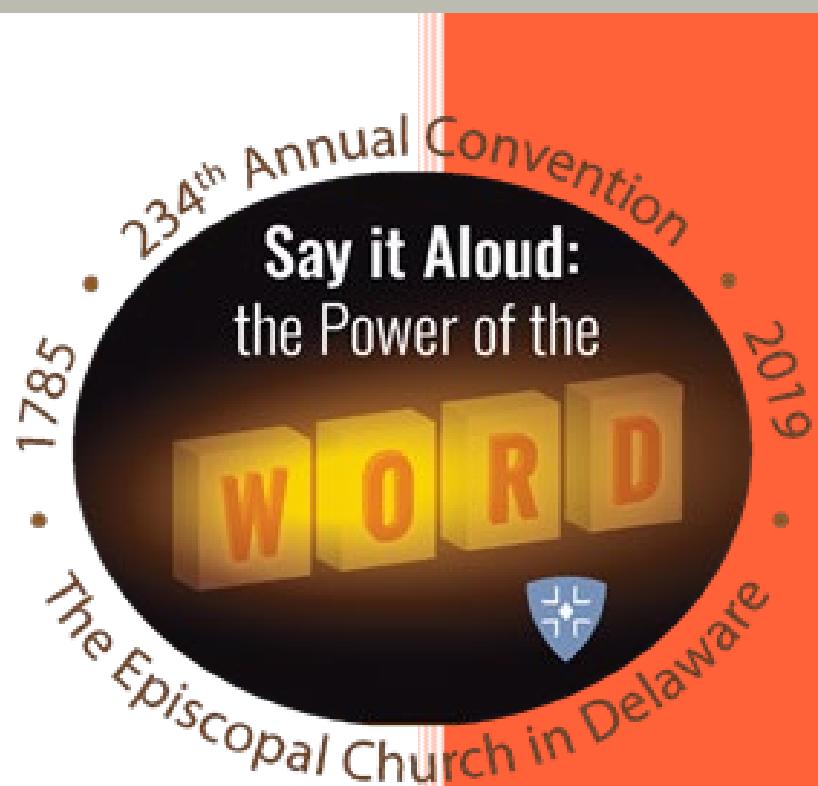


# 2019

## Annual Report of the 234th Convention



PRINCESS ROYALE HOTEL  
OCEAN CITY, MARYLAND  
1/25/2019 & 1/26/2019

Welcome from our bishop

*The Rt. Rev. Kevin S. Brown*



### **Welcome to convention, my sisters and brothers in Christ Jesus**

I am excited to join with you in this integral part of God's work in the first state. Make no mistake: this is a holy task to which we have been called.

Whether you are a rookie or a returning convention veteran, your energy and enthusiasm these two short days can make a real difference. I call on each of us to participate fully and cheerfully in the work our Lord has given us to do. I challenge us all to listen closely to one another (especially to those with whom we disagree), to meet new folks from across the state (and not just our current friends), and to wonder and dream boldly of new possibilities for the future of the church.

Pray for one another, pray for our Church, and pray for Delaware.

Many people assume that the heart of a diocesan convention is its elections. This is a fraction of the truth. Yes, you will be called to make many important votes, and I expect each of you to carefully review your options in prayer.

But your work here extends well beyond votes and resolutions. You are called to nothing less than standing as leaders of Christ's church and giving voice to the Holy Spirit within you. Whether a first-timer or a long-timer, this is a great blessing and a huge responsibility. This is holy work indeed, and I am glad you are here.

In Christ

+ 

### **Convention Staff**

**Ms. Diane-Louise Casson, Secretary of Convention**  
**Ms. Toni Snow, Asst. Secretary of Convention**  
**Ms. Judy Barnes, Greeter Coordinator**  
**Ms. Cynde Bimbi, Director of Communications**  
**The Rev. James M. Bimbi, Worship**  
**Mr. Arreon Harley, PowerPoint**  
**Ms. Kathryn Jakabcin, Parliamentarian**  
**Ms. Nancy Koenig, Election Assistant**

**Ms. Kathleen Moore, Registrar Coordinator**  
**Ms. Mary Morgan, Clerk**  
**Ms. Lola M. Russell, Communications**  
**Mr. Dan Saunders, Election Chairperson**  
**Mr. John Michael Sophos, Nominations Chairperson**  
**Mr. Phillip Stephens, Worship Bulletin**  
**Sister Julian Wilson, Prayer Room & Compline**

## Welcome from our featured churches

At this year's convention, three of our parishes will be highlighted so we may learn about some of our neighbors, their histories, missions, outreach, and ongoing lives. These parishes were founded for different communities and at different times in the state's history, some before the first diocesan convention of record held in 1791. However, their missions are the same – to spread the love of God in their communities and the world.

Located in Rehoboth Beach and Harbeson in Sussex County, **All Saints' Church & St. George's Chapel** were founded in 1892 and 1719 respectively, and they became one parish in 1980 with shared values of inclusiveness, community involvement, and spiritual meaning.

**Christ Church, Delaware City**, is in New Castle County, where the first Chesapeake & Delaware Canal ran through the county. Formally organized as a parish in 1848, the first worship service was held in 1851. After the C&D Canal moved further

south, parish growth stymied, but the heart of the parish remained solid.

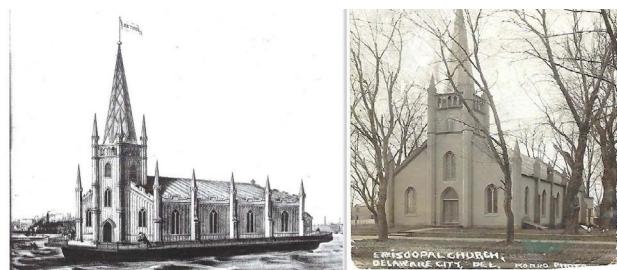
Located in Kent County, **St. Peter's Episcopal Church, Smyrna**, began as a wooden chapel in 1744 in Duck Creek, although it is possible that Anglican services were held in the area as early as 1706. In 1828, a new church was consecrated on Union Street and, with many additions, it is now on the National Registry of Historic Places as part of the Smyrna Historic District.

Regardless of their location, these parishes have a common thread. They are all known as welcoming, inclusive parishes committed to outreach. Their community activities range from running food pantries, thrift shops, and a faith-based preschool to providing much needed resources for veterans and seamen.

Such is the diversity and long history of parish life in the Episcopal Church in Delaware. Each of these unique parishes will be featured in a brief video at the convention so, you will have the opportunity to get to know them a little better.



*All Saints' & St. George's Chapel*



*Christ Church, Delaware City*

*St. Peter's Church, Smyrna*



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## **SECTION I GENERAL DIRECTORY**

## ***Diocesan Information and Staff***

Mission Support and St. Alban's Center  
913 Wilson Road  
Wilmington, DE 19803  
Telephone: 302.256.0374  
Fax: 302.543.8084  
Website: [www.delaware.church](http://www.delaware.church)

### **Bishop**

The Right Reverend Kevin S. Brown

### **Mission Support Staff**

The Rev. Canon Gary L. Rowe, Canon to the Ordinary  
Canon Judith Lane Gregory, Canon for Finance and Administration  
Kathleen Moore, Bishop's Executive Assistant  
Judith C. Barnes, Financial Assistant & Payroll Administrator  
Cynde Bimbi, Director of Communication  
Joseph Davison, Convention Consultant  
Lola Michael Russell, Communication Team, Editorial Assistant  
Marie Smith, Communication Team, Copy Editor volunteer)  
Toni Snow, Administrative Assistant & Assistant Secretary of Convention

### **Camp and Conference Staff**

Dina Hollingsworth, Managing Director, Memorial House  
Rick Hollingsworth, Property Manager, Camp Arrowhead  
Nancy Lafontaine, Summer Registrar, Camp Arrowhead  
Walt Lafontaine, Executive Director, Camp Arrowhead  
Teri Valente, Director, Camp Arrowhead

## *Officers, Committees & Organizations*

### Chancellors of the Diocese

Anne C. Foster, Esquire, Chancellor 2021  
Tempe Steen, Esquire, Vice Chancellor 2021

### Committee on the Advance and Development Funds

Stuart Brahs  
Robert Davis  
Chris Ennis  
Harry G. Haskell, Jr., *Member Emeritus*  
Larry Heinold  
Amy Brown Keach  
John Shwed  
The Rt. Rev. Kevin S. Brown

### Committee on Constitution and Canons

The Rev. Jeffrey Ross, *Chairperson* 2020  
The Rev. Edward Godden 2021  
Felice Jo Lamden 2022  
Thomas Crowley 2023  
Anne C. Foster, Esquire, *Chancellor*  
*Elected at the 234<sup>th</sup> Convention*

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Kathryn Jakabcin 2024

### Diocesan Council

Robert Davis 2020  
Alexandra Ergon 2020  
The Rev. Stephen Setzer 2020  
Janet Idema 2020  
The Rev. Dr. Ketlen Solak 2020  
Eric Valentine 2020  
The Rev. David T. Andrews, Jr. 2021  
Joyce Bembry 2021  
Beth Maurer 2021  
The Rev. Deacon Sheila Sharpe 2021  
Sue Welles 2021  
Mary Nash Wilson 2021  
The Rt. Rev. Kevin S. Brown  
Elizabeth FitzPatrick, *President ECW*

*Elected at the 234<sup>th</sup> Convention*

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The Rev. Marianne Ell	2022
The Rev. Deacon Marta Illueca	2022
Kay Keenan	2022
Jim Pappas	2022
John Michael Sophos	2022
Michael Wood	2022

Disciplinary Board

The Rev. Russell Bohner	2020
Campbell Hay	2020
Jeanne Nutter	2021
The Rev. Margaret Pumphrey, <i>Chair</i>	2022
Tim Willard	2022

*Elected at the 234<sup>th</sup> Convention*

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The Rev. Eunice Dunlap	2021
The Rev. Deacon Marta Illueca	2023

Episcopal Church Women

Caroline Brown, <i>Honorary Chair</i>	
Elizabeth (Beth) FitzPatrick, <i>Chair</i>	2020
Mary Parsons, <i>Vice Chair</i>	2020
Virginia Wingate, <i>Recorder Secretary</i>	2019
Christine Lockwood, <i>Financial Coordinator</i>	
Mary Morgan, <i>Church Periodical Club</i>	
Sister Cassandra Norsworthy, AF, <i>Chaplain</i>	
Bernice (Stumpy) Moore, <i>New Castle County Representative</i>	
Sue Anne Backus, <i>Kent &amp; Sussex County Representative</i>	

Executive Committee of Council

The Rt. Rev. Kevin S. Brown, <i>President</i>	
The Rev. Christopher P. Keene, <i>Vice President</i>	
Alvin B. Roberson, <i>Treasurer</i>	
The Rev. Dr. Ketlen Solak, <i>Secretary</i>	

General Convention Deputies and ECW Triennial -Elected at the 232<sup>nd</sup> Convention

<i>Clergy Deputies</i>	<i>Lay Deputies</i>
The Rev. Bradley Hinton	Ms. Lee Ann Wailing
The Rev. Patricia Downing	Mr. Jon Rania
The Rev. Russell Bohner	Ms. Diane-Louise Casson
The Rev. Ruth Beresford	Mr. John Crossan
<i>Clergy Alternates</i>	<i>Lay Alternates</i>
The Rev. Donna Jean Kiessling	Mr. John Michael Sophos

The Rev. Ken Athey  
The Rev. Deacon Cecily Sawyer  
Harmon  
The Rev. Deacon Susan Phillips

Ms. Sylvia Banks  
Ms. Nancy Benson  
Mr. Eric Valentine

*Delegates to ECW Triennial*

Elizabeth FitzPatrick  
Christine Lockwood

Ms. Nancy Melvin  
Sister Cassandra Norsworthy

Insurance Committee

The Rt. Rev. Kevin S. Brown  
John Davis, *Chair*  
Marilyn Gennett  
The Rev. Donna Jean Kiessling, *Active Clergy Representative*  
Nancy Koenig  
Bob Martz  
The Rev. Canon Gary L Rowe, *Retired Clergy Representative*

Investment Committee

Lawrence C. Ashby, Esq.  
James S. Bray  
Ted Cover  
Stanley Diver, *Trustee Rep*  
Robert Young  
Thomas Fairchild  
Andrew P. Taylor  
Ronald W. Truitt  
The Rt. Rev. Kevin S. Brown

Standing Committee

The Rev. Kim F. Capwell	2020
Teri Quinn Gray, <i>President</i>	2020
The Rev. Sarah Nelson	2021
Sue Taber	2021
The Rev. Donna Jean Kiessling, <i>Cor. Secretary</i>	2022
Catherine Maguire	2022
The Rt. Rev. Kevin S. Brown	

Elected at the 234<sup>th</sup> Convention

Terry Flanagan	2023
The Rev. Charles Sumner Weiss	2023

Synod of Province III Delegates

The Rev. Deacon Sheila Brigid Sharpe, AF

Trustees of the Episcopal Church

James S. Bray, <i>Trustee Emeritus</i>	
Stanley Diver	2020
Tempe Steen, Esquire	2021
Richard Harra	2022
The Rev. Calhoun Wick	2023
The Rev. Jeffrey Ross	2024
Ronald Truitt, <i>Member Emeritus</i>	
Anne C. Foster, Esquire, <i>Chancellor</i>	
The Rt. Rev. Kevin S. Brown	
<u><i>Elected at the 234<sup>th</sup> Convention</i></u>	
Bruce Vrana	2025

## Licensed Lay Ministers

### All Saints', Delmar

	Eucharistic Visitor	Worship Leader	Eucharistic Minister
Hodgins, Marlena	1/1/17-12/31/19	1/1/17-12/31/19	
Overbaugh, Peter C.		1/1/17-12/31/19	1/1/17-12/31/19
Stitt, Jeanne		1/1/17-12/31/19	
White, Myra		1/1/17-12/31/19	1/1/17-12/31/19

### All Saints, Rehoboth Beach

	Eucharistic Visitor	Worship Leader	Eucharistic Minister
Cascio, Joseph			1/1/18-12/31/20
Devaney, Thomas			1/1/18-12/31/20
Graves, T. Henley			1/1/18-12/31/20
Hruby, Bob			1/1/18-12/31/20
Hurdle, Paul			1/1/18-12/31/20
Idema, Janet			1/1/18-12/31/20
Lerch, Mary			1/1/18-12/31/20
Palmer, Stephen			1/1/18-12/31/20
Radomski, Sharon			1/1/18-12/31/20
Schatzabel, William			1/1/18-12/31/20
Shimkus, Jeanette			1/1/18-12/31/20
Steward, Sam			1/1/18-12/31/20
Strigga, Alan			1/1/18-12/31/20
Walls, Gloria			1/1/18-12/31/20
Wolf, Olly			1/1/18-12/31/20

### Calvary Church, Hillcrest

	Eucharistic Visitor	Worship Leader	Eucharistic Minister
Bradley, Barbara	1/1/18-12/31/20	1/1/18-12/31/20	1/1/18-12/31/20
Flanagan, Thomas	1/1/18-12/31/20	1/1/18-12/31/20	1/1/18-12/31/20
Glazar, Laura			1/1/18-12/31/20
Hunter, Virginia	1/1/18-12/31/20	1/1/18-12/31/20	1/1/18-12/31/20
Maguire, Catherine	1/1/18-12/31/20	1/1/18-12/31/20	1/1/18-12/31/20
Morgan, Mary	1/1/18-12/31/20	1/1/18-12/31/20	
Selwood, Laura	1/1/18-12/31/20		1/1/18-12/31/20
Parker, Sharon		1/1/18-12/31/20	1/1/18-12/31/20
Webb, Frank	1/1/18-12/31/20	1/1/18-12/31/20	1/1/18-12/31/20

### Christ Church, Christiana Hundred

	Eucharistic Visitor	Worship Leader	Eucharistic Minister
Anderson, Sandra			1/1/19-12/31/21
Bayard, Frances	1/1/19-12/31/21		1/1/19-12/31/21
Boyden, Steve			1/1/19-12/31/21

<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Carpenter, William C., Jr.		1/1/19-12/31/21
Carter, Leslie S.		1/1/19-12/31/21
Cerchio, Nicholas L., III		1/1/19-12/31/21
Craig, Eleanor D.		1/1/19-12/31/21
Czeiner, Frank J.		1/1/19-12/31/21
Dallaire, Aaron J.		1/1/19-12/31/21
Drane, W. Harding, Jr.		1/1/19-12/31/21
Effinger, Charles H. W., Jr.	1/1/19-12/31/21	1/1/19-12/31/21
Ergon, Alexandra		1/1/19-12/31/21
Frederick, Margaretta		1/1/19-12/31/21
Giddens, Tucker	1/1/19-12/31/21	1/1/19-12/31/21
Grundner, Christopher T.		1/1/19-12/31/21
Hartenauer, Odette		1/1/19-12/31/21
Hayes, Susan L.		1/1/19-12/31/21
Henley, John D.		1/1/19-12/31/21
Hilk, Kenneth		1/1/19-12/31/21
Holden, James T.		1/1/19-12/31/21
Hoopes, David M.		1/1/19-12/31/21
Hoopes, Ruth		1/1/19-12/31/21
Hunt, Dale M.		1/1/19-12/31/21
James, Sandra J.		1/1/19-12/31/21
Jones, C. Wesley		1/1/19-12/31/21
Keenan, D. Kay		1/1/19-12/31/21
Kirtley, Alexandra A.	1/1/16-12/31/18	1/1/16-12/31/18
Knox, Emily B.		1/1/19-12/31/21
Miller, Rosanne M.	1/1/19-12/31/21	
Morton, John B., Jr.		1/1/19-12/31/21
Norman, Ruth		1/1/19-12/31/21
O'Connor, Jennifer E.		1/1/19-12/31/21
Poston, James L.		1/1/19-12/31/21
Pragoff, G. Forrest		1/1/19-12/31/21
Romano, Eric C.		1/1/19-12/31/21
Romano, Jane Schindewolf		1/1/19-12/31/21
Ruppe, Ernest F.		1/1/19-12/31/21
Rushlow, Martha		1/1/19-12/31/21
Rushlow, Michael		1/1/19-12/31/21
Schneikert, Harold W.		1/1/19-12/31/21
Sherk, Susan		1/1/19-12/31/21

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Silliman III, Henry H.			1/1/19-12/31/21
Simon, Elisabeth P.			1/1/19-12/31/21
Simpson, John			1/1/19-12/31/21
Simpson, Marian			1/1/19-12/31/21
Stoeckle, Joseph K.	1/1/19-12/31/21		1/1/19-12/31/21
Tuleya, Robert L.			1/1/19-12/31/21
Veasey, E. Norman			1/1/19-12/31/21
Welsh, Cathleen G.			1/1/19-12/31/21
White, Lisa C.			1/1/19-12/31/21
Glazar, Laura			1/1/18-12/31/20
Hunter, Virginia	1/1/18-12/31/20	1/1/18-12/31/20	1/1/18-12/31/20
Maguire, Catherine	1/1/18-12/31/20	1/1/18-12/31/20	1/1/18-12/31/20
Morgan, Mary	1/1/18-12/31/20	1/1/18-12/31/20	
Selwood, Laura	1/1/18-12/31/20		1/1/18-12/31/20
Parker, Sharon		1/1/18-12/31/20	1/1/18-12/31/20
Webb, Frank	1/1/18-12/31/20	1/1/18-12/31/20	1/1/18-12/31/20

***Christ Church, Delaware City***

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Havens, Dorothy	1/1/18-12/31/20		1/1/18-12/31/20
Hutcheson, Donald S.		1/1/18-12/31/20	1/1/18-12/31/20
Janowski, Sandra	1/1/18-12/31/20	1/1/18-12/31/20	1/1/18-12/31/20
Meadows, Joan W.	1/1/18-12/31/20		1/1/18-12/31/20
Saunders, Curtis			1/1/18-12/31/20
Saunders, Daniel			1/1/18-12/31/20
Schofield, Carol	1/1/18-12/31/20	1/1/18-12/31/20	1/1/18-12/31/20
Stichberry, Allen			1/1/18-12/31/20

***Christ Church, Dover***

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Brown, Sue			1/1/16-12/31/18
Bruner, Marina			1/1/16-12/31/18
Clendaniel, Janet			1/1/16-12/31/18
Collins, Chris			1/1/16-12/31/18
Collins, Jackie			1/1/16-12/31/18
Dolt, Barbara			1/9/17-12/31/18
Emerson, Angie	1/1/16-12/31/18		1/1/16-12/31/18
Emerson, Jerry	1/1/16-12/31/18	1/1/16-12/31/18	1/1/16-12/31/18
Feger, Jane			1/9/17-12/31/18
Griffith, Rodney			1/1/16-12/31/18
Hawkins, James			1/1/16-12/31/18
King, Bob	1/1/16-12/31/18		

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Knight, Amy			1/1/16-12/31/18
LaMarche, Lois			1/1/16-12/31/18
Malcolm, Patricia	1/1/16-12/31/18		1/1/16-12/31/18
Malcolm, Walter			1/1/16-12/31/18
Mason, Che			1/9/17-12/31/18
McMurrin, Teresa			1/9/17-12/31/18
Mikulak, Stacey,			1/9/17-12/31/18
Randall, Mary			1/1/16-12/31/18
Rania, Jon	1/1/16-12/31/18	1/1/16-12/31/18	
Robinson, Earl			1/1/16-12/31/18
Robinson, Karen			1/1/16-12/31/18
Sadler, David			1/1/16-12/31/18
Scott, Patricia			1/9/17-12/31/18
Smith, Jean			1/1/16-12/31/18
Stopfer, Maxine			1/1/16-12/31/18
Sutton, Jack			1/9/17-12/31/18
Sweet, Jeff			1/1/16-12/31/18
Wall, Bob			1/1/16-12/31/18
Wall, Leilani			1/1/16-12/31/18
Walling, Lee Ann			1/1/16-12/31/18
Waters, Richard			1/1/16-12/31/18
Weiss, Martha			1/1/16-12/31/18

***Christ Church, Milford***

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Havens, Dorothy	1/1/18-12/31/20		
Hutcheson, Donald S.		1/1/18-12/31/20	1/1/18-12/31/20
Janowski, Sandra	1/1/18-12/31/20	1/1/18-12/31/20	1/1/18-12/31/20
Meadows, Joan W.	1/1/18-12/31/20		
Saunders, Curtis			1/1/18-12/31/20
Saunders, Daniel			1/1/18-12/31/20
Schofield, Carol	1/1/18-12/31/20	1/1/18-12/31/20	1/1/18-12/31/20
Stichberry, Allen			1/1/18-12/31/20

***Church of the Ascension, Claymont***

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>	<b>Communion Assistant</b>
Czyszczon, Lauren				1/1/19-12/31/21
FitzPatrick, Beth	1/1/19-12/31/21	1/1/19-12/31/21	1/1/19-12/31/21	
Gregore, Dale	1/1/19-12/31/21	1/1/19-12/31/21	1/1/19-12/31/21	
Lockwood, Chrissie	1/1/19-12/31/21			
McDaniel, James			1/1/19-12/31/21	
McDaniel, Jesse			1/1/19-12/31/21	

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>	<b>Communion Assistant</b>
McDaniel, Joshua			1/1/19-12/31/21	
Middleton, Janet	1/1/19-12/31/21	1/1/19-12/31/21		
Mummert, Gail	1/1/19-12/31/21		1/1/19-12/31/21	
Mummert, Pat	1/1/19-12/31/21		1/1/19-12/31/21	1/1/19-12/31/21
O'Tanyi, Sandi	1/1/19-12/31/21			
Pierce, Sandra	1/1/19-12/31/21			
Stephenson, Sharman		1/1/19-12/31/21	1/1/19-12/31/21	
Stephenson, Timaree			1/1/19-12/31/21	
Suiter, William		1/1/19-12/31/21	1/1/19-12/31/21	
Tomasetti, Chris	1/1/19-12/31/21	1/1/19-12/31/21	1/1/19-12/31/21	

***Church of the Nativity***

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Conner, Ray Thomas		1/1/19-12/31/21	1/1/19-12/31/21
Falkowski, Evelyn	1/1/19-12/31/21		1/1/19-12/31/21
Hammond, Mary	1/1/19-12/31/21	1/1/19-12/31/21	1/1/19-12/31/21
Pierce, Jerry		1/1/19-12/31/21	
Talmo, Nancy		1/1/19-12/31/21	

***Episcopal Church of Saints Andrew and Matthew***

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Brock, Alphonso			1/1/19-12/31/21
Brock-Walker, Ernestine	1/1/19-12/31/21		1/1/19-12/31/21
Casson, Diane-Louise	1/1/16-12/31/18	1/1/19-12/31/21	1/1/19-12/31/21
Dixon, Tracey			1/1/19-12/31/21
Dombrowski, Cynthia	1/1/19-12/31/21		
Dorsey, Tracy Lea	1/1/19-12/31/21		
Drain, Eudel	1/1/19-12/31/21		1/1/19-12/31/21
Fisher, Retha			1/1/19-12/31/21
Gordon, Yvonne			1/1/19-12/31/21
Anders			
Gurnee, Robert	1/1/19-12/31/21		
Hampton, Patricia	1/1/19-12/31/21	1/1/19-12/31/21	1/1/19-12/31/21
Haon, Carolyn	1/1/19-12/31/21		
Hernandez, Gianna (Gigi)			
Henry, Barbara		1/1/19-12/31/21	1/1/19-12/31/21
Jackson, Linda		1/1/19-12/31/21	1/1/19-12/31/21
Jackson, Ernest (Ron)		1/1/19-12/31/21	1/1/19-12/31/21
James, Jason			1/1/19-12/31/21
Jones, Collins			1/1/19-12/31/21
Jones, George			1/1/19-12/31/21

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Kauffman, Anne			1/1/19-12/31/21
Kauffman, William			1/1/19-12/31/21
Lee, Christina			1/1/19-12/31/21
Brennan			
Mentor, Stacy Lea	1/1/19-12/31/21		
Meredith, Adele			1/1/19-12/31/21
Meredith, Walter			1/1/19-12/31/21
Murphree, Phill		1/1/19-12/31/21	
Murphree, Susan		1/1/19-12/31/21	
Noyes, Lore			1/1/19-12/31/21
Pinnock, Rayon, Sr.			1/1/19-12/31/21
Roberts, Leslie, Sr.			1/1/19-12/31/21
Roberts, Sr., Thomas			1/1/19-12/31/21
Sawyer, Alice		1/1/19-12/31/21	
Sawyer, Geoffrey		1/1/19-12/31/21	1/1/19-12/31/21
Scott, Carol	1/1/19-12/31/21		
Smith, Wanda			1/1/19-12/31/21
Soukup, Lucille A.		1/1/19-12/31/21	1/1/19-12/31/21
Thomas, Cheryl	1/1/19-12/31/21		
Williams-Fistzgiles, Lori			1/1/19-12/31/21

*Grace Church*

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>	<b>Communion Assistant</b>
Gill, Christine			1/1/18 - 12/31/20	
Gill, Lester Alan			1/1/18 - 12/31/20	
Krieger, Barbara			1/1/18 - 12/31/20	
Krieger, Dan			1/1/18 - 12/31/20	
Markovic, Patrick L.		1/1/18 - 12/31/20	1/1/18 - 12/31/20	
Marshall, Thomas M.		1/1/18 - 12/31/20	1/1/18 - 12/31/20	
Melvin, Nancy (Craig)	1/1/18 - 12/31/20	1/1/18 - 12/31/20		
Miles, Paul		1/1/18 - 12/31/20	1/1/18 - 12/31/20	
Porro, Lynn	1/1/18 - 12/31/20			
Simone, Julie	1/1/18 - 12/31/20		1/1/18 - 12/31/20	
Tonjes, Sandra		1/1/18 - 12/31/20	1/1/18 - 12/31/20	
Wegner, Jim				1/1/18 - 12/31/20
Williams, Etta	1/1/18 - 12/31/20	1/1/18 - 12/31/20		
Williams, Sam			1/1/18 - 12/31/20	

*Immanuel Highlands, Wilmington*

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Blackhurst, Katherine		1/1/17-12/31/19	
DePont, Maria	1/1/17-12/31/19		
Harvey, Phillip	1/1/17-12/31/19		
Harvey, Phyllis	1/1/17-12/31/19		
Jeynes, Simon		1/1/17-12/31/19	1/1/17-12/31/19
McCourt, Brenda		1/1/17-12/31/19	1/1/17-12/31/19
Murray, Janis	1/1/17-12/31/19		
Murray, Thomas	1/1/17-12/31/19		
Pennys, Robert	1/1/17-12/31/19		
Simpson, Elaine		1/1/17-12/31/19	1/1/17-12/31/19
Swartz, Diana			1/1/17-12/31/19
Wack, Richard			1/1/17-12/31/19
Welles, Sue			1/1/17-12/31/19

*Immanuel Episcopal Church, New Castle*

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Barrett, Jonathan		1/1/19-12/31/21	1/1/19-12/31/21
Block, Joan			1/1/19-12/31/21
Chance, Rick			1/1/19-12/31/21
Garber, Harold	1/1/19-12/31/21		1/1/19-12/31/21
Garrison, Lawrence			1/1/19-12/31/21
Getty, Stephen			1/1/19-12/31/21
Gorman, Mara			1/1/19-12/31/21
Harney, Jo	1/1/19-12/31/21	1/1/19-12/31/21	1/1/19-12/31/21
Irwin, Robert			1/1/19-12/31/21
Leary, Valarie	1/1/19-12/31/21		1/1/19-12/31/21
Samardza, Melanie	1/1/19-12/31/21		1/1/19-12/31/21
Souder, Suzanne	1/1/19-12/31/21	1/1/19-12/31/21	1/1/19-12/31/21
Tear, Thomas			1/1/19-12/31/21
Whitaker, Todd			1/1/19-12/31/21
Wilson, Mary Nash			1/1/19-12/31/21

*St. Anne's Episcopal Church*

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Bradshaw, Martin		1/1/18-12/31/20	1/1/18-12/31/20
Burton, Johnie		1/1/18-12/31/20	1/1/18-12/31/20
Dudderar, Diane J.		1/1/18-12/31/20	1/1/18-12/31/20
Garrod, Chris		1/1/18-12/31/20	1/1/18-12/31/20
Hall, Peter		1/1/18-12/31/20	1/1/18-12/31/20
Hipp, David		1/1/18-12/31/20	1/1/18-12/31/20
Hutchins, Lea		1/1/18-12/31/20	1/1/18-12/31/20

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Koenig, Nancy B.		1/1/18-12/31/20	1/1/18-12/31/20
Lawrence, Scott		1/1/18-12/31/20	1/1/18-12/31/20
Means, Kathy	1/1/18-12/31/20	1/1/18-12/31/20	1/1/18-12/31/20
Norfleet, Larry		1/1/18-12/31/20	1/1/18-12/31/20
Norfleet, Susanne			1/1/18-12/31/20
Pederson, Christa	1/1/18-12/31/20		1/1/18-12/31/20
Pederson, Louis	1/1/18-12/31/20	1/1/18-12/31/20	1/1/18-12/31/20
Quackenbush, Tim		1/1/18-12/31/20	
Shackelford, Randy		1/1/18-12/31/20	1/1/18-12/31/20
Smith, Patricia		1/1/18-12/31/20	1/1/18-12/31/20
Stein, Suzanne		1/1/18-12/31/20	
Trueblood, Elaine		1/1/18-12/31/20	
Van Valkenburg, Jane		1/1/18-12/31/20	
Ventura, Jessie		1/1/18-12/31/20	1/1/18-12/31/20
Woodward, Nancy	1/1/18-12/31/20	1/1/18-12/31/20	1/1/18-12/31/20

***St. Anne's Episcopal School***

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Camerson, Shannon			1/1/18-12/31/18
Hanna, Katherine			1/1/18-12/31/18
Shepherd, Amy			1/1/18-12/31/18
Thayer, Peter			1/1/18-12/31/18
Wolinski, Michelle			1/1/18-12/31/18

***St. Barnabas Church***

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Angerer, Mary	1/1/17 - 12/31/19		
Clapp, Nancy H.	1/1/17 - 12/31/19		
Cooling, Frederick			1/1/17 - 12/31/19
Fernando, Mano	1/1/17 - 12/31/19		
Flanagan, Terry			1/1/17 - 12/31/19
Frye, Gary			1/1/17 - 12/31/19
Grapier, Sandra	1/1/17 - 12/31/19		
Jefferson, Bob			1/1/17 - 12/31/19
Kunz, Carolee	1/1/17 - 12/31/19		
LaRue, Marti	1/1/17 - 12/31/19		1/1/17 - 12/31/19
Lord, Archibald			1/1/17 - 12/31/19
Martin, John W.	1/1/17 - 12/31/19		1/1/17 - 12/31/19
McDowell, George	1/1/17 - 12/31/19		1/1/17 - 12/31/19
Norsworthy, Cassandra	1/1/17 - 12/31/19		1/1/17 - 12/31/19
Richards, Bruce			1/1/17 - 12/31/19
Rybinski, Jordyn			1/1/17 - 12/31/19

