

Ministry Reports

BISHOP AND COUNCIL

Helen Spence, Vice President

The year 2022 began with the election of Helen Spence as vice-president of Diocesan Council. Rob Morgan agreed to serve as secretary for a second year. Our first order of business was to fill lay vacancies in Area II, Area IV, Area V and one at-large position. With the help of many friends, this was accomplished, and the following are members of Diocesan Council:

Member	Class	Role
The Rt. Rev. Kevin S. Brown	----	President
Ms. Cindy Cozza	2024	Lay at-large
Ms. Suzanne Crager	2023	Lay Area I
Mr. Aaron Dallaire	2022	Lay at-large
The Rev. Juan George	2022	Clergy
Ms. Janet Gordon	2023	Lay Area IV
The Rev. Michael Kurth	2024	Clergy
Ms. Christine Lockwood	2022	Lay at-large
The Rev. Deacon Christine Miller-Marcin	2023	Clergy
Mr. Rob Morgan	2023	Lay at-large Secretary
The Rev. Sarah Nelson	2022	Clergy
Ms. Jennifer O'Connor	2024	Lay at-large
The Rev. Dr. Howell Sasser	2023	Clergy
The Rev. Deacon Sheila Sharpe	2024	Clergy
Ms. Helen Spence	2023	Lay Area III Vice-President
Ms. Nancy Talmo	2023	Lay at-large
Ms. Carol Van Zoeren	2022	Lay Area V
Ms. Amber Welch	2022	Lay Area II

Regular attendees of council meetings include:

Connie Cooper	Recording Secretary
Frank Daniels	Treasurer
Beth FitzPatrick	President of Episcopal Church Women
Judith Gregory	Canon for Finance and Administration
Walt LaFontaine	Executive Director, Camp Arrowhead
Teri Valenti	Director, Camp Arrowhead

The bishop and vice-president work together to prepare the agenda and make sure all documents pertinent to the meeting are available to the members prior to our meetings. We held meetings in December 2021 and January, February, March, April, June, September, and

October of 2022. We are thankful to the mission support staff for their assistance in making sure we have all the information we need to do our work.

We had a task force working with the Racial Justice and Reconciliation Commission (RJRC) on a Land Acknowledgement statement, which document was approved by council at its June meeting. The Rev. Sarah Nelson also volunteered to be the liaison between the RJRC and the council. We also had a task force working on clarifying the language in the conflict-of-interest statement members of diocesan commissions and committees sign each year.

We are proud of the support we have given to Camp Arrowhead as they worked to re-open full summer camp sessions, expanding to include underserved populations. We approved the formation of the Camp Arrowhead Bridge Team as Arrowhead transitions from summer campsite to year-round conference center. The Council also named one of the meeting spaces in the Jane Clifton Ashford Center in honor of the Rev. Absalom Jones, native of Sussex County and first Black Episcopal Priest.

We are also proud to have provided a commitment to continue our support for the Prayer and Pain Project led by the Rev. Dr. Marta Illueca as she works on translation and continued dissemination of the Bedside Prayer Tool. The long-term goal is to create an Institute for Prayer and Pain studies, with copyrighted work. Dr. Illueca provides quarterly reports to update us on their progress with this amazing work. We are also supporting a project for small church audits in conjunction with the accounting department at the University of Delaware. Our hope is to expand on this project to include students from Delaware State University in the future.

All through the year we are kept informed of projects from our mission support staff that support the good work of our parishes. We also are kept informed as to the status of our budget and preparation of the budget for the upcoming year. One of our newer initiatives is to provide all of you with access to a summary of the minutes of our meetings. That information, provided by our recording secretary and summarized by our current vice-president, can be found on the diocesan website. Go to This is Us; Governing Committees; Diocesan Council and you will find the link to the summaries.

We are aware that as the incorporated leadership body for the Episcopal Church in Delaware, we have responsibilities to you all, and particularly for the properties which are titled to Diocesan Council, Inc. We take our duties seriously and are grateful to serve you. We are blessed by the service of those whose terms end with this calendar year and look forward to new fellowship and working relationships to be formed with those newly elected at this convention.

BRANDYWINE COLLABORATIVE MINISTRIES (BCM)

The Rev. Kim Capwell, Interim Rector

This past year has been a time of transition. After saying good-bye and God's blessing on her new ministry, we bid farewell to the former rector of BCM, the Rev. Ketlen Solak. Last November the Rev. Kim Capwell was called as the BCM interim rector. As we began planning for our future, the BCM Council began meeting monthly. It became clear almost immediately that "business as usual" in the post-pandemic world simply was not effective. To that end the council formed two sub-committees to begin setting a course for the future. These two committees - Invite, Welcome, Connect and the covenant review committee have made good progress towards their goals.

While the best course for the future is not yet clear, the Council is committed to following where the Spirit leads!

CAMP ARROWHEAD

Walter Lafontaine, Executive Director

2022 turned out to be another very unique year for the Arrowhead community. Beginning with the demolition of the dining hall in August of 2021, all food service was moved into a temporary outdoor kitchen in the building normally used as the craft shop. Great effort was taken to provide a normal retreat experience for rental guests, feeding all in the Bishop Wright Pavilion. Most of the groups that canceled over the last two years returned and the fall season was busy.

After a speedy demolition and site prep, the Jane Ashford Center's foundation was poured beginning October. From that point on, our general contractor, RYJ, working with owner's representative, Linda Boyden, did an amazing job to keep on construction schedule, despite many setbacks mainly due to supply and availability issues. Watching the timber framing being pegged together was quite the sight. It is important to note that during this demanding construction time the fulltime staff continued to labor with the day-to-day operation of the facility, a delicate "dance" with the many onsite contractors. Due to issues getting connected to the power grid, we continued using the temporary kitchen and Wright Pavilion to feed the 2022 staff for their prep and training weeks. This continued into the first session of campers when COVID wielded its ugly head. Within the span of five days the director, assistant director, nurse, and 15 staffers tested positive, and we made the difficult decision to close the camp and send everyone home. Due to great planning and well-seasoned staff all campers were safely picked up within 36 hours of notification. Camper families were understanding, patient, and gracious as we worked through this difficult process. During this emotional time, a small crew of hardworking staff who remained on site were able to move all the needed ware from the temporary kitchen, and various storage areas to the Ashford Center, setting it

up to be used for the second session campers arriving the following Sunday. Included in this work was the dismantling of the temporary kitchen, returning it to a craft shop.

Although not fully completed, Bishop Brown dedicated the Jane Clifton Ashford Center on Saturday, June 4, 2022. Many stakeholders were in attendance including members of the Ashford family, foundation representatives, clergy, alumni, contractors, and members of the broad Arrowhead community. It was a glorious day and all who attended were touched by the hard work and dedication that went into this project, helping Arrowhead to serve the next generation of campers. Endless thanks to our campaign consultant Eliza Phillips, co-chairs Paul Hurdle and Dominic DeFibo, the Rev. Cal Wick, honorary chair/spiritual leader, and Linda Boyden, owner's representative! This day would not have happened without their amazing work.

Summer registration opened as usual on December 1, 2021, and the summer quickly filled up. With the understanding that COVID was still prevalent, and staffing would be challenging we decided to open at 80% capacity. With first session campers only staying two nights, we restarted camp the first day of second session following a huge physical/emotional drain on everyone. Careful testing and protocols kept COVID at bay and the camp's operation fell into normal routine. The Ashford Center quickly became the asset it was meant to be, and the rest of the summer continued without major incident. As with most summer camps, the director and administrative group struggled with adequate staffing. Many were asked to work multiple positions and did so with kindness and grace. Given all the challenges that were faced, the end result were many happy campers, thankful families, and a staff that grew together experiencing a summer that will not be forgotten.

Many thanks to our clergy friends; Jeff Ross, Charles Cowen, Ray Michener, Sarah Nelson, Larry Norfleet, Shelley McDade, and Victoria Pretti who celebrated at our end of session services. Christian education director, Doreen Raub, ran another successful program, themed "Wonderfully Made." The continued support from all our parishes continues to help make camp what it is – Arrowhead is truly blessed.

We are continuing important diversity, equity, and inclusion work offering scholarships, subsidized programming, and space. Thanks to Kate Tkaick, consultant, working with our grant providers and staff to move forward.

As in the fall, most of our long-time spring retreats returned, and while open air food service continued to be challenging, these groups were grateful to be back on a property they know and love. Thanks to funding from the Carl Freeman Foundation and Erik Hirsch and Margaret McAllister, we partnered with the Sussex County Nanticoke Indian Tribe to host "Wiiyii Knaawush Niitaap," a camp for native children. Our director, program director, and registrar worked this past year with Chief Carmine and Ragghi Rain to plan and implement a small but successful program. Plans are already in the mix for 2023 camp!

Teaming with Trinity Parish and their Latino Ministries, there was much excitement to provide a camping experience for a group of their children. The Rev. Patty Downing and the Rev. Charles Cowen were fantastic to work with as were the camper families! Beginning with a parish visit in the winter, followed by a family camp visit in the spring, great care was taken to make sure Arrowhead was understood to be safe, secure, and a spiritual place for these campers. We are looking forward to growing this work in 2023.

Most of the “we” used in this report refers to a small but amazingly dedicated and hardworking site staff often working above and beyond the call of duty. Teri Valente, camp director, hires and trains the summer staff, directs, and supervises the summer camp program, assists in retreat planning and implementation, helps facilitate foundation commitments and mission goals concerning D.E.I., and is a part of all that happens at camp. Rick Hollingsworth, camp manager, oversees the maintenance for the site including winterization/ de-winterization of all seasonal parts of the camp, and handles the many “emergency situations” that pop up throughout the year. As a point person for contractors building the Ashford Center, he was kept busy with issues affecting the building progress. Sean Martelli, food service manager, organized the transfer of the kitchen from the old dining hall to the temporary kitchen then back to the Ashford Center, all while providing meals for retreat groups, campers, and staff. Using two rented refrigerated trailers for walk-in coolers which were not delivered and installed until halfway through the summer was quite the feat! Steven Stamegna, program director, worked with Teri to make training and all aspects of the camp program be the best and safest as can be. Assisting with maintenance, food service, retreats, or whatever needed to be done for the day, he was always there willing to help. Nancy Lafontaine, summer registrar, continued her special work with camper families, new and old, making sure they were comfortable with registration, answering questions, and addressing concerns. Managing the ordering and running of the camp store and taking lead care for the chickens and critters added to her day. Julie Emory, retreat manager, has worked to not only welcome past clients, but to welcome new ones as well. She is available and eager to show off the Ashford Center for retreat and event rental, so be sure to give her a call.

