



Partners in
Mission
and
Ministry

A Narrative of the Working
Budget

2008

The Diocese of Delaware
223rd Diocesan Convention

April 11-12, 2008

St. Philip's Church
Laurel, Delaware

Dear Friends:

This report and the enclosed narrative budget is another tangible sign that our diocese is doing well. We are able to meet longstanding financial commitments and begin funding several significant new initiatives. This is good news.

At the heart of our diocese is a partnership. Delaware's Episcopal churches share a common mission in Christ's Name. Our recent Mission Study paints the picture of a diocese that is mature, stable, and vital even in a time of change and challenge. Our 2008 Diocesan Budget highlights the priorities we identified in our grassroots mission study.

Youth Ministry – Significant resources are being allocated to develop further our ministry to young people. At the same time we continue to support our campus ministry at the University of Delaware and our ministry at Camp Arrowhead. The following pages contain detailed information about these initiatives.

Stewardship and Congregational Development – This budget funds a second year of stewardship development in our congregations. The Mission Study clearly identifies the opportunity to grow in this fundamental dimension of ministry.

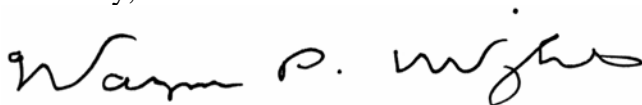
This budget provides continued support for a variety of projects in our diocese including a growing Latino ministry, ministry to our prisons, and the deacon's training program. Once again we are able to support fully our giving to the national Episcopal Church. Enclosed is letter from our Presiding Bishop Katharine Jefferts Schori thanking the Diocese of Delaware for this significant gift. Bishop Katharine will be visiting our diocese on Tuesday of Holy Week 2009.

We are able to do all these things because of the generous support from our congregations and the resources available to us from diocesan trust funds. We recognize the many congregations that increased support for diocesan ministry in 2008. Their generosity makes these many ministries a reality.

Special thanks go to our elected diocesan leaders and to the bishop's staff. Their many hours and hard work are essential elements in the living partnership described in this document.

Our goal is to fulfill Jesus' mission in the growing, changing communities we call home. It is a blessing to serve with you in the Diocese of Delaware.

Faithfully,

A handwritten signature in black ink that reads "Wayne P. Wright". The signature is written in a cursive, flowing style.

(The Rt. Rev.) Wayne P. Wright
Bishop of Delaware



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◆ Larry Heinold	St. James – Mill Creek Hundred
◆ The Rev. Robert Broesler	St. Barnabas, Wilmington
◆ Deborah S. Layton, Esq.	The Cathedral Church of St. John, Wilmington
◆ Arnold Morris	St. Paul’s, Camden
◆ Arthur G. Padmore, Jr.	The Cathedral Church of St. John, Wilmington
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◆ Jeff Sweet	Christ Church, Dover
◆ Tim Westbrook	St. Thomas’s Parish, Newark
◆ The Rt. Rev. Wayne P. Wright	Bishop



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Bishop’s Staff

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

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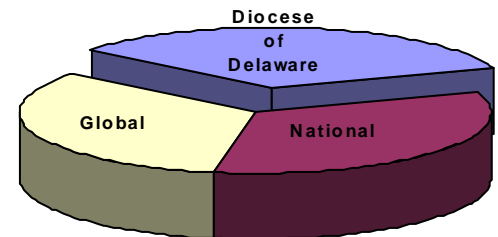
Our Story Partnerships in *Action*

Diocese of Delaware

New Initiatives

Youth Ministry

The request for a Diocesan **Youth Ministry Coordinator** was the most significant finding of the 2005 Mission Study was. This position will be filled in 2008 and will combine 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 **Diocesan Acolyte and Choir Festival for Children and Youth and the Junior High and Senior High Winter Camps**.



"Winter camp is an extremely amazing way to have fun, and worship God. I go every year to meet new people, and have all around fun with my friends," says Josh Turner and "Winter camp rox [*sic*]. I can't wait!!!!!" said Mariah Payne.

