together, relate to each other through the common bond of Christianity, and bring hope to the world through their enthusiasm for God. I cannot wait for the next one in 2011 and hope that generations to come are as inspired as I was by EYE.”*

Youth Council is a group of senior high students actively participating in the Youth Group programs offered in their parishes and the adults who work with them in those programs from all over the Diocese. They gather monthly for some fellowship, discipleship, and to plan Diocesan Youth Events. They send representatives to Provincial Network Meetings and attend Provincial and National youth events. For 2009, a goal of the Youth Council is to meet monthly, to establish a regular meeting place, and to grow in regular attendees. A small group is already taking strides to host our own **Happening**. A **Happening** is a Christian experience presented by teenagers for teenagers with the help of clergy and lay adult leadership in an effort to help those attending verbalize and internalize their faith and in turn help the church respond more readily to its call to spread the Kingdom of God throughout the world.

For more information about these youth ministries, see page 24 in the Pre-Convention Journal.

In 2009, Council will provide \$14,393 in funding for the Youth Ministry and \$3,000 for the Episcopal Youth Event/Youth Council Reserve.

Mission Partnerships

Congregational and Stewardship Development

Congregational Development and Redevelopment, and all of Stewardship are in their heart about God's mission of transforming the world and the lives it contains. Lisa Slinkard, a **Diocesan Stewardship Consultant** writes; “**Stewardship Development** means the things we do throughout the church year to invite one another to make a personal commitment, to offer thanks for all of our blessings and to support God’s work in the world.”

In 2008, the diocese provided the services of Ms. Slinkard to three congregations. In 2009, three more congregations will be provided assistance to pastoral and lay leadership in developing an effective year-round stewardship development program.

In 2009, Council will provide \$4,560 toward Congregational Development and \$3,325 toward Stewardship Development.

Latino Ministries

First Steps/Primeros Pasos is one of two Latino ministries. It has developed a strong, multicultural, early learning program designed to prepare preschool children for their academic experience in elementary school. In February, the preschool moved to St. Paul’s - Georgetown. The congregation loves the sound of children running through the halls.

In 2009, Council will provide \$7,125 in support of this ministry.

The **Latino Congregation at Trinity Parish** is growing. On some Sundays the Spanish-language service is so great that everyone cannot fit in the chapel. People have to sit in chairs set up in the adjoining space. This ministry expresses the spiritual support of the larger Episcopal community for our commitment to living our baptismal covenant to serve and seek Christ in all persons. The impact is reflected in the remarks of one member of that congregation, “I do not have to hang my head down when I come here.”

Diocesan financial support is sometimes used by the parish as matching funds for social services program grants, even though it is directed toward the religious component of this ministry. We have learned through the years that Latino ministry requires both pastoral care and social worker support. Diocesan support opens doors for outside grants and wider collaboration. In 2009, Council will provide \$10,450 in support of this ministry.

The total provided for these two Latino ministries is \$17,575.

Prison Ministries

The Rev. David J. Archibald is the **Episcopal Prison Chaplain** working with individuals in the Book Camp Program. The Rev. Archibald also celebrates Eucharist at the Sussex Correctional Facility when space is available.

In 2009, Council will provide \$7,600 in support of this ministry.

On November 15th, 2008, **The Way Home** celebrated their **Tenth Year of Service** to those in prison and those leaving the gates! The prison ministry of **The Way Home, Inc.** partners with the diocese, Episcopal Church Women (ECW) and St. Martha's to carry out their mission of "seeking and serving Christ in all others," with a particular emphasis on serving those in prison and those being released from prison. The lives of those we serve are being enriched in so many wonderful ways. In September 2008, their work with a young woman who had been incarcerated at the Delores J. Baylor Women's Correctional Institution culminated in being invited and attending the birth of her baby – a beautiful baby girl! Diocesan staff helped greatly in gathering supplies for her, as well as many other community volunteers, including the Quota International Club. The congregation at St. Martha's held a shower for mom and baby in October. This gave the mother not only the opportunity to open the baby's gifts, but the chance to feel the support of a caring community and to receive their prayers for the new little family. This is only one of countless stories of renewal. This program was named as a "model for the state," in terms of excellence in service for released prisoners, by former Lt. Governor John Carney.