The above paragraph is important because these are the people who have made and continue to make Arrowhead what it is. Noted are a few of the things they are responsible for, but the reality is they are a part of a team that handles everything that happens. The camp and diocesan communities have this group to thank for this most amazing ministry!

As always, thanks to Canon Judi Gregory, Judy Barnes, and all in the Mission Support Office. Committed to camp, they are the best to work with.

Finally, with the announcement of my retirement, December of 2023, Bishop Brown has commissioned a bridge committee headed by Steve Boyden to study camp management and retreat usage/income moving forward. He has also asked the Episcopal Camps and Conference Center to provide consulting work in search for a new executive director.

Important work to provide a smooth transition while maintaining a most unique camping program and keeping to mission!

BISHOP'S CHAPLAINS TO RETIRED CLERGY, SPOUSES AND SURVIVING SPOUSES

The Rev. Edward E. Godden

It would be the rare diocese in The Episcopal Church (the U.S. based province in the Anglican Communion) in which the number of its retired clergy would not be more than the number of its active ones. The more a given state or area becomes a "magnet" for retirees, the greater the ratio of retirees to active clergy seems to become. In Delaware, the number of retired clergy, and their spouses and surviving spouses, has a number of years been about 2.5 times the equivalent numbers of those active.

Who ministers to the *ordained* ministers of the Church? Their pastor is of course the diocesan bishop, and in turn, his or her designated assistants. The Church Pension Group, which is the official recorder of all ordinations in the Episcopal Church, provides guidance, training and accountability for "Bishop's Chaplains" to these relatively large communities of "retirees-" priests, deacons - and bishops - who are formally retired and receiving any pension benefits due them; along with their spouses, and also to "surviving spouses," who are lay (or sometimes ordained) widows and widowers of clergy who have preceded them in death.

Delaware's chaplains to the retired for this past conciliar year have been the Revs. Celeste Cox, Elizabeth Kaeton, and Edward Godden. We work collaboratively to extend Bishop Brown's pastoral care for clergy and their families generally, and more especially in times of crisis. Chaplains' responsibilities include ministry to all those canonically resident (meaning priests or deacons *of* the Episcopal Church in Delaware, whether they are living in the First State, or somewhere else) and also to clergy who *move to the State of Delaware* in retirement or "near-retirement," but remain canonically resident in another different diocese. The chaplains also offer ministry to Evangelical Lutheran Church in America (ELCA) pastors who have at some time served as priests to a Delaware congregation.

Retirees, spouses, and surviving spouses can range in age from 55 to 100, and even older! Some retirees will serve as interims or supply priests, often into their 80s. Some live with spouses, some are single or widowed; some live in their homes or in retirement villages, others live with a child or children or other family members. The chaplains write to and contact, visit, and meet with the retired, and with their spouses, and surviving spouses. Delaware's chaplains make literally hundreds of virtual and/or in person contacts every year. Chaplains also may welcome retired or retiring clergy, new to the diocese, with their spouses. With the contingencies made necessary by the 2021-22 COVID spikes, face-to-face meetings of retirees have been postponed, though a sizable portion of clerics attending the reduced number of in-person clergy days have been retirees.

The CPG's website lists 245 chaplains to the retired serving across the nine provinces of The Episcopal Church. Delaware's three chaplains serve alongside 18 other chaplains in the Third Province - comprised of the 13 dioceses in the states of Pennsylvania, Delaware, Maryland, West Virginia, and Virginia. Meetings and training sessions provided by the CPG have tended mostly to be virtual, online since 2020, but the most recent Triennial gathering open to chaplains and spouses was successfully held *in person* in St. Paul, Minnesota on May 3-6, 2022. Chaplain Elizabeth Kaeton attended, representing Delaware. Among the reports of The Episcopal Church-wide meeting was an item that, in spite of the necessary restrictions on meeting face-to-face in the pandemic's phases from 2019-2022, a record number of more than 70,000 chaplain contacts of retirees were made, a number surpassing that of any triennium before. The ministry of the church did not "shut down" but adapted instead!

CHURCH PERIODICAL CLUB

Mary Morgan, CPC Diocesan Coordinator

The Church Periodical Club (CPC) is the only organization in The Episcopal Church dedicated solely to providing free literature and related materials, both religious and secular, through grants to people all over the world who need and request them and who have no other source for obtaining them. Prayer books, books for seminarians, educational materials, medical textbooks, agricultural manuals, and books for those in local and global mission are some of the publications The Church Periodical Club supplies. The Miles of Pennies fund is supported by the pennies that children collect and is used to provide materials to children through schools, libraries, etc. The administrative costs of the CPC are carried by endowments.

This year, 2022, the plan was to move forward with our goals and ideals that were shut down because of the coronavirus pandemic in 2020. However, COVID-19 is still at large. It is our hope that going forward, we will be able to continue with fundraising to increase our grant values and that we will also be able to help secular classrooms and libraries as well. In the current year from January 1, 2022, to June 30, 2022, the CPC for the Episcopal Church in Delaware had a balance of \$250.73. The Episcopal Church Women (ECW) board of directors for the Episcopal Church in Delaware encourages all parishes to support the Church Periodical Club. Every dollar helps, and together, we can make a difference. Please send checks (made out to ECW-DE with CPC in memo line) to Chrissie Lockwood, Treasurer, 3719 Philadelphia Pike, Claymont, DE 19703.

THE COLLEGE OF CLERGY 2021

The Rev. Charles S. Weiss, Dean

The College of Clergy meets regularly to support each other in our various ministries throughout the Episcopal Church in Delaware. We gather for Bible study, prayer, worship, continuing education, and fellowship. I am deeply grateful to the College of Clergy steering committee, who help organize and lead such gatherings: the Rev. Charles Cowen, the Rev.

Brad Hinton (who stepped down this year after many years of service), the Rev. Chris Keene, the Rev. Bruce Lomas, the Rev. Ray Michener, the Rev. Sarah Nelson, and the Rev. Deacon Sheila Sharpe. I want to thank the Rt. Rev. Kevin S. Brown and the Rev. Canon Martha G. Kirkpatrick for their support and guidance; as well as the mission support staff, who have been invaluable to us.

Toward the end of the summer in 2021, the Steering Committee sent a survey to our colleagues and also met with them in small groups. Out of these conversations came a theme for the program year: *From Wilderness to Promised Land*. This theme reflects our common sense of being “in the wilderness” as we discover what serving the Church looks like in a world forever changed by a pandemic; and our desire to find a way forward.

We gathered several times during the program year of 2021-2022. We began in September with *This is My Story*, a model for addressing issues around race in our parishes and other contexts, led by the Racial Justice and Reconciliation Commission. The College of Clergy shares a commitment to doing this holy work as part of our vocation and acknowledges challenges along the way. In October, our program was *Looking Backing, Pressing Forward, in the Wilderness* – an opportunity for small group conversations around the particular challenges of leading a congregation as the pandemic lingered on. In January, we had a vibrant discussion with the Rev. Catherine Caimono on her evolving understanding of ordained ministry, which she calls *Free Range Priest*. It was engaging, to say the least! In February, the Racial Justice and Reconciliation Commission led the College of Clergy in a review of The Episcopal Church’s *Racial Justice Audit*. In April, we shared in our traditional *Renewal of Ordination Vows* on Holy Tuesday. We wrapped up the year with a retreat titled *Ordained Ministry: Dreams and Realities*, led by the Rev. Dr. Stuart Hoke at the Bishop Claggett Center in Maryland.

As someone who has been privileged to serve in more than one diocese, I continue to be impressed with the collegiality here in Delaware. There is genuine respect and affection among our group, expressed in deep conversation and raucous laughter. Along this line I want to thank the Rt. Rev. Kevin S. Brown for his emphasis on our clergy being a “college,” that is, a group of colleagues. He continually reminds us of our bonds with one another, our need for one another, and the value of collaboration as we seek to serve God in our specific context.

COMMISSION ON MINISTRY (COM)

The Rev. Jeffrey A. Ross, Chair

Scope & Purpose: In accord with the Constitution and Canons of the Episcopal Church in Delaware: “There shall be a Commission on Ministry consisting of five or more members, ordained and lay persons, who shall be appointed by the bishop for a term of office not to exceed four years and confirmed by the Annual Convention. The Commission on Ministry shall perform those duties specified by the Constitution and Canons of the Episcopal Church.” The COM’s role is to:

- make provision for the development and affirmation of the ministry of all persons in the Church;
- assist the bishop in providing for the ministry needs of the Episcopal Church in Delaware;
- support baptized lay persons for the exercise of their respective ministries;
- advise the bishop regarding the suitability of persons for the ordained ministry;
- support the preparation of such persons for ordination;
- support all ordained persons in the continuation of their respective ministries.

Accomplishments:

- 1) Developed guidelines for the process for clergy ordained outside of The Episcopal Church but with Apostolic Succession
- 2) Approved the ordination of one person for ordination to the transitional diaconate
- 3) Approved one person ordained outside of The Episcopal Church but with Apostolic Succession to have their Holy Orders received into the church
- 4) Explored options for training vocational deacons and lay people seeking to be licensed for worship leading and preaching. Recommended a school to the bishop to serve Delaware (Stevenson School for Ministry).
- 5) Building on our work around the ministry of the baptized and our Fire & Formation workshop last year, we conducted a Diocesan Discernment Day on October 1 for those seeking to serve the church through lay licensed worship leaders, preachers, the vocational diaconate, and priesthood.