This year the **Episcopal Youth Event (EYE)**, the largest youth gathering in the Episcopal Church, will take place. Council has reserved 19 slots for the Diocese of Delaware participants. The event takes place at Trinity University, San Antonio, Texas, for youth who will have completed Grades 9-12. More youth will attend from our diocese than in any recent year. New this year is the **Diocesan Youth Council** that met for the first time this past February.

For more information about these youth ministries, see page 28 in the Pre-Convention Journal.

In 2008, Council will provide \$30,300 in funding for the Youth Ministry Coordinator and \$3,775 for the Episcopal Youth Event/Youth Council.

Congregational and Stewardship Development

All of 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."

Beginning in 2007, the diocese provided the services of Ms. Slinkard to three congregations. In 2008, three more congregations will be provided assistance to pastoral and lay leadership in developing an effective year-round stewardship development program.

In 2008, Council will provide \$3,700 toward Congregational Development and \$5,000 towards Stewardship Development.

Bishop's Mission Offering

In 2008, the focus of The Bishop's Mission Offering will be an early education center, a Latino congregation, and prison ministry.

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.

The Rev. Earl Beshears, St. Paul's Georgetown, writes about "Señor" (we will call him "Señor" to maintain confidentiality) who is four years old.

"He is a beautiful little boy and full of life and energy and determination. So much so that he has been expelled from two different day care centers in Georgetown. Imagine, four years old and already expelled from two schools. Well, last fall, little Señor's parents enrolled him at First Steps Primeros Pasos, The teachers quickly learned why Señor was not welcomed at other schools – he had poor toilet habits, would not follow teachers' instructions, hit other children and was generally disruptive to the learning environment. It would have been easy to tell his parents "Señor is not welcome here." Today, six months later, Señor is not an angel. Most of us are not angels. Today however, he rarely has a toilet accident, he plays well with others with an occasional incident, and he is still high energy and cannot pay attention as long as his classmates can. He is loved and nurtured. He is learning the alphabet, numbers and pre-reader skills. He is learning his colors and shapes in English and Spanish. He is learning how to get along in school. His parents see a huge difference at home. And maybe, thanks to *First Steps Primeros Pasos* and your support, Señor will grow up to be the first astronaut, President, or bishop born and raised in Georgetown. Maybe, he will never ever be expelled again."

In 2008, Council will provide \$7,500 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 2008, Council will provide \$11,000 in support of this ministry.

The total provided for these two Latino ministries is \$18,500.

The Rev. David J. Archibald is the **Episcopal Prison Chaplain** at the Sussex Correctional Facility in Georgetown. This past year, Rev. Archibald completed parenting training with Child, Inc. and has begun working with individuals in the Boot Camp Program. The Rev. Archibald also celebrates Eucharist at the facility when space is available.

In 2008, Council will provide \$8,000 in support of this ministry.

Mission Partnerships

The Diaconate program is relatively new in the Diocese. The Rev. Rita Nelson, coordinator, writes:

"In the past year the Diaconate ministry has continued to flourish and become a reality in the diocese. One Diaconate Information and Discernment Day (DIADD) was held March 3, 2007 at Christ Church, Dover with a total attendance of approximately 20 people with 3 diaconate inquirers.... Eight aspirants submitted plans for completing their competency requirements in the nine canonical areas and look forward to Postulancy being granted early in 2008."

The Diaconate ministry hopes to recruit 6-8 members for a Diaconate Advisory Committee that would meet quarterly to review, monitor, and update the program, as necessary.

To read more about the Diaconate Ministry see page 20 in the Pre-Convention Journal.

In 2008, Council will provide \$10,000 in support of this ministry.

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. This past year, ECW sponsored The Way Home, Inc. for their special service project of toiletry kits and prayers for participants. The strong partnership with parishioners from St. Martha's, who gather supplies for the Way Home Men's House on a routine basis, respond to special needs of participants, and serve as house mentors at the Men's House. This program was

named as a “model for the state,” in terms of excellence in service for released prisoners, by Lt. Governor John Carney.

See page 32 of the Pre-Convention Journal for more information about The Way Home, Inc.