See page 29 of the Pre-Convention Journal for more information about The Way Home, Inc.

In 2009, Council will provide \$8,075 in support of this ministry.

The total provided for these two Prison ministries is \$15,675.

The **Diaconate Program** is relatively new in the Diocese. In her annual report to Convention, the Rev. Rita Nelson, coordinator, writes:

In March of 2008 the Diaconate ministry was blessed to have the Bishop confer Postulancy on six diaconal aspirants. In addition, two aspirants, ...were given permission by the Bishop to continue in the diaconal discernment process... All diaconal aspirants and Postulants attended four diaconal Saturday seminars during 2008...led by our Examining Chaplains and the diocesan Chancellor. The Diaconate ministry looks forward to some of the Postulants achieving Candidacy and, perhaps even ordination.

To read more about the Diaconate Ministry see page 17 in the Pre-Convention Journal.

In 2009, Council will provide \$8,550 in support of this ministry.

Good Shepherd Episcopal Church

The Rev. Jay Angerer writes “Good Shepherd Episcopal Church is the first of a group of new churches needed in the Diocese of Delaware. Serving the Bear/Glasgow area of southern New Castle County, we focus on Worship, Evangelism, Outreach and Fellowship.

We have worshiped at 9:30 AM in Keene Elementary School for over two years building a relationship with faculty and staff. We look forward to moving soon to a new semi-permanent warehouse space this summer! Our worship is from the Episcopal Prayer Book with mostly contemporary Christian music projected by PowerPoint. To try to put our worship space into perspective, the whole Church fits in a Mini-Van! The sermons are relational to every-day life and focus on the ways Jesus Christ touches our lives today.

Our average Sunday attendance is 50, with 97 adults and children on the parish list. We serve the community through many different outreach activities including: Operation Community Quench (water giveaways), Operation Good Samaritan (Lenten outreach program) and periodic food drives. We also support two international ministries.

Our community builds through Evangelism and Fellowship ministries that include standard Episcopal events like “coffee hour” but also include “Taste & See” events (evangelism events with food) and “Manna Groups” (small dinner groups that meet monthly). We have a very strong children’s program that uses Godly Play as the core of our curriculum. Our church school has 8 trained Godly Play leaders that rotate and averages 12 students a week.

Our vision is to continue to grow, serve and multiply disciples of Jesus Christ for the Episcopal Church in the southern New Castle County area. Pray for the Holy Spirit to guide us.”

In 2009, Council will provide \$100,000 in support of this ministry.

Education and Youth Ministries

The Diocese of Delaware has a gem in Camp Arrowhead, located on Rehoboth Bay. The camp is for kids entering third through eleventh grades, regardless of religion, race, or origin, who wish to have a fun-filled experience in the loving environment of God's beauty. Approximately 850 campers attended the residential and day camp this past summer. Among these were 250 Episcopal children from the Diocese of Delaware and beyond. Several of our priests spent a week at Camp acting as resident chaplain.

See page 31 in the Pre-Convention Journal for more information about Camp Arrowhead.

In 2009, Council will provide \$54,000 in funding for this special and unique ministry to our children.

The Episcopal Campus Ministry (ECM) is a partnership ministry of St. Thomas's Parish in Newark and the Diocese of Delaware. ECM serves the Episcopal Community and its friends at the University of Delaware by offering young adults a venue in which to explore their spiritual lives and to help them stay connected to the Anglican tradition. The group is led this academic year by interim Campus Minister, The Rev. Sarah Brockman.

ECM took a big step forward in faith for Spring Break 2008 when they traveled to Romania to work for a week with Habitat for Humanity. Students from ECM and other religious organizations on campus helped to renovate old Communist Block housing.

See page 27 of the Pre-Convention Journal for more information about the ECM at St. Thomas's Parish.

In 2009, Council will provide \$20,000 in funding for this ministry to young adults and our future leaders.