Members: The Rev. Jeffrey A. Ross, chair, Mr. Jonathan Barrett, Peggy Boyd, Valerie Brunson, the Rev. Charles Lane Cowen, the Rev. Carlyle Gill, the Ven. Patricia Malcolm, the Rev. Rita Nelson, Mr. Jon Rania, the Rev. Deacon Paula Waite.

COMMITTEE ON THE ADVANCE AND DEVELOPMENT FUNDS

Arnold Morris, Chair, and Judith L. Gregory, Canon for Finance and Administration

The Advance and Development (A&D) Funds Committee's mission is to support parishes located within the Episcopal Church in Delaware by providing loans, grants, and challenge grants (matching loan reductions to help with fundraising) for new structures, repairs, and in some cases fixed equipment. The committee has been busy during this period from August 1, 2021 - July 31, 2022. The Committee approved the following:

- Loans/Line of Credits - Calvary Church - \$5,300; St. Barnabas \$65,000; St. Martin's \$66,900
- Grants - Calvary Church \$3,500; St. Stephen's \$13,000; St. Martin's \$15,000
- Challenge Grants - St. Barnabas \$20,000; St. Martin's \$5,000

The outstanding loan receivable balance on July 31, 2022, was \$612,791.

Information on the Advance & Development Funds can be found on the Episcopal Church in Delaware website at <https://delaware.church/advance-and-development-funds/>.

COMMUNICATIONS DEPARTMENT - The Episcopal Church in Delaware
Cynde A. Bimbi, *Director of Communications & Public Relations*

>COMMUNICATIONS TEAM:

- Cynde A. Bimbi, director of communications and public relations
- Lola Michael Russell, communications assistant, assistant editor for *Delaware Communion* and *The Net*, and staff writer
- Marie Smith, copy editor and photography support
- Michael Redmond, contributor
- The Rev. Canon Mark Harris, contributor
- Scott Kresge, videography support
- The Rev. Dr. Marta Illueca, consultant, and Spanish translator
- Teri Quinn Gray, consultant
- Cana Hartman, youth/young adult consultant

>2022 ACHIEVEMENTS:

Polly Bond Awards

Each year at the Episcopal Communicators Conference, the Polly Bond Awards recognize excellence in communications across a variety of categories throughout The Episcopal Church. At this year's conference, Cynde Bimbi and the Episcopal Church in Delaware's communications team were awarded:

- First Place, Award of Excellence, for Best Visual Arts Layout, *Imagine Racial Justice* magazine cover
- Second Place, Award of Merit for Best Magazine, *Delaware Communion*
- Second Place, Award of Merit for Best Campaign (marketing materials/graphics), *Ring the Bell Campaign*

Find a Church: You're Invited campaign

This campaign, the first of its kind in the Episcopal Church in Delaware, was launched in the fall (August 20 - October 20). It was designed to support parishes eager to see congregations returning to a new normal after the long years of pandemic, encouraging potential churchgoers hungry for church and new season excitement.

The state-wide campaign had a three-pronged approach: six billboards across the state, extensive social media advertising, and individualized mailers. Supported by a compelling, diverse image the message was simple: You're Invited, www.delaware.church. The website directed viewers to a page where all diocesan churches are listed by county and alphabetized. At the time of this publication, complete results are pending.

Parish Communications Workshop

The first annual Parish Communications Workshop was held on June 9, at Christ Church in Dover, with six presenters – two from outside the Episcopal Church in Delaware.

- There were over 50 participants, representing most of our churches.
- The workshop covered best practices, suggestions, and strategy for visual and content messaging for websites, social media, and graphic design for the non-designer.
- The event ended with a giveaway of a free website. This was won by St. Luke's in Seaford.

Change of telephone provider at Mission Support Office

The telephone system at the St. Albans Center was outdated, costly, and inefficient. A new VOIP telephone system was researched and installed. This has proven to be more efficient and cost-effective.

> ONGOING RESPONSIBILITIES, GOALS, AND OBJECTIVES:

Oversee IT support at the Mission Support Office

Support and provide design work for all diocesan initiatives. This includes editing and ensuring the proper use of style to ensure our message is consistent and we are speaking in one voice to achieve a common look, feel, and message. These groups include but are not limited to:

- *Racial Justice and Reconciliation Commission (RJRC):*
- *Youth Ministry Support*
- *Stewardship*
- *Invite Welcome Connect*
- *Commission on Ministry*
- *Disaster Preparedness*

Information resource and provide consultations upon request

Parish Websites

- Churches' websites are of great importance and the bishop considers them essential. The communications team assisted and consulted with parishes in all aspects of creating and maintaining a positive website. Three new websites were built with the assistance and consultation of the communication team.
- To ensure the safekeeping of a parish's website and domain name, the diocese continues to house the websites and domains for several parishes. This includes providing all IT maintenance and updates for the websites, as well as back-ups.

Parish Communications

- The communications department is available to every diocesan parish and organization to provide assistance, consultation, recommendations, or to answer questions about their communication efforts.

Produce several digital publications on multiple platforms, manage the diocesan website, and offer opportunities to connect via social media, i.e., Facebook, Instagram, and YouTube.

- The team provided professional and timely communications, compelling journalism, and captivating graphics and video.
- In 2022, diocesan stories were picked up by wider news organizations such as local newspapers and the Episcopal News Service.
- Other agencies sought permission to use or reproduce design work created by the communications department.
- The team takes a broad approach to communications and, in addition to providing a powerful communications conduit for Bishop Brown, reports on diocesan, state, national, and international news and events in all its media, through an Episcopal lens.

Annual Convention

- The communications team is responsible for overall communications for the 238th annual convention, including publications, presentations, videos, website content, and audio/visual at convention.
- Published several times a year, the *Convention eNews* provides relevant information and updates for the annual convention.

>COMMUNICATIONS MEDIA

The Episcopal Church in Delaware employs a broad range of media outlets including:

Website

- The diocesan, seeker-friendly website, where our news and resources can be found, is www.delaware.church.

The Net

- By the end of 2022, 52 weekly e-newsletters, *The Net*, will have been published on Wednesdays, and special editions published periodically.
- *The Net* includes diocesan news; relevant and timely state, national, and international news; the bishop's vlog (video); and announcements from diocesan parishes and ministries, the local community, and the wider church.
- A popular section of *The Net* is the Fun Fact!

- In 2022, with ever increasing dependence upon e-communications throughout the diocese, *The Net* broadened its content even further and was able to provide timely, at times urgent, and relevant content to over 3,250 email addresses with an increased open rate of all publications at 49%. The national average open rate across all industries is 24.7 percent and a good email open rate is anywhere between 15-25%.
- Current and archived editions of *The Net* can be found on the diocesan website.

Delaware Communion Magazine

- By the end of 2022, four editions of this quarterly online magazine will have been distributed to members and churches, via email, in the first ten days of the publishing month: Spring/March, Summer/June, Fall/September, and Winter/December.
- All magazines can be downloaded to a PDF format and are printable. Also, current, and past editions are archived and posted to the diocesan website.
- In continuing efforts to broaden the appeal of the magazine, in 2022 content included not only articles of diocesan interest, but also of broader national and international issues, always through an Episcopal lens. It also featured guest contributors.

The Clergy Focus

- The *Clergy Focus* is a monthly electronic letter from the bishop to clergy with a simple intent inspired by Rom. 1:11-12, to offer an easy way for the bishop to communicate with the clergy of Delaware on topics of particular interest to ordained ministers.

Special / Pastoral Announcements

- Special announcements communicate urgent or pastoral notifications to the diocese.
- These are published on an as-needed basis.

Social Media – Facebook, Instagram, YouTube

- Facebook is the primary social media platform for the diocese.
- A daily devotion, including a psalm and prayer, is posted to Facebook, Instagram, and the website.
- A new Facebook program was initiated in 2022. This program posts the diocesan daily psalms and prayers to church Facebook accounts, Monday through Thursday. These posts ‘appear’ to be posted by the church and not by the diocese. This helps churches keep their Facebook page looking current. Thirteen churches are currently participating.
- In addition, news from the Episcopal Church in Delaware and the wider church is posted and boosted regularly.
- Don’t forget to like us and follow us on Facebook!
- All diocesan videos, including the bishop’s videos, are posted to YouTube.

DISCIPLINARY BOARD

The Rev. Margaret Pumphrey, President

The canons of the General Convention of The Episcopal Church regarding the clergy disciplinary process are known as Title IV. These make clergy discipline first and foremost a process of discernment, mediation, and pastoral response. Each diocese is required by canon to create a court of not less than seven persons known as the Disciplinary Board. The membership of the board must include laity and clergy, with a majority by one of ordained clergy. In the Episcopal Church in Delaware, the board consists of nine persons elected at convention for terms of four years. Annually the board elects a president from its members, and the bishop appoints a church attorney and a clerk.

Under the canons, all matters regarding clergy misconduct must be reported to an intake officer. Intake officers are appointed by the bishop. If the complaint is determined to have merit, a reference panel, consisting of the intake officer, the bishop, and the president of the board, considers the complaint and decides next steps. Matters may then be resolved through pastoral care, mediation, an agreement with the bishop, an investigation, or any combination of these. An investigation may result in formal mediation, and, if necessary, a hearing. Panels to advance this process are drawn from the membership of the board.

The Title IV process allows for resolution through whatever means will move those affected toward justice, restitution, amendment of life, repentance, healing, forgiveness, and reconciliation. This can include a variety of interventions and, when necessary, the suspension or removal of the cleric from ordained ministry.

In the Episcopal Church in Delaware, the Disciplinary Board meets at least four times a year for formation and training, including theological reflection, case studies, and study of the canon. Periodically we invite outside experts to facilitate training, and members participate in Province III offerings when available. In addition, the reference panel meets monthly and as needed. All meetings are in the context of prayer.