In 2008, Council will provide \$8,500 in support of this ministry.

Good Shepherd Episcopal Church

“[Paul] planted, Apollos watered, but God gave the growth.” 1 Cor. 3:6

Planting is a term taken from the Bible to describe multiplying God’s kingdom. Planting is invigorating, interesting, and full of blessings! Building a new church from the ground up is an exciting prospect. A new church community is nourished and nurtured like a fresh young seedling – so it is easy to see the “plant” imagery. With great anticipation, the Diocese of Delaware supports the growth of Good Shepherd Episcopal in Glasgow, Delaware. Good Shepherd is ready to expand God’s kingdom and has called the Rev. Jay Angerer as the Planter. The Diocese of Delaware is preparing to plant eight to ten more Episcopal Churches in Delaware over the next fifteen to twenty years!



In 2008, Council will provide \$108,000 in support of this ministry and \$3,700 toward the decision-making process for picking the next plant.

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 900 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 and one of our deacons spent a week at Camp acting as resident chaplain. The addition of ordained personnel to the staff brings a great dimension to the campers’ experience.



See page 35 in the Pre-Convention Journal for more information about Camp Arrowhead.

In 2008, Council will provide \$60,000 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 Brockmann along with the 2007-08 student officers: Ann Urinoski (president), Amelia House (secretary and delegate to this Convention) and Grace Patterson (hospitality coordinator).

ECM took a big step forward in faith for Spring Break 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 31 of the Pre-Convention Journal for more information about the ECM at St. Thomas's Parish.

In 2008, Council will provide \$44,000 in funding for this ministry to young adults and our future leaders.

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 2008, the Diocese will provide \$6,500 in funding for this important time of sharing and learning.

The motto of the **Interfaith Resource Center (IRC)** is *Saving Congregations Money..Promoting Interfaith Understanding*. 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 "IRC provided nearly 1500 resources to church leaders, conservatively impacting between 5,000 and 10,000 individuals throughout the Delmarva Peninsula."

See page 21 of the Pre-Convention Journal for more information about IRC.

In 2008, Council will provide \$21,500 in funding for the Center.

Education for Ministry (EfM) is a four-year program developed by The University of the South – School of Theology in which small groups combine traditional community, Bible study, church history and theological reflection that increases the awareness of God's presence in our lives and the world. EfM offers an opportunity to respond to the call of Christian Service and develops an informed laity. In 2007, the Diocese welcomed Bob Shea from St. Peter's in Lewes, as the new coordinator. EfM now has three groups, one in New Castle County and two in Sussex County. With seven students graduating in May, the goal for 2008 is to recruit enough new

students to keep all those groups active. In addition, Memorial House, at Rehoboth Beach, is an important Mentor Training facility for the Mid-Atlantic area.

See page 32 of the Pre-Convention Journal for more information about EfM.

In 2008, Council will provide \$750 for the annual dues requirement.

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 in working toward the elimination of racism in our church and community. There are twelve active members, including clergy and lay persons, women, men, Black, White, and Hispanic representing six parishes in New Castle County.

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 year is 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, will be shown in the Diocese of Delaware on September 12th at 6:30 in the evening at Christ Church, Dover and the following day at 10:00 am at Christ Church Christiana Hundred. We are fortunate to have one of the film's makers with us to lead lively discussions after each showing. We also intend to lead a delegation

to the National Service of Apology for Slavery with Presiding Bishop Jefferts Schori at Washington National Cathedral on October 4.

In 2008, 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) and numerous clergy gatherings and an annual continuing education day.

Diocesan Committees and Commissions

The **Episcopal Church Women (ECW)** of the diocese find themselves in a period of transition as they continue the mission of the church, states Rose Sombar, President, in her annual report to Convention. "We continue to support Church Women United in their World Day of Prayer, held in March 2007 in all three counties; and their cookie drive for the prison system each December. Their major outreach for 2007 was The Way Home Program. We collected soap, underwear, and supplies to fill bags of toiletries from the parishes. Our major project for 2008 will be the Seamen's Center in Wilmington."