The Interfaith Resource Center responds to the considerable changes in our service community in increasingly creative ways. Now celebrating its fortieth year of operation and its tenth year as an independent nonprofit, the Interfaith Resource Center (IRC) houses more than 7,300 items and serves nearly 250 member congregations from many different faith communities. Currently located at St. Albans Church, the mission of the Interfaith Resource Center is to encourage and equip the congregations in Delaware and on Maryland's Eastern Shore by providing support and resources for their ministries so that all may study the scriptures, praise God, share the faith and minister to others. Ms. Paula Hartzell, Executive Director, states "Ultimately, the Interfaith Resource Center fulfills its mission best by looking for opportunities to provide the connections necessary to enhance the vitality of the local churches, their leadership and their mission."

See page 18 of the Pre-Convention Journal for more information about IRC.

In 2009, Council will provide \$20,425 in funding for the Center.

Parish Life Day, a diocesan conference, has become the second largest gathering of Episcopalians in the diocese. If you have been looking for a fun, spirit-filled event for the whole family, Parish Life Day fits the ticket. This annual 'rally-like' gathering with its relaxed atmosphere has become a 'family affair' for many parishioners across our state. There is something of interest for each member. The educational value of this day is exceptional due to many professionals and experts leading widely diverse workshops.

In 2009, the Diocese will provide \$6,000 in funding for this important time of sharing and learning.

Diocesan Task Forces

The Spiritual Companion Ministry provides resource persons and mentors willing to assist parishes in developing and enriching their contemplative practices. When requested, Spiritual Companions are available to parishes to help nurture a deeper awareness of God's presence within their present activities.

The Pilot Congregation was established over 15 years ago as a six-week experimental worship experience involving participants of different races, whose goal was to establish how to overcome racism in the church. The purpose is to continue their own learning and growth in racial justice and racism as well as work with the Bishop toward the elimination of racism in our church and community. They are twelve active members, including clergy and lay persons, women, men, Black, White, and Hispanic representing six parishes in New Castle County. They worship in an informal setting, using a liturgy that incorporates newspaper clippings, books, and other contemporary writings centered on race. Together with the appropriate Gospel for the week, these readings stimulate lively discussion as they work through our own journey and experience with racism.

The Anti-Slavery Committee reports to the Program Committee of Bishop and Council. It was created to implement the resolution of Diocesan Convention.

RESOLVED that this 222nd Convention requests the Bishop to establish and implement a process for collecting and documenting the extent detailed information on (a) the complicity of the Episcopal Church in Delaware in the institution of slavery and in the subsequent history of segregation and discrimination, and (b) the economic benefits the Episcopal Church and its parishes in Delaware derived from the institution of slavery, (C) ALSO RESEARCH THE EXTENT TO WHICH THE DIOCESE OR ITS PARISHES, EITHER INDIVIDUALLY OR COMBINED, MAY HAVE CONTRIBUTED TO THE ABOLITION OF SLAVERY, and report periodically as requested to the Executive Council of the Episcopal Church and to the Bishop and Council of this Diocese, on the progress and findings of this undertaking, and report to the 223rd Convention of the Diocese of Delaware;

The Anti-Slavery Committee's statement of mission is "Confronting Our Past; Moving Forward in Faith." This past year, 2008, was the bicentennial of the American abolition of the slave trade in 1808. It would be another fifty-seven years before human chattel slavery ended in this country and a century beyond that before the descendants of slaves had legal equality. By shedding light both on the injustices of the past and also the struggles for justice, the Committee hopes to make an impact on the present. As part of that effort, the powerful film, "Traces of the Trade," chronicling the participation of northern interests in the slave trade, was shown in the Diocese of Delaware. We were fortunate to have one of the film's makers with us to lead lively discussions after each showing. The Diocese had a delegation go to the National Service of Apology for Slavery with Presiding Bishop Jefferts Schori at Washington National Cathedral on October 4.

In 2009, Council will provide \$7,200 for these three Diocesan task forces.

Leadership Recruiting and Training

The **Safe Church Training** program in the Diocese of Delaware encompasses two areas of safe practices in the church: 1) Safeguarding God's People; and 2) Safeguarding God's Children. The program provides participants with the information they need to protect the adults and children they know and care for in their personal lives and the ministries in which they serve. The children's program is based on the philosophy that if every person can protect one child, they will forever change one life. If we can all change one life, together we will make a difference in this generation of children.