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Slocomb, Leon	1/1/17 - 12/31/19		
Taylor, Gregory			1/1/17 - 12/31/19
Tise, Mary Leslie			1/1/17 - 12/31/19
York, Lydia			1/1/17 - 12/31/19

***St. David's***

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Archer, Paul			1/1/18-12/31/20
Baddick, Jolene			1/1/18-12/31/20
Bennett, Jeff			1/1/18-12/31/20
Blasucci, Maria			1/1/18-12/31/20
Colbert, Jean	1/1/18-12/31/20	1/1/18-12/31/20	1/1/18-12/31/20
Cook, Deana			1/1/18-12/31/20
Cook, Jeff			1/1/18-12/31/20
DeHaven, Barbara	1/1/18-12/31/20		1/1/18-12/31/20
Frazer, Sandy	1/1/18-12/31/20		
Frick, Christine			1/1/18-12/31/20
Geimeier, William			1/1/18-12/31/20
Harra, Richard	1/1/18-12/31/20		1/1/18-12/31/20
Koch, Kathleen			1/1/18-12/31/20
Lawrence, Ellie			1/1/18-12/31/20
Leishman, Janet			1/1/18-12/31/20
Louie, Peggy	1/1/18-12/31/20		
Mercante, Augustine			1/1/18-12/31/20
Schall, Laurie			1/1/18-12/31/20
Schelling, Andrew			1/1/18-12/31/20
Snowden, Charles		1/1/18-12/31/20	1/1/18-12/31/20
Sobczyk, Michelle			1/1/18-12/31/20
Taber, Sue	1/1/18-12/31/20		1/1/18-12/31/20
Turner, Colin			1/1/18-12/31/20
Van-Catledge, Genevieve			1/1/18-12/31/20
Van-Catledge, Irma P.		1/1/18-12/31/20	1/1/18-12/31/20
Walsh, Nancy			1/1/18-12/31/20

***St. George's Chapel***

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Henning, William			1/1/18-12/31/20
Murphy, Jack			1/1/18-12/31/20
Nichols, Ann			1/1/18-12/31/20
Richardson, Melissa			1/1/18-12/31/20

***St. James, Mill Creek***

<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Balchan, Helen		1/1/18-12/31/20
Bimbi, Cynthia		1/1/18-12/31/20
Brown, Barbara Jean	1/1/18-12/31/20	1/1/18-12/31/20
Buraczynski, Robert		1/1/18-12/31/20
Coverdale, Barry		1/1/18-12/31/20
Coverdale, Florence		1/1/18-12/31/20
Fauerbach, Cindy	1/1/18-12/31/20	1/1/18-12/31/20
Idell, Jennifer		1/1/18-12/31/20
Knodel, Elinor	1/1/18-12/31/20	1/1/18-12/31/20
Nuss, Debbie		1/1/18-12/31/20
Russ, Margaret		1/1/18-12/31/20
Smith, Pamela		1/1/18-12/31/20
Wilson, Julian	1/1/18-12/31/20	1/1/18-12/31/20

***St. James, Newport***

<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Edwards, David	1/1/18-12/31/20	1/1/18-12/31/20
Martinez, Dawn	1/1/18-12/31/20	1/1/18-12/31/20
Pierce, Mary Jane	1/1/18-12/31/20	1/1/18-12/31/20
Regan, L. Alberta	1/1/18-12/31/20	1/1/18-12/31/20
Sheesley-Sanchez, Anna	1/1/18-12/31/20	1/1/18-12/31/20
VanDerryt, Autumn	1/1/18-12/31/20	1/1/18-12/31/20

***St. John the Baptist***

<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Clark, Jessica	1/1/19-12/31/21	1/1/19-12/31/21
Criscimagna, Ned	1/1/19-12/31/21	1/1/19-12/31/21
Hudson, Jerry	1/1/19-12/31/21	1/1/19-12/31/21
Kresge, Scott	1/1/19-12/31/21	1/1/19-12/31/21
Lamando, Sharon	1/1/19-12/31/21	1/1/19-12/31/21
McNamara, Michael	1/1/19-12/31/21	1/1/19-12/31/21
Robinson, Sheila	1/1/19-12/31/21	1/1/19-12/31/21
Sombar, S. Thomas	1/1/19-12/31/21	1/1/19-12/31/21
Tuttle, Linda	1/1/19-12/31/21	1/1/19-12/31/21
Valentine, Eric	1/1/19-12/31/21	1/1/19-12/31/21
Waite, Paula	1/1/19-12/31/21	1/1/19-12/31/21
Waite, Thomas	1/1/19-12/31/21	1/1/19-12/31/21

***St. Luke's Church, Seaford***

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Coxe, Virginia	1/1/17 - 12/31/19		1/1/17 - 12/31/19
Crescenzo, James	1/1/17 - 12/31/19		1/1/17 - 12/31/19
Cummings, Cynthia	1/1/17 - 12/31/19		1/1/17 - 12/31/19
Grantz, Earl G.			1/1/17 - 12/31/19
Jones, Janet	1/1/17 - 12/31/19		
Mickles, Marlene	1/1/17 - 12/31/19	1/1/17-12/31/19	1/1/17 - 12/31/19
Mickles, Richard	1/1/17 - 12/31/19	1/1/17 - 12/31/19	1/1/17 - 12/31/19
Quick, Herbert	1/1/17 - 12/31/19	1/1/17 - 12/31/19	1/1/17 - 12/31/19

***St. Mark's Church***

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Layfield, Cheryl			1/1/19 - 12/31/21
Tiffany, Elizabeth			1/1/19 - 12/31/21
Rogers, Phil			1/1/19 - 12/31/21
Spray, Janet			1/1/19 - 12/31/21
Vasold, Leanne			1/1/19 - 12/31/21

***St. Martha's Church***

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>	<b>Reader</b>
Bell, Frank	1/1/18-12/31/20		1/1/18-12/31/20	
Boebel, Carol				1/1/18-12/31/20
Boebel, Don				1/1/18-12/31/20
Brown, Cynthia	1/1/18-12/31/20			
Burlew, Dianne		1/1/18-12/31/20	1/1/18-12/31/20	
Burlew, Harry A., Jr.				1/1/18-12/31/20
Clarke, Donald			1/1/18-12/31/20	
Costas Jim			1/1/18-12/31/20	
Dupont, Mary S.			1/1/18-12/31/20	1/1/18-12/31/20
Edgar, Clem				1/1/18-12/31/20
Fruend, William			1/1/18-12/31/20	1/1/18-12/31/20
Hasson, Fran				1/1/18-12/31/20
Jackson, Jeff				1/1/18-12/31/20
Jones, Kristin				1/1/18-12/31/20
Kemper, David				1/1/18-12/31/20
Klein, Karen			1/1/18-12/31/20	1/1/18-12/31/20
Mantegna, Carl				1/1/18-12/31/20
Marta, Fran				1/1/18-12/31/20
Maurer, Beth			1/1/18-12/31/20	1/1/18-12/31/20
Mieszala, Thomas			1/1/18-12/31/20	

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>	<b>Reader</b>
Mikolaitis, Phyllis			1/1/18-12/31/20	
Moore, David			1/1/18-12/31/20	1/1/18-12/31/20
Moore, James			1/1/18-12/31/20	
Reardon, Barbara			1/1/18-12/31/20	
Reardon, Joseph			1/1/18-12/31/20	
Reichert, James	1/1/18-12/31/20		1/1/18-12/31/20	
Reichert, Patty	1/1/18-12/31/20			
Robert, Sandy			1/1/18-12/31/20	
Robbert, John				1/1/18-12/31/20
Rojewski, Nancy	1/1/18-12/31/20	1/1/18-12/31/20	1/1/18-12/31/20	
Ross, Johann	1/1/18-12/31/20			
Ross, Paul	1/1/18-12/31/20		1/1/18-12/31/20	
Ryan, Carol				1/1/18-12/31/20
Schaefer, Dana			1/1/18-12/31/20	
Shubert, Jack				1/1/18-12/31/20
Thompson, Mary			1/1/18-12/31/20	1/1/18-12/31/20
Wade, Bette				1/1/18-12/31/20
Watson, Terry			1/1/18-12/31/20	
Wenninger, Pamela			1/1/18-12/31/20	

*St. Mary's*

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Hawk, Sharon		1/1/18-12/31/20	
Parsons, Mary	1/1/18-12/31/20	1/1/18-12/31/20	1/1/18-12/31/20
Rainier, Sherry	1/1/18-12/31/20		

*St. Nicholas, Newark*

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Chandler, David			1/1/18-12/31/20
Davis, Almerle			1/1/18-12/31/20
Decker, Larry			1/1/18-12/31/20
Dehel, Andrew	1/1/18-12/31/20		1/1/18-12/31/20
Dehel, Grace	1/1/18-12/31/20	1/1/18-12/31/20	1/1/18-12/31/20
Edgell, Alice		1/1/18-12/31/20	1/1/18-12/31/20
Hankins, Elizabeth	1/1/18-12/31/20		1/1/18-12/31/20
Hankins, Stephen	1/1/18-12/31/20	1/1/18-12/31/20	1/1/18-12/31/20
Lopes, Stacy			1/1/18-12/31/20
Scira, Barbara		1/1/18-12/31/20	1/1/18-12/31/20
Simons, E. Naudain		1/1/18-12/31/20	1/1/18-12/31/20
Simons, Wanda		1/1/18-12/31/20	

***St. Paul's Church, Camden***

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Degano, Anne	1/1/18-12/31/20		
Degano, Ron	1/1/18-12/31/20		1/1/18-12/31/20
Helbe, Joe			1/1/18-12/31/20
Johnson, Gene	1/1/18-12/31/20		1/1/18-12/31/20
Johnson, Lynne	1/1/18-12/31/20	1/1/18-12/31/20	1/1/18-12/31/20
Morris, Arnold	1/1/18-12/31/20	1/1/18-12/31/20	1/1/18-12/31/20
Morris, Phyllis	1/1/18-12/31/20		1/1/18-12/31/20
Pegg, Larry		1/1/18-12/31/20	1/1/18-12/31/20
VanderLee, Louise		1/1/18-12/31/20	1/1/18-12/31/20
Wallace, Vanessa	1/1/18-12/31/20	1/1/18-12/31/20	1/1/18-12/31/20

***St. Paul's, Georgetown***

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Bennett, Katherine C.		1/1/17-12/31/19	1/1/17-12/31/19
Bennett, Richard P.		1/1/17-12/31/19	1/1/17-12/31/19
Dean, Fred			1/1/17-12/31/19
Dean, Judy			1/1/17-12/31/19
Goebel, Debi	1/1/17-12/31/19		1/1/17-12/31/19
Muhlbauer, Robert		1/1/17-12/31/19	
Quillen, Helen Kerr	1/1/17-12/31/19	1/1/17-12/31/19	1/1/17-12/31/19
Ramirez, Randy			1/1/17-12/31/19
Roy, Carol	1/1/17-12/31/19	1/1/17-12/31/19	
Stevenson, Libby			1/1/17-12/31/19
Swartout, Karen	1/1/17-12/31/19		
Whelen, Nancy	1/1/17-12/31/19		1/1/17-12/31/19

***St. Peter's Church, Lewes***

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Barbarulo, Jody			1/1/18-12/31/20
Boyce, Elinor	1/1/18-12/31/20		1/1/18-12/31/20
Brahs, Stuart			1/1/18-12/31/20
Camilleri, Lorri			1/1/18-12/31/20
Carlson, Tom		1/1/18-12/31/20	1/1/18-12/31/20
Crowley, Tom			1/1/18-12/31/20
Ferris, Jacqualine			1/1/18-12/31/20
Fischer, Karen			1/1/18-12/31/20
Freeman, Ann			1/1/18-12/31/20
Gottwalt, Robert			1/1/18-12/31/20
Kerr, Natalie Roberts	1/1/18-12/31/20		
Klopp, Terri			1/1/18-12/31/20

<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Kohn, Karen		<b>1/1/18-12/31/20</b>
Krytzter, Marybeth		1/1/18-12/31/20
McAndrew, Barbara		1/1/18-12/31/20
Mears, Bonny		1/1/18-12/31/20
Mears, John		1/1/18-12/31/20
Miller, Ingrid		1/1/18-12/31/20
Miller-Marcin, Chris	1/1/18-12/31/20	1/1/18-12/31/20
Mulveny, Tracy		1/1/18-12/31/20
Myers, Ali		1/1/18-12/31/20
Patlan, Robert		1/1/18-12/31/20
Peterson, William A.	1/1/18-12/31/20	1/1/18-12/31/20
Prol, Donald		1/1/18-12/31/20
Regnault, Georgette		1/1/18-12/31/20
Rudgers, Margaret		1/1/18-12/31/20
Schechinger, Kay	1/1/18-12/31/20	
Wooten		
Sophos, Michael		1/1/18-12/31/20
Sutton, Arthur		1/1/18-12/31/20
Tenny, Barbara		1/1/18-12/31/20
Wardwell, Delores	1/1/18-12/31/20	
Wardwell, Robert	1/1/18-12/31/20	
White, Louise		1/1/18-12/31/20
Wzorek, Carol	1/1/18-12/31/20	
Zak, Kit		1/1/18-12/31/20

***St. Peter's, Smyrna***

<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Buckley, Paul	1/1/19-12/31/21	1/1/19-12/31/21
Buckley, Paula	1/1/19-12/31/21	
Cronin, James		1/1/19-12/31/21
Edwards, Dawn		1/1/19-12/31/21
Edwards, Kody		1/1/19-12/31/21
Embert, Allison		1/1/19-12/31/21
McIntyre, Stanley		1/1/19-12/31/21
Miller, Douglas		1/1/19-12/31/21
Warnett, Harold		1/1/19-12/31/21
Womelsdorf, David		1/1/19-12/31/21
Womelsdorf, Patricia	1/1/19-12/31/21	1/1/19-12/31/21
Young, Duane	1/1/19-12/31/21	1/1/19-12/31/21
Young, Kathy	1/1/19-12/31/21	1/1/19-12/31/21
Anderson, Mary	1/1/19-12/31/21	
Theresa		
Biggs, Neda	1/1/19-12/31/21	1/1/19-12/31/21

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Belle, Yvonne			<b>1/1/19-12/31/21</b>
Burris, Wayne			1/1/19-12/31/21
Costello, Charlotte	1/1/19-12/31/21		1/1/19-12/31/21
Gallo, Allison			1/1/19-12/31/21
Hokmes, Monica			1/1/19-12/31/21
Sanders, Mary	1/1/19-12/31/21		

***St. Philip's, Laurel***

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>	<b>Lay Pastoral Minister</b>
Carroll, Dawn			1/1/19-12/31/21	
Czernik, Joanne			1/1/19-12/31/21	
Guest, Raymond E.	1/1/19-12/31/21	1/1/19-12/31/21	1/1/19-12/31/21	1/1/19-12/31/21
Hitch, Sr. William S.	1/1/19-12/31/21	1/1/19-12/31/21	1/1/19-12/31/21	1/1/19-12/31/21
Martin, William		1/1/19-12/31/21	1/1/19-12/31/21	
Murphy, Peggy			1/1/19-12/31/21	
Northam-Smith, Stacy		1/1/19-12/31/21	1/1/19-12/31/21	
Proctor, Maggie			1/1/19-12/31/21	
Proctor, Vernon			1/1/19-12/31/21	
Reynolds, Sarah			1/1/19-12/31/21	1/1/19-12/31/21
Tyler, Beth			1/1/19-12/31/21	

***St. Stephen's, Harrington***

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Matlack, Diana	1/1/18-12/31/20		
Rehm, Jonathan	1/1/18-12/31/20	1/1/18-12/31/20	1/1/18-12/31/20
Schweiger, James		1/1/18-12/31/20	1/1/18-12/31/20
Shaw, William	1/1/18-12/31/20	1/1/18-12/31/20	1/1/18-12/31/20
Voss, Janet			1/1/18-12/31/20

***St. Thomas's Parish***

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Coons, Teresa			1/1/19-12/31/21
DiRenzo, Lisa	1/1/19-12/31/21		
Fairchild, Thomas		1/1/19-12/31/21	1/1/19-12/31/21
Finnie, Bruce		1/1/19-12/31/21	1/1/19-12/31/21
Gniewoz, Timothy	1/1/19-12/31/21		
Goodwin, Lisa	1/1/19-12/31/21		
Grabowski, Michael	1/1/19-12/31/21		1/1/19-12/31/21
Greene, Laura	1/1/19-12/31/21		
Gregg, Jr., C. William	1/1/19-12/31/21	1/1/19-12/31/21	1/1/19-12/31/21
Hechter, Susan	1/1/19-12/31/21		
King, Beryl W.	1/1/19-12/31/21	1/1/19-12/31/21	1/1/19-12/31/21

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Morris, Reid		1/1/19-12/31/21	1/1/19-12/31/21
Murray, Colleen		1/1/19-12/31/21	
Palermo, Carol	1/1/19-12/31/21		
Quinn-Gray, Teri	1/1/19-12/31/21		
Rotandi, Donna		1/1/19-12/31/21	1/1/19-12/31/21
Sharpe, Richard		1/1/19-12/31/21	1/1/19-12/31/21
Sloan, James	1/1/19-12/31/21		
Smith, Rejane	1/1/19-12/31/21		
South, Robert			1/1/19-12/31/21
Weaver, Donna	1/1/19-12/31/21		
Wilbur, Veronica	1/1/19-12/31/21		1/1/19-12/31/21
Young-Payne, Belinda	1/1/19-12/31/21		1/1/19-12/31/21

***Trinity Parish***

	<b>Eucharistic Visitor</b>	<b>Worship Leader</b>	<b>Eucharistic Minister</b>
Anthony, Wilson			1/1/17-12/31/19
Berninger, Sarah			1/1/17-12/31/19
Bray, Ashlin			1/1/17-12/31/19
Brown, Jeff	1/1/17-12/31/19		1/1/17-12/31/19
Bugbee, Dick	1/1/17-12/31/19		1/1/17-12/31/19
Carroll, Rick			1/1/17-12/31/19
Chapin, Betsy			1/1/17-12/31/19
Contino, Bob			1/1/17-12/31/19
Diver, Stanley M.			1/1/17-12/31/19
Dooley, Eleanor	1/1/17-12/31/19		
Dooley, Steven			1/1/17-12/31/19
Earle, James			1/1/17-12/31/19
Foltz, James			1/1/17-12/31/19
Fullerton, Susan			1/1/17-12/31/19
Ingram, Niki			1/1/17-12/31/19
Jacabcin, Kathryn	1/1/17-12/31/19		1/1/17-12/31/19
Moore, Carol			1/1/17-12/31/19
Owen, Jane			1/1/17-12/31/19
Phillips, Kim			1/1/17-12/31/19
Salvatore, Katie	1/1/17-12/31/19		
Sayer, Michael			1/1/17-12/31/19
Smith, Gregory			1/1/17-12/31/19
Stevenson, Pam			1/1/17-12/31/19
Warner, Lynn	1/1/17-12/31/19		
White, Betty	1/1/17-12/31/19		1/1/17-12/31/19
Wilson, Katy			1/1/17-12/31/19

## ***Additional Offices Filled by Appointment***

(Convention Action Not Required)

**Chancellor of the Diocese**

Anne Foster, Esq.

**Vice Chancellor of the Diocese**

Tempe Steen, Esq.

**Chaplains to Diocesan Retirees**

The Rev. Canon & Ms. Carl N. Kunz, Jr.

The Rev. Edward E. Godden

**Church Periodical Club**

Mary Morgan

**Diocesan Representative on Province III Council**

The Rev. Deacon Sheila Brigid Sharpe

**Ecumenical and Interreligious Officer**

The Rev. Martha Kirkpatrick

**Education Ministry (Sharing with the Diocese of Easton)**

The Rev. Jeffrey Ross

**Episcopal Relief and Development**

The Rev. Donna Jean Kiessling

**Intake Officers**

The Rev. Ruth Beresford

Robert Irwin

**Liturgical Office**

The Rev. James M. Bimbi

**Parliamentarian**

Kathryn Jakabcin

**Transitions Ministry Officer**

The Rev. Canon Gary L. Rowe

United Thank Offering

Nancy Melvin

Commission on Ministry

Jonathan Barrett  
Sister Barbara Jean Brown  
The Rev. J. Carlyle Gill  
The Rita Nelson  
The Rev. John B. Pumphrey, *Chair*  
The Rev. Ann Urinoski

Committee on Advancement and Development Funds

Stuart Brahs  
Robert Davis  
Chris Ennis  
Harry G. Haskell, Jr., *Member Emeritus*  
Larry Heinold  
Amy Brown Keach  
Annie Morris, *Chair*  
John Shwed

Personnel and Compensation Committee

The Rev. David T. Andrew's, Jr.  
Joyce Bembry  
C. W. Borden  
The Rev. Kim F. Capwell  
Kathleen Koch, *Chair*  
Bruce Vrana

*The Bishop, Priests, and Deacons  
of the Episcopal Church in Delaware*



## *The Bishops and Priests of The Diocese*

*In Order of Canonical Residence as of January 31, 2019*

### Bishops

1986	The Right Rev. Calvin Cabell Tennis, D.D. – Retired
1998	The Right Rev. Wayne Parker Wright, D.D. – Retired
2017	The Right Rev. Kevin S. Brown

### Priests

1959	The Rev. David Sheehan, Jr. - Retired
1964	The Rev. Albert Pancoast Neilson - Retired
1967	The Rev. Canon Carl N. Kunz, Jr. - Retired
1970	The Rev. David Allen Schulz - Retired
1972	The Rev. Canon Mark Harris - Retired
1975	The Rev. Albert Fitz-Randolph Peters - Retired
1977	The Rev. Norman Edward Thornton
1978	The Rev. Lance Arthur Ramshaw - Retired
1980	The Rev. Arthur William Archer - Retired
1981	The Rev. James Edward Manion - Retired
1982	The Rev. Calhoun Warren Wick - Retired
1983	The Rev. Adam MacNealy Lewis, III - Retired
1984	The Rev. Douglas Culton - Retired
1985	The Rev. Kathleen Bond Benson - Retired
	The Rev. John Fletcher Lowe, Jr. - Retired
1987	The Rev. Peter Bruce Huiner - Retired
1988	The Rev. Ruben Rodriguez-Yejo - Retired
1989	The Rev. Edward E. Godden - Retired
1990	The Rev. George J. Karney, Jr. - Retired
1994	The Rev. Blanche Lee Powell - Retired
1995	The Rev. John W. Martiner - Retired
	The Rev. Earl James Lewis - Retired
	The Very Rev. Margaret Pittman Patterson - Retired
	The Rev. Norma Halmagyi Hanson - Retired
1996	The Rev. Canon Gary L. Rowe - Retired
	The Rev. Dr. Nancy E. Calhoun
1997	The Rev. Canon Lloyd Casson - Retired
1999	The Rev. Mark C. Sullivan - Retired
	The Rev. Anna M. Waid - Retired
	The Rev. John H.S. Wright - Retired

	The Rev. Celeste O. Cox - Retired
2001	The Rev. Rita B. Nelson - Retired
	The Rev. Max J. Wolf
2002	The Rev. David J. Archibald - Retired
	The Rev. Bradley A. Hinton
	The Rev. James Michael Bimbi
2003	The Rev. Charles Russell Bohner
2004	The Rev. William Wickham - Retired
	The Rev. William Field - Retired
2005	The Rev. David DeSalvo - Retired
	The Rev. Joy E. Walton- Retired
2006	The Rev. Jeffrey Austin Ross
	The Rev. Elizabeth R. Masterson - Retired
2007	The Rev. Albert L. Holland - Retired
	The Rev. Ruth Beresford
2008	The Rev. Patricia A. Bird - Retired
	The Rev. Patricia Steinecke Downing
2009	The Rev. Kim F. Capwell - Retired
	The Rev. Paul W. Gennett, Jr. - Retired
	The Rev. Juan V. George - Retired
	The Rev. JoAnn Dolezal Barker - Retired
2010	The Rev. John F. Hutchinson, Jr.
	The Rev. David T. Andrews, Jr.
	The Rev. Margaret Kay Pumphrey - Retired
2012	The Rev. Mary L. Allen
	The Rev. Kenneth F. Athey, Jr.
	The Rev. Christopher P. Keene
	The Rev. Donna Jean Kiessling
	The Very Rev. William B. Lane - Retired
2013	The Rev. John B. Pumphrey - Retired
2014	The Rev. Martha Gay Kirkpatrick
	The Rev. Eunice R. Dunlap
2015	The Rev. Marianne S. Ell
	The Rev. Charles Sumner Weiss
	The Rev. Stephen Setzer
2016	The Rev. Dr. Ketlen Solak
	The Rev. Sarah L. J. Nelson
2017	The Rev. Ann Kathryne Urinoski
	The Rev. Teresa F. Terry
2018	The Rev. Dr. James L. White - Retired

## *The Deacons of the Diocese*

In order of Canonical Residence as of January 31, 2019

1990	The Rev. Deacon Elizabeth H. Turner – Retired
2009	The Venerable Patricia A. Malcolm – Christ Church, Dover
	The Rev. Deacon Tom McCormick, St. Martin's in the Field
	The Rev. Deacon Susan Phillips, All Saints' Church, RB
	The Rev. Deacon Cecily Sawyer Harmon, St. Thomas's Parish
	The Rev. Deacon Sheila Sharpe, Immanuel Highlands
	The Rev. Deacon Dorothy Vuono, All Saints' Church, Delmar
2011	The Rev. Deacon Mary Katherine Tate, Newport, VA
2018	The Rev. Deacon Marta Illueca, BCM, Wilmington
	The Rev. Deacon Paula Jean Waite, St. John the Baptist

## *Directory of Clergy*

(As of March 1, 2019)

**ALLEN, The Rev. Mary**

Rector of St. Martha's Church, Bethany Beach,

**ANDREWS, The Rev. David T., Jr (Emily Gibson)**

Rector of Church of Sts. Andrew and Matthew, Wilmington

**ARCHER, The Rev. Arthur W. (Carolyn)**

Retired

**ARCHIBALD, The Rev. David J. (Susan)**

Rector of St. Mark's, Millsboro

Retired

**ATHEY, Jr., The Rev. Kenneth F. (Marge)**

Pastor of All Saints, Delmar

**BABNIS, Mariann**

Interim Rector of All Saints Church & St. George's Chapel, Rehoboth Beach

**BACKUS, The Rev. Dr. Howard G. (Sue Ann)**

Retired

Diocese of North Carolina (Licensed)

**BAKER, The Rev. Charles M.**

Retired

Diocese of Connecticut (Licensed)

**BARKER, The Rev. Dr. Jo Ann D. (Larry)**

Retired

**BENSON, The Rev. Kathleen B.**

Retired

Priest-in-Residence at Immanuel Church, Highlands, Wilmington

**BERESFORD, The Rev. David Charles (Ruth)**

Supply

**BERESFORD, The Rev. Ruth (David)**

Rector of Christ Church, Christiana Hundred, Wilmington

**BIMBI, The Rev. James (Cynde)**  
Rector of St. James' Church, Mill Creek, Wilmington

**BIRD, The Rev. Patricia**  
Retired

**BOHNER, The Rev. Russell (Diane)**  
Rector of St. Anne's, Middletown

**BROWN, The Rt. Rev. Kevin S. (Caroline)**  
Eleventh Bishop of the Diocese of Delaware

**CALHOUN, The Rev. Nancy E.**  
Supply

**CAPWELL, The Rev. Kim F. (Sherry)**  
Retired/Supply

**CASSON, The Rev. Canon Lloyd S. (Diane-Louise)**  
Retired/Supply  
Rector Emeritus, Church of Sts. Andrew and Matthew

**CHAN, The Rev. Henry A. (Jean)**  
Retired/Supply  
Diocese of Long Island (Licensed)

**COWEN, The Rev. Charles Lane**  
Associate Rector, Trinity Parish  
Diocese of Rhode Island (Licensed)

**COX, The Rev. Celeste O. (Louis)**  
Priest-in-Residence at St. Anne's, Middletown  
Retired/Supply

**CRUMBAUGH, III, Frank Boyd (Gretchen)**  
Retired/Supply  
Diocese of New Jersey (Licensed)

**CULTON, The Rev. Douglas**  
Retired

**CYR, The Rev. Mark (Margie)**

Supply  
Diocese of New York (Licensed)

**DEBUSSY, The Rev. Muriel V. (Bob)**  
Retired/Supply  
Diocese of New Jersey (Licensed)

**DESALVO, The Rev. David (Mary)**  
Retired

**DESAULNIERS, The Rev. John J.**  
Retired/Supply  
Diocese of Virginia (Licensed)

**DESCHAINE, The Rev. Deacon Thomas C. (Carlene)**  
Deacon, St. David's Church  
Diocese of Maine (Licensed)

**DOWNING, The Rev. Patricia Steinecke (Dickie)**  
Rector of Trinity Parish & Old Swede's Church, Wilmington

**DUFFY, The Rev. Glenn A. (Marie)**  
Pastor, St. Martin's-in-the-Field, Selbyville/Supply  
Diocese of Easton (Licensed)

**DUNLAP, The Rev. Eunice R.**  
Assistant Rector of All Saints Church & St. George's Chapel, Rehoboth Beach

**ELL, The Rev. Marianne S. (John)**  
Part-time Pastor of St. Luke's Church, Seaford  
Supply

**FAVREAU-PYSHER, The Rev. Arlene**  
Lutheran Pastor of Christ Church, Delaware City

**FIELD, The Rev. William (Barbara)**  
Retired

**GALGANOWICZ, The Rev. HENRY C. (Sandy)**  
Retired/Supply  
Diocese of Pennsylvania (Licensed)

**GENNETT, Jr., The Rev. Paul W. (Marilyn)**

Interim Rector, Immanuel Church, Highlands  
Retired/Supply

**GEORGE, The Rev. Juan V. (Joy)**  
Retired

**GERBER, The Rev. Ronald D.**  
Retired  
Diocese of Albany (Licensed)

**GIBSON, The Rev. Emily S. (David Andrews)**  
Associate Priest, Church of Sts. Andrew and Matthew  
Retired/Supply  
Diocese of Maine (Licensed)

**GILL, The Rev. J. Carlyle (Carol Wzorek)**  
Priest Associate of St. Peter's Church, Lewes  
Retired/Supply  
Diocese of Washington (Licensed)

**GODDEN, The Rev. Edward E.**  
Retired

**GRAHAM, The Rev. Dr. Karis (Laura Oliphant)**  
Supply  
Lutheran (ELCA)

**GRIBBON, The Rev. Dr. Robert T. (Nancy)**  
Retired/Supply  
Diocese of Easton (Licensed)

**HANSON, The Rev. Dr. Norma Halmagyi**

Retired

**HARMON, The Rev. Deacon Cecily Sawyer**  
Deacon at St. Thomas's Parish, Newark

**HARRIS, The Rev. Canon Mark (Kathryn)**  
Priest Associate of St. Peter's Church, Lewes  
Retired

**HAYES, The Rev. E. Perren (Gerry)**  
Retired  
Diocese of New York

**HESSE, The Rev. Rayner (Rusty)**  
Supply  
Diocese of New York (Licensed)

**HINTON, The Rev. Bradley (Thomas Wood)**  
Rector of St. David's Church, Brandywine Hundred, Wilmington

**HOFER, The Rev. Larry J. (Susan)**  
Interim Rector, St. Paul's Church, Georgetown  
Retired/Supply  
Diocese of Central Pennsylvania (Licensed)

**HOLLAND, The Rev. Albert L. (James Boaldin)**  
Retired

**HUINER, The Rev. Peter B. (Tona)**  
Priest Associate, Church of Sts. Andrew and Matthew  
Retired

**HUTCHINSON, Jr., The Rev. John F. (Whiz)**  
Faculty and Associate Chaplain of St. Andrew's School, Middletown  
Supply

**ILLUECA, The Rev. Deacon Marta**  
Curate of Brandywine Collaborative Ministries  
**KAETON, The Rev. Elizabeth (Barbara Claire Conroy)**  
Retired  
Diocese of Newark (Licensed)