An important component of the process is support for the complainants, the cleric, and the parish. Advisors are made available for each party to help with process. Pastoral care is provided by Bishop Brown and others he assigns as needed.

This past year in the Episcopal Church in Delaware one case was processed under Title IV. Provisions to promote restitution, healing, and amendment of life were put in place and continue for both the cleric and the parish. An Agreement for Discipline was reached between Bishop Brown and the cleric which included suspension from ordained ministry for a period of five years.

More information and details on how to file a complaint and be found on the Episcopal Church in Delaware webpage <https://delaware.church/disciplinary-process/> and at www.TitleIV.org.

We thank John Day, our retiring church attorney, who has served faithfully for many years. And we welcome Dan Bennett as our new church attorney.

Members of the Board:

The Rev. Margaret Pumphrey, President	2025	
Consuelo Miller	2025	Christ Church, Dover
The Rev. Canon Mark Harris	2024	St. Peter's Church, Lewes
Teri Quinn Gray	2024	St. Thomas's Parish
The Rev. Deacon Cecily Sawyer Harmon	2023	St. Barnabas' Church
Ted Wilson	2023	St. Peter's Church, Lewes
The Rev. Kim Capwell	2022	Brandywine Collaborative Ministries (BCM)
Paul Hurdle, III	2022	All Saints' Church, Rehoboth
The Rev. Marta Illueca	2022	BCM

John Day, Church Attorney
Dan Bennett, Church Attorney
Kathleen Moore, Clerk

Intake Officers:

The Rev. Ruth Beresford
Bob Irwin
Donna Strachan Ledbetter

EPISCOPAL CAMPUS MINISTRY (ECM)

The Rev. Dr. Howell Sasser, Jr.

The Episcopal Campus Ministry (ECM), St. Thomas's, Parish and the rest of the diocese have a very longstanding association. When St. Thomas' began in 1842, the founding priest/classics professor at Newark College, and Bishop Alfred Lee had one goal: to minister to Episcopal students. Over the many decades since, college ministry and university, professors and staff have overlapped with St. Thomas's membership. Ministry with students has varied between robust and modest, and reconfigured and renewed as times have changed, and the church has moved through one social era to the next. Today the ministry looks out on a vast mission field: the University has 24,000 students; professors, instructors, and staff number in the thousands.

ECM operates in the University of Delaware system as an undergraduate club, with students electing their officers annually. In the 2021-2022 academic year Alissa Hall Murray was president and Kay Waltz was treasurer.

The 2021-22 ECM program year saw the return of conditions closer to normal after two years of COVID-19. For most of the academic year, weekly meetings in person resumed, though with Zoom as a fallback. As in the recent past, a major focus of the group's activity was fundraising and other organizing for the Blue Hen Bounty food bank (see below).

Even as COVID sidelined various group members from time to time and some of the familiar ECM activities continued to be on hold, it is important to emphasize that the student members of ECM continued to be present with one another, to pray together, to bear one another's burdens, and to be a faithful presence in the UD community. It is a tribute to their resilience and a hopeful sign for the future.

The University of Delaware appears to be back to near pre-COVID conditions for the 2022-2023 academic year. We are planning to resume the weekly in-person ECM meetings when classes start, with the hope that popular events like the fall hayride and trip to Longwood will be back in the schedule. It is likely that we will also continue to use Zoom in some situations, given the complexity of finding a time when a majority of group members are free.

Program leadership has been stable in 2021-2022. Ms. Denise Burgher, a University of Delaware doctoral candidate, continues as "convening advisor," and Devon Miller-Duggan, PhD, is the group's faculty advisor. We anticipate that Denise will graduate in this academic year, at which time she may leave Newark.

Goals and objectives for 2022-2023 will focus on rebuilding and new opportunities. We will maintain the core functions of ECM while exploring ways to make campus ministry responsive to the needs and situations of current and future students. Discussions will begin in September about possible collaborations with the Presbyterian, Methodist, and Lutheran campus ministries as we work to envision the future of campus ministry at UD. We are hopeful that we can find ways to cooperate, as "critical mass" seems to be a challenge for all of the mainline denominations. In any case, we remain committed to do everything we can to honor the mission objectives of the ECM program:

- to witness to the Christian faith, especially as The Episcopal Church has received it, in word and deed.
- to provide a safe place for all students, both seekers and publicly committed Christian students, especially welcoming students from minority groups of all kinds.
- to help students recognize and meet the needs of the University of Delaware community.
- to provide opportunities for service to the world and personal spiritual growth.
- to enable the ministry to grow by sharing its message and welcome more broadly.
- to discern how ECM should enter its next phase of leadership.

BLUE HEN BOUNTY (BHB): Religious organizations on many campuses take part in helping feed the hungry. However, unique to the University of Delaware is the ECM Blue Hen Bounty program, a food and personal hygiene pantry open to anyone with a University of Delaware student ID, and also occasionally to those attending other Delaware colleges and universities. BHB began in 2016, and soon received a grant from the Episcopal Church. An estimated 239 individual customers were served in the 2022 Spring and Summer terms, nearly equaling the total for all of 2021, a sign that demand remains high. BHB also continued to collaborate with university offices that maintain stocks of food. Parish staff and parishioner volunteers have kept the pantry open on an expanded basis. As in past years, BHB received large donations from UD food services, campus student groups, and individuals and groups in the community. Parishioners also did much with targeted donations to keep popular items on the shelves. BHB continues to look for opportunities to get the word out and to make food available where students can have easiest access to it.

ECM is grateful to St Thomas's and the diocese for the support it continues to receive. We are confident that this ministry will remain strong and important in the lives of the students it serves. Please keep ECM and Blue Hen Bounty in your prayers.

EPISCOPAL CHURCH WOMEN (ECW)

Beth FitzPatrick, President

Events of 2022

- Because of restrictions presented by COVID 19, the Annual Meeting scheduled for October 2021 was cancelled.
- The Triennial Meeting, originally scheduled for 2021, was rescheduled to 2022 and was cancelled in June 2022.
- ECW Board met by Zoom in June.

Items on the agenda included the resignations of Deacon Bruce Richards, UTO coordinator for the ECW of Delaware, and Deacon Dottie Vuono, at-large member.

*The Board also accepted the retirement of Virginia Wingate, board secretary.

*Joanne Murphy, at-large member was appointed interim secretary. Her name will appear as a candidate for the office at the annual meeting.

*Two Triennial non-profit organizations were given \$250 each; They are: **Sutton Scholars High School Enrichment Program** which helps teens focus on success, financial literacy, communications, and leadership; and **Paul's Place** - a multi-program center that provides tutoring, homework assistance, and meals.

*Mary Parsons will be honored at the annual meeting as our Distinguished Woman of the Triennium.

*The annual meeting was scheduled for October 15 at Frazier's Restaurant, Dover.

*The ECW Board met in person on August 12 to finalize plans for the annual meeting.

Members of the ECW of Delaware Board of Directors are:

Honorary President	Caroline Brown
President	Beth FitzPatrick
Vice-President & CPC Coordinator	Mary Morgan
Secretary (Interim)	Joyanne Murphy
Treasurer	Chrissie Lockwood
Chaplain	Sr. Cassandra Norsworthy, AF
Member at-large	Sue Ann Backus
Member at-large	Bernice (Stumpy) Moore

INSURANCE COMMITTEE

John Davis, Chair

The Insurance Committee's goals and priorities are to assist the Canon for Finance and Administration in analyzing the options available for the renewal of the Property/Liability Insurance Program effective July 1, 2022 and help review the renewal offering for the 2023 medical and dental insurance plans. Additional objectives include risk management/life safety support for our parishes as well as to provide educational resources and guidance on matters relating to all aspects of the church's insurance programs.

Property / Liability Insurance Program

Renewal of the Property/Liability Insurance Program on July 1, 2022, resulted in an average premium increase for the diocese and covered parishes of 8% with individual parish rate increases ranging between 4% and 13%. Premium increases were in large part due to continued adjustments in insured property values as well as overall upward industry rate pressures. As is customary, the committee has continued its ongoing detailed review of the terms and conditions contained within the diocesan master property and liability insurance program, advocating, as necessary, for changes it deems appropriate. Church Insurance Company continues to provide a high level of service response.

Risk Management / Life Safety

The committee is in the process of reviewing safety surveys conducted by Steve Brillhart for each parish in the diocese. The objective is to identify pressing life safety issues highlighted by those surveys and to provide support to those parishes needing assistance complying with the recommendations. The committee is also available to assist in providing proper insurance and indemnification language for parishes hiring contractors to do work on their premises.

2023 Active Employee Medical and Dental Insurance

The Medical Trust released the 2022 medical and dental rates at the end of August and all plans were approved by Diocesan Council at their September 2022 meeting. All medical plans

rates increased slightly at just around 4% and dental plans increasing between 4.12% and 6.06% depending upon the plan.

The Medical Trust will release its 2023 plan year rates for the Anthem BCBS plans offered to diocesan and parish eligible employees by the end of August 2022. At this point we do not anticipate any significant changes to plan offerings. A recap of the plans currently being offered are as follow:

Medical

Standard/Base Plans:

- 1) Anthem BCBS BlueCard PPO 80 and
- 2) CDHP/HSA's - 20.

The cost-sharing/buy-up plans are the Anthem BCBS BlueCard PPO 90 and PPO 100. Also available are comparable plans for over sixty-five qualifying employees. The Insurance Committee continues to recommend that the employing organization pay 100% of the premiums for the Standard PPO 80 and the Standard CDHP-20/HSA. In the case of the Optional PPO 90 plan and the Optional PPO 100 plan, the premiums would be shared between the employer, which will contribute the same amount as for the PPO 80 plan, and the employee who would contribute the additional amount needed to reach the premiums of the PPO 90 or 100 plans. When Consumer Directed Health Plans are used, most employers contribute some amount to the employee's Health Savings Account (HSA) to encourage initial enrollment. The contribution often is based on some percentage of the annual deductible for medical expenses. The Insurance Committee recommends a standard contribution of 50% of the annual deductible. This with the understanding that an employer might want to make a larger contribution initially as long as it is reduced to 50% over a two or three-year period.