The **Commission on Ministry** assists the Bishop in his role of recruiting and discerning vocations in lay and ordained ministry, conducts interviews with individuals interested in pursuing a call to the priesthood, maintains contact with postulants, works on the discernment and training for deacons, and reviews the diocesan procedures for priesthood and the licensing of lay ministries.

The **Clergy Life Planning Committee** assists Bishop Wright in building community among the clergy of the diocese through a variety of programs and gatherings such as the annual Clergy Retreat (A Time Away for Colleagues), numerous clergy gatherings and an annual continuing education day.

In 2009, Council will provide \$15,975 in funding for these three ministries.

Diocesan Committees and Commissions

The Episcopal Church Women (ECW) continue the mission of our Church. With the demands of modern life, we do find our numbers decreasing though our work for the Church and our parishes is still of importance. This has been a busy year for the ECW Diocesan Board. We have continued to support Church Women United. World Community Day was held November 7, 2008 and their cookie drives for the prison system in December '08.

Helen Whitson, Immediate Past President of the ECW Diocesan Board has been elected President of the Province III Board. The ECW National Board held its annual meeting with Province III in Philadelphia, PA, the 18th of October.

Our ECW Annual Gathering took place on October 18, 2008 at St. Peter's Church in Lewes. The meeting began with an overview of Millennium Development Goal #3—the Empowering of Women.

For more information about ECW, please see page 20 of the Pre-Convention Journal.

In 2009, Council will provide \$1,425 in funding for this ministry.

Communication

Communications for the Diocese of Delaware were managed in cooperation in 2008 by Danny Schweers (the Episcopal Church of Sts. Andrew and Matthew, Wilmington), website editor; Jen Mason (St. Peter's, Lewes), editor of the monthly newspaper, the *Delaware Communion*; and Pat Hall, editor of the bishop's weekly e-newsletter, the *Net*.

The diocese continued to publish ten editions of the *Delaware Communion*, and the goals for 2007/08 were achieved:

Parish coverage expanded and diversified, particularly with the addition of the Delaware Digest column. *The Communion* is routinely assembled with the intention of hearing from a variety of voices about a variety of parishes and ministry partners.

Youth events were likewise well represented in the paper, with an eye toward supporting the young people as they formed a Youth Council for the diocese.

Synergy with the website continued to be a chief focus, driving many entire stories to the web and providing "teaser" pieces in the paper which directed readers to the website as well.

A key goal for 2009 is to make sure that all Delaware parishes are reflected in the paper at some point during the year. While content about and by Delaware youth has been routinely included, the editor is looking for ways to incorporate content created by children. As the diocese adds a new volunteer position for external communications, another goal is to find more creative ways to build synergy among our various media.

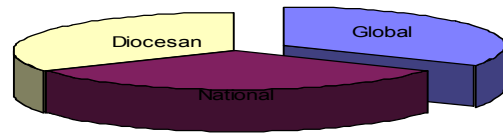
The diocesan website continues to host a wealth of information including a daily calendar of events and a frequently updated News page. The diocesan newspaper, *Delaware Communion*, appears on-line as it is published, including extra articles not found in that publication. Updates from Bishop Wright continue to appear weekly. These appeared daily while he attended the Lambeth Conference in England. The annual convention was documented in photos, as was Parish Life Day and the visit by Bishop Robinson. A benefits page for clergy and lay employees was created, as were pages for Advance & Development, the Seamen's Center of Wilmington, Health Ministries, and the Deacons. As Christmas approached, all the special events around the diocese were listed.

The diocese continues to host web pages for eight parishes that do not have websites of their own. In the summer of 2008, the website was completely re-designed to be more attractive, easier to use, and accessible. Visits to the website more than doubled between December, 2007 and December, 2008, when there were 3,786 visits to the Home page and 527 visits to the News page

As the means of communication evolves, the diocese is challenged to keep pace, a challenge everyone faces. Added to that challenge is our hope to preserve the accumulated wisdom of centuries, and to echo God's word.