**KARNEY, Jr., The Rev. George J. (Carolyn)**  
Rector Emeritus, St. Barnabas' Church, Wilmington  
Retired

**KEENE, The Rev. Christopher P.**  
Rector of Immanuel on the Green, New Castle

**KIESSLING, The Rev. Donna Jean**  
Rector of St. Peter's Church, Smyrna

**KIRKPATRICK, The Rev. Canon Martha Gay**

Canon to the Ordinary of the Diocese of Delaware

**KUNZ, Jr., The Rev. Canon Carl N. (Carol)**  
Rector Emeritus, St. Anne's Church, Middletown  
Retired

**LANE, The Very Rev. William B. (Beverly)**  
Pastor of St. Nicholas Church, Newark  
Retired

**LEWIS, The Rev. Earl James**  
Retired

**LEWIS, III, The Rev. Adam M.**  
Retired

**LLOYD, The Rev. Dennis C. (Pam)**  
Retired/Supply  
Diocese of Pennsylvania

**LOMAS, The Rev. Bruce A. (Jane)**  
Retired/Supply  
Diocese of Massachusetts (Licensed)

**LOWE, Jr., The Rev. Canon J. Fletcher (Mary Fran)**  
Retired

**MAINA, The Rev. Francis Githinji**  
Retired/Supply  
Diocese of Kenya (Licensed)

**MALCOLM, The Ven. Patricia (Walt)**  
Archdeacon at Christ Church, Dover

**MANION, The Rev. James E. (Betty)**  
Retired

**MARTINER, The Rev. John William (Betty)**  
Retired

**MASTERSON, The Rev. Elizabeth**  
Retired

**MCCORMICK, The Rev. Deacon Tom (Susanne)**  
Deacon at St. Martin's-in-the-Field, Selbyville

**MELOSH, The Rev. Barbara (Gary Kulik)**  
Lutheran Pastor/Supply

**MICHENER, The Rev. Raymond**  
Lutheran Pastor/Supply

**MILLER The Rev. Laurence H.**  
Retired  
Diocese of Bethlehem (Licensed)

**MOORE, The Rev. Christopher C. (Janice)**  
Team Member, Brandywine Collaborative Ministries  
Retired/Supply  
Diocese of Pennsylvania (Licensed)

**MORRIS, The Rev. Dr. James**  
Retired/Supply  
Diocese of Pennsylvania (Licensed)

**MOSLEY, The Rev. Carl E. (Virginia)**  
Pastor of St. Mary's, Bridgeville  
Diocese of Easton (Licensed)

**NEILSON, The Rev. Albert P., S.T.M.**  
Retired

**NELSON, The Rev. Rita B. (Ralph Peters, Jr.)**  
Retired

**NELSON, The Rev. Sarah L. J.**  
Rector of St. James Church, Newport

**PARKER, The Rev. Jesse Leon Anthony**  
Retired  
Diocese of Maryland

**PATTERSON, The Very Rev. Margaret P.**  
Retired

**PEASE, JR, The Rev. Edwin C. (Linda Clark)**  
Team Member, Brandywine Collaborative Ministries  
Retired  
Diocese of Massachusetts (Licensed)

**PETERS, The Rev. Albert Fitz-Randolph**  
Retired

**PHILLIPS, the Rev. Deacon Susan**  
Deacon at The Parish of All Saints Church and St. George's Chapel, Rehoboth Beach

**POWELL, The Rev. Blanche L.**  
Retired/Supply

**PUMPHREY, The Rev. John B. (Margie)**  
Retired

**PUMPHREY, The Rev. Margaret Kay (John)**  
Retired/Supply

**RADCLIFF, The Rev. Cecil (Rhoda)**  
Retired/Supply  
Diocese of Central Florida

**RAMSHAW, The Rev. Lance A (Abigail Wine)**  
Retired

**RODRIGUEZ-YEJO, The Rev. Ruben (Mary Anne)**  
Retired/Supply

**ROSS, The Rev. Jeffrey A. (Sheila Bravo)**  
Rector of St. Peter's Church, Lewes

**ROWE, The Rev. Canon Gary L. (Leslie Acker-Rowe)**  
Retired

**SASSER, The Rev. Dr. Howell Crawford (Jim)**  
Rector at St. Thomas's Parish, Newark  
Diocese of Central Pennsylvania

**SETZER, The Rev. Stephen (Yoana)**  
Associate Rector of Christ Church Christiana Hundred, Wilmington

**SHARPE, The Rev. Deacon Sheila Brigid (Richard)**  
Deacon at Immanuel Church, Highlands, Wilmington

**SHEEHAN, JR., The Rev. David (Charlotte)**  
Retired

**SOLAK, The Rev. Dr. Ketlen A. (Scott)**  
Rector, Brandywine Collaborative Ministries

**SULLIVAN, The Rev. Mark C. (Jane)**  
Retired/Supply

**TATE, The Rev. Deacon Mary Katherine**  
Resident Chaplain

**TENNIS, The Rt. Rev. C. Cabell (Hyde)**  
Ninth Bishop of the Diocese of Delaware  
Retired

**TERRY, The Rev. Teresa F.**  
Veterans Administration Chaplaincy Program, Dallas, TX

**TRUITT, The Rev. Ann Harris (Mary Catherine)**  
Supply  
**Diocese of Virginia (Licensed)**

**TUCKER, The Rev. Canon Joseph (Maria)**  
Supply  
Diocese of Sierra Leone (Licensed)

**TURNER, The Rev. Deacon Elizabeth H.**  
Retired

**URINOSKI, The Rev. Ann Kathryne**  
Priest Associate, Christ Church Christiana Hundred

**VAN HORNE, The Rev. Beverly (Peter)**  
Retired/Supply

**VAN HORNE, The Rev. Dr. Peter (Beverly)**  
Retired/Supply

**VON DREELE, The Rev. Canon James D.**  
Priest Associate at St. David's Church, Wilmington  
Supply  
Diocese of Pennsylvania (Licensed)

**VON GONTEN, The Rev. Kevin P. (Christine Marie)**  
Pastor of St. Paul's, Camden  
Retired/Supply  
Diocese of Long Island (Licensed)

**VUONO, The Rev. Deacon Dorothy (Joseph)**  
Deacon at St. Mary's Church, Bridgeville

**WAID, The Rev. Anna M. (Bill)**  
Retired

**WAITE, The Rev. Deacon Paula Jean (Thomas)**  
Deacon at Church of St. John the Baptist

**WALLACE, The Rev. John Robert (Trisha)**  
Supply  
Diocese of Central Gulf Coast (Licensed)

**WALTON, The Rev. Joy E.**  
Retired

**WAMESTER, The Rev. Blake H. (Karen)**  
Interim Rector at St. Philips Church  
Retired Lutheran Pastor

**WAMESTER, The Rev. Karen DeWerth (Blake)**  
Retired Lutheran Pastor/Supply

**WEHMILLER, The Rev. Paula Lawrence (John)**  
Consultant, Spiritual Retreat Facilitator  
Diocese of Pennsylvania (Licensed)

**WEISS, The Rev. Charles Sumner (Martha)**  
Rector of Christ Church, Dover

**WHITE, The Rev. Dr. James L. (Gale)**  
Retired

**WHITE, The Rev. Thomas M. (Robert Freeman)**

Lutheran Pastor of St. John the Baptist, Milton  
Supply

**WICK, The Rev. Calhoun W. (Ann)**

Priest Associate at Christ Church Christiana Hundred  
Retired

**WICKHAM, The Rev. William (Joyce)**

Retired

**WOLF, The Rev. Max (Olly)**

Rector at the St. Paul's Church, Nantucket, MA

**WRIGHT, The Rev. John H. S.**

Pastor of St. Stephen's Church, Harrington  
Retired

**WRIGHT, The Rt. Rev. Wayne P. (Holly)**

Tenth Bishop of the Diocese of Delaware  
Retired

## *Directory of Churches of the Diocese*

Please see the Diocesan Website for Parish websites  
(As of March 1, 2019)

### **ALL SAINTS' CHURCH, DELMAR (1886)**

Address: 100 N. 10<sup>th</sup> Street, P.O. Box 88, Delmar, DE 19940  
Phone: 302-846-9889  
Clergy: The. Rev. Kenneth F. Athey, Jr., Pastor  
Wardens: Marcia Elliott and Donald Ruley  
Treasurer: Bertha Jeanne Stitt  
Clerk: Marcia Elliott

### **ASCENSION EPISCOPAL CHURCH, CLAYMONT (1851)**

Address: 3717 Philadelphia Pike, Claymont, DE 19703  
Phone: 302-798-6683 fax: 302-798-7870  
Secretary: Christine Lockwood & Lyndie Mozzoni  
Clergy: The Rev. Dr. Ketlen Solak, Rector; The Rev. Christopher C. Moore, Team Member; and The Rev. Edwin C. Pease, Jr., Team Member; The Rev. Deacon Marta Illueca, Curate  
Wardens: Christine Tomasetti and Ann Archer  
Treasurer: Lyndie Mozzoni  
Clerk: Lyndie Mozzoni

### **CALVARY CHURCH, HILLCREST (1855)**

Address: 304 Lore Avenue, Wilmington, DE 19809  
Phone: 302-764-2027 fax: 302-764-4451  
Secretary: Mary Morgan  
Clergy: The Rev. Ketlen Solak, Rector; The Rev. Christopher C. Moore, Team Member; and The Rev. Edwin C. Pease Jr., Team Member; The Rev. Deacon Marta Illueca, Curate  
Wardens: Heather Brown and Catherine Maguire  
Treasurer: Richard Hess  
Clerk: Elaine Raign

### **CHRIST CHURCH CHRISTIANA HUNDRED (1848)**

Address: 505 Buck Road, P.O. Box 3510, Greenville, DE 19807  
Phone: 302-655-3379 fax: 302-655-2259  
Secretary: Sherry A. Lawton-Fasic  
Clergy: The Rev. Ruth Lawson Beresford, Rector; The Rev. Stephen F. Setzer, Associate Rector; and The Rev. Ann K. Urinoski, Priest Associate  
Wardens: Steve Boyden and W. Harding Drane, Jr.  
Treasurer: Mark Parsells  
Clerk: Dana L. Robertson

### **CHRIST CHURCH, DELAWARE CITY (1848)**

Address: 222 Clinton Streets, P.O. Box 523, Delaware City, DE 19706  
Phone: 302-740-4291  
Secretary:  
Clergy: The Rev. Arlene Favreau-Pysher, Pastor  
Wardens: Sandra Janowski and Toni Crane  
Treasurer: Dr. W. Daniel Saunders  
Clerk: Bonnie Sellner

### **CHRIST CHURCH, DOVER (1703)**

Address: South State and Water Streets, P. O. Box 1374, Dover, DE 19903  
Phone: 302-734-5731 fax: 302-734-7702  
Secretary: Mariann Marston  
Clergy: The Rev. Charles Sumner Weiss, Rector and Archdeacon Pat Malcolm,  
Deacon  
Wardens: Jim Pappas and Stephanie Lehane  
Treasurer: Tina Schaeffer  
Clerk: Barbara Dolt

### **CHRIST CHURCH, MILFORD (1704)**

Address: 200 Church Street, P.O. Box 191, Milford, DE 19963  
Phone: 302-422-8466 fax: 302-422-6805  
Secretary: Lori Steward  
Clergy: Supply  
Wardens: Stephen Walter and Ben Cassell  
Treasurer: James A. Hickin  
Clerk: Hilary Valentine

### **CHURCH OF THE NATIVITY (1952)**

Address: 206 Sykes Road, P.O. Box 662, New Castle, DE 19720  
Phone: 302-328-3445  
Secretary: Mary Hammond  
Clergy: Supply  
Wardens: Donna Cain and Jerry Pierce  
Treasurer: Wayne Chapman  
Clerk: Mary Hammond

### **EPISCOPAL CHURCH OF STS. ANDREW & MATTHEW, (1996)**

Address: 719 Shipley Street, Wilmington, DE 19801  
Phone: 302-656-6628 fax: 302-656-6790  
Secretary: Dana Robertson  
Clergy: The Rev. David T. Andrews, Jr., Rector; The Rev. Canon Lloyd S. Casson,  
Rector Emeritus; The Rev. Emily Gibson, Associate Priest;  
The Rev. Peter Huiner, Priest Associate  
Wardens: Steven Jones and Nana Soto  
Treasurer: Tina Betz

Clerk: Mary Morgan

**GRACE CHURCH, BRANDYWINE HUNDRED (1836)**

Address: 4900 Concord Pike, Wilmington, DE 19803  
Phone: 302-478-9533 fax: 302-478-9535  
Secretary: Joanne Records  
Clergy: The Rev. Ketlen Solak, Covenant Rector; The Rev. Christopher C. Moore, Team Member; and The Rev. Edwin C. Pease Jr., Team Member; The Rev. Deacon Marta Illueca, Curate  
Wardens: Paul Miles and Amy Diamond  
Treasurer: Greg Golden  
Clerk:

**IMMANUEL CHURCH, HIGHLANDS (1884)**

Address: 2400 West 17th Street, Wilmington, DE 19806  
Phone: 302-658-7326 fax: 302-658-0240  
Secretary: Jon Barrett  
Clergy: The Rev. Paul Gennett, Jr., Interim Rector and The Rev. Deacon Sheila Brigid Sharpe, Deacon  
Wardens: Maria DuPont and Vickie Forster  
Treasurer: David Hunt  
Clerk: Katherine Blackhurst

**IMMANUEL EPISCOPAL CHURCH, NEW CASTLE (1689)**

Address: 100 Harmony Street, New Castle, DE 19720  
Phone: 302-328-2413 fax: 302-328-6638  
Secretary: Samantha Parfitt-Simpson  
Clergy: The Rev. Christopher Paul Keene, Rector  
Wardens: Jonathan Barrett and Matthew Kinservik  
Treasurer: Barry Hutton  
Clerk: Felice Jo Lamden

**ST. ANDREW'S SCHOOL CHAPEL, MIDDLETOWN (1930)**

Address: 350 Noxontown Road, Middletown, DE 19709  
Phone: 302-378-9511 fax: 302-378-7120  
Clergy: The Rev. Jay Hutchinson, Faculty & Chaplain  
Headmaster: D. Tad Roach, Jr.

**ST. ANNE'S CHURCH, MIDDLETOWN (1705)**

Address: 19 E. Cochran Street, Middletown, DE 19709  
Phone: 302-378-2401 fax: 302-378-3807  
Secretary: Nancy Koenig  
Clergy: The Rev. Russ Bohner, Rector; The Rev. Celeste O. Cox, Priest-in-Residence; and the Rev. Carl N. Kunz, Jr., Rector Emeritus  
Wardens: Nadine Burton and Gary Stover, Jr.  
Treasurer: Mark Cavanaugh  
Clerk: Randy Shackleford

**ST. ANNE'S EPISCOPAL SCHOOL, MIDDLETOWN (2002)**

Address: 211 Silver Lake Road, Middletown, DE 19709  
Phone: 302-378-3179 fax: 302-449-0957  
Secretary: Heather Walls  
Chaplain: Kathy Hanna, Chaplain  
Headmaster: Peter C. Thayer

**ST. BARNABAS EPISCOPAL CHURCH (1890)**

Address: 2800 Duncan Road, Wilmington, DE 19808  
Phone: 302-994-6607 fax: 302-994-2876  
Secretary: Beth Winward  
Clergy: Supply  
The Rev. George J. Karney, Jr. Rector Emeritus  
Wardens: George McDowell and Stephen Kingsberry  
Treasurer: Greg Taylor  
Clerk: Marie Lavalle

**ST. DAVID'S CHURCH, WILMINGTON (1954)**

Address: 2320 Grubb Road, Wilmington, DE 19810  
Phone: 302-475-4688 fax: 302-529-1135  
Secretary: Jackie Somers  
Clergy: The Rev. Bradley Hinton, Rector; The Rev. James Von Dreele,  
Priest Associate and The Rev. Deacon Tom C. Deschaine  
Wardens: Jolene Baddick and April Starkey  
Treasurer: Karen Olmstead  
Clerk: Janet Leishman

**ST. JAMES CHURCH, NEWPORT (1855)**

Address: 2 S. Augustine Street, Wilmington, DE 19804  
Phone: 302-994-2029 fax: 302-994-2029  
Secretary: Paula Szczuka  
Clergy: The Rev. Sarah L. J. Nelson, Rector  
Wardens: Andrea Bender and Anna Sheesley-Sanchez  
Treasurer: Nancy Walls  
Clerk: Paula Szczuka

**ST. JAMES CHURCH, MILL CREEK (1714)**

Address: 2106 St. James' Church Road, Wilmington 19808  
Phone: 302-994-1584 fax: 302-994-3778  
Secretary: Lola Michael Russell  
Clergy: The Rev. James Bimbi, Rector and The Rev. Arthur Archer,  
Rector Emeritus  
Wardens: David Niehaus and Carolyn Joynt  
Treasurer: Steven Prescott  
Clerk: Nancy Patterson

**ST. JOHN THE BAPTIST, MILTON (1728)**

Address: 307 Federal Street, P.O. Box 441, Milton 19968  
Phone: 302-684-8431  
Clergy: The Rev. Thomas White, Pastor  
Wardens: Shannon Lamando and Michael McNamara  
Treasurer: S. Thomas Sombar  
Clerk: Jill Malloy

**ST. LUKE'S CHURCH, SEAFORD (1835)**

Address: 202 North Street, Seaford, DE 19973  
Phone: 302-629-7979        fax: 302-628-1166  
Secretary: Lisa Lee  
Clergy: The Rev. Marianne S. Ell, Pastor  
Wardens: Margaret Boyd and Bill Hubbard  
Treasurer: Lizabeth Lee  
Clerk: Terry Carson

**ST. MARK'S CHURCH, MILLSBORO (1848)**

Address: State and Ellis Streets, P.O. Box 422, Millsboro, DE 19966  
Phone: 302-934-9464        fax: 302-934-0199  
Secretary: Donna Rogers  
Clergy: The Rev. David J. Archibald, Rector  
Wardens: Lori Moore and Patricia Droney  
Treasurer: Phillip Rogers  
Clerk: Janice Fabian

**ST. MARTHA'S CHURCH, BETHANY BEACH (1940)**

Address: Maplewood & Pennsylvania Ave., P.O. Box 1478, Bethany Beach, DE 19930  
Phone: 302-539-7444        fax: 302-539-7444  
Secretary: Jaclyn Hickman  
Clergy: The Rev. Mary L. Allen, Rector  
Wardens: Beth Maurer and Lanny Moore  
Treasurer: Todd Stevenson  
Clerk: William Freund

**ST. MARTIN'S IN THE FIELD, SELBYVILLE (1947)**

Address: 75 West Church Street, P.O. Box 697, Selbyville, DE 19975  
Phone: 302-436-8921  
Secretary: Ed Burton  
Clergy: The Rev. Glenn A. Duffy, Pastor and The Rev. Deacon Tom McCormick,  
Deacon  
Wardens: David Herrick and Edward Burton  
Treasurer: Bonnie Burton  
Clerk: Mindy Mallette

## ST. MARY'S CHURCH, BRIDGEVILLE (1889)

Address: 2 Williams Street, P. O. Box 21, Bridgeville, DE 19933  
Phone: 302-337-8981  
Clergy: The Rev. Carl E. Mosley, Pastor and The Rev. Deacon Dorothy Vuono,  
Deacon  
Wardens: Eugene Nichols and Charles Hawk  
Treasurer: Maureen Yocum  
Clerk: Mary Parsons

## ST. NICHOLAS' EPISCOPAL CHURCH, NEWARK (1964)

Address: 10 Old Newark Road, Newark, DE 19713  
Phone: 302-368-4655  
Secretary: Margaret Prothero  
Clergy: The Very Rev. William B. Lane, Pastor  
Wardens: Grace Dehel and Mark Hughes  
Treasurer: Grace E. Dehel  
Clerk:

## ST. PAUL'S CHURCH, GEORGETOWN (1868)

Address: Pine and Academy Streets, P.O. Box 602, Georgetown, DE 19947  
Phone: 302-856-2894 fax: 302-856-9532  
Secretary: Maureen Leary  
Clergy: The Rev. Larry J. Hofer, Interim Rector  
Wardens: Judy Dean and Dick Bennett  
Treasurer: Fred Dean  
Clerk: Maureen Leary

## ST. PAUL'S EPISCOPAL CHURCH, CAMDEN (1868)

Address: 210 Old North Road, P.O. Box 157, Camden, DE 19934  
Phone: 302-697-7904  
Secretary: Ceil Zeno  
Clergy: The Rev. Kevin P. Von Gonten, Pastor  
Wardens: Vanessa Wallace and Richard Conover  
Treasurer: Frank Daniels  
Clerk: Ann Helbe

## ST. PETER'S CHURCH, LEWES (1708)

Address: Second and Market Streets, P.O. Box 464, Lewes, DE 19958  
Phone: 302-645-8479 fax: 302-645-0986  
Secretary: Kathleen Albert  
Clergy: The Rev. Jeffrey A. Ross, Rector; The Rev. Canon Mark Harris,  
Priest Associate; The Rev. J. Carlyle Gill; Priest Associate and  
The Rev. Ray Michener, Priest Associate  
Wardens: Susan Potts and Jay Rooney  
Treasurer: Stuart Brahs  
Clerk: Kathleen Albert

**ST. PETER'S CHURCH, SMYRNA (1740)**

Address: 22 North Union Street, Smyrna, DE 19977  
Phone: 302-653-9691 fax: 302-653-9691  
Secretary: Kathy Steele  
Clergy: The Rev. Donna Jean Kiessling, Rector  
Wardens: James Vaughn, Sr. and Paul Buckley  
Treasurer: Robert Merrill  
Clerk: Lisa Embert

**ST. PHILIP'S EPISCOPAL CHURCH, LAUREL (1848)**

**Old Christ Church, Broad Creek (1771)**

Address: 600 South Central Avenue, Laurel, DE 19956  
Phone: 302-875-3644 fax: 302-875-3412  
Secretary: Laurie Anderson  
Clergy: The Rev. Blake H. Wamester, Interim Rector  
Wardens: Vernon Proctor and Todd Smith  
Treasurer: Dawn Brittingham  
Clerk: Margaret Anderson

**ST. STEPHEN'S CHURCH, HARRINGTON (1868)**

Address: 190 Raughley Hill Road, Harrington DE 19952  
Phone: 302-398-3710 fax: 302-398-3710  
Clergy: Supply  
Wardens: Lori Scott  
Treasurer: Shirley Bowden  
Clerk: Virginia Schweiger

**ST. THOMAS'S PARISH, NEWARK (1842)**

Address: 276 South College Avenue, Newark DE 19711-5236  
Phone: 302-368-4644  
Secretary: Adele Meredith  
Clergy: The Rev. Dr. Howell Crawford Sasser, Jr.; The Rev. Deacon Cecily Sawyer Harmon, Deacon  
Wardens: Regina McCann and Richard Wadman  
Treasurer: Amy Brown Keach  
Clerk: Nancy Rich

**THE EPISCOPAL PARISH OF ALL SAINTS CHURCH & ST. GEORGE'S CHAPEL, REHOBOTH BEACH (1892)**

Address: 18 Olive Avenue, Rehoboth Beach, DE 19971  
Phone: 302-227-7202 fax: 302-227-7085  
Secretary: Aprile Incitti  
Clergy: The Rev. Marian Babnis, Interim Rector; The Rev. Eunice Dunlap, Assistant Rector; and The Rev. Deacon Susan Phillips, deacon  
Wardens: Doug Wingate and Ann Ameigh  
Treasurer: Joseph Cascio  
Clerk:

**TRINITY PARISH, WILMINGTON**

**TRINITY CHURCH (1830)**

Address: Delaware Ave. and North Adams St, 1108 N. Adams St, Wilmington, DE 19801  
Phone: 302-652-8605 fax: 302-652-8611  
Secretary: Aniela Meinhaldt  
Clergy: The Rev. Patricia Downing, Rector and The Rev. Charles Lane Cowen,  
Associate Rector  
Wardens: Niki Ingram and Ashlin Bray  
Treasurer: David Smith  
Clerk: Diane Gilman

**OLD SWEDES CHURCH (1791)**

Address: 606 Church Street, Wilmington DE 19801  
Phone: 302-652-5629  
Secretary: Aniela Meinhaldt  
Clergy: The Rev. Patricia Downing, Rector and The Rev. Charles Lane Cowen,  
Associate Rector  
Wardens: Niki Ingram and Ashlin Bray  
Treasurer: David Smith  
Clerk: Diane Gilman

## *Chapels in the Diocese*

**St. John's Chapel** (1954), Camp Arrowhead, Lewes  
The Bishop of Delaware

**Chapel of the Holy Spirit** (1960), Memorial House, Rehoboth  
The Bishop of Delaware

## *Special Ministry*

**The Episcopal Campus Ministry at the University of Delaware**  
St. Thomas's Episcopal Parish, 276 South College Avenue, Newark 19711  
Chaplain: The Rev. Dr. Howell Crawford Sasser, Jr.  
Phone: (302) 368-4644

This ministry is based at St. Thomas's and directed by the University Mission Board. It is comprised of faculty, parish, student, and diocesan representatives. Students meet and share meals with parishioners of St. Thomas's and worship with other religious groups on campus. The Diocese of Delaware and St. Thomas's Parish share the cost of this ministry jointly.

## *Institutions*

**A. Felix DuPont Memorial House**  
54 Oak Avenue, Rehoboth Beach DE 19971  
Managing Director: Dina Hollingsworth (302) 567-2808  
Assistant Manager: Mary Lemire  
Head Chef: Brent Carr

In 1952, Mrs. Ann duPont gifted to the diocese the summer home that she and her late husband, Felix, occupied in Rehoboth Beach. In the early years, it was used as a summer vacation destination for diocesan clergy families. Today we

welcome retreat groups September – June and families and individuals during the summer. Memorial House is a place for all seasons, people, ages and faiths.

### **Camp Arrowhead**

35268 Homestead Way, Lewes DE 19958

Executive Director: Walt Lafontaine (302) 945-0610, extension 9

Director: Teri Valente (302) 945-0610, extension 5

Summer Camp Registration: Nancy Lafontaine (302) 645-5348

Property Manager: Rick Hollingsworth (302) 945-0610, extension 2

Food Manager: James Feaster

Arrowhead is a co-educational summer camp with unique de-centralized program-serving children entering grades 2-11 and a Day Camp program for local children entering grades 2-5. We are also a Retreat Center from mid-August to June serving groups of children and/or adults with team building and environmental programs.

### **Carmine Environmental Center at Camp Arrowhead**

Reservations: (302) 945-0610, extension 9

The Center hosts educational groups of 10-40 students. We can provide unique STEM curriculum instruction for grades K-6 or teachers can lead their own lessons. We can serve you a hot lunch in our Dining Hall or groups can bring their own. All programs are designed to help support a class's educational goals.

### **St. Andrew's School of Delaware, Inc. (Established in 1929)**

350 Noxontown Road, Middletown, DE 19709

Phone: (302) 378-9511      Fax: (302) 378-7120

Headmaster: Daniel T. Roach, Jr.

The Board is responsible for the development and operation of St. Andrew's School, a college preparatory, private, co-educational boarding school; grades nine through 12.

**St. Anne's Episcopal School** (Established in 2001)  
211 Silver Lake Road, Middletown, DE 19709  
Phone: (302) 378-3179      Fax (302) 449-0957  
Head of School: Peter C. Thayer  
Chaplain: Ms. Kathy Hanna

St. Anne's Episcopal School is an independent, co-educational day school serving students from Pre-K through 8<sup>th</sup> grade. Its mission is to prepare students for secondary education and lifelong learning. St. Anne's strives 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.

## **SECTION II Proceedings of the 234<sup>th</sup> Annual Convention**

## *Voting Members Registered at Convention*

### Priests

Mary Louise Allen	Eunice Dunlap	William B. Lane
David Andrews, Jr.	Marianne Ell	Sarah Nelson
David Archibald	Paul Gennett, Jr.	Margaret Pumphrey
Kenneth Athey, Jr.	Edward Godden	John Pumphrey
Ruth Beresford	Mark Harris	Jeffrey Ross
Jim Bimbi	Bradley Hinton	Stephen Setzer
Russell Bohner	John Hutchinson, Jr.	Ketlen Solak
Kim Capwell	Christopher Keene	Ann Urinoski
Celeste Cox	Donna Jean Kiessling	Charles Weiss
Patricia Downing	Martha Kirkpatrick	Calhoun Wick

### Deacons

Marta Illueca	Sheila Sharpe
Patricia Malcolm	Dorothy Vuono
Thomas McCormick	Paula Waite
Susan Phillips	

## *Non-Voting Members Registered at Convention*

### Bishop

The Rt. Rev. Kevin S. Brown

### Priest & Deacons

Mariann Babnis	Raymond Michener	Karen Wamester
Howard Backus	Chris Moore	Blake Wamester
Arlene Favreau-Pysher	Carl Mosley	Thomas White
Carlyle Gill	Edwin Pease	
Larry Hofer	Kevin Von Gonten	

## ***Lay Delegates (Voting) and Lay Alternates (Non-Voting)***

**Registered at Convention**

<b>Delegates and Alternates</b>	
To the 234 <sup>th</sup> Annual Convention	

### **All Saints' Church, Delmar**

<b>Delegates</b>	<b>Young Adult Delegate</b>	<b>Alternates</b>	<b>Young Adult Alternate</b>
<b>Lorraine Bozman</b>		Peter Overbaugh	
<b>Diana Young</b>		Freda Dohoney	

### **All Saints' Church and St. George's Chapel, Rehoboth Beach**

<b>Delegates</b>	<b>Young Adult Delegate</b>	<b>Alternates</b>	<b>Young Adult Alternate</b>
<b>Ann Ameigh</b>	Kenny Shade-Rania	Rutland Paal	
<b>Barbara Betts</b>			

### **Calvary Church, Hillcrest**

<b>Delegates</b>	<b>Young Adult Delegate</b>	<b>Alternates</b>	<b>Young Adult Alternate</b>
<b>Catherine Maguire</b>	Jamie Drummond	Frank Cerniglia	
<b>Heather Brown</b>		Barbara Bradley	

### **Christ Church, Christiana Hundred, Wilmington**

<b>Delegates</b>	<b>Young Adult Delegate</b>	<b>Alternates</b>	<b>Young Adult Alternate</b>
<b>Lee Kallos</b>	Henry Barton	Dana Robertson	
<b>Kevin (Clay) Brown</b>			

### **Christ Church, Delaware City**

<b>Delegates</b>	<b>Young Adult Delegate</b>	<b>Alternates</b>	<b>Young Adult Alternate</b>
<b>Wanda Lyons</b>		Paul Lyons	
<b>Carol Schofield</b>		Sandra Janowski	

### Christ Church, Dover

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
Richard Waters		Kevin McCarthy	
Marcia Waters		Robert Reese	

### Christ Church, Milford

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
James Hickin		Beverly Reed	
Sue Hickin		Nancy Benson	

### Church of the Ascension, Claymont

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
Christine Lockwood	Timaree Poteat	Sarah Hearn	
Beth Fitzpatrick		Carol Middleton	

### Church of the Nativity, New Castle

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
Nancy Talmo		Donna Cain	
Mary Hammond		Ray Conner	

### Episcopal Church of Saints Andrew and Matthew, Wilmington

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
Beth Haas	George Jones	Steven Jones	
Nana Soto		Thomas Noyes	

### Grace Church, Wilmington

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
Sandy Tonjes	Christine Trageser	Diane Wegner	Carla Wegner
Clark Gregg		Barbara Krieger	

### Immanuel Church, Wilmington

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
Maria duPont		Gretchen Broadwater	
Phyllis Harvey			

### Immanuel Church, New Castle

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
Sarah Garrison	Caitlin Irwin	Jim Evitts	
Jon Barrett			

### St. Andrew's School Chapel, Middletown

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
Brendan Daly	Thomas Cunningham	Ann Yancy Bassett	
		Piper Ackerman	

### St. Anne's Church, Middletown

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
Nadine Owens-Burton	Andrew Burton	Judy Shackelford	Heather Belitskus
Diane Dudderar		Judy Appleton	

### St. Barnabas Church, Wilmington

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
Harold Bruner	Ty Weir	Lisa Bowe	
Catherine Kaser			

### St. David's Church, Wilmington

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
April Starkey	Alex Cook	Barbara Emmel	
Michael Wood			

### St. James' Church, Mill Creek

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
David Niehaus	Kelsey Hall	Elaine Negley	
Bruce Vrana		John Handlin	

### St. James Church, Newport

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
Nancy Walls	Anna Sheesley-Sanchez		
Rhonda Mullins			

### St. John the Baptist Church, Milton

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
Ray Jung		Scott Kresge	
Anne Jung		Eric Valentine	

### St. Luke's Church, Seaford

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
Richard Mickles		Marlene Mickles	
Richard Boyd		William Hubbard	

### St. Mark's Church, Millsboro

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
Stanley Licinski		Lori Moore	
Kathleen Licinski			

### St. Martha's Church, Bethany Beach

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
Christina Edgar		Beth Maurer	
Bud Palmer		Carol Ryan	

### St. Martin's in the Field, Selbyville

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
David Herrick		Cathie Becker	
Elly Herrick		Charles Quillen	

### St. Mary's Church, Bridgeville

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
Terry Chike		Heather Lebow	
Betty Myers			

### St. Nicholas Church, Newark

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
Carolyn Bowman		Betty Dehel	
Susan Degraff		Lynn Grier	

### St. Paul's Church, Camden

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
Arnold Morris		Joyce Wade	
Ann Helbe			

### St. Paul's Church, Georgetown

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
Helen Quillen		Richard Bennett	
Carol Roy		Judy Dean	

### St. Peter's Church, Lewes

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
Margaret "Molly" Rudgers		Sue Potts	
John Michael Sophos		James "Jay" Rooney	

### St. Peter's Church, Smyrna

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
Dawn Edwards	Kody Edwards	Patricia Womelsdorf	Elisabeth Edwards
Patty Murray		Kelvin Arnold	

### St. Philip's Church, Laurel

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
Cheryl Martin		Beth Tyler	
Jennifer Schweitzer		Suzanne Johnson	

### St. Stephen's Church, Harrington

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
Heather Crouse			
Jonathan Rehm			

### St. Thomas's Parish, Newark

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
Regina McCann	Mariah Payne	Kristin Sausville	
Amy Keach		Lisa DiRenzo	

### Trinity Parish & Old Swedes Church, Wilmington

Delegates	Young Adult Delegate	Alternates	Young Adult Alternate
Kathryn Jakabcin			
Marie Smith			

Number of delegates: 67

Number of alternates: 53

Number of young adult delegates: 15

Number of young adult alternates: 3

## ***Lay Officers, Special Representatives, Guests & Visitors***

Mary Theresa Anderson  
Sue Ann Backus  
Joyce Bembry  
Neda Biggs  
Michael Bohner  
Sister BJ Brown  
Jeffrey Brown  
Ruth Bruner  
Johnie Burton  
Tom Carlson  
Frank Daniels  
Robert Davis  
Stan Diver  
Clem Edgar  
Marcia Elliott  
Bruce Finbarr-Richards  
Anne Foster  
Marilyn Gennett  
Warren Haas  
Arreon Harley-Emerson  
Rick Harra  
Ernst Hellriegel  
Pat Higgins  
Paul Hurdle  
Janet Idema  
Robert Irwin  
Dora Irwin  
Wincy Jackson  
Kathryn Jakabcin

Kay Keenan  
Nancy Koenig  
Christina Lee  
Kaden Lockwood  
Walter Malcolm  
Peter Maurer  
Susanne McCormick  
Nancy Melvin  
Adele Meredith  
Chris Miller-Marcin  
Lanny Moore  
Dave Moore  
Mary Morgan  
Phyllis Morris  
Virginia Mosley  
Joyanne Murphy  
Jack Murphy  
Larry Norfleet  
Cassandra Norsworthy  
Jeanne Nutter  
Mary Parmer  
Edwin Phillips  
Sally Price  
Sheridan Kingsberry  
Teri Quinn Gray  
Jon Rania  
Melanie Redmond  
Dennis Redmond  
Jimmy Reed III

Alvin Roberson  
Charles Robertson  
Leslie Rowe  
George Rudgers  
Gervasio Ruiz  
Liz Saunders  
Dan Saunders  
David Smith  
Ron Steen  
Tempe Steen  
Margaret Sterchi  
Libby Stevenson  
Bertha Stitt  
Paula Szczuka  
Christine Von Gonten  
Vanessa Wallace  
Marian Weir  
Martha Weiss  
Sue Welles  
Mary Nash Wilson  
Sister Julian Wilson  
Ginny Wingate  
Maureen Yocom  
Lydia York  
Kris Younger  
Maryann Younger  
Ceil Zeno

## *Minutes from the 234<sup>th</sup> Convention*

**FRIDAY, JANUARY 25, 2019**

The 234th convention was held at the Princess Royale in Ocean City, Maryland. Orientation sessions for elections (11:00 a.m.), registration (11:30 a.m.), greeting/hospitality (12.30 p.m.) resolutions (12:30 p.m.) and new delegates and alternates (1:30 p.m.). The convention opened with registration and hospitality at noon and call to order at 2:00 p.m.