Helen Whitson, Immediate Past President of the ECW Diocesan Board was elected Vice-President of the Province III Board. The Diocesan Board has the need for a multi-media person and is looking for additional members to join the Board.

For more information about ECW, please see page 23 of the Pre-Convention Journal.

In 2008, Council will provide \$1,500 in funding for this ministry.

Communication

In 2007, the departure of our Delaware Communion editor provided us with the opportunity to rethink our vision for communications. The diocese decided to take a more dynamic approach to communications.

Two editors were hired – one for the website and one for the newspaper. Danny Schweers (The Episcopal Church of Sts. Andrew and Matthew, Wilmington) is the new website editor, and Jen Mason (St. Peter’s, Lewes) now edits the *Delaware Communion*. They work together with Pat Hall who edits the bishop’s weekly e-newsletter to provide timely information to everyone in the diocese.

Key goals for 2007/08 include: 1) further diversifying parish coverage, 2) expanding our coverage of children and youth, and 3) finding creative ways to leverage our electronic communications to bring even more news of the diocese to our parishioners and beyond. Members of the bishop’s staff; Anthony Grillo, Immanuel Highlands; Barb Scira, St. Nicholas; and Diane Sparks, Christ Church Christiana Hundred proofread the *Communion*. Danny Schweers designs each issue.

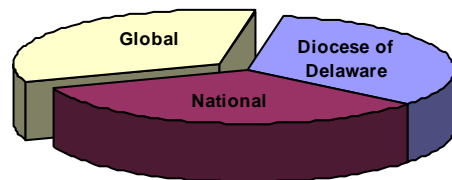
Much has changed on the website. The entire website is updated and new pages have been added, notably the News and Events page, and the Youth page. Resource documents are there for clergy and lay leaders. There are national and global links, descriptions of statewide ministries, and a new Google-based church locator map. The *Communion* now has its own page, with past issues available back to July of 2006. Recent editions have their table of contents listed for easy reference. And, when there are too many articles to fit in the *Communion*, they appear on the Web.

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 2008, Council will provide \$82,200 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:

“ERD expanded its development programs from approximately 32 countries in 2006 to over 40 in 2007 and more than doubled the number of beneficiaries from around 1

million in 2006 to over 2 million in 2007. The force driving a lot of this growth is *Nets for Life* – a program, that will deliver 1 million long lasting insecticide treated mosquito nets and the relevant training and education to use them properly, in 16 countries in Africa by the end of 2008. As pandemics go, malaria is the largest, and *Nets for Life* is a program that provides the first line of defense for those most vulnerable to the disease.”

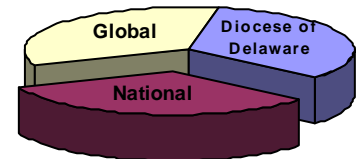
The website of The Episcopal Church provides a link to www.globalgood.org, a resource portal for Episcopalians working together to support the Millennium Development Goals (MDGs) and to reduce global poverty. The site seeks to assist your congregation in engaging these efforts by providing theological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

In 2007, Council supported the Millennium Development Goals by providing \$5,325 for *Nets for Life* and \$2,061 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 22 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. Every three years, the Diocese elects deputies to attend the Convention. 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 the 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 our eight delegates. The reserve for 2008 is \$12,000.



2008 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.

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 bookkeeping, personnel/benefit services, and property management. Reimbursement for the cost of these services helps support the diocesan budget.

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.

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 2008, these funds are the Diocesan Mission Offering, the Working Capital Reserve fund, and the College and University Ministry Fund.

Investments

The majority of the \$13,030 is a distribution of \$10,680 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.