In 2009, Council will provide \$75,450 in funding for this ministry which includes our editors, Episcopal Life, and the Annual Report.

Global



The website of The Episcopal Church welcomes all to explore the Life and Work of our Church. Simply stated, [we are] called to this mission priority of Justice and Peace:

We honor a baptismal covenant that calls us to respect the dignity of every person. In a world of sharp differences, we come to church to be reconciled by God to one another and to make that witness known to the world.

Our fair share pledge to the Episcopal Church of \$226,551, partners us with various programs outside of our Diocese, both in the United States and abroad:

Supporting Episcopal Relief and Development (ERD) and the Millennium Development Goals (MDGs) is a means to living out the ministry of Justice and Peace. In his annual report to Convention, Wayne McKee wrote:

“Just as you did it for the least of these who are members of my family, you did it for me: (Matthew 25:40). ***Healing a hurting world*** is the tag line for our new logo, As Christians, we are looking for ways to carry out Jesus’ admonition beginning with verse 31 in Matthew in the most effective way possible. Episcopal Relief and Development offers Episcopalians an incredible potential to be of service to humankind. Through the network of the worldwide church, ERD is able to respond almost anywhere, whether in the Midwest or remote villages in sub-Saharan Africa. The key to ERD’s success are the partnerships that are developed with the communities in which we work. These relationships make rebuilding communities devastated by disaster, improving people’s health, promoting economic opportunities, and alleviating hunger possible.

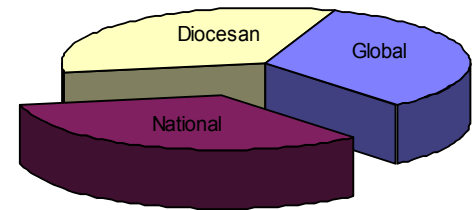
The website of The Episcopal Church provides a link to www/globalgood.org a resource portal for Episcopalians working together to support the Millennium Development Goals (MDG’s) and to reduce global poverty. The site seeks to assist your congregation in engaging these efforts by providing theological context and practical resources.

In 2008, Council supported the Millennium Development Goals by providing \$2,500 for *Nets for Life* and \$893 to support the administration of this ministry. Working in partnership, we can make a difference.

To read more about Episcopal Relief and Development and the Millennium Development Goals see page 19 in the Pre-Convention Journal.

National

The Diocese of Delaware has a long tradition of actively participating in each General Convention of The Episcopal Church. This year, 2009, General Convention will be held in Anaheim, CA. In 2008, the Convention elected deputies to attend. Mrs. Peggy Ann Delaplane writes:



“Our Bishop and Deputies to General Convention are highly respected in the Episcopal Church. As members of a geographically small diocese, we have the opportunity to meet, understand, and discuss issues before the Convention with the aid of the Bishops And Deputies e-mail list/serve, and we are well prepared. We bring back to Delaware from General Convention a national and international perspective of the whole church through our work on legislative committees and in legislative sessions.”

Each year, Council reserves one-third of the anticipated costs to send eight deputies. In 2009, Council will utilize the previous two years’ reserve of \$24,000.



2009 Diocesan Budget Highlights

The Resources Supporting Our Ministries

Acceptances—A Fair Share of Support from Each Congregation

The largest share of our income comes from acceptances—financial support from the congregations in the diocese. In 1973, delegates to the Diocesan Convention approved a “Fair Share Formula” to determine the appropriate level of support from each congregation. The standard Fair Share Pledge is 14.3%. The minimum expected level is 10.8%. These percentages are based upon an annual report of congregational income.

Diocesan Trust Funds

The Diocese of Delaware has income from trust funds dedicated to support our ministry. Some of the funds are restricted to specific uses, such as support for the Bishop’s ministry and the care of clergy families. Other funds may be used more generally to support diocesan ministries. Elected trustees oversee the management and use of these trust funds. The Annual Report of the Diocese includes detailed descriptions of the trust funds and their administration.

