

*Discovering & Rediscovering Christ*

# TASK FORCE

## On Structure, Governance, and Mission

Michael Wood



*I am the vine; you are the  
branches. Those who abide in  
me and I in them bear much  
fruit, because apart from me  
you can do nothing.*

— John 15:5



# Task Force on Governance, Structure & Ministry

Anne Foster - Christ Church Christiana Hundred

Bruce Vrana - St. James Mill Creek

Jack Anderson - St. Philips's Laurel

Kathryn Jakabcin - Trinity/Old Swedes Wilmington

Michael Wood - Trinity/Old Swedes Wilmington

Thomas Crowley - St. Peter's Lewes



# Task Force on Governance, Structure & Ministry

Are our Governance Structures Serving Us?

Systematic Review

Where do Our Structures Come From

Are they Right for the Diocese Today



# What are the Governance Structures

Standing Committee  
Trustees  
Council

Other Bodies

Canonically Required  
Sub Committees of Above





# Comparison to Other Dioceses

Five Diocese Closest to Delaware By:  
Average Worship Attendance  
Operating Budget

East Tennessee

Kansas

Kentucky

South Carolina

West Tennessee



# Comparison to Other Dioceses

$\frac{4}{5}$  Had Similar Structure to Delaware  
Names may be Different  
3 Bodies that Correspond to Duties

Kansas Recently Reorganized  
1 Governance Body (Like a Vestry)  
All responsibility  
May not Follow Denomination Canons



# Standing Committee

Required by Denomination Canons  
Ecclesiastical Responsibilities  
Council of Advice to the Bishop  
Permission to Sell Property  
Involved in Call to New Clergy

8 Members, 4 Lay, 4 Clergy 4 year Terms



# Trustees

Incorporated in 1845

Hold Real Property for Support of  
Bishop and Diocese

Invests Monies and Draws Down for  
Support

Take the Long View

6 Members 6 year Term ( can be Reelected)





# Trustees

Number and Terms are Good

Take advantage of Learning Curve

No Changes Recommended



# Trustees

Number and Terms are Good

Take advantage of Learning Curve

No Changes Recommended



# Council

Early Existence (before 1920's) Incorporated  
in 1951

Responsible for Governance  
Oversight of Missionary Work of Diocese

18 Members 3 year Term  
(may not be Reelected)  
Partial Geographic Requirements



# Combine Standing Comm. and Council

Presidency is Problematic

Bishop As Lead for Missionary Work

Elected Member

At Times May be in Conflict with Bishop

New Responsibility to Those working on Mission

Radical Change



# Council

Recommend Substantial Changes

Number of Members

Sequential Terms

Geographical Requirements

Changes are For Increased Effectiveness





# Council - Number of Members

## Board Size

Effective - Recommended 8 - 13

Too Small - Absences Hurt

Too Large - People Engage Less

Recommend Going to 12

9 Larger Change

12 More Incremental



# Council - Number of Members

## Clergy / Lay Balance

Go to 4 Clergy with 8 Lay

2 years Elect: 3 lay, 1 clergy

1 year Elect: 2 lay, 2 Clergy

## Allow Members to Serve 2 Terms

Keep Experience/ Knowledge on Council



# Council - Number of Members

ECW President as member of council

Episcopal Church has Changed

Governance Members Mostly Women

ECW Providing Less Diocesan Funding

Recommend Not Having an Ex Officio Member  
Agreement with Current President of ECW



# Council - Geographical Requirements

Today 5 Regions, 1 Member from Each

Standing Committee Elected from Whole  
Trustees Elected From Whole  
Divisions in the State Are Shifting

Recommend Removing  
Charge Nominating Committee  
with Balance



# Nominating Committee

Today Not in Compliance with Canon 20  
No Geographical Requirement Used

Recommend Removing that language  
Adding a Charge Balance Composition





# Disciplinary Board Commission on Ministry

Canons Allow Diocese to Combine

Always Been an Option

Recommend Actively Engaging  
Neighboring Dioceses



# Timeline

Nov 2025

1st Reading of Constitutional changes

Nov 2026 2nd reading

New Terms follow updated Language

Existing members serve out Term



# Thank You