14.3% & Above

Christ - Milford
St Mark's
St. Martin's
Good Shepherd
Saint Andrew's
School Chapel

10.8%-14.299%

Ascension
All Saints–Delmar
Calvary
Christ–CH
Immanuel on the Green
Nativity

St. Barnabas
St. Martha's
St. Mary's
St. Nicholas'
St. Paul's G'town
St. Stephen's
St. Thomas's
Christ–Dover

Below 10.8%

Cathedral St. John
All Saint's/St. George's
Christ–De City
St. Philip's
Grace
Immanuel Highlands
St. Alban's
Sts Andrew & Matthew

St Anne's
St. David's
St. James'–Millcreek
St. James'–Newport
St. John the Baptist
St. Luke's
St. Paul's–Camden
St. Peter's–Lewes
St. Peter's–Smyrna
Trinity/Old Swedes

Current giving=9.9%



2008 Congregational Support

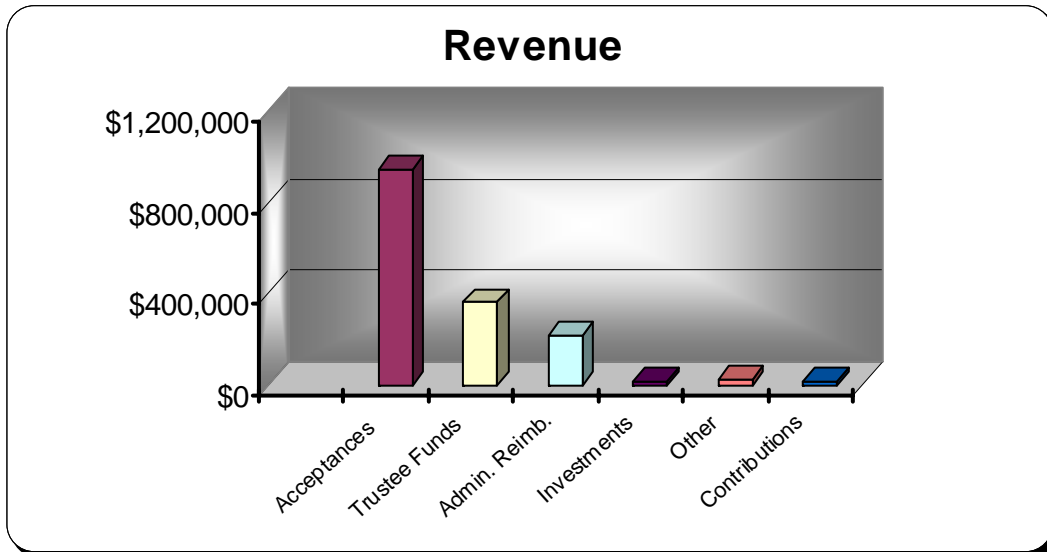
2008 Acceptance Report

Fair Share = .143	2008	2007	2008	2007
Minimum = .108	Giving %	Giving %	Giving \$	Giving \$
				Unaudited
<u>Congregations at Fair Share or Above</u>				
St. Andrew's Chapel			5,000	5,000
St. Mark's, Millsboro	0.144	0.159	15,000	15,000
St. Martin's, Selbyville	0.144	0.147	7,400	6,750
Christ, Milford	0.143	0.143	17,643	13,143
Good Shepherd, Bear	0.143	0.143	5,005	2,896
<u>Congregations Between Minimum and Fair Share</u>				
St. Paul's, Georgetown	0.127	0.142	28,800	28,800
Nativity, Manor Park	0.126	0.143	7,528	7,074
Ascension, Claymont	0.122	0.112	17,000	17,000
St. Thomas's, Newark	0.121	0.120	48,000	48,000
St. Barnabas, Millcreek Hundred	0.115	0.111	52,500	50,000
All Saints, Delmar	0.111	0.101	3,700	3,500
St. Nicholas', Newark	0.111	0.101	6,840	6,516
St. Martha's, Bethany Beach	0.109	0.110	24,000	22,000
Immanuel on the Green, New Castle	0.108	0.108	39,898	35,266
Calvary, Hillcrest	0.108	0.108	14,235	14,000
Christ, Dover	0.108	0.086	30,500	30,000
Christ, Christiana Hundred	0.108	0.117	194,283	185,000
St. Mary's, Bridgeville	0.108	0.142	3,600	5,900
St. Stephen's, Harrington	0.108	0.108	6,502	5,465