Reimbursement for Services

The diocesan business staff provides administrative support services for Camp Arrowhead, Memorial House, and the Trustees of the Diocese. These services include book-keeping, personnel/benefit services, and property management. Reimbursement for the cost of these services helps support the diocesan budget.

The Diocese of Delaware is in an enviable position. A very significant share of our diocesan administrative cost is supported by trust income dedicated for this purpose and by reimbursements for administrative services. Support from congregations primarily underwrites the many ministries described in this narrative.

Other Funds

Diocesan Council has several funds designated for a specific purpose that can be used to support mission. In 2009, these funds are the Working Capital Reserve Fund and the College and University Ministry Fund.

Investments

The majority of the \$13,250 is a distribution of \$11,000 from Diocesan Council’s share of the Resources for Leadership (RL’70) reserve that is invested by the Trustees in Master Fund A. The Resources for Leadership was a capital fund drive that took place in the 1970’s.

Other

Annual contributions in support of the Diocesan newspaper, *The Communion*, are recorded here.

2009 Acceptance Report

Fairshare = .143

Minimum = .108

	2009	2008	2009	2008
	Giving %	Giving %	Giving \$	Giving \$

Unaudited**Congregations at Fair Share or Above**

Christ, Milford	0.143	0.143	23,166	17,643
Good Shepherd	0.143	0.143	4,625	5,005
Immanuel Highlands	0.143	0.084	47,446	33,500
Nativity, Manor Park	0.143	0.126	8,626	7,528
St. Andrew's Chapel			5,000	5,000

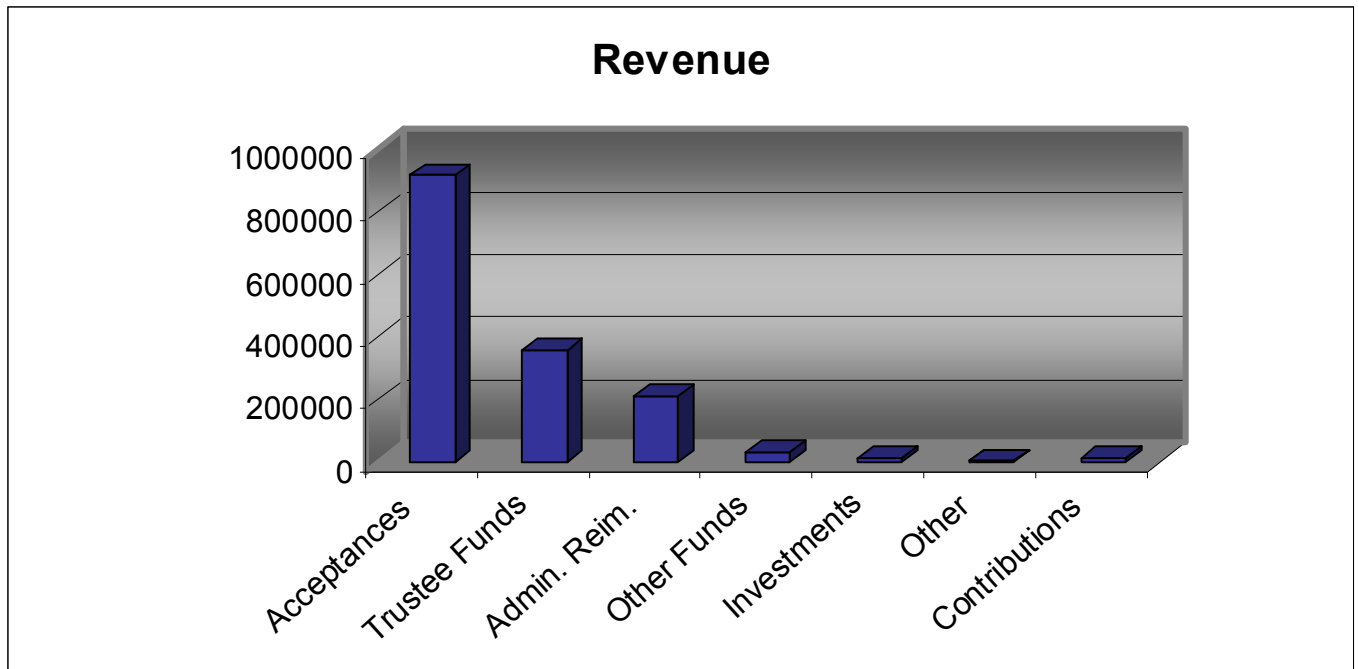
Congregations Between Minimum and Fairshare