### **Call to Order**

The Chair called the 234<sup>th</sup> Convention to order, extended welcome to all, and thanked the members of Anamchara Fellowship and Daughters of the King for providing a place of prayer in the Eleuthera Room. The Chair appointed Sister Julian Wilson from Anamchara Fellowship as Convention Chaplain.

Sister Julian Wilson led the prayer to open the convention.

The Nominated Secretary (Diane-Louise Casson) certified that we had a quorum. (A quorum consists of 20 canonically resident clergy & 40 lay delegates)

The Chair appointed D-L Casson, Secretary of Convention, and Carolyn Bowman, Registrar. The motion was approved.

The Chair called attention to the Convention Book, pages 7-8, and officially appointed the offices and committees which do not need convention action. The Chair recognized Anne Foster, Chancellor, Tempe Steen, Vice Chancellor and Parliamentarian, Kathryn Jakabcin.

The Chair recognized D-L Casson, Secretary of Convention, who reviewed the agenda with particular attention to the Open Hearings for Resolutions and the Budget, beginning at 4:30 p.m. The motion to accept the agenda was approved.

The Chair introduced Dan Saunders, Election Committee Chair, who provided a review of voting procedures for delegates and clergy, procedures regarding credentials, alternates becoming delegates, voice, vote, and the election process.

The Chair recognized and welcomed all new delegates and alternates to convention.

The Chair recognized D-L Casson, Secretary of Convention, who made the following motion: *I move that the Convention grant seat and voice to the clergy who are living and/or serving in the Episcopal Church in Delaware but who are not canonically resident.* The motion was approved.

The Chair recognized D-L Casson, Secretary of Convention, who made the following motion: *I move that the Convention grant seat and voice to non-voting members of Convention (Chancellor and Vice Chancellor, Standing Committee, Trustees, Bishop & Council, Constitution & Canons, Commission on Ministry, and Disciplinary Board).* The motion was approved.

The Chair called attention to the Convention Staff:

Diane-Louise (D-L) Casson	Secretary of Convention
Toni Snow	Assistant Secretary of Convention
Judy Barnes	Greeter Coordinator
Cynde Bimbi	Director of Communication
The Rev. Jim Bimbi	Worship
Arreon Harley-Emerson	PowerPoint
Kathryn Jakabcin	Parliamentarian
Nancy Koenig	Election Assistant
Kathleen Moore	Registration Coordinator
Mary Morgan	Clerk
Lola M. Russell	Communications
Dan Saunders	Elections Chairperson
John Michael Sophos	Nominations Chairperson
Phillip Stephens	Worship Bulletin
Sister Julian Wilson	Prayer Room, Compline and Chaplain

The Chair recognized the Rev. Canon Chuck Robertson, our Keynote Speaker at dinner and Mary Parmer, Creator of Invite-Welcome-Connect.

The Chair introduced the following clergy who stood in place to be recognized:

***New Clergy:***

- The Rev. Charles Cowen, Associate Rector, Trinity Parish, Wilmington
- The Rev. Deacon Paula Waite, Deacon, St. John the Baptist
- The Rev. Dr. Howell Sasser, Rector-elect, St. Thomas's Parish (not present)

***Interim Clergy in Place:***

- The Rev. Mariann Babinis, All Saints' Rehoboth Beach & St. George's Chapel, Harbeson
- The Rev. Paul Gennett, Immanuel Church Highlands
- The Rev. Ed Godden, St. Thomas's Parish, Newark
- The Rev. Larry Hofer, St. Paul's, Georgetown
- The Rev. Blake Wamester (FEB 2019), St. Philip's, Laurel

***Canonical Clergy Who Have Retired or Accepted a New Call:***

- The Rev. Kim Capwell, Retired, Immanuel Church Highlands
- The Rev. David DeSalvo, Retired to New Hampshire
- The Rev. Teresa Terry, Veterans Administration Chaplaincy Program, Dallas, Texas
- The Rev. Max Wolf, Priest in Charge, St. Paul's, Nantucket

***Senior Non-Retired Priest:***

- The Rev. Canon Gary Rowe, Canon to the Ordinary - 1996

***Candidate for the Priesthood:***

- The Rev. Deacon Marta Illueca, Brandywine Collaborative Ministries

***Candidates for the Diaconate:***

- Christine Miller-Marcin, St. Peter's, Lewes
- Bruce Richards, St. Barnabas, Wilmington
- Larry Norfleet, St. Anne's, Middletown

***Aspirant/Seminarian***

- Maryann Younger, GTS, Christ Church Christiana Hundred

The Chair recognized Kathryn Jakabcin, parliamentarian and member of Trinity Parish, who announced: *All congregations have completed the required audits and reports have been filed in the Mission Support Office.*

The Chair recognized John Michael Sophos, member of St. Peter's Church, Lewes, who highlighted the nomination process and asked the convention to look at the nominees (biographies and photographs) for diocesan offices beginning on Page 16 of *The Convention Book*.

The Chair asked for any nominations from the floor. There being no nominations from the floor, the Chair declared the nominations closed and thanked those persons for offering themselves to serve.

- |                         |                                      |
|-------------------------|--------------------------------------|
| • Constitution & Canons | 1 clergy or lay for a five-year term |
| • Diocesan Council      | 2 clergy for a three-year term       |
| • Diocesan Council      | 3 lay-at-large for a three-year term |
| • Diocesan Council      | 1 lay for a three-year term - Area I |
| • Disciplinary Board    | 1 clergy for a four-year term        |
| • Disciplinary Board    | 1 clergy for a two-year term         |
| • Standing Committee    | 1 clergy for a four-year term        |
| • Standing Committee    | 1 lay for a four-year term           |
| • Trustees              | 1 clergy or lay for a six-year term  |

The Chair recognized Dan Saunders, Election Committee Chair, who moved the following: Convention cast a unanimous ballot for **the Rev. Eunice Dunlap** to be a clergy member of Disciplinary Board for a 2-year term. The motion was approved.

Convention cast a unanimous ballot for **the Rev. Marta Illueca** to be a clergy member of Disciplinary Board for a 4-year term. The motion was approved.

Dan Saunders, Election Committee Chair explained the balloting procedure and conducted the first ballot.

The Chair recognized and thanked those who are completing their terms of service, making note that Andy Johnston is eligible for re-election:

***Constitution and Canons***

- Mr. Andrew (Andy) Johnston\*      Christ Church Christiana Hundred

***Diocesan Council***

- The Rev. David DeSalvo      St. Andrew's School
- Mr. Max Holdsworth      St. Thomas's, Newark
- The Rev. Christopher Keene      Immanuel, New Castle
- Dr. Jordan Kinsey      St. Thomas's, Newark
- Dr. Joyanne Murphy      All Saints, Rehoboth Beach
- Ms. Elaine Negley      St. James' Mill Creek

***Disciplinary Board:***

- The Rev. Brad Hinton      St. David's, Wilmington

***Standing Committee***

- The Rev. Ken Athey      All Saints, Delmar
- Mr. Jon Rania      All Saints, Rehoboth Beach

***Trustees***

- Mr. Jim Bray      Trinity Parish

The Chair recognized the members of Christ Church, Delaware City and their video was shown.

The Chair recognized Alvin (Roby) Roberson. The discussion of the budget will be held at 4:30 p.m. today in the Barbados Room. The detailed report will be during Business Session III, tomorrow afternoon when convention will review the 2018-year end (unaudited) budget; the 2019 working (informational) budget; and the 2020 planning budget, which will require approval.

The Chair recognized D-L Casson, Secretary of Convention, who made the following motion. *I move that the committee reports, as published in the Convention Journal (which was previously*

*(distributed to members of convention and posted on the website), be accepted by convention.* The motion was approved.

**Address by the Bishop can be found in another section of this report.**

The Bishop's address ended with Video Presentation – *Growing Delaware*

The Chair explained the new resolution process found on page 25 of the Convention Book. The two resolutions received by the deadline will be discussed during the Open Hearings beginning today at 4:30 p.m. Resolutions will be assigned to one of the hearings (Sowing Seeds, Tending the Garden, Sharing the Harvest) by the Convention Secretary. Any resolutions submitted after the deadline will be considered by the convention, and if approved for further discussion, will be assigned to an open hearing by the Convention Secretary.

The Chair recognized D-L Casson, Secretary of Convention, who read resolutions submitted, by and after the deadline:

- 234.01 - The Jesus Movement & Ministry to the Hungry – assigned to Sharing the Harvest in the Dominica Room
- 234.02 - Planned Giving Sunday – assigned to the Tending the Garden in the Cayman Room

The Chair indicated that there is a proposed resolution submitted after deadline: 234.03 Environmental and Economic Justice for Delaware: The Promise of the Beloved Community. The Chair asked for a 2/3 vote for consideration of resolution. The motion was approved and the resolution was assigned to Sharing the Harvest in the Dominica Room.

The Chair announced that the members of the Committee on Budget, Structure and Support would meet with the Treasurer in the Barbados Room. The members of the Sowing Seeds committee were free to meet or join the other committees.

D-L Casson announced that convention participants could sign up at the Convention Table to be a Eucharistic Minister or usher for the Saturday morning Eucharist. The Open Hearings begin at 4:30 p.m., the social hour is at 6:00 p.m., dinner is at 7:00 p.m. and compline follows dinner. The walk through for anyone participating in the Eucharist will be at 8:00 a.m. in the Palmetto Ballroom and the Eucharist is at 8:45 a.m. Our second business session convenes at 10:30 a.m.

Sister Julian Wilson closed the session with prayer.

**Banquet Program** the Chair introduced the keynote speaker, the Rev. Canon Chuck Robertson.

## **SATURDAY, JANUARY 26, 2019**

### **Business Session II was called to order at 10:30 a.m.**

The Chair recognized Sister Julian Wilson who opened the convention with prayer.

The Chair recognized Dan Saunders, Election Committee Chair, for a report on the first ballot:

Constitutions and Canons	no one elected on the first ballot	
Diocesan Council (2 clergy)	Elected: The Rev. Marianne Ell The Rev. Deacon Marta Illueca	St. Luke's, Seaford Brandywine Collaborative Ministries
Diocesan Council (3 lay at large)	Kay Keenan Jim Pappas Michael Wood	Christ Church, CH Christ Church, Dover St. David's, Wilmington
Diocesan Council (1 lay - area 1)	John Michael Sophos	St. Peter's, Lewes
Standing Committee (1 clergy)	The Rev. Charles Weiss	Christ Church, Dover
Standing Committee (1 lay)	Terry Flanagan	St. Barnabas, Wilmington
Trustees	no one elected on the first ballot	

The Chair recognized the members of All Saints Church & St. George's Chapel and their video was shown.

The Chair recognized the Rev. Jeffrey Ross for his report on Constitutions and Canons

Over the last year, Constitution & Canons has begun a project for parish bylaws. Until recently, when congregations sought to update their bylaws, we have not had a consistent written template to offer them, other than referring them to look at those of other congregations. We have now collected the bylaws of every congregation in the diocese and endeavored to create a template that incorporates the best practices for congregations, along with points for reflection and consideration. All parishes in the Diocese of Delaware must conform to the Constitution and Canons of the Episcopal Church and the Diocese of Delaware but there are areas which are left at the discretion of each individual congregation. The Bylaw project will offer a simple and clear jumping off point for any parish wishing to update their bylaws. We hope to have them to the Bishop by June of this year and to release a final version to the diocese in the Fall.

The Chair recognized the Rev. John Pumphrey, Chair of COM for his report:

Thank-you Bishop.

I want to "say out-loud" a word of thanks to my predecessor as Chair, The Rev. Celeste Cox who ably led this commission for a very long time. 2018 was a year of transition; the following persons, now no longer members, are also to be thanked for their years of service: Mr. Barry Hutton, The

Rev Anna Waid, The Rev. Mark Sullivan, Mrs. Irma (Pat) Van-Catledge, The Rev. Martha Kirkpatrick & The Rev. Theresa Terry.

Continuing on the Commission will be The Rev. Carlyle Gill and appointed in 2018, The Rev Ann Urinoski; membership continues to evolve with new appointments, The Rev. Rita Nelson, Sister B.J. Brown (depending on election outcome yet to come for Mr. Jon Barrett to Standing Committee). I am especially pleased that the Venerable Pat Malcolm remains actively engaged with the COM as an advisor, and I am grateful.

I want to say out-loud the COM will soon roll-out a transparent, accessible, and supportive process for those seeking Holy Orders - vocation as priest or deacon. Resources will be available on the web-site early in Lent. I want to thank The Rev. Stephen Setzer and Mr. Steve Boyden who have and continue to work closely with me on this matter.

A word for you is that the COM has a specific role to develop and affirm the ministry of all persons in the church. To that end, look forward to web-site resources that will assist your discernment through prayer, study, visitation, spiritual direction and retreat, and later this year a Discernment Retreat for you to explore how God is calling you and what your response can be. This emphasis and resourcing is being ably led by The Rev. Carlyle Gill.

You can expect the COM to reach out to you clergy and your congregations to foster discernment, and the identification of persons to be invited to consider Holy Orders. In your planning, think about a Ministry Sunday that includes an

The Chair recognized the Rev. Bradley Hinton who reported on General Convention Resolutions.

#### RESOLUTIONS REFERRED TO DIOCESES FOR ACTION OR CONSIDERATION

To be voted on at Convention 235 and reported to Executive Council  
before December 1, 2020. The text of the resolutions can be found at:  
<https://extranet.generalconvention.org/staff/files/download/23094>

A072 Provincial Geographic Boundaries; A144 Diocesan Missional Review; A221 Collaboration and Networking; A223 Family Leave Policies; A225 On the Importance of Ecumenism for Becoming Beloved Community; A238 Admit Episcopal Diocese of Cuba as a Diocese of The Episcopal Church; B006 Amend Canon I.17; B009 Civil Discourse; B025 Water as a Human Right; B027 Gender Inclusivity in Climate Change Action; C022 Supporting Transgender Access; C037 Call to Respond to Opioid Epidemic; C041 Repair America's Safety Network; C049 Support Producers of Locally Grown Food; C063 Advocate for Ocean Health; and D047 Compassionate Care of Victims of Sexual Abuse by Clergy.

The Chair recognized the priest and lay who have served the diocese and have passed away since the 233<sup>rd</sup> convention in January 2018:

The Very Rev. Allan Hohlt  
The Rev. Thomas P. Davis  
The Rev. Dr. Leona Brownell

Dean of the Cathedral  
Interim Rector, St. Paul's, Georgetown  
St. James Mill Creek

The Rev. Canon Thomas Kerr, J.  
The Rev. Gregory Howe  
Mr. David McMillian, Ascension

Rector, Immanuel, Highlands  
Rector, Christ Church, Dover  
President of Trustees

The Chair asked the Convention to acknowledge anyone who has passed away in their parish with a moment of silence.

The Chair recognized Sister Julian Wilson who offered a prayer.

## Recognize Mission Support/Camp & Conference Center Staff

<b>Mission Support Staff</b>	
Judy Barnes	Financial Assistant & Payroll Administrator
Cynde Bimbi	Director of Communications
Canon Judith Gregory	Canon for Finance & Administration
Kathleen Moore	Executive Assistant to the Bishop
The Rev. Canon Gary Rowe	Canon to the Ordinary
Toni Snow	Administrative Assistant & Assistant Secretary of Convention

<b>Camp Arrowhead &amp; Memorial House</b>	
Rick Hollingsworth	Property Manager, Camp Arrowhead
Nancy Lafontaine	Summer Registrar, Camp Arrowhead
Walt Lafontaine	Executive Director, Camp Arrowhead
Maryann Mort	Administrative Assistant Capital Campaign
Melanie Redmond	Retreat Registrar
Teri Valente	Director, Camp Arrowhead
Dina Hollingsworth	Managing Director, Memorial House

<b>Communications Support Team</b>	
Lola Michael Russell	Editorial Assistant
Marie Smith	Copy Editor
The Rev. Canon Mark Harris	Contributor

The Chair introduced Walt Lafontaine, Executive Director of Camp Arrowhead for his report. The report ended with the viewing of the new video from Camp Arrowhead.

The Youth Delegates and Alternates came forward to be recognized and to receive their “Episcopal Church in Delaware” pin:

Kenny Shade-Rania, Jamie Drummond, Henry Benton, Timaree Poteat, George Jones, Christine Trageser, Carla Wegner, Caitlin Irwin, Thomas Cunningham, Andrew Burton, Heather Belitskus, Ty Weir, Alex Cook, Kelsey Hall, Anna Sheesley-Sanchez, Kody Edwards, and Mariah Payne.

The Chair led us in the closing and lunch prayer.

### **Business Session III was called to order at 1:00 p.m.**

The Chair welcomed the Rev. Calhoun Wick for his presentation on *Invite-Welcome-Connect* including a video presentation from Presiding Bishop Michael Curry followed by a presentation of First Harvest of Parish Progress (21 parishes briefly shared their efforts to implement *Invite-Welcome-Connect*). The PowerPoint is available. The presentation ended with a Feed Forward exercise involving all members of the Convention.

The Chair recognized the members of St. Peter's Church and their video was shown.

The Chair recognized Cynde Bimbi, Director of Communications who reported that the office is a fully dedicated effort for communication covering the website as a resource, brochures, online communication vehicles (*The Net, The Communion*) and the Clergy Focus (which is sent out twice a month). New are a morning meditation on our Facebook page and the Bishop's VLOG. The new video, Growing Delaware, will be made available to all parishes.

The Chair recognized Dan Saunders, Election Committee Chair, for a report on third ballot:  
Constitution & Canons (1 clergy or lay) Kathryn Jakabcin Trinity Parish

The Chair recognized Open Hearing Committee Chairs who reported on their session:

Sowing Seeds: The Chair was not present so D-L Casson shared information received from the Chair, Sister Jacalyn Hild Fossler: 17 members of convention met for an informal conversation on what youth like about church, the importance of campus ministry, having a youth Sunday, reflections on time at Memorial House and their thoughts about evangelism. (notes from the discussion are available)

**Tending the Garden:** a substitute resolution was drafted during the Open Hearing after discussion. The motion to accept the substitute resolution was approved.

Resolution 234.02: Planned Giving Sunday  
Proposed amended title: Planned Giving

RESOLVED that the 234th Convention of the Episcopal Church in Delaware, commends invites all parishes of the Diocese to establish the custom to set aside the Fourth Sunday of Lent (Laetare Sunday) as "Planned Giving Sunday" and encourages all Rectors and clergy in charge of congregations about the duty of all Christians to create wills and to consider, annually designate

time in the season of Lent, or some other appropriate time, for the purpose of raising awareness of the importance of financial and estate planning and consider leaving a bequest to their congregation.

**Sharing the Harvest:** a substitute resolution was drafted during the Open Hearing after discussion. The motion to accept the substitute resolution was approved.

Amended resolution 234.01: The Jesus Movement and Ministry to the Hungry

RESOLVED, that the 234th Convention of the Diocese of Delaware, commends all parishes of the Diocese, who are not already doing so, to consider establishing, maintaining, or supporting a food ministry for those in need, and for the Diocese to include a page on its website listing area resources for those who are food insecure.

The following is the amended resolution, referring the floor resolution 234.03 to Diocesan Council. The motion to refer was approved.

Amended resolution 234.03 Environmental and Economic Justice for Delaware: The Promise of the Beloved Community.

RESOLVED, that the 234th Convention of the Episcopal Church in Delaware refer to diocesan council with a review of prior resolutions pertaining to environmental justice.

Chair recognized Alvin (Roby) Roberson, Treasurer of Diocesan Council who introduced the members of the Finance Committee and referred to the PowerPoint on the screens at the front of the room to view the three (3) budgets.

The Final Report 2018 was presented, subject to audit. The motion to accept was approved.

The 2019 Working Budget presented for information only. [insert]

The Proposed 2020 Planning Budget was presented, subject to Acceptances. The motion to accept was approved.

The Chair offered thanks and appreciation to those nominees who were not elected.

The Chair then commissioned the newly elected:

May the Holy Spirit guide and strengthen you, that in your ministry as an elected diocesan leader, and in all that you do, you may do God's will in the service of the Kingdom of his Christ. Amen.

Almighty God, look with favor upon these persons who have made a commitment as elected leader and have renewed their commitment to follow Christ and to serve in his name. Give them courage, patience, and vision, and strengthen us all in our Christian vocation of witness to the world, and of service to others; through Jesus Christ our Lord. Amen.

In the Name of the Episcopal Church in Delaware, I commend you to this work, and pledge to you our prayers, encouragement, and support.

The Chair asked D-L Casson, Secretary of Convention, to present the courtesy resolutions.

234th Convention of the Episcopal Church in Delaware  
Courtesy Resolutions

WHEREAS, the members of this 234th Annual Convention of The Episcopal Church in Delaware are thankful for this year of life together in Christ, for the occasion of this convention, and for the strength and hope we receive in support of our ministries in the year to come.

NOW, THEREFORE, BE IT RESOLVED that a vote of gratitude be extended to our featured congregations: All Saints' Church, Rehoboth Beach & St. George's Chapel, Harbeson; Christ Church, Delaware City and St. Peter's Church, Smyrna. We give thanks for their ministry and long history of faithfulness in the First State. We recognize the contributions of their leadership, the Rev. Mariann Babinis, the Rev. Eunice Dunlap, the Rev. Arlene Favreau- Psyher, and the Rev. Donna Jean Kiessling, for their able leadership; and

BE IT FURTHER RESOLVED that this convention expresses its gratitude to members of the Worship Committee, the Rev. Jim Bimbi, Liturgical Officer; Mr. Phillip Stephens, Mr. David Smith, and Mrs. Sue Welles; and

BE IT FURTHER RESOLVED that this convention expresses its gratitude to Cynde Bimbi and Joseph Davison, former Secretary and Assistant Secretary of Convention, for their leadership and guidance; and

BE IT FURTHER RESOLVED that this convention expresses its gratitude to the Princess Royale Hotel in Ocean City, Maryland and its staff for their hospitality and warm welcome; and

BE IT FURTHER RESOLVED that this convention extend its sincere appreciation and deepest gratitude to the Rev. Canon Gary Rowe who has faithfully served this diocese as Rector of St. David's Church beginning in 1996. In 2005, Gary answered the call to become the Canon to the Ordinary for the Episcopal Church in Delaware. Gary devoted himself in prayer and service, whole-heartedly dedicating himself to the care and nurture of the clergy and congregations during his tenure. The convention honors Canon Rowe as a treasure to this diocese and uplifts him for his faithful service. The bishop, trustees, and convention of the Episcopal Church in Delaware offer heartfelt gratitude to Gary, and offer its blessing upon him in his retirement, wishing him a wonderful and blessed future; and

BE IT FURTHER RESOLVED that this convention sends its warm and affectionate greetings to our Presiding Bishop, the Most Rev. Michael Curry and his wife, Sharon; and our resigned bishops The Rt. Rev. Cabell Tennis and his wife, Hyde; The Rt. Rev. Wayne P. Wright and his wife, Holly; with our best wishes to all of these friends for good health and the continued blessings of the Holy Spirit; and

BE IT FURTHER RESOLVED that this convention sends its greetings to the Honorable John Carney, Governor of Delaware with our continued prayer for his leadership of the state where we live and serve; and

BE IT FURTHER RESOLVED that this convention express its gratefulness and offers thanksgiving to Anamchara Fellowship and Daughters of the King, who provided a place of prayer during this 234th Annual Convention, and offered prayers for our bishop, all members of The Episcopal Church in Delaware, and especially for those meeting in Convention; and

BE IT FURTHER RESOLVED that this convention expresses its heartfelt thanks to all those who are now retiring after diligent service as members of the Standing Committee, Trustees of the Diocese, Diocesan Council, Disciplinary Board, and Constitution & Canons Committee and wishes them godspeed and blessing in their lives and continuing ministries; and

BE IT FURTHER RESOLVED that this convention expresses its profound gratitude to our Bishop Kevin S. Brown, his wife, Caroline, and their daughters, Emily and Margaret, for their friendship and ministry. We wish them many blessings in the years to come.

BE IT FURTHER RESOLVED that these messages and sentiments will be communicated to the individuals and chairpersons of the organizations named in this resolution, to make known these actions as voted by this 234th Annual Convention of the Episcopal Church in Delaware.

The Chair announced that every effort is being made to have the 235<sup>th</sup> Annual Convention, to be held on January 24-25, 2020, in the State of Delaware. An announcement about the location will be made by the end of March.

The Chair announced that an electronic email Evaluation Form will be available in the next two weeks.

The Chair recognized the Rev. Canon Gary Rowe who ended convention with prayer.

### **COMMITTEES OF THE CONVENTION**

(Appointed by the Bishop)

#### Agenda Committee

The Rt. Rev. Kevin S. Brown  
Mr. Campbell Hay  
Ms. Mary Morgan

Mr. Daniel Saunders  
Mr. John Michael Sophos

#### Committee to Review the Minutes

Ms. Bernadette Holcomb

Ms. Marie Smith

Ms. Mary Morgan

Ms. Toni Snow

Election Committee

Mr. Daniel Saunders, *Chair*

Ms. Elizabeth Saunders

Ms. Nancy Koenig

Nominating Committee

The Rt. Rev. Kevin S. Brown

Mr. John Michael Sophos,

*Chair*

The Rev. Kenneth Athey

Mr. Jon Barrett

Ms. Nancy Benson

Ms. Diane-Louise Casson

Mr. Rick Harra

The Rev. Bradley Hinton

Ms. Niki Ingram

Ms. Mary Morgan

Mr. Robert Morgan

Mr. David Smith

Ms. Toni Snow

Ms. Tempe Steen,  
Esq.

Ms. Lydia York

Resolution Committee

Mr. Campbell Hay

The Rev. James M. Bimbi

The Rev. Stephen Setzer

Sister Jacalyn Hild Fossler

Ms. Felice Jo Lamden

## OFFICES TO BE CONFIRMED BY CONVENTION

(Appointed by the Bishop)

### Secretary of Convention

Ms. Diane-Louise Casson

### Registrar

Ms. Carolyn Bowman

## OTHER APPOINTMENTS BY THE BISHOP

(No Convention Action Required)

### Chancellor of the Diocese

Anne Foster, Esq.

### Vice Chancellor of the Diocese

Tempe Steen, Esq.

### Intake Officers

The Rev. Ruth Beresford  
Mr. Robert Irwin

### Parliamentarian

Ms. Kathryn Jakabcin

### Liturgical Officer

The Rev. James M. Bimbi

### Transitions Ministry Officer

The Rev. Canon Gary L. Rowe

### Ecumenical and Interreligious Officer

The Rev. Martha Kirkpatrick

### Episcopal Relief and Development

The Rev. Donna Jean Kiessling

### Education for Ministry

*(Sharing with the Diocese of Easton)*

The Rev. Jeffrey Ross

Church Periodical Club

Ms. Mary Morgan

United Thank Offering

Ms. Nancy Melvin

Diocesan Representative on Province  
III Council

The Rev. Deacon Sheila Brigid Sharpe

Chaplains to Diocesan Retirees

The Rev. Canon & Mrs. Carl Kunz

The Rev. Edward E. Godden

**COMMITTEE APPOINTMENTS**

(Appointed by the Bishop)

Commission on Ministry

New and Continuing Members: Mr. Jonathan Barrett

Sister Barbara Jean Brown

The Rev. J. Carlyle Gill

The Rev. Rita Nelson

The Rev. John B. Pumphrey, Chair

The Rev. Ann Urinoski

Committee on Advance and Development Funds

Continuing Members:

Mr. Stuart Brahs, 2021

Mr. Robert Davis, 2024

Mr. Chris Ennis, 2024

Mr. Harry G. Haskell, Jr., Member Emeritus

Mr. Larry Heinold, 2023

Ms. Amy Brown Keach, 2024

Mr. Arnie Morris, 2024 – Chair

Mr. John Shwed, 2024

### Personnel and Compensation Committee

#### Continuing Members:

The Rev. David T. Andrews, Jr., 2020  
Ms. Joyce Bembry, 2020  
Mr. C.W. Borden, 2020  
The Rev. Kim F. Capwell, 2020  
Ms. Kathleen Koch, 2020, Chair  
Mr. Bruce Vrana, 2020

## **SECTION III CONVENTION ADDRESS**

## *Bishop Brown's Address*



*234<sup>th</sup> Diocesan Convention*

*Princess Royale Hotel, Ocean City, MD*

*January 25, 2019*

"And the word became flesh and lived among us." John writes in the prologue of the Gospel that he left us. "The word became flesh and lived among us and we have seen his glory, the glory as of a father's only son full of grace and truth." It's very exciting! Do you get excited when you hear that bit of scripture? John just lights your fire, just a little bit? It does for me. Even if it's on Christmas morning when you know you're driving yourself to church and you'd rather still be at home, but you get to hear the Gospel of John. You know you're going to hear it. You know you're going to hear it.

The word 'word' used there, I know that you've heard it in one or two or ten sermons somewhere along the line, that the English word 'word' really is the Greek word 'logos'. And I read, and I think it's very helpful, that 'logos' was a stoic conception. When John was writing this in the first century, he didn't make up the word himself — 'logos'. He was referring to a stoic conception. And, if you think like a stoic would have, it's how they described the operating system for nature. 'Logos' was how the world worked. It was the power of the system that informed the way nature worked. And so, when John used this, he was basically saying that we've just updated, upgraded, our operating system. The word has become flesh and lived among us, which would have been incredibly radical, an incredibly radical idea for those first century stoics, our entire convention hinges around the theme of, "Say it aloud, the power of the word." And it's meant to hearken to the very power of the word of God, the 'logos', the operating system that has been updated by our living God, and also the power of the spoken word. The keynote address we'll hear tonight by Canon Robertson will talk to us about the healing and transformative power of the spoken word.