2008 Acceptance Report-Cont.

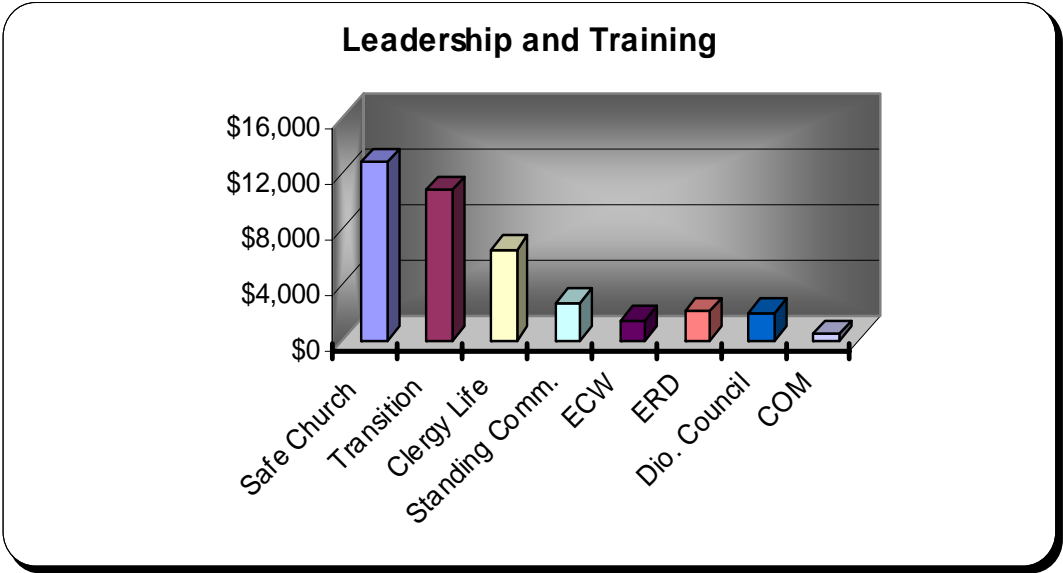
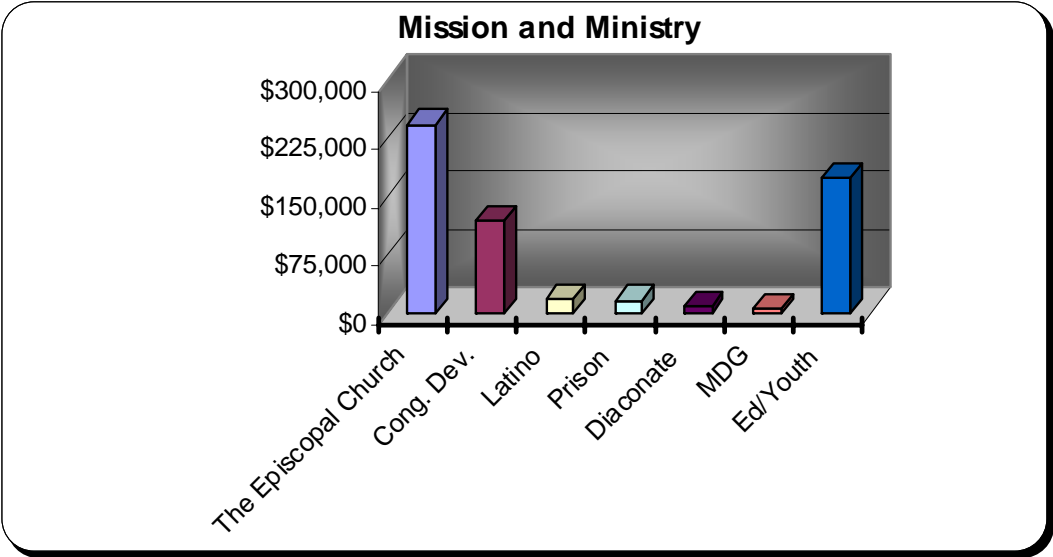
	2008	2007	2008	2007
	Giving %	Giving %	Giving \$	Giving \$
<u>Congregations Below Minimum</u>				
St. Alban's, Brandywine Hundred	0.105	0.105	18,384	18,386
St. John the Baptist, Milton	0.103	0.094	6,500	5,500
St. Anne's, Middletown	0.102	0.073	33,500	33,500
Sts. Andrew & Matthew, Wilmington	0.094	0.131	75,000	103,000
Christ, Delaware City	0.090	0.081	5,000	4,290
St. David's, Brandywine Hundred	0.090	0.081	22,000	20,000
St. Paul's, Camden	0.089	0.062	5,000	3,000
Immanuel, Highlands	0.084	0.052	33,500	23,500
All Saints, Rehoboth	0.083	0.080	46,000	45,000
Trinity Parish, Wilmington	0.081	0.110	72,500	70,000
St. Philip's, Laurel	0.072	0.068	10,000	10,000
St. Peter's, Lewes	0.066	0.063	30,000	27,000
St. James', Newport	0.059	0.058	4,008	3,960
St. Peter's, Smyrna	0.056	0.062	10,000	10,000
Grace, Brandywine Hundred	0.050	0.059	13,000	16,900
St. James', Millcreek Hundred	0.045	0.047	12,000	12,000
The Cathedral Church of St. John, Wilmington	0.037	0.030	20,000	20,000
St. Luke's, Seaford	0.007	0.007	750	750