All Saints, Delmar	0.121	0.111	4,000	3,700
Calvary, Hillcrest	0.108	0.108	13,900	14,235
Christ, Christiana Hd	0.108	0.108	200,000	194,283
Immanuel, New Castle	0.108	0.108	40,241	39,898
St. Anne's, Middletown	0.121	0.102	34,675	33,500
St. Barnabas, Millcreek Hd	0.112	0.115	53,500	52,500
St. John the Baptist, Milton	0.117	0.103	8,000	6,500
St. Mark's, Millsboro	0.108	0.144	10,030	15,000
St. Mary's, Bridgeville	0.108	0.108	5,509	3,600
St. Martin's, Selbyville	0.112	0.144	7,400	7,400
St. Nicholas', Newark	0.108	0.111	7,236	6,840
St. Paul's, Camden	0.108	0.089	6,564	5,000
St. Paul's, Georgetown	0.116	0.127	28,800	28,800
St. Stephen's, Harrington	0.108	0.058	5,990	3,502

Congregations Below Minimum

All Saints, Rehoboth	0.094	0.083	47,500	46,000
Ascension, Claymont	0.059	0.122	10,000	17,000
Cathedral of St. John	0.037	0.037	20,000	20,000
Christ, Delaware City	0.079	0.090	5,000	5,000
Christ, Dover	0.086	0.108	25,000	30,500
Grace, Brandywine Hd	0.049	0.050	13,000	13,000
St. Albans, Brandywine Hd	0.100	0.105	21,000	18,384
St. Andrew/Matthew, Wilm	0.103	0.094	75,000	75,000
St. David's, Brandywine Hd	0.078	0.090	22,000	22,000
St. James', Millcreek Hd	0.055	0.045	14,004	12,000
St. James' Newport	0.033	0.059	4,000	4,008
St. Luke's, Seaford	0.006	0.007	750	750
St. Martha's, Bethany Beach	0.105	0.109	25,500	24,000
St. Peter's, Lewes	0.073	0.066	30,000	30,000
St. Peter's, Smyrna	0.048	0.056	10,000	10,000
St. Philip's, Laurel	0.064	0.072	12,500	10,000
St. Thomas's, Newark	0.066	0.121	26,000	48,000
Trinity Parish, Wilmington	0.099	0.081	<u>76,500</u>	<u>72,500</u>
			952,462	941,576