In holy Eucharist tomorrow, worshiping with the very words that we use to move us closer, ever so closer to God, and even tomorrow afternoon as we start to wrap things up with a big Invite Welcome Connect presentation, and throughout this convention, it's the power of the word that unifies so much of what we're doing. In the midst of our work, I want to stop and offer an address here, not to delay us from the work that's going on where we describe the word of God, but to offer a little snapshot of what we've done in 2018 as the Episcopal Church in Delaware – just a little snapshot, and then offer a proposal. Sound, all right? So, in 2018, the Episcopal Church in Delaware, now this is collectively, as there's no way I can speak about all of our parishes and cover all of the good work that's going on where you are. And if I invited each of you up to talk about the mission that's going on, the evangelism, the worship, the education, all the things that you're doing, well we could have a great conference indeed.

But I want to talk a little bit about what we're doing collectively. In 2018, we began referring to ourselves as the Episcopal Church in Delaware. Do you remember that little change? We didn't say that diocese is a bad word. You can still use the word diocese. Diocese of Delaware is still acceptable, but it's just kind of a technical term. It's as if when you're sitting at lunch and you want someone to pass you that shaker of sodium chloride instead of saying pass the salt. Diocese is simply like that. It's a technical term for a church. We're a church that's organized as a diocese. I can't tell you how often, in every visitation, someone has mentioned that to me, how much they like that. I think that's remarkable. We didn't make it up. Many other churches across the Episcopal Church have done the very same thing. We've upgraded the website. Go on to [www.delaware.church](http://www.delaware.church). We've done a number of things on an infrastructure standpoint technologically, around this unity of our name. We have begun a reboot of the Commission on Ministry process. For those of you who serve on the commission, you're well familiar with this great work. Most of you don't know what's going on, and you'll hear just a little bit about it tomorrow. But not only is the commission working on the process for helping discern folks to holy orders, but also a whole new idea for a process for helping everyone, all baptized Christians, discern what God is doing in their lives. So hopefully within a few years the Commission on Ministry will have touched everybody in the diocese, not just people who think they might want to be priests or deacons.

We kicked off Invite Welcome Connect. How many people were at the conference in October? Did you have a good time? Talk about something that I hear about time and again in visitations – it's gathering. It almost felt to me like a revival and it was by all accounts a tremendous success, and it was just the start. It's the beginning of our long- term work around evangelism. A way of thinking, of making sure that we keep this evangelism in front of us, and not just that we keep the need in front of us, but that we have tools and ways to do it. For next steps with IWC we'll form a lead team to help shepherd our work. We will likely hold a one-on-one session. When I asked how many here in the room were at that session in October, less than half raised

their hands. That means that over half of us haven't been yet. We'll make one-on-one sessions available so that everyone in the diocese has a sense, a way to understand firsthand what Invite Welcome Connect is all about.

In 2018, PACT, the Practical Application across Cultural Transformation, a group that years ago grew out from the pilot congregation, has begun to wind down its ministry and has begun to fold its work into Invite Welcome Connect efforts. PACT's effort has been to foster Christian growth and action in areas of diversity and multicultural appreciation. And that's exactly the kind of work that, when we talk about connecting one to another, connection fosters. So, I give thanks and I know that that our speaker tonight, Chuck Robertson, is here as a result of PACT and the work that they have done. Chuck, we're glad that you're here, sir, and we're looking forward to your presentation. And we thank PACT. I acknowledge the good work of PACT and acknowledge a transition in their ministry as it folds into Invite Welcome Connect.

Invite Welcome Connect is brilliant in its simplicity, but it's not easy and it's not a competition. Tomorrow we're going to share some exciting first steps that we've been doing, that we, as the entire Episcopal Church in Delaware, have been doing since October. And we'll celebrate some of those, but it's not a competition to see who's gotten out farther faster. It's a mutual joy of sharing in what has been done. And it'll be great to look at our successes, and this year we'll talk about first steps, but what I'm really looking forward to is next year when we'll talk about our big missteps. And we'll celebrate where we've just stubbed our toe on something. What did we learn from it and what are we doing differently now? Wouldn't that be fun? Because not everything we do is going to be a raging success from the first. If it is, that means we're not trying anything new, but just rehearsing the old patterns.

Across the diocese, in 2018, I've been focusing on unity of people and purpose. During the bishop search, early on, I was surprised to find, yet not surprised to find, that even in a small state we can find ways to be different from one another! Do you know what I mean? I know you do. We can find divisions — north/south, upper/lower, urban/suburban, rural/beach. And part of what I think is so very important is that at every opportunity, like this right now, we see ourselves as a visible sign of the unity that we really are. Think, look around, you don't get the view that I do seeing this room, but we are one church and it's so important to keep that in mind. The times we feel that we're alone or doing this difficult ministry all by ourselves it's important to remember that there are parishes nearby who want to and who can help. We're doing things with our governance committees around this idea of unity, how to bring to life, to show, to make visible, that we're unified. We're looking at some different ideas. One is to centralize all of our meeting locations so that it's easier to know where our governance committees are meeting and what they're doing, better advertising of the times and their agendas, centralizing a database of the work that they're doing. I don't know if that feels like unity to you, but it absolutely does to me because in a very real way it will remind us that we are all in this together.

We've rolled out technology in the last year to help make these remote meetings easier. This might make me boring, but man, if you're in a meeting, this is important stuff. Have you ever tried to run meetings from a distance when agendas are changing, the minutes are changing, the attachments are changing? We're rolling out a software to make that easier and looking to have a standard for video conferencing across the diocese so that if you want to have a video meeting, there will be a single platform that we can use. I'm working in my visitations to really try to make unity more visible. In fact, this year I'm going to ask that, when I come, your entire parish show up for one worship service. I want everybody to come. One worship, one forum, one coffee hour or a lunch or a hoedown or whatever it is that we do. Have everybody come. And that's the request that I have. It's an excuse. The bishop is asking us to get the whole family together and we're going to work to make it happen. Now, not all parishes can even fit in their worship space and I'm well aware of that. There are some parishes that are just too big for the worship space. We'll work it out. We'll figure something out. But I ask that when this comes along, and you see that the bishop is coming, let's make the day something big. Not because it's about me. I'm just the excuse. Let's make it a day to get together, make it a day to celebrate who we are as a parish. Now there'll be folks that grumble, and I understand that. We are human beings — it is our right to grumble. But I would ask that you would help remind people. Blame it on the bishop! That's what I always encourage you to do — blame it on me. This was his idea! But if you would, say, "But it's not such a lousy idea. You know, it's not such a lousy idea. Let's give it a shot." Showing up matters. It really does. But we're not going to do it if we don't at least try. Unity is a big deal for me, even in a state this small, to do things that reflect that we are one body in Christ.

So, what else have we done in 2018? We reorganized our mission support staff. You're familiar with the staff that works with me in support of the work of the diocese. We call ourselves a mission support staff for example. And Kathleen makes me look smart when she's able to do it. And when she's not, it's not her fault. She's executive to the bishop. She used to be the registration manager for Memorial House and for Camp Arrowhead. That registration work has now been given to Camp Arrowhead and to Memorial House so that they are doing that locally. Kathleen's position has not been back filled, and they picked it up very ably. Dina is doing a great job and Walt is doing a great job with these conference registrations. I think they're glad to have that responsibility. Also, on staff I've asked Cynde Bimbi to serve as our Director of Communications. That's her full-time job — to increase her focus and all her resources on how we communicate. So, if you feel like you're being spammed by my videos, you are! And you can thank Cynde for that. Cynde is now responsible for getting videos shot and edited, but also translated and transcribed into English and Spanish. An early request was for those of us who prefer to read and not watch videos, that we can get it in writing. Those kinds of things are what having an attentive director of communications makes happen. And this is core evangelism work. It's not just for our

unity within the diocese, though it is important, but it's also a great window for people outside to see in.

We've done a lot of stuff in 2018. We have indeed. And a wide, wide range of tasks. Just this past week, so it wasn't really 2018, but Judi Gregory's position now is Canon for Finance and Administration as a recognition of the work that she has done and the recognition of that particular job. So, when you see her, make sure you congratulate Judi. Canon Rowe has retired, and I began the search in December and received applications from across this country and internationally as well. You would be interested to know that part of having a great communications team is that we're able to put together a very attractive website which among other things made this position remarkably interesting to a number of people. And as for the new Canon to the Ordinary — for vitality and renewal — if we're lucky, that announcement will be made in February. That's pretty exciting too. A wide range of tasks — a hundred day — to — day projects that I won't go into, and a thousand more ministries that you are doing yourself. It was a busy year in 2018.

So, I have a proposal. When we think about the hundreds of tasks that are to be done at a diocesan level and the thousands of tasks to be done at a parish level, a question often comes up as to how do we determine what to do? How do we decide? How do we know what to do next? If you've ever served on a vestry or served on a committee in your church, you've wondered about this very same thing. How do we prioritize what's next? How do we know what we should be focusing on, where we should maybe divert or plant or use our resources? If we're not careful, then we may end up jumping from hot issue to hot issue without any sense of direction as to where it is, we should go.

When I was a new priest, my bishop at the time said, "Well, there's one way to help you keep in mind all the things that a parish needs to do, if you categorize them in six easy categories." Six easy categories. He called it SWEEPS. You know SWEEPS, right? Say it with me if you know. Service, worship, evangelism, education, pastoral care, and stewardship. If you do that, that's all you've got to do as a church. It sounds so easy! I like it. Six things, we can do that. Then you look, and you see it, the breadth of those six charges to a parish, to the church. Service alone, what do you mean service? Which service? Are we feeding the hungry, are we clothing the naked? Are we helping prisoners? Are we standing up against drug use and the proliferation of opioids? Are we standing against racism? What are we doing? We've got to do it all, right? Well that's just one area. Then there's worship and all the decisions made around our worship. Or evangelism, one that we have often not spent much attention on. We talk about education. We educate our children, or youth, or adults. We educate in scripture, and in theology, and in ethical living, and in linking all of this to our daily life. Well that's only four areas that I've said. Do you see what I mean? It sounds and looks like it would be impossible. And one writer called priesthood the impossible vocation, for this very reason, that it seems, when you lay it out on paper, that to be a priest is impossible

because the job of being a church is just not possible. Now, thankfully I know it is possible because I see priests and deacons in this room who are making it possible, and parishes doing the work of the church.

I told Bishop Johnson sometime later that he also needed to add another category. He needed to add administration to SWEEPS – that would be SWEEPSA. Because you've got to be a good administrator, right? "A good administration is good pastoral care," my liturgy professor said, and he was right. So SWEEPSA, that's your freebie for the day. But it feels impossible and, yes, we rely on the Holy Spirit and the sense of joy that we get from doing the work that we're given to do, but I tell you what, it can be overwhelming.

So much of the modern leadership challenge in the church, is not sparking people to action. It is focusing the actions that we need to take. It is focusing that energy on the actions we need to take. Now I'm not saying that we're not complacent in places, we certainly are. We always need sparks, catalysts, to be charged, to get up out of our pews and into the world. What I'm saying is that in the life of the church right now, most people, we find ourselves in church knowing that the Spirit is calling us to do something, but it's discerning what that something is. Does this resonate with you?

The challenge is channeling our energies. When you've got a thousand ministries to do, how do you choose and prioritize among them? When you've got good and faithful ideas, it's easy to lurch from one to the other. So, what I want to propose for us, as the Episcopal Church in Delaware, is a common starting point, a common framework for how we organize the work before us. Again, a common starting point, a framework of a narrative that we can use as a church, or a kind of a common reference point for how we organize our work.

Now Bishop Johnson offered those six areas, which I found overwhelming. I want to offer three. I'm going to, in fact, offer this metaphor. I call it Growing Delaware, and I use the image of a garden. Because Jesus of Nazareth did it a long time ago, and I figure if I'm going to follow somebody's example I should start right there. Growing Delaware, it's a framework for vitality and renewal. And I use the image of a garden because time and time again it resonates. So, if you think of any garden, imagine, pick the garden of your choice – flower garden, vegetable garden, mushroom garden. Does anyone have a mushroom garden? Yeah, okay! Herb garden. A magic rock garden, maybe. Imagine a garden, any garden, whatever rocks your world. Think of that garden and it's an image of flourishing, of flowering. Gardens are places of health and blossoming and a place of thriving. That's what ultimately a garden is about.

Three basic images with Growing Delaware, sowing seeds, tending the garden and sharing the harvest. Pretty easy, right? Sowing seeds, tending the garden, sharing the harvest. You have to sow seeds if you're going to plant a garden. We're going to plant a garden here in Delaware – a garden for the Kingdom of God. We've got to

plant seeds. All new life comes from seeds of some kind. Think about that. All new life comes from something that is alive already, and somehow gives birth to it. New life comes when seeds are sown. Life begets life. And so, under sowing seeds, this is the work we, as the church, do around our evangelism, Invite, Welcome, Connect, our hospitality, youth ministry, college ministry, Hispanic ministry – seeding new worship communities. That's the other work we began in 2018 – work around seeding in worshiping communities. "He put before them another parable," Matthew writes in Chapter 13. "The Kingdom of heaven is like a mustard seed that someone took and sowed in his field. It is the smallest of all of the seeds, but when it has grown it is the greatest of shrubs and becomes a tree." Even small, tiny seeds can grow into great and powerful things. We typically see that from small beginnings, yes, great things can come. That's what we typically see in this gospel, but we also see that in order for the seed to grow, someone's got to sow it. Someone has got to sow it. And we cannot assume, as the Episcopal Church in Delaware, that someone else is going to teach about the love of God, teach the world about the love of God, and that those folks will then find their way to us. We have to plant seeds.

Second is to tend the garden, to water, to turn the soil, to water the seeds, to give nurture and care and attention to the seeds that have been planted. This is our work around pastoral care, worship and our prayer life, our support of our clergy and our families, support of lay leadership and discernment, and the care of our parishes. It's our ecumenical and interfaith work. All of this caring for the body of Christ, not lavishly, but doing it well and intentionally. We've got to turn the soil, even for just a little while. Sometimes we even have to let some patches lie fallow. "Not all ground is the same," Jesus said in the parable of the sower. You remember as the sower cast out seeds, seeds fell on different ground. Some seeds fell on a path and they were lost, birds ate them up, and other seeds fell where they could get no roots and they died and withered away. And other seeds were scorched in the heat, but some found good soil. The point to remember is that good soil doesn't just happen if it's not tended. If it's not tended.

Finally, we share our harvest. The whole point of a garden is to harvest something. It is in our outreach and our mission, in our justice, our stewardship. It's to take the harvest, what we have grown with our own hands, and to feed ourselves. Yes, and to get some seeds for the next round, but most importantly to share with the world.

"We will be known by the fruits that we bear," Jesus says, in the seventh chapter of Matthew. These three simple areas make up one basic framework to sow, and to tend, and to share. Rinse and repeat. Sow, tend, share, repeat. Now frankly it's not meant to replace the SWEEPS model. It's not meant to replace any other model. All it's meant to do is to give us a common framework for the way that we talk about and organize our common life. Because it's very easy, as the church, to focus on tending our own garden and assume that someone else is going to sow the seeds. Am I right? It is very easy to tend our own soil and even, if we're good, to share our harvest, and I think

we really do try to share our harvest, but we should not be surprised if our harvest dwindles because we're not planting seeds. Are you with me?

That's fundamentally what this is about. Helping us see in this time, in this era in the life of the church, that growth, growth, growth is a primary driver for what we're about. Growth. Growth in the health and vitality of our parishes, whether it's an average Sunday attendance or in giving our participation. To name it, that growing matters and that we should invest our time and our energy in things that grow this body of Christ. And to not be timid about that, to not grow for our own sake, but grow for the Kingdom of God. But also, to grow in the depth of our spiritual practice. Grow in the depth of our prayer life. It's not enough simply to talk about growing in size if, fundamentally, we're not talking about growing our spirits.

It's a legitimate concern I've often heard expressed that when we talk about growth there's the worry that we'll end up counting noses and counting dollars, but we're not going to look to people's souls. And we don't want that to happen. Part of the importance of a framework is you don't want to put all your eggs into one of those baskets. And one way to overreact would be to shift every one of our resources into sowing seeds and forget to tend our garden or forget to share our harvest. Framework is meant to help us keep this in balance, but to name growth as a priority for the church. People often ask me, "Well, bishop is there a vision? What's your vision for Delaware?" I'm not a big fan of vision language, but I understand the question. And so, if you would like, then I offer this. My vision is that we in an untimidly, is that a word untimidly? In a non-tenaciously kind of way, in an old way, that we name growth of the Kingdom of God in Delaware as our priority for this age — growth in our size, growth in our impact, growth in our spirits.

And a way to see if we're on this track is to put a framework in place just to see. Are we putting dollars in place to do this work in the right places? Or, are we committing our time and our resources? So that's what I offer. That's my proposal for you my sisters and brothers in Delaware. If we believe, as Saint Paul did, that the church is not just one more institution, but is very much the embodiment, an embodiment, of Jesus Christ on this earth, then there is something very special about what we're called to do. This is not just another assembly of well-meaning people. This is the coming together of the body of Christ. So, look around at your fellow members of the body of Christ and see who is here with you, because I think Saint Paul was right. There's something special about this church, this thing we call church, a living instrument of God's mercy and love.

The word became flesh and lived among us and we have seen his glory. We have the seeds of that glory that we can plant, and we can spread. Why wouldn't we? We're called to go and baptize all nations, teaching them what Christ commanded us. Let us not neglect the very body of Christ, my brothers and sisters. Let us sow those seeds, tend the garden, and share the harvest. Are you with me? Amen. Amen. Well then, I'm going to wrap up this presentation with a video, if I may. Thank you.

## **Section IV Record of Official Acts**

## *2018 Record of Official Acts*

### *By the Right Reverend Kevin S. Brown*

#### *2018 Clergy Received*

February 27	The Rev. Thomas P. Davis	Diocese of Upper South Carolina
September 20	The Rev. Deacon Paula Jean Waite	Diocese of Maryland
October 15	The Rev. Dr. James L. White	Diocese of Michigan

#### *2018 Clergy Transferred*

None

#### *Marriage Judgments*

In accordance with Title I, Canon 19, Section 3, during 2018 consent was given to 12 requests for remarriage.

#### *Consents*

##### *Received*

##### *Approved*

May 16	May 22 (KB)	Consent for the Election of a Bishop The Rev. Canon Kevin D. Nichols for the Diocese of Bethlehem
April 28	June 19 (SC)	Consent for the Election of a Bishop The Rev. Canon Kevin D. Nichols for the Diocese of Bethlehem
June 5	June 6 (KB)	Consent for the Election of a Bishop The Rev. Canon Michael Buerkel Hunn for the Diocese of Rio Grande
June 5	June 19 (SC)	Consent for the Election of a Bishop The Rev. Canon Michael Buerkel Hunn for the Diocese of Rio Grande
June 18	June 19 (SC)	Consent for the Election of a Bishop The Rev. Carlye J. Hughes for the Diocese of Newark

June 21	June 22 (KB)	Consent for the Election of a Bishop The Rev. Mark A. Cowell for the Diocese of Western Kansas
June 21	September 18 (SC)	Consent for the Election of a Bishop The Rev. Mark A. Cowell for the Diocese of Western Kansas
August 30	September 4 (KB)	Consent for the Election of a Bishop Suffragan for the Diocese of Texas
August 30	September 18 (SC)	Consent for the Election of a Bishop Suffragan for the Diocese of Texas
October 9	October 10 (KB)	Consent for the Resignation of a Bishop The Rt. Rev. Shannon S. Johnston for the Diocese of Virginia
October 31	November 2 (KB)	Consent for the Resignation of a Bishop Suffragan The Rt. Rev. Dena A. Harrison for the Diocese of Texas
November 8	November 13 (KB)	Consent for the Election of a Bishop The Rev. Dr. Cathleen Chittenden Bascom for the Diocese of Kansas
November 8	December 18 (SC)	Consent for the Election of a Bishop The Rev. Dr. Cathleen Chittenden Bascom for the Diocese of Kansas
December 3	December 11 (KB)	Consent for the Election of a Bishop The Rev. Kimberly D. Lucas for the Diocese of Colorado

December 3	December 18 (SC)	Consent for the Election of a Bishop The Rev. Kimberly D. Lucas for the Diocese of Colorado
December 4	December 11 (KB)	Consent for the Resignation of a Bishop The Rt. Rev. Herman Hollerith for the Diocese of Southern Virginia
December 5	December 11 (KB)	Consent for the Election of a Bishop Suffragan The Rev. Mark D. W. Edington for the Convocation of Episcopal Churches in Europe
December 5	December 11 (KB)	Consent for the Election of a Bishop The Rev. Jennifer Anne Reddall for the Diocese of Arizona
December 5	December 18 (SC)	Consent for the Election of a Bishop The Rev. Jennifer Anne Reddall for the Diocese of Arizona

**Received**      **Denied**

September 5	December 14 (KB)	Consent for the Election of a Bishop Coadjutor The Very Rev. Joseph Kerwin delicit for the Diocese of Haiti
September 5	September 15 (SC)	Consent for the Election of a Bishop Coadjutor The Very Rev. Joseph Kerwin delicit for the Diocese of Haiti

## 2018 Confirmations & Receptions

	Confirmed	Received	Lutherans Welcomed
All Saints, Delmar	-	-	-
All Saints, Rehoboth Beach	-	4	-
Calvary Church, Hillcrest			
Christ Church Christiana Hundred	12	4	
Christ Church, Delaware City	1	-	-
Christ Church, Dover	2	5	-
Christ Church, Milford	-	-	-
Ascension Episcopal Church, Claymont			
Episcopal Church of Saints Andrew & Matthew	-	-	-
Grace Church, Brandywine Hundred	-	-	-
Immanuel on the Green, New Castle	-	3	-
Immanuel Church, Highlands	2	-	-
Church of Nativity	-	-	-
St. Andrew's School Chapel, Middletown	6	-	-
St. Anne's, Middletown	2	1	-
St. Barnabas, Wilmington	-	-	-
St. David's, Wilmington	8	2	-
St. George's Chapel, Rehoboth	8	-	-
St. James Mill Creek	-	-	-
St. James, Newport	-	-	-
St. John the Baptist, Milton	6	-	-
St. Luke's, Seaford	-	-	-
St. Mark's, Millsboro	-	-	-
St. Martha's, Bethany Beach	-	2	-
St. Martin's in the Field, Selbyville	-	-	-
St. Mary's, Bridgeville	-	1	-
St. Nicholas', Newark	1	-	-
St. Paul's, Camden	-	3	2
St. Paul's, Georgetown	-	-	-
St. Peter's, Lewes	5	1	1
St. Peter's, Smyrna	6	2	-
St. Philip's, Laurel	-	-	-
St. Stephen's, Harrington	-	-	-
St. Thomas's, Newark	7	-	-
Trinity Parish, Wilmington	14	5	-

## **SECTION V ANNUAL REPORTS**

## Committee Reports

### **Anamchara Fellowship, Sr. Barbara Clare Conroy, AF, Abbess**

Sisters BJ Brown and Julian Wilson founded Anamchara Fellowship here in Delaware. It was incorporated by the State of Delaware in 2003. The Fellowship is canonically recognized by the House of Bishops Committee on the Religious Life, and is a member of the National Association of Episcopal Christian Communities. Our Bishop Visitor is the Rt. Rev. Diane Jardine Bruce, Episcopal Diocese of Los Angeles. We now have members in twelve States, from California to Delaware and external members, Companions, throughout the USA, Brazil and Scotland. At the present time, we have 34 Professed, 7 Novices, 3 Aspirants, and 5 Seekers. We also have 29 Companions who are external members of the Fellowship, who support us with prayer and presence.

Our Formation program is a time of discernment and the journey may last anywhere from two to four years. Each person in the formation process has an Anamchara, "Soul Friend", who mentors him or her in all areas of Religious life until Profession. We come together each year for a week long Gathering, where we live, learn and pray. This time is an important part of Community life, and we have come to cherish this sacred time.

All members are committed to prayer on a daily basis and to having an active ministry in the Diocese, Parish, or community in which they live. Our ministries are as diverse as our members, including work in Pastoral Care, Spiritual Direction, Chaplaincy, Catechesis and all areas of Social Justice. Members are available for Retreats, Quiet days, both here in Delaware and throughout the Country.

We have been blessed these past years with growth, health and transformation as we live out our understanding of Celtic Spirituality and Religious Life wherever we live. We strive to live into our charisms of Hospitality, Generosity, Compassion and Love as we serve the People of God and the Church.

### **Bishop and Council, The Rev. Christopher P. Keene, Vice President**

Members of Bishop and Council are elected by the delegates at the annual Diocesan Convention in the winter and take office in April following their election. They currently meet regularly during the year at churches throughout the Diocese. In 2018, Bishop and Council met several times telephonically and at St. Paul's, Camden; St. Nicholas, Newark; Trinity Parish, Wilmington; Camp Arrowhead and the Mission Office at St. Albans Center, Wilmington.

Bishop and Council prepares the budget and works on programmatic issues for the diocese between diocesan conventions. They are responsible for the diocesan properties of Camp Arrowhead and Memorial House. Much of the work of Bishop and Council is carried out in committees. The committees report to the Bishop and full Council concerning their work and may introduce resolutions.

The Executive Committee is selected from members of the Bishop and Council. The Executive Committee plans the agendas of Bishop and Council meetings and may act on behalf of the Bishop and Council between meetings on a limited basis. These members currently serve on the Executive Committee:

The Right Reverend Kevin Brown

The Rev. Christopher P. Keene, *Vice President*

The Rev. Dr. Ketlen Solak, *Secretary*

Mr. Alvin B. Roberson, *Treasurer*

Ms. Kathleen Moore, *Staff*

Ms. Judith Gregory, *Business Manager*

The Rev. Canon Gary Rowe, *Canon to the Ordinary*

The Finance Sub-Committee creates and manages the diocesan budget and conducts monthly reviews of income and spending.

The Convention Sub-Committee, working with members of the host parishes, supervises the planning, operation and review of the annual Diocesan Convention.

The Program Review Committee aids in the development of new Diocesan programs and monitors the progress of these programs.

The Insurance Committee reviews the comprehensive property and liability insurance programs with Church Insurance, and the health benefits for active employees and qualified retired employees.

The Personnel and Compensation Committee who work on issues ranging from the annual calculation of the cost of living adjustment, and personnel manuals and policies.

Bishop and Council, since last year's Diocesan Convention, have:

- Continued to support the ministry of Camp Arrowhead as it plans ways of expanding its mission and being good stewards of the Camp's infrastructure, which includes upgrading their waste water treatment system.
- Continued to support the Hispanic Ministry at Trinity Parish; Primeros Pasos Early Education Program, Georgetown; the prison ministry program of The Way Home, Georgetown; Congregational Development; the first Invite Welcome and Connect conference; PACT (Practical Approaches to Cross-cultural Transformation) and other programs vital to the life of the Diocese.
- Reviewed the work of the four resolutions passed at the last convention by establishing four working groups that would identify additional resources and professional individuals that would assist them in carrying out these tasks.

### **Brandywine Collaborative Ministries (BCM), *The Rev. Dr. Ketlen A. Solak***

This last year proved to be a good year in the life of the Brandywine Collaborative Ministries (BCM). A few positive changes happened in regards to our clergy team. At the end of June, the Letter of Agreement of the Rev. Dr. Ketlen A. Solak was renewed and her title is now Rector (previously Covenant Rector). In September, the Rev. Deacon Marta D. Illueca was appointed by Bishop Brown to begin a two-year curacy term with the Collaborative. The Rev. Christopher (Chris) C. Moore and the Rev. Dr. Edwin (Ed) C. Pease are still happily engaged in the life and ministry of BCM. Maryann Younger, who was a key leader in assisting to implement the BCM Family Worship program, which blossomed with her leadership, is now attending seminary. The program is continuing and is now in its second year. What is more, the BCM Council gathered to clarify BCM goals during a Mutual Ministry Review session in the spring, and all three Vestries gathered for two retreats offered in the spring and early summer.

Our three-member parishes, Calvary Church, Church of the Ascension, and Grace Church continue to find new avenues for joint ministry. For example, BCM and the Choir School of Delaware began a new Community Dinner outreach initiative. Small groups, consisting of members of the three-member parishes, organize, provide for, and eat monthly meals with the choristers (25 to 35 children/teens). During these dinners, they intentionally engage in conversation. In this way, these conversations serve as opportune mentoring sessions. In regards to new initiatives, BCM can now boast of a Cub Scout troop (Grace) and of having established the first Delaware chapter of The Girls Friendly Society (Ascension).

BCM began the New Year by celebrating the Feast of the Epiphany together with a short Saturday evening worship service in which the children were very involved and participated in telling a story related to this significant day in the liturgical year, followed by a potluck. BCM also started its second year of its *Season of Creation* series, which takes place at different interval throughout the academic year. In this regard, BCM held an Earth Day Luncheon Celebration at Calvary, featuring a talk by a special guest, the Rev. Fletcher Harper, Executive Director of Green Faith. Our greatest highlight, by far, was the celebration of Pentecost Day, with a joint Sunday morning Eucharist during which the three parish choirs sang together as one and Bishop Brown confirmed eleven candidates and baptized a two-month old boy. This special Pentecost celebration serves as a hopeful sign of the growing vitality of BCM, and our objective remains the same, which is to become an effective agent of the Good News of Jesus Christ in Brandywine Hundred and beyond.

### **Camp and Conference Center, *Walter Lafontaine, Executive Director***

The 2018 Arrowhead season proudly continued the success of the last number of years due to our unique de-centralized camping ministry led by a skilled and dedicated staff

with help from a vast camp community, which includes the Advisory Committee, the Diocesan Staff, Parishes, Alumni, camp families and many volunteers.

Camp Director, Teri Valente hired 93 staff to serve a total of 1,285 campers, yet another record season. Working with assistant Terry "Rubi" Warner, they continued to provide programming reflecting the camp's mission and long legacy of de-centralized camping. The summer's theme was "I will sing unto the Lord". It was wonderfully manifested in the many activities, events, and services held on a day-to-day basis. Session offerings included Day Camp, One- and Two-week residential camp, Taste of Camp and Mini Camp. The Community was blessed by two visits by Bishop Brown, serving as celebrant for Session 3 final Eucharist as well as the final service for the staff. Our registrar, Nancy Lafontaine, using Camp Brain registration software, continues to provide both veteran and first-time parents a most personal touch. She also reports that \$52,384 in scholarship aid was distributed, sourcing from the trust account, Parish support and donations.

Our retreat season served 70 groups, with over 1644 participants. Highlights included Labor Day Family Camp, The Delmarva Paddlers 31<sup>st</sup> Arrowhead retreat and Maret School's 26th year. Big thanks to our conference registrar Kathleen Moore. She became Bishop Brown's Executive Assistant during the summer and will be sorely missed. Plans are to have a new conference registrar hired by December 2018. Meanwhile, the conference registration software has been moved to a cloud-based platform allowing better access for the staff. We are continuing to improve retreat public relations, always eager to share the many ways camp can be utilized during the off-season, particularly to our diocesan community. Parish meetings, retreats and picnics, environmental programs, scout camping, youth events, ropes and adventure course use, and more are some of the many possibilities. Jim Feaster, our food service manager continues to receive accolades from client groups matching praise from camper evaluations.

Some of the major non-capital improvements included total remodeling for the Kim's Cove and Cracker Box Cabins, a new storage building, sand replenishment at the beach, demolition of the old rec hall – future site of the Wright pavilion, and the remodeled kitchens for the Manager's Home and Manor House. Under the supervision of Rick Hollingsworth, our property manager, the site continues to look great as he remains a gracious host to so many.

The Camp Arrowhead Staff Alumni gathered at camp on the 4<sup>th</sup> weekend of September for their largest reunion ever! It was an incredible mix of young and old! This cherished time allowed the telling of Arrowhead's story in so many personal and reflective ways while affirming the love and support of this amazing group as camp moves into the future.

The connection with the Sussex County Sewer district was finally made in late October, ending an effort reaching back over two years. Thanks to our engineer Mike Cotton, contractor Harry Caswell, business manager Judith Gregory and all who worked so hard to make this happen. Commitment to upgrading infrastructure for the next generation of campers remains a primary goal guiding all future planning and construction. There are still buildings available for any group who wishes to participate in the "Adopt-a-Cabin" program. It is a great way to invest in the camp community and always a great help for site improvement. Contact the camp office at any time for more information.