Revenue and Support



Revenue Sources	2008 Budget
Acceptances/Support from Congregations	\$944,576
Diocesan Trust Funds	\$363,738
Admin. Services Reimbursed	\$215,657
Other Funds (including Diocesan Mission Offering)	\$23,050
Investments	\$13,030
Other Contributions	\$16,800
Total Revenue	\$1,576,851

Expenditures

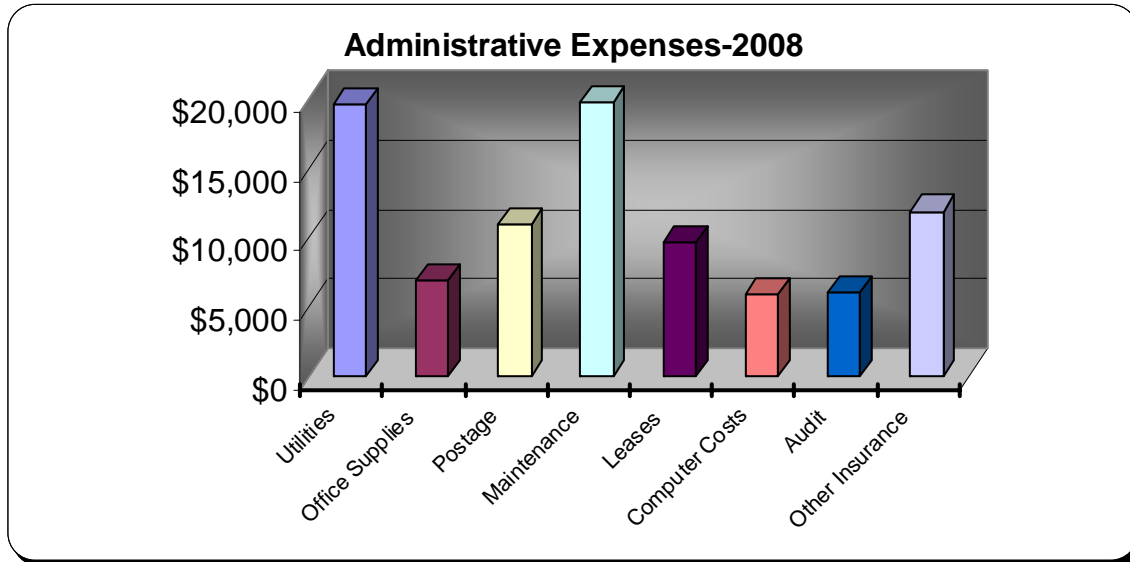


Staff of the Office of The Bishop

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.

1. **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.
2. **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.
3. **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.
4. **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.
5. **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.