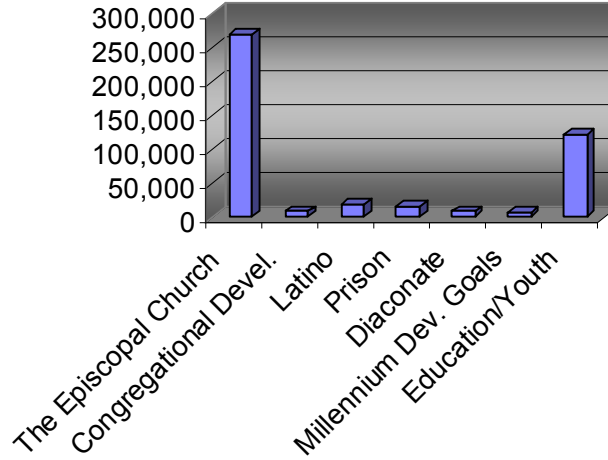
Revenue and Support



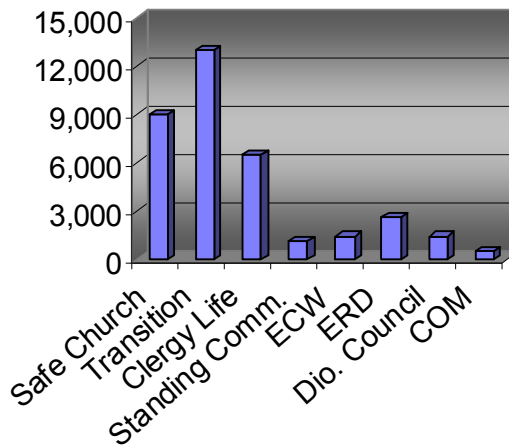
Revenue Source	2009 Budget
Acceptances/Support from Congregations	\$952,462
Diocesan Trust Funds	\$359,240
Admin. Services Reimbursed	\$214,077
Other Funds	\$36,500
Investments	\$13,250
Other Contributions	\$13,000
Total Revenue	\$1,588,529

Expenditures

Mission and Ministry



Leadership and Training



Staff of the Office of The Bishop

The staff consists of the Canon to the Ordinary, Business Manager, Executive Assistant to the Bishop, Executive Director of Camp and Conference Centers and Property Manager, two full-time and two part-time hourly staff. In August 2005, the Personnel and Compensation Committee completed a review of these positions. The purpose was to compare diocesan salaries with comparable nonprofits. The Bishop's Office provides notable centralized services such as benefit oversight, payroll processing and deployment.

Canon to the Ordinary: Provides assistance to the Bishop, as assigned, and is responsible for clergy recruitment and deployment. The Canon supervises the Bishop's staff, coordinates diocesan communications, provides for clergy continuing education and is available for consultation on congregation issues.

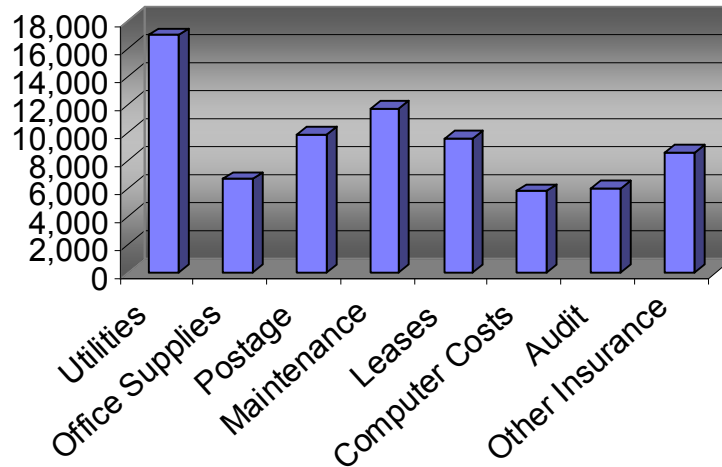
Business Manager: Supervises the maintenance of the books of account for the diocese and provides periodic reports of the status of these books to the Diocesan Council and other appropriate groups. The Business Manager oversees the assets and funds of the Bishop's Office. The Business Manager assists the Diocesan Treasurer in preparing the annual budget and administers insurance coverage (including health insurance) for all congregations and the Bishop's Office. The Business Manager is responsible for the preparation of the financial statements for the annual audit.

Executive Assistant to the Bishop: Performs administrative duties for the bishop and maintains the master calendar of events. The Executive Assistant is the Assistant Secretary of the Trustees and supervises one full-time staff person.

Executive Director of Camp and Conference Centers/Property Manager: Oversees the operations of Camp Arrowhead and Memorial House and all diocesan-owned properties. In addition, the Property Manager partners with the congregations in the areas of property replacement, risk management, purchase and/or renovations. The Executive Director also serves as the Secretary to Convention.

Full-time and Part-time Support Staff: Responsibilities include but are not limited to: bookkeeping, deployment, event coordination, Assistant Secretary of Convention, payroll, secretarial support and reception.

Administrative Expenses



Administrative expenses include all costs associated with utilities, maintenance and repair of the Bishop’s Office at 2020 N. Tatnall St. in Wilmington; the costs of all office supplies (including computer upgrades and the copier lease) and mailings; and insurance other than benefits and worker’s compensation.

Annual Audit

All diocesan funds are audited annually. The results of this professional audit are reviewed by an Audit Committee and are published in the Annual Report of the Diocese.