Much progress has been made with the Council's Capital Campaign for Arrowhead. Project design and costs were completed in the late spring and used by the campaign committee led by consultant Nick Sollag as a base for the feasibility phase. This important work was completed in September with a detailed report sent to all committee, staff, Trustees, and Council. While the report showed clear and necessary cause for continuing into the solicitation phase of the campaign, it also reflected a significant gap between the projected costs and how much funding the Episcopal Church Foundation believes this drive might generate. After a presentation and related discussion at the October Council meeting, a motion was made and passed that the campaign could move forward with a hold on the actual asking start until planning and related costs could be reviewed and revised for approval before the Convention in January. Many thanks to all who participated in the interviews and answered questionnaires, as well as everyone who continues to work on the project as it goes forward. I hope that the "ask" can begin around the time of Convention, with the common goal of readying Arrowhead for the next generation!

Thanks to the foresight and organizational skill of our registrar Nancy LaFontaine, along with dedication and hard work from our staff, volunteers and supportive businesses, two amazing events were held in order to raise funds and bring awareness to the need for a Capital Campaign. In May we held our first ever golf benefit at the American Classic in Lewes. The event was well received by those who attended and plans are to continue the event in 2019. In September, the owners of the Blue Moon restaurant in Rehoboth helped to bring together long list of business friends in order to create a Live and Local benefit dinner at Camp. The result was far greater than we could have expected in both amounts raised, as well as the fellowship centered on the future of Arrowhead. We have already received inquiries about tickets for a 2019 event!

The continued success of camp is truly a communion of so many guided by the grace of God. Thanks again to all who work so hard to make it happen!

Our 2018 Summer Staff



## **A. Felix Dupont Memorial House, Dina Hollingsworth, Managing Director**



*It's been another memorable year at Memorial House,  
where souls have been nourished, rest has been found and friendships have been formed.*

Memorial House, a gift from the Felix DuPont family, is situated on beautiful Lake Gerar in Rehoboth Beach and serves the Diocese as a conference center and summer retreat house, which 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 and hospitality, which keeps people coming back year after year. All are welcome at Memorial House.

Conferencing-Memorial House served 67 conference groups this year, with 1,100 guests. We provided a chapel for worship by church groups, a workspace for business groups and crafting groups along with a space for yoga and quiet moments. There are many rooms, along with the beautiful patio and deck spaces, to provide ample room for groups to gather for activities. In addition to our churches in the Diocese, we have had AI DuPont Hospital, Christiana Care, Delaware Coalition against Domestic Violence, A Peace Corps reunion, UD New Student Orientation, Cabrini University, several crafting groups, and various other for-profit and non-profit groups using our facility. The house is versatile and functions well for many different types of groups.

Summer-A week at Memorial House is always a blessing to those who choose a vacation with a spiritual difference. This year we hosted over 300 summer guests, made up of returning families, friends and neighbors. Some came as family reunions, some came with friends and some choose to just book a room and make new friends. Magic happens at Memorial House where traditions begin and lasting friendships are created. Rooms are available for individuals, families and parish groups beginning in January, when the new rates are posted.

The 2018 updates to the house included; new quartz countertops throughout the guest kitchen and dining area, Additional outdoor seating on the patio to accommodate 20 guests around the fire pit and a new range with cooktop, thanks to the Barnabas Foundation.

This year Memorial House says a sad good bye to Kathleen Moore after many years of wonderful service.

Please contact Dina Hollingsworth for information at [Memorialhouse.org](http://Memorialhouse.org).

***Church Periodical Club, Mary Morgan, CPC Diocesan Coordinator***

The Church Periodical Club helps supply books, magazines, tapes, DVD's, and computer programs to seminarians both domestic and foreign. Study materials are also provided to foreign medical students and others at no cost. Bibles and other materials are provided to those who cannot afford them. 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, one of the Diocese's own, Maryann Younger, received a scholarship from the national CPC. In the current year from January 1, 2018 to October 31, 2018, the CPC for the Diocese of Delaware has received \$310.00. The ECW Board of Directors for the Diocese of 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, 3717 Philadelphia Pike, Claymont, DE 19703.

***Commission on Ministry (COM), The Rev. John B. Pumphrey, Chair***

*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 primary 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.

The Commission on Ministry began 2018 in transition. Initial meetings with Bishop Brown, provided direction: continuing support of the formation of current Postulants and Candidates, developing a discernment process for Lay Orders and deploying a pathway for Holy Orders. Under the leadership of its then long-time Chair, The Rev. Celeste Cox, the COM formed two working sub-groups to address discernment and the pathway to Holy Orders reporting at this convention.

In August, Celeste Cox stepped away from the Commission after serving since 2010 and The Rev. John B. Pumphrey was appointed new Chair. The COM experienced other transitions with The Rev. Martha Kirkpatrick and The Rev. Mark Sullivan also leaving the Commission. Serving in 2018 were the following: Mr. Barry Hutton, The Rev. Anna Waid, The Rev. Carlyle Gill, Mrs. Irma P. Van-Catledge, and The Rev. Teresa F. Terry. The Venerable Pat Malcolm also serves.

#### **Committee on the Advance & Development Funds, *Canon Judith L Gregory***

Due to the earlier date of Convention, this Committee's report has changed to a fiscal year report that includes balances and transactions from October 1, 2017 – September 30, 2018.



Above: St. John the Baptist, new roof



Above: St. Philip's - renovated bathroom

The available invested cash balance in the Advance Fund (loans) at September 30, 2018 and September 30, 2017, was \$1,002,919 and \$952,974, respectively. The loan repayments during this twelve-month period were \$151,112. As of September 30, 2018, outstanding loans receivables totaled \$489,428. Loan disbursements during this period totaled \$115,789 as follows:

Ascension	\$ 5,000
Calvary	\$32,551
Christ Church - De City	\$19,898
Grace	\$ 2,350
St. Philip's	\$55,970

The available invested cash balance in the Development Fund (grants) at September 30, 2018 and September 30, 2017 was \$885,493 and \$853,290, respectively. The following grants were issued: Christ Church Delaware City - \$20,000, St. Peter's Smyrna - \$1,850, Calvary Church - Hillcrest for \$5,000, St. Paul's - Georgetown for \$1,850, St. James - Newport for \$60,088, Diocesan Council on behalf of St. Stephen's - Harrington for \$11,000, and Church of the Ascension - \$4,100. Challenge grants were issued to St. Philip's - Laurel of \$21,155, Calvary - Hillcrest of \$5,000, Christ Church - Delaware City of \$20,000. The Committee approved a one-time debt forgiveness of \$2,618.

Loan interest of \$11,987 was accrued and/or paid during this period along with investment interest and quarterly Master Fund A distributions of \$47,476. At September 30, 2018, there was \$250 in accrued interest outstanding.

During 1994, the Diocesan Council had transferred the final RL-70's reserves to the Advance and Development Funds. The Committee on the A & D Funds has continued the practice of transferring the interest from this \$166,000 to the Bishop and Council. The amount of interest transferred during this period was \$9,000. Advance and Development Funds assets (cash, receivables, and investments) totaled \$2,392,491 on September 30, 2018 including \$9,220 in interest reserved for the Bishop and Council.

Information on the Advance & Development Funds can be found on the Diocese of Delaware website at [www.dioceseofdelaware.net/resources/advance-development/](http://www.dioceseofdelaware.net/resources/advance-development/).

### **Delaware Communications, Cynde Bimbi, Director of Communications**

The Episcopal Church in Delaware is committed to a broad range of communications, using up-to-date technology and a variety of communication tools to reach out to Delaware Episcopalians and our neighbors. The diocese publishes several digital communications with options to download and print, as well as opportunities to connect via social media.

The diocesan communications team consists of Cynde Bimbi, Director of Communications and graphic design; Lola Michael Russell, Editorial Assistant; Marie Smith, Copy Editor; Michael Redmond, Contributor; The Rev. Canon Mark Harris, Contributor; and Danny Schweers, Photographer.

As a comprehensive resource to diocesan churches, the team is available to support parish communications, provide general information, answer questions, visit churches to take photographs and video, assist with website management and creation of e-communications, as well as maximize the presence of each parish.

The team works to provide professional, up-to-date communications, compelling journalism, and captivating graphics and video. The way the team communicates will change as technology advances, but what they communicate will not. The intent will be the same even as the medium changes.

*Below are the communications media for the diocese:*

- **Diocesan Website**

This website is a comprehensive resource tool for all parish and diocesan news, updated daily. Many resources as well as information for seekers, newcomers, lay, and clergy can be found on the website. All articles from the *Delaware Communion* and bishop vlogs (videos) are also posted on the website. Images from around the diocese and parishes are displayed on the front-page slider. Future plans include providing a Spanish option throughout the website.

- **The Net**

The diocesan weekly eNewsletter is published every Wednesday and includes diocesan news and the bishop's bi-weekly vlog (video), as well as announcements from our parishes, community, ministries, and the wider church. Special editions are published periodically. This

publication is distributed to over 3,000 email addresses with an average open rate of 40 percent. The national average open rate is 24.88 percent.

- **Delaware Communion**

This bi-monthly online magazine is posted to the diocesan website, distributed to all churches via email, and published in the weekly eNewsletter, *The Net*, on the first Wednesday of the publishing month. Special editions are published periodically. The average impressions for the online magazine (when magazine is loaded) are 1,000.

- **The Clergy Focus**

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

- **Convention eNews**

Published several times a year, August through February, this e-newsletter provides relevant information and updates for the annual convention. These publications include the first introduction of the keynote speaker, resolution guidelines and deadlines, nomination information for diocesan offices, candidate announcements, registration information, and convention results.

- **Disaster Preparedness & Personnel Benefits eNewsletters**

These eNewsletters are published periodically to outline benefits for lay and clergy employees and provide important guidelines in preparing for possible disasters.

- **Social Media**

Facebook is the primary social media platform for our diocese. A morning devotion, which includes a psalm and prayer, is posted daily reaching over 700 readers. Every Friday, a welcome including a picture and link to a particular church in the diocese (usually the church the bishop is visiting,) is posted on Facebook, along with a linked reference to visit a church near you (reaching over 300). In addition, news from the Episcopal Church in Delaware is posted daily including the bishop's bi-weekly videos (reaching up to 3,000) and the *Delaware Communion* (reaching over 700), as well as news from the wider church. All parishes are encouraged to post to the diocesan Facebook page. Don't forget to 'like us' and 'follow us' on Facebook!

Currently, Twitter and Instagram, @EpiscopalDE, are used during functions of the diocese, such as General Convention and the Annual Convention.

All diocesan videos, including the bishop's bi-weekly video, are posted to You Tube.

### **Diaconate Report 2018, *The Venerable Patricia A. Malcolm***

The deacons and deacon postulants in the Diocese of Delaware are serving in the true biblical concept of diakonia as signs and sacraments of Jesus Christ. Their service to the church and the world can be witnessed in a variety of ways, including encouraging and enabling others to serve (BCP 543). They serve in specific roles in the liturgy as specified in the rubrics of the Book of Common Prayer and in the communities in which they serve.

Our deacons and postulants serve the homeless working in shelters providing case management support, preparing resumes, and mock interviews in preparation for future employment. Approximately 6,000 meals have been served to low income and homeless persons in the past year. This ministry takes 57 volunteers out of the church in an ecumenical ministry to provide these services. As of September 2016, to present day 22,740 meals have been served.

One deacon is working with local agencies and the greater church by being an advocate for those with mental health issues.

Bereavement and grief support are provided to the congregations and surrounding communities monthly for the dying and their families. This service is provided on an as needed basis.

Approximately 50 to 75 elderly and those suffering with Alzheimer's in Kent and Sussex county nursing homes and assisted living facilities are provided emotional and spiritual support by deacons who train worship leaders and music volunteers.

Volunteers are being taken out to Primeros Pasos, the Community Resource Center, and Feed the Children Heart and Soul delivering meals to low income children.

Approximately 9,000 meals have been and are being served to 250 people. Not only are meals provided but also, they partner with the Cape Community Bookmobile, reading books to and spending time with the children in play, knowing the importance of the human connection. Last year over 1,000 books were given out to those communities served.

The deacon at St. Thomas's has served as the Episcopal Campus Ministry leader with undergraduate students. This ministry provides opportunities for worship and exploration of faith and spirituality in community with other students, faculty and parishioners.

This year we were blessed with the addition of The Rev. Deacon Paula Waite. Paula will be serving at St. John the Baptist, Milton, Delaware and serving as a Chaplain at Beebe Hospital.

### **Education for Ministry, *The Rev. Jeffrey Ross, Acting Coordinator***

Education for Ministry is theological extension program from the University of the South (Sewanee). Participants make an annual commitment to this four-year program, which covers the Hebrew and Christian Scriptures, Church History and Theology. The program provides a theological foundation for expanding lay ministry. A trained mentor supports participants in their studies. Each year, in October, the diocese holds a training for mentors in conjunction with the Diocese of Easton and Sewanee. If you are interested in participating in this program or starting a group in your parish, please speak to the Rev. Jeffrey Ross at St. Peter's Church in Lewes, Acting diocesan coordinator for the dioceses of Delaware and Easton.

### **Episcopal Campus Ministry (ECM), *The Rev. Edward Godden***

The Episcopal Campus Ministry (ECM), St. Thomas' - Newark, and the rest of the Diocese have a very long-standing association. When St. Thomas' began in 1842, the founding priest/classics professor at *Newark College*, and the brand-new bishop Alfred Lee had one goal: to minister to Episcopal students. The head of that Presbyterian based school had another goal: to attract more Episcopal students, in hopes of staying open!

Over the many decades since, college ministry and university, professors and staff have overlapped with St. Thomas' 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 Students elect their undergraduate officers annually. In the 2017-18 academic year they were Colleen Murray, President, and Susan Zaccaria, Treasurer; in September these two stalwart leaders switched positions. Beginning after Labor Day, students and their supporters gather Wednesday evenings for prayer (with Eucharist monthly) before Dinner, program and conversation. Often, priests from other parishes visit as celebrant. In addition to Wednesdays, there are a number of special events- programs for learning and service, and mission trips.

2018-19 is a year of transition for many of the same reasons it is for St. Thomas'. A rector search is in progress, and the Chaplain, Deacon Cecily Sawyer-Harmon retired in May. ECM began the fall semester with a different leadership structure. St. Thomas' Advisors - Ms. Denise Burgher, a University of Delaware doctoral candidate and member of the Vestry, as "Convening Advisor," with back up from assisting advisors and interim rector, has filled the chaplain's role. The UofD Faculty Advisor for 2018-19 is Devon Miller-Duggan, Ph.D. Devon is also a member of St. Thomas'.

Goals and objectives for 2018-19 have developed along these lines:

- to witness to the Christian faith, especially as the Episcopal Church has received and is receiving it, in word and deed.
- to provide a safe place for all students, especially seekers and publicly committed Christian students, students from minority groups, and students across the spectrum presented by those who come, to engage and practice their faith.

- to help students seek to discern, and to meet the needs of the UofD community.

On one Sunday in November and in May -“ECM Sunday” at St. Thomas’ - students are ushers, acolytes, readers, intercessor and even the preacher for the services. Regular members and visitors get to see UofD students leading worship and offering hospitality.

**BLUE HEN BOUNTY (BHB):** Most religious organizations on campus take part in helping feed the hungry. A program unique to ECM, *Blue Hen Bounty* is a food and personal hygiene pantry open to anyone with a UofD Student ID, no questions asked. BHB began in 2016, and soon received a grant from the Episcopal Church. An estimated 70 students were helped last year. A second ECM feeding ministry consists of apple picking, and meeting to make dozens of pies - that were then served to homeless and needy patrons of a community lunch provider. ECM’s 2018 Mission Trip was a spring work-weekend at Camp Arrowhead; reports are that the work was heavily weighted toward destruction!

ECM sometimes partners with the UofD’s Lutheran Campus Ministry and Presbyterian Campus Ministry (“Lumos”) for service and fellowship. During Black History Month, the three ministries offered a viewing of *A Dream Deferred*, followed by a Panel and Discussion in St. Thomas’ Great Hall. Attendance was about 30, and half of the students who came were not regulars. A highlight of the ECM/LCM/PCM partnership has been a Hayride and Bonfire at Milburn Orchards in Cecil County, MD. The Children’s Ministry and other members of St Thomas’, and friends join students.

### **Episcopal Church Women (ECW), Beth FitzPatrick, Chairwoman**

All women who are members of the Episcopal Church are by definition members of the ECW. Our mission is to empower all women of our diocese to actively participate in Christ’s work of mission, ministry and reconciliation, and to take their place in the worship, governance and life of the church.

Four delegates attended the Triennial Meeting in Austin, Texas, in July. This ECW meeting is held concurrently with the General Convention. Chrissie Lockwood, Nancy Melvin, Sr. Cassandra Norsworthy and Beth FitzPatrick took part in plenary sessions, worship and workshops. There were several opportunities to interact with the Deputies to the General Convention, and all rejoiced in the enthusiastic revival lead by Presiding Bishop Michael Curry. This enriching and exciting experience was made possible because of the support we receive from Council and the parishes of the Diocese.



Several members of the Board attended the Province III annual meeting in Martinsburg, WV in May. This meeting was held in conjunction with the Synod, in preparation for Triennial Meeting and General Convention. The Chairwoman attended the eight meetings of Bishop & Council, and the ECW ~ Board held two meetings, one in January, early in the first day of the Diocesan Convention and the other in September.

The 2018 Outreach project target has been the Seamen's Center of Delaware, Inc. We collected men's work clothing, jackets and coats in the parishes. They were presented to Joan Lyons, director of the Seamen's Center, at our November 3 Annual Meeting, held in Dover. The clothes will be put in the free clothing closet at the Center. The outreach project for 2019 will be Home of the Brave - Women, residential housing for homeless female veterans and their children.

We mourned the deaths of two of our long time Board members this summer. Helen Whitson, 95, was a member of the Board, literally for decades. She was a past president of ECW ~ Delaware, frequent delegate to Triennial Meeting, past president of Province III ECW, and was honored as the Diocese's Distinguished Woman at the 2012 Triennial Meeting. Nancy Hitch, 85, was a recent past president of ECW - Delaware, and a veteran of the ECW Board. We rejoice in the gift of the life and service of these women and all of our departed sisters. Each year we record the names of all of those women who have died in our Book of Remembrance.

Current board members are: Honorary Chairwoman - Caroline Brown, Chairwoman - Beth FitzPatrick, Vice-Chair - Mary Parsons, Financial Coordinator - Chrissie Lockwood, Recorder - Ginny Wingate, UTO Coordinator - Nancy Melvin, CPC Coordinator - Mary Morgan, Chaplain - Sr. Cassandra Norsworthy, New Castle Representative - Bernice (Stumpy) Moore, and Member-at-Large - Sue Ann Backus.

### **Episcopal Relief and Development, *The Rev. Donna Jean Kiessling***

Rather than impose one size fits all solutions, *Episcopal Relief & Development* supports local, long-term initiatives that address poverty, hunger, disease, economic development and disaster response where the need is greatest. Their partnership with the worldwide Church creates opportunities to serve communities in some of the most remote areas of the world, as well as in urban environments where extreme poverty persists. To learn more about the specific kinds of work and to donate, visit [www.episcopalrelief.org](http://www.episcopalrelief.org).

Their mandate is taken from Jesus' words found in Matthew 25 where they seek to work with and empower the most vulnerable in society to end extreme suffering throughout the world while also responding to disasters in the United States.

Program initiatives are developed using Asset Based Community Development methodology that looks at local resources (people, property, purse, programs) in the community to build stronger more sustainable communities. The Episcopal Asset Map is populated at the grassroots level, is searchable, and is a story-telling platform. All Episcopal Churches are encouraged to work with their Diocesan Map Administrator to map their local and neighborhood assets into the database.

In 2018, *Episcopal Relief & Development* unveiled its new logo. Their new tagline highlights the importance of collaborating on projects that have measurable and sustainable results. They are focusing on three areas where they can collaborate for sustainable change: women, children and climate. You can read more about each of these priorities by selecting "Priorities" under the heading "What-We-Do" on their website.



The Episcopal Church in Delaware continues to support *Episcopal Relief & Development* through individual donations and church partnership programs, especially in times of natural disaster or refugee crises. Our diocesan *Episcopal Relief & Development* co-coordinators are The Rev. Donna Jean Kiessling [smyrnarector@verizon.net] of St. Peter's, Smyrna and Mr. Joseph Cascio [josephcascio@aol.com] of The Episcopal Parish of All Saints' Church, Rehoboth. Please contact them with any questions or for *Episcopal Relief & Development* parish resources.

### **Insurance Committee, *John R. Davis, Chair***

The Insurance Committee's goals and priorities for 2018 were to assist the Business Manager analyze the options available for the renewal of the Property/Liability Insurance Program for the July 1, 2018 renewal and review the renewal offering for the 2019 Medical and Dental insurance plans. Additional objectives included helping to

support educational efforts surrounding Consumer Directed Health Plan offerings as well as issues related to the so-called “Cadillac Tax”.

### **Property/Liability Insurance Program**

Renewal of the Property/Liability Insurance Program on July 1, 2018 resulted in an average 7% premium increase for the Diocese and covered Parishes in part due to an increase in insured values. Parishes were able to offset approximately 40% of this premium increase by enrolling in a special claim handling program offered by Church Insurance Company. 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.

Overall, in the opinion of the Insurance Committee, the insurance program provided by The Church Insurance Company for the Diocese and its’ Parishes continues to be comprehensive and competitively priced. Church Insurance Company also continues to maintain a high level of service response.

### **The Cadillac Tax**

Discussion about the “so called” Cadillac Tax, which was scheduled to impose a 40% tax on high cost health plans starting with the 2018 plan year, has now been postponed yet again until at least the 2022 plan year. There is some speculation that it will be eliminated in its entirety. As reported last year, The Medical Trust has indicated that they will be reducing the number of high cost plans being offered over time. The committee while not focusing on the Cadillac Tax next year, will continue to include its’ discussion as an agenda item moving forward. We expect to get continuing updates from the Medical Trust as to their proposed strategy to this and any other important issue surrounding the changing landscape of the Affordable Care Act.

### **2019 Active Employee Medical and Dental Insurance**

The Medical Trust released its 2019 plan year rates for the Anthem BCBS plans offered to Diocesan and Parish employees. The average increase came in at 6.0% over the 2018 plan year rates.

The standard plans for 2018 are:

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

The cost-sharing/buy-up plan is the Anthem BCBS BlueCard PPO 90.

Also available are comparable plans for over 65 qualifying employees.

As we did last year, the Insurance Committee continues to recommend that for 2019 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, 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 premium of the PPO 90 plan. When Consumer Directed Health Plans are used, most employers contribute some amount to the employee's HSA to encourage initial enrollment. The contribution often is based on some percentage of the annual deductible for medical expenses. Based on our Business Manager's analysis of the financial impacts on both the employer and the employee, the Insurance Committee continues to recommend 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.

For 2019, the Medical Trust will continue to offer three dental plans written by CIGNA Dental. The Basic Dental PPO will be the Standard Plan for 2019 with premiums paid 100% by the employing organization. The Dental & Orthodontia PPO Dental Plan will be offered as an Optional Plan where the employer will pay the same amount as for the Basic Dental plan and the employee will pay the amount needed to reach the premium for this plan. The third and least expensive plan, the Preventative Dental PPO, will continue to be offered to those interested. The committee did not recommend any changes for the Cigna Dental Benefits.

### **Consumer Directed Health Plans**

The Insurance Committee continues to view Consumer Directed Health Plans (which are commonly referred to as High Deductible Health Plans) as an important part of the Diocesan Health Plan offering going forward. Many employers are offering them as a way to control costs both for the employee and for the employer through lower premiums and through the opportunity for the employee to accumulate funds in a Health Savings Account (HSA) by careful choice of use of health care services. The Business Manager, utilizing the resources of the Medical Trust and members of the Insurance Committee, will continue to provide educational opportunities for those Parishes and Employees who feel that they might benefit from this approach to Health Care financing.

For 2019, the Insurance Committee's goals and priorities will remain consistent with those established for 2018.

### **Investment Committee, Jim Bray**

The Trustees charge the Investment Committee with oversight responsibility for Master Fund A, the collectively managed investment pool for Diocesan funds and those of many of its congregations. The fund allows the Diocese and member parishes to pool their investments,

thus, allowing for the benefits afforded a larger fund. The total value of Master Fund A at the end of September 2018 was \$81.5 million.

The Fund is managed in accordance with written guidelines adopted by the Trustees. The provisions set an investment objective of 4% cumulative annual real return over rolling five-year periods, based on total returns, consistent with sound investment practice. The fund earned 8.2% over the past five years compared to its inflation-adjusted target of 5.5%. The Trustees, through the Investment Committee, employ independent advisors, fund managers, a fund custodian and an account administrator.

Hamilton & Company of Princeton, New Jersey, provides oversight services. Payden & Rygel of Los Angeles, CA manages fixed-income investments; Neuberger Berman, LLC (The Capital Group) manages an “income” equities portfolio; PRIMECAP Management Company of Pasadena, CA manages a ‘mid to large cap growth’ portfolio; Select Equity Group of New York, NY manages a ‘long/short’ fund; and, Matthews Asia Dividend Fund manages an equity portfolio focused on dividend yield and potential capital appreciation in the growth Asia markets; and Iridian Asset Management, Windsor, CT manages a mid-cap ‘value’ equity portfolio. Approximately one-half of the equity holdings are invested defensively and one-half, for capital appreciation. The fixed income portfolio is being managed defensively. This mix of investment styles, designed for a modest risk profile and widely diversified portfolio, is a key feature of Master Fund A. SunTrust Bank is the fund custodian and is assisted by the Diocesan Business Manager for administrative services. The total cost of management and administration is approximately 100 basis points (or 1%). Fee details are contained in the annual audits included elsewhere in this Diocesan Annual Report. The Investment Committee meets quarterly with the consultant and with managers on a rotating basis to review manager performance versus our external benchmarks and the guidelines.

The total return of Master Fund A in the twelve months ended September 30, 2018, net of fees and expenses, was 10.2%. This exceeded our target return of the CPI+4%, which was 6.1% and was greater than our benchmark for a comparable risk profile (8.7%) for this period. Equity returns were +14.3% for our Capital Appreciation managers and +14.1% for our Defensive equity managers. The combined equity portfolios returned +14.3%; fixed income return was +0.5%. For the same period, the S&P 500 return was +17.9% and the Barclays Aggregate bond index was -1.2%. The portfolio at the end of September was invested with 71% in equities and 29% in bonds or cash. Return net of fees for the three-year period ending September 2018 was 10.1%, compared to an absolute return objective of 5.9%.

The Trustees have set the 2019 distribution at \$0.4611 per unit per quarter, a 1.4 % increase from the level in 2018. This corresponds to a 4.6% payout based on the three-year moving average unit value for the fund through September 2018. Participants are, however, free to take the distribution as set by the Trustees, reinvest any or all of it in Master Fund A, or to withdraw additional funds in accordance with their own policies and requirements.

Master Fund A operates in much the same fashion as a mutual fund with units that are valued monthly. Participants may deposit or withdraw funds monthly. Judith Gregory, Business Manager, is available at (302) 256-0374 to help with the mechanics of participating in Master Fund A.

Our mission is to manage Master Fund A in a way that enables fund participants to carry out their ministries over the long term. We thus continue to manage the Fund with an emphasis on

preserving capital. Our goal is to meet or exceed our investment return target while limiting risk during periods of market volatility or economic downturn. We welcome questions and comments from current and potential new participants and we are available to meet with parishes should they desire.

### **PACT (Practical Approaches to Cross Cultural Transformation), Joyce Bembry**

PACT has continued meeting on most first Saturday mornings at St Anne's, Middletown, for 1) discussing scripture and contemporary news and other items, 2) sharing personal experiences and their implications for our own growth, 3) exchanging resources and ideas from community organizations that some of our members work in and support (e.g. The Coalition to Dismantle the New Jim Crow), and 4) developing and sharing resources and activities that may be used in our parishes. Normally, our work at these gatherings have been accomplished within the context of a Eucharistic Celebration. While we also sponsored a resolution (which passed) at our 233rd Annual Convention, on "Creating Safe Spaces for Dialogue," (better term "brave space"), we have concluded that its implementation needs to take place within a different context than programs created, implemented or sponsored by PACT.

One reason for this decision is that in this year alone, a significant number of our already small group have had to step back due to job change, workload or illness. Our thanks and prayers go with them. Thus, we now lack the person power to provide what the resolution calls on PACT to provide "the training and other resources for the creation of safe spaces for dialogue throughout our diocese."

This decision does not represent an abdication of our mission to foster Christian Growth and action in areas of diversity and multicultural appreciation at all levels of the Episcopal Church in Delaware.

It does signal the end of working at this in a separate silo of diocesan activities and include it as a major consideration of what it means for the Episcopal Church becoming the Beloved Community as our Presiding Bishop has called us to be (A community of followers of the loving, life-giving, liberating way of Jesus in which the dignity and worth of all people are acknowledged, celebrated and reflected in all aspects of worship, life and ministry), Bishop Kevin has stated that this is the beloved community that the Episcopal Church in Delaware aims to become and made manifest in every parish, school and other unit of the diocese.

This also ties in with our Bishop's Invite-Welcome-Connect initiative.

A question to consider will be, "What is required of us, in each of our respective parishes, schools and units to open our hearts and arms to invite and welcome and integrate others into all aspects of our worship, life and ministry, including people who are different from us in terms of race and culture, gender identification, age, etc.?"

Using the guidelines for having safe spaces for difficult conversations will have much to bring to these discussions and process. We very much look forward to being a part of this work as it unfolds, and plan meetings with Bishop Brown to determine what shape participation by PACT members will take.

### **St. Andrews School of Delaware, Inc., 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 duPont, in collaboration with several colleagues including Rt. Reverend 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 Diocese of Delaware. The School has one Chaplain on the faculty conducting three services weekly, and serving as a full-time teacher in the Religious Studies Department and directing our Community Service Program. The Chaplain also undertakes a full range of other faculty responsibilities.

In September 2018, the School opened with 315 students, 162 boys and 153 girls. Eighty-four percent of our students come from the following states: Arizona, California, Colorado, Connecticut, Delaware, District of Columbia, Florida, Illinois, Indiana, Kentucky, Louisiana, Maryland, Massachusetts, New Hampshire, New Jersey, New York, North Carolina, Ohio, Pennsylvania, Rhode Island, South Carolina, Tennessee, Texas, Utah, Virginia, and Washington. St. Andrew's has 54 international students (24 are Americans living abroad) from 18 countries.

St. Andrew's continues to be very selective in its admission process, accepting just over a quarter of its applicants. The School remains appealing because of the strength of its faculty, its academic program, its intimate community atmosphere, and 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, without regard to race, color, sexual orientation, national origin, religious affiliation, or financial circumstances. Of our total enrollment, 37% are students of color. This year 50% of the students receive need-based financial aid.

Our School community is wonderfully diverse and embraces many different religions and spiritualties. While we have a wide range of Episcopal students, we also are blessed with many Roman Catholic students who attend Mass in Middletown on Sundays. In addition, we have many students who are non-denominational, interdenominational, or who follow sects such as Greek Orthodoxy, Mormonism, or the Jehovah Witnesses. We are proud to embrace students who hail from the world's great faith traditions including but not limited to Judaism, Hinduism, Islam, and Buddhism. We encourage all of our students to make the chapel their spiritual home and to become active in leading chapel services that honor their own religious backgrounds. To this end, we have enjoyed services centering on Sufism, Yom Kippur, Diwali, and All Saints' Day. Truly, the chapel is at the foundation of all that we do and aspire to be at St. Andrew's School.

For the 2018-19 School year, the Diocese licensed 17 students and 4 faculty communion assistants. Nearly one-third of all students participate in the chapel program as acolytes, communion assistants, lectors, sacristans, ushers, or musicians, singing in the choir or

playing sacred pieces on musical instruments. Two representatives of each Form serve on the student vestry, an advisory group to the Chaplain.

Since St. Andrew's School is affiliated with the Diocese of Delaware, the Rt. Rev. Kevin S. Brown, XI Bishop of Delaware, is an ex officio member of the Board of Trustees. The Bishop is also a presence on campus, officiating at services to begin our School year as well as to confirm students at the end of the year. Daniel T. Roach, Jr., is the Head of School. A member of the faculty from 1979 to 1997, Mr. Roach was appointed Head of School in July 1997.

St. Andrew's continuing commitment to educating 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.

In its fifth year, St Andrew's continued its unique and exciting partnership with the Delaware Department of Higher Education Office with the Delaware College Scholars Program (DCS). Its mission is to recruit, assist, and enrich high-performing, lower income high school students academically and socially towards applying to competitive colleges and universities as well as preparation towards their eventual transition into higher education upon completion of their Delaware high school graduation. This program has become a model for other private/ public partnerships across the country. This three-week summer program takes place in July to provide a residential, academic enrichment program for low-income students from all across the State of Delaware. Students are exposed to ten college campuses.