Dental

In 2022, the Medical Trust offered three dental plans underwritten by CIGNA Dental. The Basic Dental PPO was the Standard Plan with premiums paid 100% by the employing organization. The Dental & Orthodontia PPO Dental Plan was offered as an Optional Plan where the employer pays the same amount as for the Basic Dental plan and the employee pays the amount needed to reach the premium for this plan. The third and least expensive plan, the Preventative Dental PPO, continues to be offered to those interested.

For 2023, the Insurance Committee's goals and priorities will remain consistent with those established for 2022.

INVITE WELCOME CONNECT

Sandy Criscimagna, Chair

Grace and Peace from the Episcopal Church in Delaware's Invite Welcome Connect Team. During the course of the Parish Visitations throughout the summer and fall of 2021, the Invite Welcome Connect task force was honored to meet with our parishes to explore and share ways in which we all are embracing the culture of Invite Welcome Connect.

It was exciting and encouraging to learn of all the creative ways in which you all are energizing your community and generating interest in the Episcopal Church in Delaware!

As promised during our team visits, we wanted to share with you highlights of what is being done throughout the state. Parishes large and small have implemented numerous initiatives and programs, some modest, others more ambitious to open their parish communities to all. The one thing they all have in common are that they are creative, courageous, and sincere in their mission. To that end, beginning in January, we began to summarize all the information you shared with us from our visitations. That task took us through the end of March. At that time, we were able to share our findings with Bishop Brown. In April, we had a work session to prepare a letter to all the parishes we visited and include the summary of our findings. Those letters and the summaries were sent out to the parishes that were visited with a personal note from a team member during the months of July and August.

During our visitations, the same topic came up repeatedly. Parishes were struggling with technology for keeping websites relevant and live streaming services. The diocesan communications team presented a communications workshop in June. Our task was to prepare for a technology workshop. The team prepared a letter to accompany a survey to ask parishes what they needed to better serve their parishes in our "New Normal" phase from a technology standpoint. The letter and survey went out to all parishes in July. We received 10 responses with completed surveys. Our hope is to receive additional surveys that will enable us to plan for this technology workshop. Due to other ministries planning programs this fall, we will use our retreat in October to plan the technology workshop to be scheduled sometime in the first quarter of 2023.

Team members are writing articles to post on our website and in *The Net* about some of the stories you shared with us during our visits. We also will be sharing ideas learned from the Invite Welcome Connect seminar we attended via Zoom on May 4.

Our team is looking for new members to help us carry out our task of making Invite Welcome Connect a foundation stone of our church culture in the Episcopal Church in Delaware. If you are interested in learning more about our work in the Episcopal Church in Delaware, please email us at iwc@delaware.church.

MEMORIAL HOUSE

Dina Hollingsworth, Managing Director

Memorial House, a gift from the Felix DuPont family, is situated in Rehoboth Beach on beautiful Lake Gerar. We serve the diocese as a small conference center and summer retreat house. It has come to be loved by many. The house is a special place for groups to gather; some come for worship, prayer retreats, planning meetings, men and women's retreats, church and business trainings, crafting retreats, and many other events. Many come just to gather and be together in this special place. We provide a space of warmth, comfort, hospitality, and wonderful food, which keeps people coming back year after year. All are welcome at Memorial House.

Conferencing

The 2022 conference season has not been without challenges due to COVID 19 and its variants. For January through the middle of June we had 46 scheduled groups with ten cancellations. Thanks to a waitlist for new groups we were able to fill in the gaps due to those cancellations. Our total guest count for January 1 - June 21 was 532. Fall conferencing looks good with 23 scheduled groups. This year we are receiving a lot of new inquiries for new conference groups

Summer

This year guests were so anxious to get back to the beach that we were 90% booked within two weeks of opening up our registration on January 1. We currently have approximately 300 registered summer guests. We are beginning to see more young families register as well as many familiar faces that we welcome each year. COVID continues to present some challenges however we are committed to ensuring that all guests and staff are safe.

House updates

This year's projects & updates included removing troubled trees, repairs to the driveway and resealing, and the brick patio and walkway received repairs and preventative measures to keep weeds from coming up. We've purchased a new convection oven, updated bedroom 10 to make it more accessible, and purchased new computer equipment and bedding for several rooms. Guest are commenting that the house looks great.

THE PAIN AND PRAYER PROJECT

The Rev. Dr. Marta Illueca

The Pain and Prayer Project, which started with seed funding from the 2020 United Thank Offering grant became a formal diocesan project in 2022. This ministry is part of an innovative "Church and Academia Model" created by the Rev. Dr. Marta Illueca, who is spearheading academic research in the intersection of religion and medicine. The main product of this ministry is a new psychometric instrument, the Pain-related PRAYER Scale (PPRAYERS) suitable for use in clinical research with a special focus on chronic pain patients. The scale has undergone

preliminary scientific validation, and was developed by Rev. Illueca and Dr. Samantha Meints, Clinical Psychologist from Brigham and Women's Hospital/Harvard Medical School, together with a pastoral application called the "Bedside Prayer Tool." The project's design and data from this research was presented this year at four academic medical meetings, including the American Academy of Pain Medicine, the U.S. Association for the Study of Pain, and the World Congress of Pain. Other outputs of this multidisciplinary ministry model include the recent publication of Rev. Illueca's paper "Spiritual Pain: A Symptom in Search of a Clinical Definition" in the Journal of Religion and Health, a collaboration with faculty from the Tufts University School of Medicine. With a vision to build a bridge between pastoral and healthcare workers, future phases of the Pain and Prayer Project include the development of educational materials for use in the community and the translation/validation of the PPRAYERS instrument to Spanish with further interinstitutional collaboration to be carried out in Latin America.

PRIMEROS PASOS, INC.

Casey Christopel, Executive Director and the Rev. Jeffrey Ross, Board President

It has been another busy year for Primeros Pasos Early Learning Center. We are continuing to battle through the pandemic in keeping up with our safety precautions as well as battling the workforce shortage. On a positive note, we were able to hire an education program coordinator to assist in training the teachers and tracking the children's development.



This past year, we also hired DANA to help us with the expansion, governance, and sustainability of our board. They provided us with consulting services that have made such a positive difference. This year we hope to raise enough money to install additional ductwork into the first building as well as pay off the solar panels. We expanded our ECAP enrollment from ten slots to 15 slots as well as our Early Head Start slots increasing to 21 slots. We also were able to give our teachers free life insurance, short-term & long-term disability insurance, along with a 3% 401K contribution. We are striving to move forward with our mission to provide quality education amongst children in need.



In 2017, with the support of many individuals, foundations, churches, and governmental agencies, we were able to complete the first phase of construction with a 4000 square foot, state-of-the-art early learning center to serve 39 children, aged 6 weeks to 12 years of age. During the pandemic, we were able to complete phase two, with an additional classroom building with space for up to 75 children.

Through it all, the Episcopal Church in Delaware, St. Paul's in Georgetown, and St. Peter's in Lewes have been our constant companions of support in serving these bilingual families. Financial support and volunteers have been crucial in our success. Currently, we have 63 children in the school, of which only 11 are unsubsidized through state assistance. About half of our students are non-white. Most of our students come from Georgetown and Millsboro, with the remainder coming from Laurel, Seaford, Milton, Ellendale, and other western Sussex County communities.

In this last year, the attraction and retention of qualified bilingual staff has become increasingly difficult. In the coming year, we hope to address this, as well as to develop a new strategic plan for the school.

Once again, the board & staff members would like to express our sincere appreciation to the Episcopal Church in Delaware and to St. Peter's Church in Lewes for your continued support of Primeros Pasos Early Learning Center and to our mission of serving children and families in our community.



RACIAL JUSTICE AND RECONCILIATION COMMISSION 2021

Dr. Sheridan Quarless Kingsberry, Co-Chair

In 2022, the Racial Justice and Reconciliation Commission (RJRC) welcomed four new members, Robert Irwin, Sherri Howell, Anthony Jones, and the Rev. Sarah Nelson. Rev. Nelson represents Diocesan Council on the commission. Throughout the year, the RJRC focused its attention on implementing the goals that are outlined in its three-year strategic plan which was established in fall 2021.

The highlight of the year was the series of *Courses, Workshops, and Conversations* that were developed and implemented by the RJRC and promoted in a booklet designed by Cynde Bimbi, director of communications & public relations. The series targeted members of the clergy, parishioners, leaders/staff, ecumenical and interfaith partners, and the community at-large. One course and four workshops were offered between January and June 2022. The following represents a summary of the series:

1. **Racism in America: The History We Didn't Learn in School:** A six-week course offered from February 8 through March 15, 2022. Sixty people registered for the course and 49 attended. The course averaged 40 students over the 6-week period. One hundred (100%) percent of the students completed the course evaluation and 95% of them reported that their knowledge of systemic racism and racial injustice increased because of the course.
2. **White Privilege and Unearned Benefits:** A workshop offered on March 31, 2022. Twenty-five people registered for the workshop and 23 attended. Eighty-three percent completed the evaluation and 79 percent said they were given the opportunity to explore their own awareness about racism.
3. **Exploring Levels of Racism:** A workshop offered on April 26, 2022. Twenty-eight people registered for the workshop and 18 attended. Seventy-two percent completed the evaluation and 77 percent said they were given the opportunity to explore their own awareness of racism.
4. **How Do We Talk About Race:** A workshop offered on May 3, 2022. Twenty-seven people registered for the workshop and 23 attended. Eighty-seven percent completed the evaluation and 70 percent said their comfort level engaging in conversations about racism increased.
5. **Preparing the Church for Civic/Community Engagement and Advocacy:** A workshop offered on May 19, 2022. Twenty-nine people registered for the workshop and 17 attended. Seventy-five percent said they felt empowered to utilize their opportunities to support racial justice in Delaware.