Delaware's only residential oncology camp for kids, Kay's Kamp, held its ninth annual camp at St. Andrew's, providing an inspiring and uplifting conclusion to summer programs on campus.

The School is also host to 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 Church in Delaware.

The School's sustainability efforts continue. Students help create a culture of sustainability by improving recycling and composting on dorm, planting trees, working in our organic garden, where much of the produce is used in our dining services area, and raising awareness on environmental issues. The school's solar array continues to produce 7% more electricity than originally estimated. In almost three years of operation, the array has produced 246,000 kWh, saving the school \$25,000 (equivalent to planting 10,000 trees). We continue to apply and receive grant funding for energy efficient projects installed last year and this summer.

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. St. Andrew's students and teachers travel abroad to do relief work in places such as Haiti and Nicaragua as well as responding to national disasters like hurricanes and flooding. In the First State, St. Andrew's exercises leadership in its service through our participation and support for the Blood Bank of Delmarva blood collection, the Delaware Special Olympics Fall Festival, and Friendship Houses Ministry to the Homeless. On a weekly basis, St. Andrew's tutor in public and private schools, mentor in the Appoquinimink School District, work on assignments with children in the Boys and Girls Club, swim with mentally and physically-challenged students in the Genereaux Pool. We are called to be a community that practices inclusivity, humanity, 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.

The full-time teaching and administrative faculty consists of 45 men and 38 women; in addition, the school has several part-time instructors, coaches, and nurses. The total support staff working in maintenance and housekeeping is 30. The clerical and support staff consists of 25 employees. Including day care providers, security staff, and instructional support staff, the total number of full and part-time employees equals 189. St. Andrew's is an equal opportunity employer.

#### **St. Anne's Episcopal School, Peter Thayer, Head of School**

St. Anne's Episcopal School in Middletown, Delaware is in its 17th year of serving the communities of central Delaware, with 250 students in the Preschool through 8th grade this year. 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.

If our children are going to change the world, we need to provide them with a transformative educational experience. St. Anne's has initiated new research-based programs like Singapore Math, Superkids for early literacy, and our renewed STEM focus not because they are trendy but because they encourage kids to think for themselves, to imagine new ways of solving challenges, and to further their skills of communication and collaboration. We have daily devotions, weekly chapel, and regular advisory conversations to help our young people develop their ethical foundations so that they can be agents for good in God's world.

The spiritual aspect of the school is woven through the curriculum with daily morning devotions, religion classes at every grade, and weekly chapel. We embrace our Episcopal identity as a school that honors, celebrates, and worships God as the center of life, modeling God's love, compassion, and grace, and serving God in all persons, regardless of origin, background, ability, or religion. The School has a fundamental commitment to be 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. We seek to invite all in the St. Anne's community - Episcopalians and non-Episcopalians, Christians and non-Christians, people of no faith tradition - to honor more fully their traditions as well as those of others.

Kathy Hanna is serving in her fifth year as School Chaplain. In addition to teaching religion to all students in Lower School and grades 6 & 7, she also leads our chapel program, coordinates our service-learning program, and serves on our Leadership Team. She and I are again teaching both sections of 7th grade religion together.



We celebrated our 17th Founders' Day with Bishop Brown presiding on September 27.

What else might you want to know about St. Anne's Episcopal School?

#### **Academic Excellence & Readiness**

Our academic program is geared to engage students in meaningful ways while preparing them for a rigorous high school experience.

- Our Early Childhood and Elementary programs provide children with the critical foundational skills and love of learning that prepare them for future academic success and leadership.
- Our curriculum is designed to meet or exceed state and national standards. We prepare our graduates for honors course work in the area's finest high school and boarding school programs.
- All students participate in art, music, computer science, Spanish, religion, science, and P.E. beyond their core academic subjects.
- An average of 52% of our students in grades 6- 8 scored in the 95th percentile or higher on at least one of the subtests on the ERB Comprehensive Testing Program in the fall of 2017.

- Our graduates report that they are very well-prepared for their secondary school experience where they are often placed in advanced classes and 98% go on to four-year colleges. Our alumni have recently matriculated at institutions of higher learning including the Berklee College of Music, Brigham Young, Colby, Columbia, Davidson, Duke, Harvard, James Madison, Rensselaer Polytechnic Institute, Syracuse, Wesleyan, William and Mary, and the Universities of Delaware, North Carolina, Pennsylvania, and Virginia.

### **Skilled Faculty & Small Classes**

We value small classes and our talented faculty who are passionate about connecting with students to make sure they are known, loved, and challenged.



- Our average class size is 14. It allows for more individual attention, differentiated instruction, and opportunities for engagement.
- Our 7:1 student-teacher ratio enables teachers to understand and value each student in Preschool through grade 8.
- 41% of our teaching faculty hold Master's degrees.

### **Safe, Nurturing, and Inclusive Community**

All are welcome at St. Anne's. We share meaningful connections in a community grounded by our core values: Respect, Responsibility and Compassion.

- Parents are encouraged to participate and volunteer throughout the school year in a wide range of programs.
- Students learn to collaborate, admire hard work and support each other.
- Our student population includes 31% students of color.
- Our Safe Schools Committee oversees security measures and examines readiness for unexpected crises.

### **Arts, Athletics and Activities**

Our students are inspired to experiment and challenge themselves through as many educational avenues as they can imagine:

- Our discipline-based visual arts, music, and performance programs have created joyful engagement and future portfolios.
- Interscholastic sports and physical education are energizing, competitive, and open to all students.

- Our 125 acres of woods, fields, gardens and lakefront offer a vast opportunity for outdoor education. We added seven new named learning spaces in our woods and around our campus that honor our commitment to no child being left indoors.
- Extracurricular programs, Middle School electives, and after school programs (Spanish Club, drama, math league, yoga, cooking club, SSAT Prep, athletics) invite new opportunities to students and volunteers alike.

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), and the National Association of Episcopal Schools (NAES), the Delaware Association of Independent Schools, (DAIS).

Student applications are still being accepted for most grades. Financial assistance is available to families, and we strive to meet a family's demonstrated need. We gave more than \$1,000,000 in financial aid awards to qualifying families in 2018-19. 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 on the basis of 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 in its sixth year of 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. We also just completed the first capital campaign since the school opened and raised \$2.44M, which exceeded our already ambitious goal.



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

**St. Michael's School & Nursery, Lucinda Ross, Executive Director**

**Celebrating 128 Years of Excellence in Early Childhood Education!**

- 2017 and 2018 have proven to be years of great changes at St. Michael's. After many months of planning, contractors running behind schedule, and securing spaces for 30+ new families, our newly renovated Infant department opened in December 2017. With the expansion of our infant program, the hope is that our 35 infants will feed into our toddler program, then feed into our preschool program and eventually leave our program ready for Kindergarten. Our doors are always open to perspective clients and supporters. Please feel free to reach out to us at (302)656-3389 to schedule a tour if you are interested in our program.
- Our faculty and staff continue to further their education through college course work and specialized early childhood teaching credentials. A dozen members of our faculty enrolled in Undergraduate and Graduate programs at local colleges and universities. Through the Delaware Association for the Education of Young Children (DeAEYC), many of our teachers are able to pursue Associates and Bachelor degrees for free through DeAEYC's T.E.A.C.H. program. This program works in coordination with St. Michael's so that our teachers are able to better balance their school and work careers as well as their personal lives. Each day we provide extra coverage in classrooms to allow faculty members to attend classes at

Del Tech's Wilmington campus. Through the T.E.A.C.H. program, our teachers are also able to pursue their Child Development Associates (CDA), which is a nationally recognized teaching credential for early childhood teachers. Currently three teachers have attained their CDAs through the T.E.A.C.H. program and half dozen teachers are currently in the process of completing their CDA portfolios.

- Our family involvement continues to keep our community strong and tightly knit. Through the 'Partnering with Parents' grant awarded by Prevent Child Abuse Delaware, St. Michael's has been able to greatly improve family relations throughout the year by hosting more family-centered events, family workshops and establishing a parent committee. Our family resource room, equipped with a food pantry, clothing bank and resource materials, moved to a more central location in our building so more families would have access to the space. We continue to collaborate with DeAEYC's family advocate program. These advocates help our families navigate their social service needs as well as offer resources for utility, rent and transportation needs. St. Michael's also partners with Stand by Me, a financial literacy program that offers free one-on-one support to Delawareans who want to better understand their money, make good financial decisions and achieve financial goals.
- St. Michael's recognizes the importance of healthy social and emotional development in our youngest children to prepare them for a successful transition to school and to help build resiliency at an early age. We recently added a Mindfulness component to our Healthy Living Program that includes weekly activities to specifically address the social and emotional needs of our children as young as two years old. These activities help create safe spaces in which young children can express themselves, gain self-confidence, and learn how to interact better with others. Our yoga instructor specializes in yoga for children and is certified in trauma-sensitive yoga, which is particularly important in working with our children given many are from poverty and low-income level families. Through exercises such as breathing and musical activities, our mindfulness facilitator teaches techniques that are fun and age-appropriate for our children to help them express their emotions, develop an ability to focus their attention and remain calm in stressful situations. St. Michael's has also trained its teachers in the Conscious Discipline model that enhances the social-emotional skills in our teachers for improved classroom management.
- St. Michael's continues to partner with a number of organizations and businesses in Wilmington including the Wilmington Police and Fire Departments, YMCA, Delaware Historical Society, Choir School of Delaware, Read Aloud Delaware, Highmark Delaware, PNC Bank, Christ Church Christiana Hundred, Wilmington Garden Day, Wilmington Flower Market, local school districts and many more. We

could not continue our important work without the support of our many friends in the community.



### **Standing Committee, Dr. Teri L. Quinn Gray, President**

The primary work of the Standing Committee involves serving as a source of counsel and consent to the Bishop. Locally, the Standing Committee advises on matters of clergy transition and parish searches, and acting as liaison with parishes throughout the entire search process; approves clergy who are at or beyond retirement age of 72 and who seek employment in the diocese; gives consent to the sale, transfer or mortgaging of property used by congregations; approves the budget for the operation and maintenance of Memorial House; approves certain clergy appointments; serves as Ecclesiastical Authority of the Diocese in the case of vacancy in the Episcopate and works on other unique situations that may arise. Nationally, the Standing Committee receives notice of discipline of clergy in other dioceses and considers consent to the election of bishops of the Episcopal Church.

The Standing Committee started 2018 with transition of ecclesiastical authority and official “passing of the gavel” to our XI Bishop of Delaware, the Rt. Reverend Kevin S. Brown at the 233<sup>rd</sup> Annual Diocesan Convention in Ocean City, MD. This was a culminating recognition of a shared ministry throughout the Diocese and celebration of new beginnings for the Delaware Branch of the Jesus Movement. As counsel to the Bishop, we were invited to progressive discussions in areas such as church growth, strategies to engage broader demographics of Delawareans, enhancing the visibility and amplifying the voice of the Diocese across the state. The Standing Committee also routinely advised on several matters of old and new work, including interviews throughout the year with four amazing postulants as candidates for ordination to the transitional or vocational Diaconate. We concluded 2018 with already a full agenda and hopeful anticipation of our work together in the new year.

The Standing Committee consists of eight members, four members of the clergy and four lay communicants in good standing. At each Annual Convention, one clergy and one lay member are elected to serve a term of four years. For 2018, the clergy members were: the Reverend Sarah L. J. Nelson (St. James, Newport), the Reverend Donna Jean Kiessling (St. Peter's, Smyrna), the Reverend Kim F. Capwell (Immanuel Church, Highlands), the Reverend Max J. Wolf (All Saints/St. George's) until June 2018, and the Reverend Kenneth F. Athey, Jr. (All Saints', Delmar) who was elected by the Standing Committee to serve the unexpired term of Rev. Wolf.

The lay members were: Jon Rania (All Saints/St. George's), Teri Quinn Gray (St. Thomas's), Sue Taber (St. David's), and Catherine Maguire (Calvary Church). The Reverend Canon Gary Rowe served as advisor and liaison, and Roberta Chabalko (Christ Church, Christiana Hundred) graciously volunteered as recording secretary throughout the year. The Standing Committee typically met on the 3<sup>rd</sup> Tuesday of the month, except for July, August and November, at St. Peter's in Smyrna.

On behalf of the 2018 Standing Committee, very special thanks go to the Reverend Paul Gennett, Jr. for his committed leadership during transitions at the start of the year; to the Diocesan Mission Office, particularly the Reverend Canon Gary Rowe, Ms. Kathleen Moore and Ms. Toni Snow for their unmatched professionalism and sense of purpose every day. We're honored to serve with you, and better because of you.

### ***The Way Home (TWH), Paulette Rappa, Executive Director***

Bryan Stevenson once wrote, "The opposite of poverty isn't wealth. The opposite of poverty is justice." For the past twenty years, The Way Home, Inc. has worked diligently and responsibly to ensure that formerly incarcerated citizens lead lives defined by hope, self-determination, empowerment, and resilience – the very essence of justice.

TWH has developed a delivery system for its participants that embrace the following values:

1. Focusing on the strengths of individuals rather than problems
2. Client-centered empowerment instead of paternalistic paradigms
3. Respectful of the diverse pathways that lead to stable lives
4. A preference for voluntary participation instead of coerced participation
5. Considering the global health and well-being of the individual and not just prescribed interventions
6. An emphasis on inclusiveness
7. The need to confront the stigma of being labeled a felon at personal and cultural levels
8. The need to integrate advocacy and/or community development models that focus on enriching reentry capital within families, within communities, and within the State

TWH's effectiveness is legitimized because of its vast experimental knowledge and experiential expertise. Experiential knowledge requires wisdom from lessons learned, active listening and an ethic that transforms lessons learned into service for others. The Way Home strongly believes in people's ability to change and embraces the resilience of the human spirit. However, TWH also recognizes that change doesn't happen overnight. Impactful change requires practical supports – a lead on a job, a ride to a

meeting, a letter of support, a winter coat – and it requires a community of faithful people who are willing to reach out and help nurture and encourage that change.

The Way Home continues to offer a minimum of three years of post-release case management to program participants. Referrals come from a wide variety of sources – from prison counselors, leaders in religious communities, other program participants, family members, public defenders and community members at large. While the majority of our work centers on the Sussex Correctional Institution (SCI), in Georgetown, we are also receiving an increasing number of letters and requests for help from all of the Delaware prisons, as well as from prisons in neighboring states. Reentry Best Practices recognize that individualized care is the most effective recovery plan in preventing a high recidivism rate. The journey for each of our participants is different for each and every person although there are many recurrent themes.

The Way Home is expanding its program paradigm and was recently awarded a federal grant to provide more comprehensive reentry services, including cognitive-behavioral programming, workplace readiness programming, and sustainable employment. The award is a part of the 2018 Second Chance Act grant program funded and administered by the U.S. Department of Justice's Office of Justice Programs (OJP). As a 2018 Second Chance Act grantee, The Way Home will work closely with the National Reentry Resource Center – the nation's primary source of information and guidance on reentry – throughout the planning and implementation of the grant program.

Our work includes:

- Finding housing
- Supplying basic needs
- Providing transportation to meetings, appointments, and jobs
- Obtaining ID's
- Enrollment in Medicaid, Social Security, and other main stream benefits
- Coordinating medical resources
- Mentoring
- Educational and job training
- Finding employment
- Coordinating recovery support
- Behavioral health treatment

**Some of our regular offerings include:**

- Quarterly dinners – held in December, March, June and September
- Therapy sessions for women with histories of abuse in the Sussex Work Release Center, provided by a community therapist, and twice monthly Women's Support groups
- St. Paul's Episcopal School visit each year, with a weeklong program of shared community service, prison tours, meeting with Way Home participants, and shared dinners.

**Our partners include:**

- In Her Shoes, Inc.
- Latino Initiative
- Area churches
- Community Resource Center
- DANA
- Local government
- State agencies
- Jewish Family Services
- Peer Mentoring Center
- Delaware Center for Homeless Vets

**Impact:**

In terms of human potential, healing of broken relationships, and public safety, our work pays huge dividends in the lives of the community. Our work makes solid economic sense as well. It costs The Way Home approximately \$6,000 to provide wrap around services for one participant per year, compared to the approximately \$36,000 annually that it costs to keep one person in prison.

The lives of those we serve are being enriched in many ways and in some cases; The Way Home saves their lives. The Way Home had been working with D, a participant in our program for quite some time. He is an experienced plumber, but due to injuries sustained over the years, he is not able to physically do the work of crawling under structures and twisting around in tight places.

D. has had some ups and downs, but recently he was hired at one of the local poultry plants. He took his job very seriously and was very grateful to get it. He worked hard, riding his bike to the plant for the night shift, and pedaling back early in the morning, at first light.

A Way Home Case Manager got a call from the emergency room, very early on a September morning. D. had been struck by an SUV as he was pedaling home from work after his shift, and The Way Home was the emergency number listed in his wallet.

His injuries were extensive. Our Case Manager met D. at the hospital, and spent time with him there, encouraging him, sharing prayers with him, and just being a comforting presence by his bedside. We learned later that he sustained fractures in his back, ribs, and skull. Some of his teeth were broken off and missing and his tongue was severely lacerated. He was in severe pain, as he could not receive the usual pain medication due to his on-going medical regime. The Way Home continued to visit with, taking him to doctors and assisting in his recovery. Today, D has healed enough to resume independent living and part time work. He remains positive and focused and a profile in courage and resilience. This is only one of the countless stories of renewal that The Way Home is proud to call its mission.

Since its inception, The Way Home has come to realize that resilience isn't a single skill. It's a variety of skills and coping mechanisms. More importantly, the path of resilience is not a solitary journey. As Tony Neal, case manager, often says, "The Way Home is a life-saving station." Please continue to keep the people of The Way Home in your prayers so that we can continue to be the lighthouse that guides people on their way home.

#### **Trustees, *Canon Judith Gregory***

The Trustees of the Diocese of Delaware will have met together 7 times between October 2017 and September 2018 to discharge their responsibilities for proper distribution of discretionary and non-discretionary distributions from the trust funds of the Diocese, and for supervision of the investment of funds entrusted to them by bequests and gifts or by churches and church-affiliated organizations.

Most of the trust funds, both of the congregations and of the Diocese, are jointly invested in a common fund called Master Fund A. Please see the report on the Investment Committee in the preceding pages. Direct your inquiries to the Diocesan Business Manager at (302) 256-0374 ext. 108 or [jgregory@delaware.church](mailto:jgregory@delaware.church). Additional financial resources can be found at the Diocesan website at [www.delaware.church/resources/financial-resources/](http://www.delaware.church/resources/financial-resources/).

During the period October 1, 2016 and September 30, 2018, \$333,237 generated by the trust funds of the diocese was applied to the Diocesan Council budget toward the expenses of the Episcopal Function (which consists of salaries and benefits of the Episcopal function), clergy training and care, support for Diocesan Mission and for growing congregations of the diocese.

A total of \$71,500 was paid to the Diocesan Council toward the expenses incurred by the Diocesan Office staff for the work of the Trustees.

In addition to the sums distributed to the Diocesan Council, for the same period, the Trustees disbursed \$2,981,811, which included distributions from designated funds (subject to year-end audit) for the following purposes:

- Funding future ministries
- Support of conference participation and continuing education
- Housing and travel expenses for the Bishop and Mrs. Brown
- Contributions by the Episcopate
- Grants by the Barnabas Fund
- Financial support for the health plan costs for retired clergy and lay and their spouses
- Financial aid to needy clergy, retired clergy, and surviving clergy spouses
- The missions of the Diocese for music
- Special diocesan projects and discretionary needs
- Support for activities for clergy, wardens, and their spouses
- Aid to the seminarians
- Ongoing care and maintenance of the Cathedral Campus property
- Repairs, Maintenance, Renovations, Debt Reduction and Insurance for diocesan owned properties
- Repayment of debt for Milton property
- Bishop Search and Transition

At the 233rd Convention, The Rev. Jeffrey A. Ross was elected to a six-year term.

### **United Thank Offering (UTO), *Our Change Changes Lives, Sue Ann Backus***

Help lead a ministry that connects people all over the world through gratitude.

During the 19<sup>th</sup> Century, a group of women established themselves as part of the governance and outreach of the Church for those who were destitute and in need of support. The United Thank Offering (UTO) grew out of their ministry. UTO is a ministry serving the mission of the Episcopal Church. Our congregations are encouraged to participate in annual in - gatherings. We are entrusted and distribute 100% of the offerings, which provide and support innovative projects and ministry through our Church. Last year we were able to award 34 grants totaling \$1,257,778.18 to support start-up costs for such ministries. Examples of giving include young adult and seminarian grants of up to \$5000.00.

To date our diocese has received a total of \$6,431.38 in UTO donations. Grant applications and materials can be retrieved from the Church website. Proposals can be submitted beginning the first Friday in December through the last Friday in March. Local checks are to be made payable to the individual Church referencing UTO in the subject line. The parish will then submit the donations to the UTO treasurer, *Chrissie Lockwood, 3719 Philadelphia Pike, Claymont Delaware, 19703.*

During the month of November, we encourage you to participate in the Gratitude Challenge. The program is designed to have us look deeper into the many blessings that we have received on a personal level. Resources and materials for the program can be retrieved from the Church website.

## **SECTION VI FINANCIAL REPORTS**

## Parochial Report 2017

	Total Members	Average Sunday	Total Giving Units	Total Giving Income	Total Investments for Operating	Total Operating Revenue	Total Revenue	Total Operating Expenses	Total Outreach Expenses
All Saints-Delmar	49	21	26	33,012	0	34,212	44,675	45,286	0
All Saints/St. Georges	772	235	172	451,215	59,678	676,628	854,153	821,439	177,954
Calvary - Hillcrest	92	28	41	68,274	0	121,989	129,589	100,990	3,338
Christ - Christiana Hnd.	1,626	363	472	1,450,027	414,000	2,393,352	2,612,805	2,013,683	233,532
Christ - De City	89	33	36	57,620	563	67,338	69,001	63,771	3,327
Christ - Dover	414	150	117	293,604	73,245	471,287	491,839	437,384	0
Christ - Milford -	220	36	43	92,691	21,944	126,749	137,106	129,788	3,920
Ascension	271	48	48	110,252	6,201	119,849	141,071	145,599	4,157
Nativity	34	24	17	33,117	6,820	47,673	55,051	50,988	1,078
SS Andrew & Matthew	352	196	158	519,103	275,087	820,975	893,474	790,933	80,636
Grace	212	53	63	136,507	3,406	175,784	181,942	209,309	5,729
Immanuel - Highlands	198	74	47	150,206	260,070	458,440	930,672	443,227	42,130
Immanuel-on-the-Green	202	106	104	209,556	206,965	429,095	855,680	403,365	9,331
St Anne's	302	126	95	198,185	91,683	292,931	299,159	294,499	8,391
St Barnabas	563	142	131	288,021	0	403,172	555,932	394,066	26,763
St David's	324	155	118	248,127	0	290,126	973,720	350,866	662,022
St James-Millcreek	380	82	72	167,384	20,689	248,161	252,514	261,589	0
St James' - Newport	85	25	14	38,959	45,000	188,321	191,814	189,657	965
St John the Baptist	161	41	33	48,608	33,117	100,257	117,744	96,742	8,037
St Luke's	43	40	29	90,280	19,500	118,501	179,151	114,438	6,513
St Mark's	142	44	8	49,061	27,987	105,203	110,714	101,537	8,375
St Martha's	231	116	99	183,197	29,445	245,225	266,896	250,307	29,657
St Martin's	76	25	18	49,281	4,758	55,292	60,780	47,515	100
St Mary's	44	51	18	39,068	18,123	67,338	76,746	60,753	1,196
St Nicholas	98	37	18	63,980	925	67,313	98,971	68,580	6,768
St Paul's-Camden	121	47	34	80,531	0	89,074	89,099	75,569	3,573
St Paul's-Georgetown	86	35	29	51,652	125,428	188,942	195,219	190,945	0
St Peter's-Lewes	686	288	243	465,604	54,315	561,226	1,067,114	575,783	56,188
St Peter's-Smyrna	96	72	61	123,248	27,875	167,064	203,964	183,255	30,529
St Philip's	230	74	56	75,989	25,444	162,488	166,074	158,511	18,931
St Stephen's	74	40	19	48,722	0	48,722	49,886	52,512	720
St Thomas's	290	145	119	295,300	16,000	319,200	361,500	37,500	11,500
Trinity and Old Swedes	809	197	115	392,722	365,679	842,626	905,582	867,027	24,231

*Special Funds*  
*The Diocesan Council, Inc.*  
*Fund Balances*  
*Year Ended December 31, 2018*

	<b>Balance 1/1/18</b>	<b>Receipts</b>	<b>Disbursements</b>	<b>Balance 12/31/18</b>
Healthcare Fund	\$159,421	\$ 6,602	\$12,939	\$153,084
Working Capital Reserve	\$69,837	\$50,762	\$50,000	\$70,599
Property Reserve Fund	\$96,552	\$39,318	\$35,516	\$100,354
General Convention Reserve	\$30,027	\$115	\$30,000	\$142
College & University Ministry	\$199,746	\$8,574	\$21,856	\$186,464
Continuing Ed	\$54,871	\$2,383	\$11,812	\$45,442
Title IV Reserve	\$9,595	\$88	\$2,530	\$7,153
Fund for New Work	\$43,494	\$1,921	\$5,235	\$40,180
Diaconate Ministry Reserve	\$2,075	\$1,800	\$0	\$3,875
Episcopal Youth Event	\$12,878	\$2,140	\$0	\$15,018
Bishop's Grant Fund	\$17,460	\$0	\$0	\$17,460
Brandywine Collaborative	\$48,067	\$512	\$1,494	\$47,085
Program Reserve	\$44,585	\$70,484	\$0	\$115,049
New Vehicle Reserve	\$16,000	\$16,000	\$0	\$32,000
PACT	\$0	\$1,053	\$0	\$1,053
Seaford Community Credit	\$20,000	\$0	\$0	\$20,000
DNREC Easement Fund	\$1,868,762	\$77,859	\$277,206	\$1,669,415
Camp Arrowhead Capital				
Campaign	\$59,289	\$63,388	\$30,586	\$92,091

## 2018 Acceptances

Pledged Amount	2018 Acceptance	2018 %	2017	2016	2016 %	
	Final	Giving	Acceptance Final	Giving	Acceptance Final	Giving
All Saints, Delmar	5,200	15.20%	5,096	10.80%	5,200	11.99%
All Saints, Rehoboth	67,589	10.80%	71,608	10.80%	72,059	10.80%
Ascension, Claymont	10,000	8.34%	10,000	7.62%	10,000	6.77%
Calvary, Hillcrest	13,213	10.80%	14,160	10.82%	14,040	8.51%
Christ, Christiana Hd	204,106	10.80%	206,018	10.80%	193,768	10.80%
Christ, Delaware City	6,000	8.91%	6,000	8.94%	6,000	9.60%
Christ, Milford	5,000	3.94%	12,920	10.80%	14,652	10.80%
Christ, Dover	37,185	7.89%	37,185	10.80%	36,000	10.71%
Grace, Brandywine Hd	15,000	7.86%	15,000	6.43%	15,000	6.28%
Immanuel Highlands	52,978	10.80%	52,845	10.80%	51,812	10.80%
Immanuel, New Castle	46,153	10.80%	45,082	10.80%	43,000	11.00%
Nativity, Manor Park	4,762	10.80%	5,832	10.81%	6,500	12.65%
St. Andrew/Matthew, Wilm	82,481	10.80%	82,865	10.80%	76,894	10.80%
St. Andrew's Chapel	5,500	N/A	5,000	N/A	5,000	N/A
St. Anne's, Middletown	31,637	10.80%	31,164	10.80%	28,275	10.80%
St. Barnabas, Millcreek Hd	47,000	11.74%	47,000	12.82%	47,000	13.04%
St. David's, Brandywine Hd	30,000	10.35%	30,000	9.94%	32,000	10.04%
St. James', Millcreek Hd	18,000	6.88%	18,000	7.42%	17,000	7.13%
St. James' Newport	3,780	2.01%	3,600	2.52%	5,176	3.03%
St. John the Baptist, Milton	8,500	9.69%	8,000	9.11%	7,500	9.68%
St. Luke's, Seaford	12,332	10.80%	10,916	10.80%	8,900	7.50%
St. Mark's, Millsboro	12,600	9.60%	12,000	9.43%	10,800	7.60%
St. Martha's, Bethany Beach	24,000	9.79%	24,000	9.32%	24,000	10.59%
St. Martin's, Selbyville	5,500	10.54%	5,500	10.78%	5,500	8.89%
St. Mary's, Bridgeville	8,000	11.80%	7,000	11.54%	6,500	11.26%
St. Nicholas', Newark	6,636	10.82%	7,500	11.14%	7,722	10.81%
St. Paul's, Camden	9,800	11.00%	9,600	11.46%	9,500	12.33%
St. Paul's, Georgetown	10,000	5.29%	10,000	5.98%	10,000	5.72%
St. Peter's, Lewes	40,000	7.13%	36,000	6.12%	34,000	5.81%
St. Peter's, Smyrna	16,000	9.05%	14,500	7.73%	13,000	7.70%
St. Philip's, Laurel	18,000	11.08%	18,000	10.94%	16,000	15.89%
St. Stephen's, Harrington	5,660	11.62%	5,660	11.93%	5,660	11.93%
St. Thomas's, Newark	36,600	10.82%	36,000	11.36%	36,000	10.08%
Trinity Parish, Wilmington	99,012	11.27%	95,000	11.27%	88,500	11.27%
Total	998,224	0.10	999,051	0.10	962,958	0.10

*2018 Budget Reports*

234th Diocesan Convention Financial Summary	2018 Actual - Unaudited	2018 Working Budget	2019 Working Budget	2020 Planning Budget	
<b>REVENUE AND SUPPORT</b>					
Support from Congregations	\$1,001,281.23	\$980,000.00	\$1,003,775.00	\$1,003,775.00	
Diocesan Trustee Managed Funds	\$330,400.00	\$330,400.00	\$436,400.00	\$501,400.00	
Other Funds Restricted by Use	\$37,500.00	\$37,500.00	\$7,500.00	\$7,500.00	
Investment Income	\$11,668.56	\$10,425.00	\$10,900.00	\$10,900.00	
Reim. Admin. Services Provided	\$128,821.99	\$127,700.00	\$127,700.00	\$127,700.00	
Other	\$0.00	\$15.00	\$0.00	\$0.00	
<b>Total REVENUE AND SUPPORT</b>	<b>\$1,509,671.78</b>	<b>\$1,486,040.00</b>	<b>\$1,586,275.00</b>	<b>\$1,651,275.00</b>	
<b>EXPENSES</b>					
Support for the Epis. Church	\$227,630.00	\$230,392.00	\$202,897.00	\$204,697.00	
Mission	\$108,481.37	\$103,775.00	\$155,102.01	\$153,500.00	
Education and Youth Ministries	\$83,349.03	\$102,125.00	\$93,375.00	\$93,400.00	
Leadership Recruiting/Training	\$14,670.35	\$37,950.00	\$50,000.00	\$50,000.00	
Dio. Committees/Commissions	\$3,746.26	\$4,400.00	\$4,400.00	\$4,400.00	
Diocesan Convention	\$17,523.64	\$23,000.00	\$23,000.00	\$46,000.00	
Communication	\$21,146.61	\$35,000.00	\$35,000.00	\$35,000.00	
Compensation Bishop and Staff	\$533,131.35	\$550,106.69	\$591,464.00	\$609,792.00	
Benefits - Bishop and Staff					
Bishop, Deployment, Admin. Asst	\$145,417.97	\$142,991.00	\$172,868.00	\$167,487.00	
Finance and Administrative	\$79,188.97	\$91,807.00	\$113,916.00	\$130,568.00	
Total Benefits - Bishop and Staff	\$224,606.94	\$234,798.00	\$286,784.00	\$298,055.00	
Diocesan Office					
Utilities	\$25,249.94	\$19,985.00	\$24,813.00	\$25,530.00	
Office Supplies	\$12,564.78	\$6,500.00	\$9,500.00	\$9,500.00	
Postage	\$6,175.96	\$6,500.00	\$6,500.00	\$6,500.00	
Building & Grounds Maintenance	\$22,386.24	\$24,000.00	\$28,500.00	\$28,500.00	
Equip. Purchase/Contracts	\$14,599.66	\$14,500.00	\$14,500.00	\$14,500.00	
Council's Share Computer Costs	\$36,524.02	\$33,200.00	\$25,700.00	\$20,700.00	
Miscellaneous	\$195.50	\$550.00	\$200.00	\$200.00	
Annual Audit	\$7,225.00	\$6,050.00	\$6,100.00	\$7,000.00	
Total Diocesan Office	\$124,921.10	\$111,285.00	\$115,813.00	\$112,430.00	
Other Insurance	\$14,258.00	\$14,000.00	\$14,000.00	\$14,500.00	
Reserves					
Legal Expenses	\$2,104.45	\$0.00	\$0.00	\$0.00	
Total Reserves	\$2,104.45	\$0.00	\$0.00	\$0.00	
<b>Total EXPENSES</b>	<b>\$1,375,569.10</b>	<b>\$1,446,831.69</b>	<b>\$1,571,835.01</b>	<b>\$1,621,774.00</b>	
	<b>Net Total</b>	<b>\$134,102.68</b>	<b>\$39,208.31</b>	<b>\$14,439.99</b>	<b>\$29,501.00</b>
<b>OTHER EXPENSES</b>					
Other Expenses					
Funding Reserves	\$105,000.00	\$50,000.00	\$0.00	\$0.00	
Total Other Expenses	\$105,000.00	\$50,000.00	\$0.00	\$0.00	
Capital Expenses	\$16,000.00	\$8,000.00	\$12,000.00	\$12,000.00	
Fund Transfers Out	\$0.00	\$0.00	\$0.00	\$0.00	
<b>Total OTHER EXPENSES</b>	<b>\$121,000.00</b>	<b>\$58,000.00</b>	<b>\$12,000.00</b>	<b>\$12,000.00</b>	
	<b>Net Operating Total</b>	<b>\$13,102.68</b>	<b>(\$18,791.69)</b>	<b>\$2,439.99</b>	<b>\$17,501.00</b>