Of the nine presenters, four are members of the Episcopal Church in Delaware (Church of St. Andrew and Matthew), one is an ecumenical partner (Westminster Presbyterian Church, Wilmington), two are members of the Southern Delaware Alliance for Racial Justice organization, which is headed by an Episcopal Church in Delaware member (St. George's Chapel), and two are community members one of whom has a long history in racial justice work in Delaware.

Unconscious Bias Training-Eighteen members of the leadership/governance team (mostly vestry leaders) completed unconscious bias workshops between January and May 2022. Additionally, eight individuals participated in a day-long *Train-the-Trainers* workshop on unconscious bias held on May 12, 2022. Toni Snow oversees the trainings.

On January 16, 2022 (MLK Sunday), the commission co-sponsored, with the Christian Council, a **virtual service of healing and community**. **Dr. Jacqui Lewis**, Pastor of Middle Collegiate Church, was the keynote speaker. The Rev. Canon Martha Kirkpatrick served as the lead on this program.

The commission submitted the required programmatic report in January and financial report in May thereby fulfilling all responsibilities for the **Becoming Beloved Community Seed Grant** received in 2021.

The commission submitted a **Land Acknowledgement statement** to Bishop Brown and Diocesan Council for review and approval. The statement, which acknowledges and laments the violence and systemic oppression inflicted upon Indigenous peoples in Delaware and the role the Episcopal Church in Delaware has played and continues to play in that oppression, was approved by Council at its June 2022 meeting. The director of communications and public relations is working with the commission to determine the best ways to visually promote the statement. Robert Irwin is the lead on this project.

The commission held its **annual retreat** on June 18, 2022. The focus was on assessing progress in implementing the goals outlined in the strategic plan and addressing the need for self-care for advocates, allies, and pilgrims of racial justice work. Wil Sherk and Dr. Rhonda Rolfes served as consultants for the retreat. The Rev. Chuck Weiss, Dr. Sheridan Quarless Kingsberry, and the Rev. Ted Olson oversaw the planning of the retreat.

The commission will offer **Truth, Healing, and Reconciliation Conversations** in fall 2022. This initiative is being developed by YWCA Delaware and will be offered to those in our diocese who have demonstrated commitment, through attendance to courses, workshops, trainings, conversations, and Sacred Ground, to healing and reconciliation.

The commission will co-sponsor the three-day **Healing Retreat**, September 13-15, at Camp Arrowhead.

On October 6 & 20 and November 3 & 17, 2022, the commission will offer a pilot program to help clergy of Eastern Sussex County learn how to effectively talk about race and racism. Clergy will gather for a four-part book discussion on the text, *So You Want To Talk About Race*, by Ijeoma Oluo. Results from the pilot will be used to launch a diocesan clergy program. The Rev. Ted Olson and the Rev. Dr. Carol Flett will lead this initiative.

To learn more about the RJRC, or to join with us in our mission, feel free to contact either of our co-chairs: the Rev. Chuck Weiss (cweiss@christchurchdover.org) or Dr. Sheridan Quarless Kingsberry (sqkingsberry1@verizon.net). We also encourage you to keep up to date with our work by going to [Awakening to Racial Justice – The Episcopal Church in Delaware](#).

ST. ANDREW'S SCHOOL OF DELAWARE, INC.

Joy McGrath '92, Daniel T. Roach, Jr., Head of School

St. Andrew's is an all-residential, college preparatory school for boys and girls in grades 9 through 12. It was founded in 1929 by A. Felix du Pont, in collaboration with several colleagues including the Rt. Rev. Philip Cook who was an original incorporator of the school and served on the original Board of Trustees. From its inception, the school has been closely linked with the Episcopal Church in Delaware. The school has two chaplains on the faculty conducting three services weekly and undertakes a full range of other faculty responsibilities (i.e., teaching, coaching, community service, dorm duty, etc.)

In September 2021, the school opened with 316 students. Eighty-six percent of our students come from the following states: Arizona, California, Colorado, Connecticut, Delaware, District of Columbia, Florida, Georgia, Idaho, Illinois, Indiana, Maryland, Massachusetts, Maine, Michigan, Mississippi, Missouri, Montana, New Hampshire, New Jersey, New York, North Carolina, Ohio, Oregon, Pennsylvania, Rhode Island, South Carolina, Tennessee, Texas, Virginia, and Washington. St. Andrew's has 46 international students (eight are Americans living abroad) from 13 foreign countries.

St. Andrew's continues to be very selective in its admission process, accepting around twenty-two percent of its applicants. The school remains appealing because of the strength of its faculty, its academic program, its strong community ethos, its religious and co-curricular focus, its diversity, its financial aid program, and the beauty of its campus. Admission to St. Andrew's is based on academic ability, character, motivation of the applicant, and the suitability of the school to the needs of the candidate. Of our total enrollment, 42 percent are students of color. This year, 43 percent of the students receive need-based financial aid.

Our school community is wonderfully diverse and embraces many different faith traditions and spiritual practices. While we enroll many Episcopal families, we also are blessed with many Roman Catholics, Baptists, Methodists, and Presbyterians. In addition, we have many students who are non-denominational, inter-denominational, or who follow traditions such as

Eastern Orthodoxy, Church of Jesus Christ of Latter-Day Saints, or who are Quakers. We embrace students who hail from the world's great religions including but not limited to Judaism, Hinduism, Islam, and Buddhism and we encourage all of our students to make the chapel their spiritual home. In addition, we hope that many will become active in leading chapel services that honor their own religious backgrounds. To this end, we have celebrated holidays such as Yom Kippur, Diwali, Buddha's Birthday, Holi, and Passover, as well as All Saints' Day.

Truly, the chapel is at the foundation of all that we do and aspire to be at St. Andrew's School. Nearly one-third of all students participate in the chapel program as acolytes, communion assistants, lectors, sacristans, ushers, Sunday school teachers, musicians, singing in the choir, or playing sacred pieces on musical instruments. Representatives of each form serve on the student vestry, an advisory group to the chaplains that determines where our weekly offerings will do the most good in the world.

Since St. Andrew's School is affiliated with the Episcopal Church in Delaware, the Rt. Rev. Kevin S. Brown, XI Bishop of Delaware, is an ex-officio member of the Board of Trustees. The bishop is an important presence on campus, officiating at services to begin our school year as well as to confirm students in the spring. Bishop Brown confirmed 11 students and performed two baptisms in 2022.

St. Andrew's continuing commitment to educate students for leadership and a life of service is supported by its efforts to provide and maintain facilities conducive to collaborative work and its standards of excellence.

The school has been available to host a number of diocesan committee meetings throughout the year and appreciates the opportunities it has to actively engage in and support the work and mission of the Episcopal Church in Delaware.

Situated on a natural preserve of 2200 acres of woodlands, farms, and wetlands, the school's sustainability efforts are vital to the success of our community. Students help create a culture of sustainability by improving recycling in dorm, planting trees, working in our organic garden, and raising awareness of environmental issues. The school currently has a 50kW solar array which supplies renewable electricity back to the power grid and savings to the school's energy budget. Because of a student initiative, the school is using the money saved from the solar array so that 100 percent of the school's purchased electricity is renewable. St. Andrew's endeavors to be a private school with a public purpose.

Our community service program honors the school's commitment to our local, state, and global community. Due to COVID, our outreach abroad has been curtailed, but we remain active locally. St. Andrews demonstrates leadership through its participation and support for the Special Olympics of Delaware, Creative Mentoring, and the Friendship House Ministries to the Homeless. On a weekly basis St. Andrews support and guide elementary and middle

school students in public schools in the Appoquinimink District as well as swimming with special needs athletes, all of this without a requirement for service hours at our school.

We are called to be a community that practices inclusivity, grace, and generosity. It is our mission to inspire students to enter college and the professional world with habits of heart and mind that will promote peace, social justice, and compassion. Our employee count is currently 189, which includes full and part-time positions. St. Andrew's is an equal opportunity employer.

ST. ANNE'S EPISCOPAL SCHOOL

Barry Davis, Head of School

St. Anne's Episcopal School in Middletown, Delaware, is in its twentieth year of serving the communities of central Delaware, with students in preschool through eighth grade. The mission of St. Anne's is to "enhance the intellectual, spiritual, physical, social, and artistic growth of its students so that they may realize their potential for good as citizens of local and world communities." In essence, we strive to open the minds and hearts of young people so that they can make a difference in the world. Most teachers have a master's degree or state certification, and all faculty and administrators have a passion for working with students and a growth mindset to further their craft in this noble profession. St. Anne's is a place where children are known, loved, challenged, and inspired for their future.

The plans that we have in motion for our community are in place and in progress, including building a state-of-the-art learning center in our library that will extend the learning and discovery culture that we promote and cultivate here at St. Anne's.

Our Diversity, Equity, and Inclusion department will be introducing projects for our students that will include understanding the historic, ancestral, and Indigenous land of which our school calls home that includes learning about the Lenape people of pre-historic Middletown as well as the byway of Harriet Tubman's Freedom tunnel.

These are just a few of some of the excellent learning opportunities we will have for our children this fall which will be part of our core mission values for higher and deeper learning at St. Anne's as we continue to further engage in research-based programs from STEM, outdoor education, Singapore Math, Superkids for early literacy.

With our beautiful, pristine 125-acre land, we recognize that our outdoor education and learning opportunities are endless. During St. Anne's summer camp, children this summer were able to enjoy the outdoors and also participate in learning summer projects that included animals like our summer director's turtles, Percie and Pete, whom the children became accustomed to, and which brought a whole lot of fun into learning in the sun! St. Anne's

summer camp is led by our summer camp director, with skillfully trained summer camp counselors.

We focus on these things not because they are trendy but because we value and encourage our kids to think for themselves and to imagine new ways of solving challenges, and further their gifts and skills of communication and collaboration.

All of the many and multifaceted ways we offer learning here at St. Anne's is underpinned with centering our community on its spirituality as being the core of our existence.

The spiritual aspect of the school is woven through the curriculum, and this year we will have daily morning devotions, religion classes at every grade, and weekly chapel that will all intersect, celebrate, and educate who we are as we embrace our Episcopal identity and recognize the pluralistic student body and their families, respectively.

Our new school chaplain, the Rev. Kije Mugisha Rwamasirabo, will serve our entire community and will be responsible for weekly chapels for the lower and upper school, providing pastoral care and religious studies teachers for several grades in our lower and middle schools, respectively.

As an ordained Episcopal priest, we look forward to Kije's learnings and teachings on how together we can embrace, own, and respect our own spirituality and the multifaceted religious pluralisms present here at St. Anne's.

Our chapel services' aim is to invite all to know that here all are welcomed, and all are celebrated. This is underpinned with God's radical love for all God's children and for each of us to invite all to the table. This is the essence of our Episcopal tradition as we serve and learn with grace and honor, together with our student body who encompass Christian, Hindu, Islamic, Judaic, Buddhist, and Interfaith traditions, to treat all with kindness and respect.

St. Anne's has a fundamental commitment to being an inclusive community grounded in respect for each of its members, valuing and promoting the variety of ways people seek and develop a deep and lasting relationship with God that constitutes an essential part of the human experience.

Our third Head of School, Barry Davis, is entering his fourth year at St. Anne's and continues to strengthen our commitment to ensure that St. Anne's is a school where students are known, loved, challenged, empowered, and inspired for their future.

St. Anne's is accredited by the Middle States Association of Colleges and Schools and is a member of the National Association of Independent Schools (NAIS), the National Association of Episcopal Schools (NAES), and the Delaware Association of Independent Schools (DAIS).

Financial assistance is available to families, and we strive to meet a family's demonstrated needs. The Absalom Jones Financial Aid Endowment Fund, named in honor of the first African American Episcopal minister, Absalom Jones, provides financial aid for those families of diverse backgrounds who qualify based on need. The school also has several fund-raising projects in place to support both the endowment fund and the school's annual fund, which supports the school in a myriad of ways, including faculty professional development, financial aid, and curricular and technology initiatives. The school is also offering two merit scholarships to highly qualified students entering during the middle school years, grades 5 – 8. We also offer a U.S. Services scholarship to a student whose immediate family member has served in the armed services.

Please call (302) 378-3179 or visit our website at www.stannesde.org for more information.

ST. MICHAEL'S SCHOOL AND NURSERY, INC.,

Lucinda Ross, M.Ed., Executive Director

2021-2022 HIGHLIGHTS

As the country has slowly started to come out of the clenches of the COVID-19 pandemic, St. Michael's School has also begun to move towards a sense of normalcy, with some exciting news and updates along the way. Room closures and quarantines continue and remind us that the pandemic is not quite behind us, but with the vaccines now available for our youngest population, there does seem to finally be light at the end of this long tunnel.

We are thrilled to announce that St. Michael's has embarked on a major capital campaign to raise \$6.4 million for critically needed renovations to our aging buildings, to replace systems that are beyond their life expectancies and for new building additions to provide for increased enrollment and curriculum. The campaign, *Committed to the Future of Our Community: St. Michael's Renovation and Expansion Project*, will also expand support for St. Michael's families and the East Side community as well as those seeking to advance their career in the early education profession with designated space for programs, meetings, and education.

The initial capital improvement project, encompassing overall building infrastructure improvements, has been enlarged to include renovations and building additions in support of the mission and goals of St. Michael's and of the needs of the community it serves. The project is strategically planned for two multi-level renovation phases so we can ensure seamless operations during construction and that the majority of work can align with projected funding over the next two - three years. Renovations begin in September 2022 and will continue through the end of 2023.

St. Michael's has served the Wilmington community for 132 years and through two pandemics. As we begin our next iteration, we hope that you will join us in strengthening our role as a neighborhood resource and in providing stability to the well-being of children and

families in the East Side with expanded services and offerings. There will be numerous ways to participate in this exciting campaign through naming opportunities and volunteer projects. *Contact us to find out how you can get involved!*

Some highlights from the past year include:

- We continue to operate safely to minimize the spread of COVID in our school community. In early spring families were able to take their child to his/her classroom for the first time in two years! Prior to March 2022, some families, especially those with infants born during the pandemic, had only entered the building once or twice to take a tour or complete enrollment paperwork. This truly speaks to the trust our families have instilled in us throughout the pandemic.
- We assisted Pre-K children and families with transitioning successfully to kindergarten. Summer 2022 is the pilot summer for our Kindergarten Readiness Camp, which we refer to in-house as K-Camp. During K Camp, which runs weekday mornings, our Pre-K classrooms combine for structured learning activities, mealtimes, and fun early literacy and STEAM themed field trips. Our final bus trip of the summer for our K Camp children will be an elementary school tour, highlighting several schools our children will move on to in the fall. Our K Camp program will not only get them academically prepared for kindergarten but will also prepare our children for bigger classroom sizes in a bigger space.
- In the fall of 2021 St. Michael's was awarded 35 Redding Consortium ECAP slots. These slots provide further funding and technical assistance for our three and four-year-old classrooms. The Redding Consortium for Educational Equity recommends policies to Delaware's governor and General Assembly to achieve educational equity in the city of Wilmington and northern New Castle County. These Redding slots are state funded through the state's Early Childhood Assistance Program (ECAP). Our Redding ECAP capacity will increase in the fall of 2022 to 45 slots. St. Michael's was also awarded 12 Early Head Start slots, which will go into effect in September of 2022. These slots will provide further funding and technical assistance for our infant and toddler programs. St. Michael's is very fortunate to be a part of both the Redding Consortium ECAP and Early Head Start programs because as the early childhood education field in Delaware progresses, St. Michael's will already be in line with both state and national early education standards.
- In early 2022, during the long winter months, St. Michael's was hard at work creating a new outdoor learning environment for our children. Thanks to funding through the Delaware Community Needs Grant opportunity, a program under the COVID-19 Strategic Response Fund at the Delaware Community Foundation, St. Michael's created an outdoor classroom for children to use year-round. Since its installation and official opening in the spring our teachers have utilized the outdoor classroom to plant sunflower gardens, observe the busy lives of ants in the classroom's ant farm and have had hands on interactions with our wiggly worm friends. We have two outdoor

classroom curriculum coordinators who create age-appropriate lessons so that all children can be engaged in this fabulous outdoor learning space. Thanks to the *Let's Go Outside* grant through the University of Delaware, our teachers and administrators have received numerous hours of professional development training and additional outdoor classroom resources. At the completion of the *Let's Go Outside* grant cycle, St. Michael's will be a certified outdoor learning space.

- We continue to support the professional development of our staff — partnering with the Wilmington Early Care and Education Council, which offers technical assistance training and resources, nine teachers are completing their Childhood Development Associates and five teachers are currently completing college courses.
- St. Michael's continued to seek and collaborate with new community partners to strengthen and maximize our resources.

As we prepare for the exciting next steps in St. Michael's history, it is important to reflect on all the amazing work we continue to do for our school and surrounding community. We could not continue our important work without the generosity of so many friends, donors, funders, and partners in the community and we are truly grateful!



Our K Camp children enjoying story time.



Our K Camp children getting large group instruction.





Grand opening ceremony of the outdoor classroom.



Outdoor classroom learning fun!



STANDING COMMITTEE

The Rev. Brad Hinton, President

On behalf of the entire Standing Committee, I offer our gratitude for the privilege of serving this beloved diocese. Members of the Standing Committee are elected at the annual diocesan convention and serve in staggered four-year terms. The committee meets most months of the year to fulfill the various constitutional and canonical responsibilities entrusted to us. Chief among these are:

- Participating in the consent process for bishops elected in various dioceses in the Episcopal Church;
- Granting approval to local diaconal and presbyteral candidates for ordination;
- Approving candidates for rector and associate clergy seeking to serve in Delaware;
- Reviewing ministry plans for parishes in transition as well as providing prayerful support and encouragement for the bishop and the canon to the ordinary who oversee and guide these processes;
- Reviewing parish requests for the sale of property;
- Filling vacancies for diocesan Trustees, members of Constitution and Canons, and deputies to general convention when these occur between conventions;
- Confirming the bishop's nominees for chancellor, vice-chancellor, convention registrar, convention secretary, and members of the Disciplinary Board when vacancies occur between conventions.

In all matters the Standing Committee seeks to be a council of advice to the bishop and an able partner in the shared governance of the Church.

Soli Deo Gloria!

STEWARDSHIP RESOURCES - 2022

Helen Spence

“Behold, I do a new thing.” Isaiah 43

This year's stewardship theme reflects the theme of the 2022 Diocesan Convention. Resources for annual giving and narrative budgets are found on the diocesan website, including the power point presentation used in the Zoom workshops. Go to Our Work and click on the Stewardship link.

Two Zoom workshops were held in July, to give parish stewardship and finance teams a head start on their annual giving campaigns. We are pleased to offer these optional resources to the parishes of the diocese, and hope that they provide content which will be useful.

To support stewardship of the creation, we also are providing a reusable grocery bag for each member of convention to take home. If you wish to purchase additional bags for your parishes, please see Helen Spence at Convention check in, or via email at stewardship@delaware.church.

THE LATINO CONGREGATION

The Rev. Patricia Downing

The mission of Trinity Parish is to be a community of faith in the city, manifesting God's love through inspiring worship in two locations and languages, unconditional acceptance of all, education for faith and life and striving for justice in practical ways.

We pray the city and state benefits from the ministry of Trinity Church. The Latino community of greater Wilmington is the primary beneficiary of our work.

Governing Bodies

The governing bodies are the vestry of Trinity Parish and the Junta Parroquial. Vestry persons and clergy persons include: the Rev. Patricia Downing, *rector*, Stan Diver, *senior warden*, Kathryn Jakabcin, *junior warden*, Don Copson, *treasurer*, Diane Gilman, *clerk of the vestry*, *vestry members* Sarah Cakebread, Beth Copson, Jerry Lucas, Michael Redmon, Kathy VanDevender, Ranney Ward, Sheryl Zietzelberger. The Junta Parroquial includes Trinidad Carranza, Alberto Carranza, Sergio Carranza, Carlos Dominguez, Ana Martinez, Angelica Morales (president), Gloria Ortiz, Gerardo Plasencia, the Rev. Patricia Downing, the Rev. Charles Cowen.

We offer Episcopal liturgy in Spanish every Sunday and at special events such as first communions, weddings, funerals, Quinceañeras, and baby namings. We provide pastoral support to the congregation and members of the wider community. In 2020 we called a social worker to join us in this supportive pastoral ministry. We created a partnership with Friendship House in which we could expand our touch in the Latino Community beyond the church's walls. Both Trinity and Friendship House had hoped that this would increase the capacity of each partner. Unfortunately, due to COVID and the changing landscape, the strength of the outreach via Friendship House to the Latino Community was very slow to take hold. In January of 2022, our social worker felt the need to move back to Sussex County. In consultation with the leadership of Friendship House, we decided not to attempt to fill this position. That being said, we at Trinity continue to minister to and with individuals and families that come through our door.

As COVID restriction have eased, we have been able to create opportunities for fellowship, education, and service between our several congregations. On September 11 we are holding a bilingual service at 10 a.m. and then en mass we are marching as a parish in the annual Hispanic Heritage Parade on 4th Street in Wilmington. It has been about 20 years since we

have marched in this parade. We are renewing our in-person youth programming. We are looking forward to celebrations in the fall of Our Lady of Guadalupe as well as the Three Kings celebration in January. In between that time, we will host nine nights of Posadas. It is then that we walk with Mary and Joseph as they make their way to Bethlehem.

We continue to address the ever-changing needs of the Latino community in our area: social, education, and legal. We strive to be a strong voice in the community for equality, justice, and economic opportunity.

Through these past two plus years, we have been innovating and connecting to our community and beyond. We are rapidly shifting our liturgical life to allow for worship to continue in this uncertain time. We have been successful in offering online worship and online education for youth and adults. What we are discovering is that the effects of the pandemic and its economic disruptions are hitting our Latino/Hispanic community very hard. Many have lost their jobs or have been reduced in their hours. Many have underlying medical issues that put them at greater risk for complication with the virus. Many live in multi-generational households that put them at greater risk. Many do not have the technology (Wi-Fi and computers) to avail themselves of the option to work at home or to stay home from school. We are working very hard to resource our parishioners to meet these challenges. In addition, the mental toll this is taking on individuals is huge.

Our dreams for the future remain. We long to return to a normalcy of the past. We know that that cannot happen. It is our hope that we can use technology to continue to create and strengthen our community, understanding that many of our members do not have sufficient technology at home to access those opportunities. We are doing all we can to help them obtain that technology. We are committed to our dream of implementing a pilot program directed at congregational leadership development program within Latino/Hispanic communities. We are also looking at using "Latino Ministry in a box" to offer adult bible study that can happen at the same time that we are holding special communion and confirmation classes. This would allow families to come together to deepen their faith. COVID has put some of our plans on hold. We have terrific ideas and plans; we just need to safe space implement them.

TRUSTEES

Judith L. Gregory, Canon for Finance and Administration

The Trustees of the Episcopal Church in Delaware serve staggered six-year terms with the purpose of advancing the religious and educational work of the Episcopal Church by:

- * Oversight of Master Fund A the common investment fund containing both restricted and unrestricted in use. It is comprised of trust funds, both of congregations and of the diocese, which are invested in a common fund. *You may direct any inquiries to Canon Gregory at 302.256.0374 ext. 108 or jgregory@delaware.church. Additional financial*

resources can be found on the diocesan website at www.delaware.chuurch/resources/financial-resources.

- * Oversight of the annual distribution of the income from Master Fund A which sometimes fund parish ministries.
- * Oversight of the receipt and sale of gifts of real property to the diocese or a parish.
- * Provide advice, when requested, about financial matters and investments to parishes and other organizations of the church.
- * Aid, support, and maintenance of the bishop.
- * Aid, support and maintenance of other necessary ministers and missionaries of the diocese.
- * Respond to duties authorized and required by the convention of the diocese.
- * Respond to requests from the bishop and Diocesan Council to support the program and mission of the church.

To accomplish these responsibilities, the Trustees maintain a perspective, view, and scope of review in making decisions that considers a 100-year arc.

In the period August 1, 2021, through July 31, 2022, the Trustees exercised their responsibilities specifically by:

- Continued financial support for the Camp Arrowhead *Ring the Bell* Capital Campaign to complete the Jane Clifford Ashford dining hall.
- Provided a 9% increase in the MFA distribution for 2022 from 2021.
- Support the congregation of the Church of the Nativity by taking custody of the building, financial resources and securing a tenant for a two-year lease.
- Assisting two parishes with the transfer of previous bequests from an independent fiduciary to Master Fund A.
- Held a Trustee retreat in April to discuss both short and long-term views of the Episcopal Church in Delaware.



During the period August 1, 2021 - July 31, 2022, \$1,475,338 was generated by Trustee funds in Master Fund A of the diocese and was apportioned as follows:

35.1% Diocesan Council budget (expenses of the function of the bishop, clergy training and care, support for diocesan mission and for growing congregations of the diocese).

4.9*% Diocesan Council budget toward expenses incurred by the Mission Support Office for the work of the Trustees.

60.0% Other purposes, including those noted above and retiree health care, risk management program, grants to Camp Arrowhead, debt service, aid to seminarians, bishop donations, lay and cleric continuing education, maintenance of Mission Support Office and Bishopstead and investing for the future.

YOUTH MINISTRY

Canan Hartman, Advisor and Communication Liaison

Mission Statement: The Youth Ministry Advisory team aims to support, promote, and encourage youth ministry in the Episcopal Church in Delaware through communication, collaboration, and the nurturing of a community of youth and their leaders.

Over 2022, this team included:

- Canan Hartman- advisor and communication liaison, St. Thomas's, Newark
- Ed Chamberlain - Sussex County advisor, St. Peter's, Lewes
- Jessica Potter- Sussex County advisor, St. Peter's, Lewes
- Martha Weiss - Kent County advisor, Christ Church, Dover
- Migdalia Hernandez- Kent County advisor, Christ Church, Dover
- Michelle Galdames- New Castle County advisor, Christ Church Christiana Hundred

On April 28, 2022, Ed Chamberlain passed away. He was active in many areas of church life, but without question, Ed's greatest service to his faith community was his work in youth ministry. He served as a youth group advisor, as well as an adult advisor for youth ministry within his parish, the Episcopal Diocese of Connecticut, Province I, and at several national events. In 2014, Ed reprised his role as youth ministries coordinator within his parish of St. Peter's in Lewes and was active in the Episcopal Church in Delaware and Province III youth ministry. He was called to help youth feel heard, safe, and empowered in all of the most important work of his life.

Over the past year, we have continued to meet monthly via Zoom. We shifted the energies of this group from planning events for our youth, to providing resources to better support our youth leaders.

We started a Facebook group "Delaware Youth Leaders," where youth leaders from around the state can interact with each other. Interfaith events, worship opportunities, and random

thoughts and questions have been shared. This has been a small success that this group intends to grow.

A series of workshops were planned, with exciting guest speakers. The intention was to not only provide useful information, but to build a community of youth leaders who are able to support each other through these changing times.

The "Toolbox Series":

- May 7- "Impacts of the pandemic on youth mental health"
 - Our youth have been affected by the conditions of COVID-19 and we need to be prepared to acknowledge their feelings and help guide them through.
 - We will discuss important topics such as active listening, effects of frustration, self-awareness, and self-care.
- June 4- "Building and strengthening your youth program"
 - Social distancing and other obstacles over the last few years have left many of us with shells of our prior programs. Let's have an honest discussion of where we are and talk to some leaders who have found new tools to help maintain their programs, and to help them grow.
- July 9- "Community involvement and outreach"
 - Connecting with other youth groups, and other community groups is a great way to infuse some energy into your program. During this fun session, we will share some of our favorite outreach activities that get our youth up and moving! We will also have a few speakers from non-profit groups in Delaware who would love to partner up with your group.
- August 6- "Responsible social media usage and engagement with youth"
 - This is a fairly new topic but very important. As social media and texting become one of the main ways to communicate with youth, we need to be mindful that we are doing so in a way that is safe, responsible, and transparent. We need to protect our youth as well as the integrity of our programs.
 - We will also introduce the updated "Safe Church" program, which touches on responsible social media use.
- September- in person lunch meet up!
 - We are cautiously optimistic that in September we will all be able to get together for a fun opportunity to mingle in-person and enjoy some lunch.

Despite repeatedly inviting youth leaders through emails to admins, rectors, and youth leaders, and posting on the diocesan website and in *The Net*, attendance was abysmal. It did not seem appropriate to ask our guest speakers to show up to present to one or two people. So, the decision was made to cancel the last two sessions for now.

Bishop Brown has been very supportive of youth ministry. His participation is noticed by the youth, and they look forward to seeing him throughout the year. We will be consulting with him in September about the future direction of the diocesan youth advisors.

EYE (the national Episcopal Youth Event) was postponed last year and again this year. Before it was cancelled in 2020, 27 individuals from the diocese, including Bishop Brown, were scheduled to attend. Our prayers are with those who are working to redesign this program, as it is an energy booster for all of those involved with youth ministry.

Going forward, the diocesan youth advisors are committed to continuing to foster excitement for youth ministry. We will continue to grow the Facebook discussion page and remain open to Zoom and in-person meet ups for youth leaders to find community and share ideas. Service projects and larger on-time events, both within our community and interfaith are something we will be promoting. We are available and eager to assist in the planning of youth events, at one parish, in one county, or throughout the state of Delaware. If you would like to collaborate on how we can support your youth program, please contact youthsupport@delaware.church.