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**234th Diocesan Convention Financials**

Accounts	2018 Actuals - Unaudited	2018 Working Budget	2019 Working Budget	2020 Planning Budget
<b>REVENUE AND SUPPORT</b>				
<b>Support from Congregations</b>				
410101 - Acceptances	\$1,001,281.23	\$980,000.00	\$1,003,775.00	\$1,003,775.00
<b>Total Support from Congregations</b>	<b>\$1,001,281.23</b>	<b>\$980,000.00</b>	<b>\$1,003,775.00</b>	<b>\$1,003,775.00</b>
<b>Diocesan Trustee Managed Funds</b>				
440101 - Support for Bishop's Ministry	\$229,000.00	\$229,000.00	\$335,000.00	\$400,000.00
440401 - Clergy Training and Care	\$11,000.00	\$11,000.00	\$11,000.00	\$11,000.00
440501 - Diocesan Mission	\$90,400.00	\$90,400.00	\$90,400.00	\$90,400.00
<b>Total Diocesan Trustee Managed Funds</b>	<b>\$330,400.00</b>	<b>\$330,400.00</b>	<b>\$436,400.00</b>	<b>\$501,400.00</b>
<b>Other Funds Restricted by Use</b>				
490201 - Reserve for General Convention	\$30,000.00	\$30,000.00	\$0.00	\$0.00
490301 - College/Univ Ministry Fund	\$7,500.00	\$7,500.00	\$7,500.00	\$7,500.00
<b>Total Other Funds Restricted by Use</b>	<b>\$37,500.00</b>	<b>\$37,500.00</b>	<b>\$7,500.00</b>	<b>\$7,500.00</b>
<b>Investment Income</b>				
440201 - Resources for Leadership Reserve	\$9,000.00	\$9,000.00	\$9,000.00	\$9,000.00
480101 - Interest and Dividends	\$986.80	\$125.00	\$600.00	\$600.00
480201 - Helen Jones Fund	\$1,681.76	\$1,300.00	\$1,300.00	\$1,300.00
<b>Total Investment Income</b>	<b>\$11,668.56</b>	<b>\$10,425.00</b>	<b>\$10,900.00</b>	<b>\$10,900.00</b>
<b>Reim. Admin. Services Provided</b>				
420101 - Trustees of the Diocese	\$71,500.00	\$71,500.00	\$71,500.00	\$71,500.00
420201 - Advance & Development Funds	\$41,500.00	\$41,500.00	\$41,500.00	\$41,500.00
420301 - Bookkeeping CA/MH	\$15,821.99	\$14,700.00	\$14,700.00	\$14,700.00
<b>Total Reim. Admin. Services Provided</b>	<b>\$128,821.99</b>	<b>\$127,700.00</b>	<b>\$127,700.00</b>	<b>\$127,700.00</b>
<b>Other</b>				
490101 - Other Income	\$0.00	\$15.00	\$0.00	\$0.00
<b>Total Other</b>	<b>\$0.00</b>	<b>\$15.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>Total REVENUE AND SUPPORT</b>	<b>\$1,509,671.78</b>	<b>\$1,486,040.00</b>	<b>\$1,586,275.00</b>	<b>\$1,651,275.00</b>
<b>EXPENSES</b>				
<b>Support for the Epis. Church</b>				
554201 - Support for Province III	\$2,525.25	\$2,525.00	\$3,355.00	\$4,697.00
561101 - Support for The Episcopal Church	\$177,867.00	\$177,867.00	\$182,542.00	\$183,000.00
561301 - Participation in Prov III Meetings	\$4,718.84	\$5,000.00	\$5,000.00	\$5,000.00
561401 - 2018 Gen'l Conv.	\$42,518.91	\$45,000.00	\$12,000.00	\$12,000.00
<b>Total Support for the Epis. Church</b>	<b>\$227,630.00</b>	<b>\$230,392.00</b>	<b>\$202,897.00</b>	<b>\$204,697.00</b>
<b>Mission</b>				
564701 - EDEIO Membership/Exp	\$1,080.64	\$0.00	\$2,000.00	\$2,100.00
566201 - Congregational Development	\$20,867.41	\$28,000.00	\$20,000.00	\$20,000.00
566501 - Hispanic Ministries/Trinity	\$38,650.00	\$38,650.00	\$50,337.00	\$50,000.00
566601 - Prison Ministries/The Way Home	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00
566701 - Diaconate Ministry	\$6,905.00	\$8,425.00	\$8,425.00	\$9,000.00
566901 - Curate Program	\$12,278.32	\$0.00	\$37,640.01	\$35,700.00
567501 - Hispanic Ministries/Primeros Pasos	\$8,700.00	\$8,700.00	\$8,700.00	\$8,700.00
567601 - Hispanic Ministries/New	\$0.00	\$0.00	\$8,000.00	\$8,000.00
<b>Total Mission</b>	<b>\$108,481.37</b>	<b>\$103,775.00</b>	<b>\$155,102.01</b>	<b>\$153,500.00</b>
<b>Education and Youth Ministries</b>				
564201 - Camp Arrowhead	\$50,000.00	\$50,000.00	\$50,000.00	\$50,000.00
565301 - Campus Ministry - UDel	\$15,000.00	\$15,000.00	\$15,000.00	\$15,000.00
572301 - Inclusion/Anti-Racism Training	\$2,090.39	\$10,000.00	\$10,000.00	\$10,000.00

234th Diocesan Convention Financials				
Accounts	2018 Actuals - Unaudited	2018 Working Budget	2019 Working Budget	2020 Planning Budget
575101 - Education for Ministry - EFM	\$875.00	\$1,375.00	\$1,375.00	\$1,400.00
575201 - Lay Ministry Support	\$0.00	\$750.00	\$0.00	\$0.00
576101 - Diocesan Conferences	\$13,383.64	\$8,000.00	\$15,000.00	\$15,000.00
576301 - Youth Ministries	\$0.00	\$15,000.00	\$0.00	\$0.00
576401 - Episcopal Youth Event	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00
<b>Total Education and Youth Ministries</b>	<b>\$83,349.03</b>	<b>\$102,125.00</b>	<b>\$93,375.00</b>	<b>\$93,400.00</b>
<b>Leadership Recruiting/Training</b>				
551101 - Safe Church Training	\$75.70	\$1,500.00	\$1,500.00	\$1,500.00
554401 - Commission on Ministry	\$1,003.59	\$450.00	\$3,500.00	\$3,500.00
554501 - Background Checks	\$1,410.00	\$1,000.00	\$2,000.00	\$2,000.00
554801 - Support/Consult. Cong. Transition	\$3,226.38	\$20,000.00	\$23,000.00	\$23,000.00
572101 - College of Clergy/Wellness	\$8,954.68	\$15,000.00	\$20,000.00	\$20,000.00
<b>Total Leadership Recruiting/Training</b>	<b>\$14,670.35</b>	<b>\$37,950.00</b>	<b>\$50,000.00</b>	<b>\$50,000.00</b>
<b>Dio. Committees/Commissions</b>				
554101 - Council's Organization Expense	\$746.26	\$1,200.00	\$1,200.00	\$1,200.00
554301 - Standing Committee Costs	\$300.00	\$500.00	\$500.00	\$500.00
576201 - Episcopal Church Women	\$2,500.00	\$2,500.00	\$2,500.00	\$2,500.00
577701 - Episcopal Relief and Development	\$200.00	\$200.00	\$200.00	\$200.00
<b>Total Dio. Committees/Commissions</b>	<b>\$3,746.26</b>	<b>\$4,400.00</b>	<b>\$4,400.00</b>	<b>\$4,400.00</b>
<b>Diocesan Convention</b>				
555501 - Diocesan Convention	\$17,523.64	\$23,000.00	\$23,000.00	\$46,000.00
<b>Total Diocesan Convention</b>	<b>\$17,523.64</b>	<b>\$23,000.00</b>	<b>\$23,000.00</b>	<b>\$46,000.00</b>
<b>Communication</b>				
552501 - Communications Assistant	\$13,145.60	\$22,800.00	\$22,800.00	\$22,800.00
552601 - Communications Content Writers	\$132.00	\$5,000.00	\$5,000.00	\$5,000.00
552701 - Communications Photography	\$4,456.17	\$3,000.00	\$3,000.00	\$3,000.00
552801 - Digital Platforms/Misc	\$3,412.84	\$4,200.00	\$4,200.00	\$4,200.00
<b>Total Communication</b>	<b>\$21,146.61</b>	<b>\$35,000.00</b>	<b>\$35,000.00</b>	<b>\$35,000.00</b>
<b>Compensation Bishop and Staff</b>				
511101 - Bishop, Deployment, Admin. Asst.	\$307,363.41	\$307,968.73	\$369,461.00	\$320,599.00
511201 - Finance and Administrative	\$225,767.94	\$222,137.96	\$272,003.00	\$289,193.00
511401 - Youth Minister	\$0.00	\$20,000.00	\$0.00	\$0.00
511501 - One Time Separation Salary	\$0.00	\$0.00	(\$50,000.00)	\$0.00
<b>Total Compensation Bishop and Staff</b>	<b>\$533,131.35</b>	<b>\$550,106.69</b>	<b>\$591,464.00</b>	<b>\$609,792.00</b>
<b>Benefits - Bishop and Staff</b>				
<b>Bishop,Deployment, Admin. Asst</b>				
512101 - Soc. Security & Medicare	\$4,395.72	\$4,430.00	\$4,715.00	\$4,832.00
513101 - Pension Premiums	\$57,352.64	\$52,464.00	\$69,730.00	\$61,015.00
513301 - Equity Housing Allowance	\$5,000.00	\$5,000.00	\$5,000.00	\$5,000.00
514101 - Health Insurance Premiums	\$66,365.00	\$70,249.00	\$79,043.00	\$77,885.00
514301 - Dental Plan Costs	\$1,586.50	\$1,548.00	\$2,160.00	\$1,800.00
515101 - Lay Life/LTD Insurance	\$494.38	\$450.00	\$750.00	\$800.00
516101 - Clergy Group Life Ins	\$682.50	\$1,050.00	\$1,470.00	\$1,155.00
517101 - Travel	\$9,541.23	\$7,800.00	\$10,000.00	\$15,000.00
<b>Total Bishop,Deployment, Admin. Asst</b>	<b>\$145,417.97</b>	<b>\$142,991.00</b>	<b>\$172,868.00</b>	<b>\$167,487.00</b>
<b>Finance and Administrative</b>				
512201 - Soc. Security & Medicare	\$16,931.77	\$16,994.00	\$20,808.00	\$22,123.00
513201 - Pension Premiums	\$20,177.69	\$19,993.00	\$24,480.00	\$26,027.00
513401 - Youth Minister Benefits	\$0.00	\$8,400.00	\$0.00	\$0.00
514201 - Health Insurance Premiums	\$31,989.00	\$34,852.00	\$55,851.00	\$66,691.00

234th Diocesan Convention Financials		2018 Actuals - Unaudited	2018 Working Budget	2019 Working Budget	2020 Planning Budget
<b>Accounts</b>					
514401 - Dental Plan Costs	\$1,032.00	\$2,064.00	\$2,025.00	\$2,292.00	
515201 - Lay Life/LTD Insurance	\$1,980.23	\$2,017.00	\$2,420.00	\$3,000.00	
516201 - Ret Employees Life Ins	\$418.32	\$287.00	\$432.00	\$435.00	
517201 - Travel	\$1,764.09	\$2,700.00	\$2,700.00	\$3,500.00	
524101 - Worker's Compensation	\$3,302.00	\$4,000.00	\$5,200.00	\$6,500.00	
551201 - Temporary Staff/Archivist	\$1,593.87	\$500.00	\$0.00	\$0.00	
<b>Total Finance and Administrative</b>	<b>\$79,188.97</b>	<b>\$91,807.00</b>	<b>\$113,916.00</b>	<b>\$130,568.00</b>	
<b>Total Benefits - Bishop and Staff</b>	<b>\$224,606.94</b>	<b>\$234,798.00</b>	<b>\$286,784.00</b>	<b>\$298,055.00</b>	
<b>Diocesan Office</b>					
<b>Utilities</b>					
535101 - Telecommunications	\$11,419.66	\$10,365.00	\$11,810.00	\$12,000.00	
535301 - Electricity	\$5,607.87	\$5,370.00	\$4,500.00	\$4,800.00	
535401 - Gas	\$4,618.42	\$3,500.00	\$4,333.00	\$4,500.00	
535701 - Water and Sewer	\$580.99	\$750.00	\$540.00	\$600.00	
538301 - Solar Panel Lease Pmnts	\$3,023.00	\$0.00	\$3,630.00	\$3,630.00	
<b>Total Utilities</b>	<b>\$25,249.94</b>	<b>\$19,985.00</b>	<b>\$24,813.00</b>	<b>\$25,530.00</b>	
<b>Office Supplies</b>					
541101 - Office Supplies	\$12,564.78	\$6,500.00	\$9,500.00	\$9,500.00	
<b>Total Office Supplies</b>	<b>\$12,564.78</b>	<b>\$6,500.00</b>	<b>\$9,500.00</b>	<b>\$9,500.00</b>	
<b>Postage</b>					
543101 - Postage	\$6,175.96	\$6,500.00	\$6,500.00	\$6,500.00	
<b>Total Postage</b>	<b>\$6,175.96</b>	<b>\$6,500.00</b>	<b>\$6,500.00</b>	<b>\$6,500.00</b>	
<b>Building &amp; Grounds Maintenance</b>					
531101 - Maintenance & Equipment	\$6,849.31	\$7,500.00	\$8,000.00	\$8,000.00	
532101 - Office Improvements/Furnishings	\$187.47	\$1,000.00	\$5,000.00	\$5,000.00	
533101 - Janitorial Serv. & Suppl.	\$15,349.46	\$15,500.00	\$15,500.00	\$15,500.00	
<b>Total Building &amp; Grounds Maintenance</b>	<b>\$22,386.24</b>	<b>\$24,000.00</b>	<b>\$28,500.00</b>	<b>\$28,500.00</b>	
<b>Equip. Purchase/Contracts</b>					
541201 - Copier Lease	\$14,599.66	\$14,500.00	\$14,500.00	\$14,500.00	
<b>Total Equip. Purchase/Contracts</b>	<b>\$14,599.66</b>	<b>\$14,500.00</b>	<b>\$14,500.00</b>	<b>\$14,500.00</b>	
<b>Council's Share Computer Costs</b>					
542101 - Computer and Payroll Services	\$5,140.54	\$5,700.00	\$5,700.00	\$5,700.00	
542201 - Computerization Costs	\$31,383.48	\$27,500.00	\$20,000.00	\$15,000.00	
<b>Total Council's Share Computer Costs</b>	<b>\$36,524.02</b>	<b>\$33,200.00</b>	<b>\$25,700.00</b>	<b>\$20,700.00</b>	
<b>Miscellaneous</b>					
546101 - Merchant Bank Fees	\$195.50	\$300.00	\$200.00	\$200.00	
547101 - Miscellaneous & Conting.	\$0.00	\$250.00	\$0.00	\$0.00	
<b>Total Miscellaneous</b>	<b>\$195.50</b>	<b>\$550.00</b>	<b>\$200.00</b>	<b>\$200.00</b>	
<b>Annual Audit</b>					
544101 - Audit	\$7,225.00	\$6,050.00	\$6,100.00	\$7,000.00	
<b>Total Annual Audit</b>	<b>\$7,225.00</b>	<b>\$6,050.00</b>	<b>\$6,100.00</b>	<b>\$7,000.00</b>	
<b>Total Diocesan Office</b>	<b>\$124,921.10</b>	<b>\$111,285.00</b>	<b>\$115,813.00</b>	<b>\$112,430.00</b>	
<b>Other Insurance</b>					
521101 - Commercial Prop. & Liability	\$14,258.00	\$14,000.00	\$14,000.00	\$14,500.00	
<b>Total Other Insurance</b>	<b>\$14,258.00</b>	<b>\$14,000.00</b>	<b>\$14,000.00</b>	<b>\$14,500.00</b>	
<b>Reserves</b>					
<b>Legal Expenses</b>					
554701 - Legal Fees	\$2,104.45	\$0.00	\$0.00	\$0.00	
<b>Total Legal Expenses</b>	<b>\$2,104.45</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	
<b>Total Reserves</b>	<b>\$2,104.45</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	
<b>Total EXPENSES</b>	<b>\$1,375,569.10</b>	<b>\$1,446,831.69</b>	<b>\$1,571,835.01</b>	<b>\$1,621,774.00</b>	

234th Diocesan Convention Financials		2018 Actuals - Unaudited	2018 Working Budget	2019 Working Budget	2020 Planning Budget
<b>Accounts</b>					
<b>OTHER EXPENSES</b>	<b>Net Total</b>	<b>\$134,102.68</b>	<b>\$39,208.31</b>	<b>\$14,439.99</b>	<b>\$29,501.00</b>
<b>Other Expenses</b>					
<b>Funding Reserves</b>					
548301 - Working Capital		\$0.00	\$50,000.00	\$0.00	\$0.00
548501 - Fund Program Reserve		\$70,000.00	\$0.00	\$0.00	\$0.00
548601 - Fund Property Reserve		\$35,000.00	\$0.00	\$0.00	\$0.00
<b>Total Funding Reserves</b>		<b>\$105,000.00</b>	<b>\$50,000.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>Total Other Expenses</b>		<b>\$105,000.00</b>	<b>\$50,000.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>Capital Expenses</b>					
517301 - Vehicle Replacement		\$16,000.00	\$8,000.00	\$12,000.00	\$12,000.00
<b>Total Capital Expenses</b>		<b>\$16,000.00</b>	<b>\$8,000.00</b>	<b>\$12,000.00</b>	<b>\$12,000.00</b>
<b>Total OTHER EXPENSES</b>		<b>\$121,000.00</b>	<b>\$58,000.00</b>	<b>\$12,000.00</b>	<b>\$12,000.00</b>
<b>Net Operating Total</b>		<b>\$13,102.68</b>	<b>(\$18,791.69)</b>	<b>\$2,439.99</b>	<b>\$17,501.00</b>

*Under Supervision of the Trustees  
As of December 31, 2018  
Churches of the Diocese*

Bethany Beach, St. Martha's Church Funds  
Brandywine Hundred, Grace Church Funds  
Bridgeville, St. Mary's Church Fund  
Camden, St. Paul's Church  
Christiana Hundred, Christ Church Funds  
Claymont, Church of the Ascension  
Dover, Christ Church Funds  
Delaware City, Christ Church Funds  
Georgetown, St. Paul's Church Funds  
Harrington, St. Stephen's Church Fund  
Hillcrest, Calvary, Memorial Fund  
Laurel, St. Philip's Church Funds  
Lewes, St. Peter's Church, Church Funds  
Little Creek, St. Mark's Church  
Middletown, St. Anne's Church Funds  
Milford, Christ Church Funds  
Mill Creek Hundred, St. Barnabas' Church  
Mill Creek Hundred, St. James' Church Funds  
Millsboro, St. Mark's Church  
Milton, St. John the Baptist Church Funds  
Newark, St. Nicholas' Church Fund  
Newark, St. Thomas' Parish, Church Funds  
New Castle, Immanuel Church on the Green Funds  
Newport, St. James' Church and Cemetery Funds  
Seaford, St. Luke's Church  
Smyrna, St. Peter's Church  
Wilmington, Old Swedes' Church Funds  
Wilmington, Old Swedes' - Trinity Parish Church Funds  
Wilmington, Episcopal Church of Saints Andrew/Matthew Church Funds

## Institutions and Organizations of the Diocese

Advance and Development Funds  
Alfred Lee Memorial Fund  
Camp Arrowhead Funds  
Cathedral Choir School of Delaware Funds  
Episcopal Church Women -Reserve Account  
Ingleside Homes, Inc.  
Memorial House Endowment Fund  
Women's Auxiliary Fund - Episcopal Churchwomen

Episcopal Churchwomen for Scholarship Aid

## Diocesan Council

Bishop and Council Fund for New Work  
Helen L. Jones Memorial Fund  
Continuing Education Fund  
College and University Ministry Fund  
Property Fund (D.C.)  
Property Reserve Fund  
Health Care Fund

For general use of Diocesan Council

## Trustees

Administrative Expense Fund  
All Saints', Rehoboth  
Ash Fund  
St. Albans Barnabas Fund  
Bishop's Missionary Fund  
Bishopstead Maintenance & Capital Reserve Funds  
Boyce Memorial Fund  
Buckelew Trust  
Calvary-Herndon Fund  
Clergy Aid - Broad Fund  
Clergy Aid - Restricted Fund  
Ellason and Molly Laird Downs Real Estate Maintenance Fund  
Episcopate Endowment Fund  
General Transition Fund

To pay administrative expense of Trustees' funds

Torbert Fund

To promote the Gospel of Christ and extend worship of the Episcopal Church in Delaware

To the Bishop for general missionary work  
For Diocesan Properties

for St. Paul's Church, Georgetown, Christ Church, Dover, and St. Philip's Church, Laurel  
For Trustee's distribution by and with the consent of the Bishop

Urban Ministries

For Clergy, their spouses and families in times of financial aid

For disabled clergy retirees or their widows/ widowers

For Bishop's salary and expenses

Other Funds and Organizations, continued

Floretta Wilson Nickerson Memorial Trust	For general use as designated by the Trustees
General Diocesan Fund	For St. Martha's
Karney Uganda Scholarship Fund	For clergy and other worthy persons in the Diocese to meet extraordinary expenses
Lighthipe Property Fund	
Oberod & Oberod Restricted Funds	
Silliman Fund	
St. George's Chapel – Kollock Trust Fund	
St. John the Baptist, Milton	
Louisa H. Tatnall Fund	To be used as determined by the Bishop
Theological Education Fund	For the benefit of theological students
Williams Missionary Fund	For general missions and mission music

## **SECTION VII HISTORICAL INFORMATION**

## *Early Delaware Churches*

The following churches existed in Delaware at the time of the first Convention held on September 26-27, 1786. The churches that were represented at the Convention held in 1791, the first Convention having a printed Journal, are marked with an asterisk.

*Immanuel, New Castle	Founded 1689	
*Christ, Dover	Founded 1703	
*Christ, Mispillion (Milford)	Founded 1704	
*St. Mary's near Seaford	Founded 1704	Closed about 1803
*St. Anne's, Appoquinimy	Founded 1705	
*Prince George's, Dagsboro	Founded 1706	Closed July 1967
St. George's, Quinquinum	Founded 1707	Closed about 1800
*St. Matthew's, Cedar Creek	Founded 1707	Closed about 1868
*St. Peter's, Lewes	Founded 1708	
*St. James, White Clay Creek (Mill Creek Hundred)	Founded 1714	
*St. George's (Indian River Hundred)	Founded 1719	
St. John the Baptist in the Forest (Milton)	Founded 1728	
St. Peter's, Duck Creek (Smyrna)	Founded 1740	
St. Paul's, Murderkill Hundred	Founded 1761	Closed about 1836
*Christ, Broad Creek	Founded 1771	
Pergamos Chapel, St. Johnstown	Founded 1782	Closed about 1813

## *Bishops of Delaware*

### **ALFRED LEE (38)**

First Bishop of Delaware. Elected May 26, 1841, in the 56th year of the Diocese, at the Convention held in St. Paul's Church, Georgetown. Consecrated October 12, 1841, at St. Paul's Chapel, New York City. Rector of St. Andrew's Church, Wilmington, from 1843 to 1887 and Presiding Bishop from 1884 to 1887. Died April 12, 1887 at the age of 79.

### **LEIGHTON COLEMAN (146)**

Elected Bishop of Delaware in the 103rd year of the Diocese at the Convention held in Christ Church, Dover, June 3, 1888. Consecrated October 18, 1888 in St. John's Church, Wilmington. Died December 1, 1907 at the age of 70.

### **FREDERICK JOSEPH KINSMAN (239)**

Elected Bishop of Delaware in the 123rd year of the Diocese at the Convention in Trinity Church, Wilmington on June 3, 1908. Consecrated October 28, 1908 in Trinity Church, Wilmington. Bishop Kinsman submitted his resignation to the Convention of 1919, the resignation being accepted by the House of Bishops in October 1919. Died in July 1944 at the age of 75.

### **PHILIP COOK (311)**

Elected Bishop of Delaware in the 135th year of the Diocese at the Convention held in Immanuel Church, Wilmington on May 12, 1920. Consecrated October 14, 1920 in St. Michael's and All Angels' Church, Baltimore, Maryland. Died March 25, 1938 at the age of 62.

### **ARTHUR RAYMOND MCKINSTRY (414)**

Elected Bishop of Delaware in the 153rd year of the Diocese at a special Convention held in Immanuel Church, Wilmington on November 15, 1938. Consecrated February 17, 1939 in the Cathedral Church of St. John, Wilmington. Retired on December 31, 1954. Died December 25, 1991, at the age of 97.

### **JOHN BROOKE MOSLEY (526)**

Elected Bishop Coadjutor in the 168th year of the Diocese at a special Convention held in Immanuel Church, Wilmington on June 29, 1953. Consecrated October 28, 1953 in the Cathedral Church of St. John, Wilmington. Became Diocesan Bishop January 1, 1955. Installation service held January 16, 1955 in the Cathedral Church of St. John, Wilmington. Submitted resignation as Bishop of Delaware to the Presiding Bishop and to the Diocese to become effective October 1, 1968; the resignation being accepted by the House of Bishops. Served as Deputy for Overseas Relations to the Presiding Bishop for two years (October 1968 to October 1970), as President of

Union Theological Seminary, New York City for four years (November 1970 to November 1974) and in mid-November of 1974 became Assistant Bishop, Diocese of Pennsylvania. Retired January 2, 1982. Died March 4, 1988 at the age of 72.

### **WILLIAM HENRY MEAD (628)**

Elected Bishop of Delaware in the 183rd year of the Diocese at a Special Convention held in All Saints' Church, Rehoboth Beach on June 28, 1968. Consecrated November 15, 1968 in Christ Our King Roman Catholic Church, Wilmington and installed that same day in the Cathedral Church of St. John, Wilmington. Died February 25, 1974 at the age of 53.

### **WILLIAM HAWLEY CLARK (705)**

Elected Bishop of Delaware in the 190th year of the Diocese at the Annual Convention held in St. David's Church, Brandywine Hundred, Wilmington on January 24, 1975. Consecrated May 16, 1975 in Christ Our King Roman Catholic Church, Wilmington and installed May 18, 1975 in the Cathedral Church of St. John, Wilmington. Retired December 31, 1985. Died March 7, 1997 at the age of 77.

### **QUINTIN EBENEZER PRIMO, JR. (683), INTERIM BISHOP**

Between the retirement of the Rt. Rev. William H. Clark and the consecration of the IX Bishop of Delaware, the Standing Committee of the Diocese invited the Rt. Rev. Quintin E. Primo, Jr., retired Suffragan Bishop of Chicago, to serve the Diocese of Delaware as Interim Bishop. Bishop Primo accepted this call and fulfilled this valuable ministry with grace and distinction. He died January 15, 1998 in Wilmington, Delaware.

### **CALVIN CABELL TENNIS (816)**

Elected Bishop of Delaware in the 201st year of the Diocese at Part II of the 1986 Annual Convention, held at Grace Church, Brandywine Hundred, on June 14, 1986. Consecrated November 8, 1986 at St. Helena's Roman Catholic Church, Wilmington and installed November 9, 1986 at the Cathedral Church of St. John, Wilmington. He retired on December 31, 1997.

### **WAYNE PARKER WRIGHT (941)**

Elected 10<sup>th</sup> Bishop of Delaware at Part II-B of the 212th Annual Convention, held at the Cathedral Church of St. John, Wilmington, on February 28, 1998. Consecrated June 20, 1998 in an outdoor service at St. Andrew's School in Middletown and installed June 21, 1998 at the Cathedral Church of St. John, Wilmington. He retired on February 28, 2017

### **KEVIN SCOTT BROWN (1106)**

Elected 11<sup>th</sup> Bishop of Delaware at a Special Convention, held at St. Anne's School in Middletown, Delaware on Saturday, July 15, 2017. Consecrated December 9, 2017 at the Education and Humanities Theater of Delaware State University in Dover, Delaware.

## *Summary of Convention Host Churches*

	<u>Regular</u>	<u>Special</u>	<u>First</u>	<u>Last</u>
All Saints, Delmar	2		1946	2013
All Saints', Rehoboth Beach	5	1	1901	1983
Calvary, Hillcrest	2		1948	1982
Calvary, Wilmington	1			1881
Cathedral Church of St. John	1	3	1887	2002
Christ Church, Christiana Hundred	5		1947	2009
Christ Church, Delaware City	3		1869	2012
Christ Church, Dover	28	3	1786	2003
Christ Church, Milford	23		1798	1995
Church of the Ascension, Claymont	3		1946	2001
Church of the Nativity, New Castle	1			1970
Grace, Brandywine Hundred	1			1986
Holy Trinity (Old Swede's), Wilmington	2		1817	1945
Immanuel on the Green, New Castle	2	3	1801	2015
Immanuel Highlands, Wilmington	2	2	1905	1979
St. Albans, Brandywine Hundred	2		1968	1993
St. Andrew's, Wilmington	11	1	1842	2006
St. Andrew's School, Middletown	4	2	1971	1986
St. Anne's, Middletown	9		1789	2005
St. Barnabas, Wilmington	4		1967	2004
St. David's, Wilmington	2		1975	2016
St. James', Millcreek				2014
St. James, Newport	1			1951
St. John the Baptist, Milton	1		2012	2012
St. Luke's, Seaford	10		1839	2018
St. Mary's, Bridgeville	1		2011	2011
St. Martha's, Bethany Beach	1		2017	2017
St. Matthew's, Wilmington	1			1972
St. Nicholas', Newark	2		1973	2013
St. Paul's, Camden	1		2011	2011
St. Paul's, Georgetown	12		1803	1994
St. Peter's, Lewes	18		1796	2010
St. Peter's, Smyrna	18		1830	2007
St. Philip's, Laurel	9		1868	2008
St. Stephen's, Harrington	2		1960	1974
St. Thomas's Parish, Newark	7		1851	2000
Trinity Parish, Wilmington	8		1832	1953
United Campus Ministry	1			1978
Hotel du Pont	1		1970	
Uncertain	3		1787	1790

## *Recent Convention Venues, Host and Featured Churches*

Sheraton Hotel, Dover	3	
St. Mary's Church, Bridgeville &		2011
St. Paul's Church, Camden		
Christ Church, Delaware City &		2012
St. John the Baptist, Milton		
All Saints' Church, Delmar & St. Nicholas Church, Newark		2013
Embassy Suites, Newark	3	
St. James' Church, Mill Creek, Wilmington		2014
Immanuel Church on the Green,		2015
New Castle		
St. David's Church, Brandywine Hundred		2016
Hyatt Place, Dewey Beach	1	
St. Martha's, Bethany Beach		2017
Princess Royale, Ocean City, MD	2	
St. Luke's, Seaford		2018
Featured Churches - All Saints' & St. George's Chapel, Christ Church, Delaware City, and St. Peter's Church, Smyrna		2019

## *Clergy Widows & Widowers*

Angie Albanese

The Rev. Kathleen S. Benson

Sandy Hudson

Gussy James

Jeanneane Keene

The Rev. Jim Lewis

Jeanne Licht

James Linderman

Adele Mayfield

Nan Mein

Roberta Merrill

Carol Shackleton

Esther Smith

Martha VanderPoel

Sue Welles

Lynn Davis

Winifred (Winnie) Hohlt

Janet Kerr

## SECTION IX BEQUEST FORM

## *Form of Bequest*

From time to time, the Spirit moves people to provide for the ongoing work of the Church beyond their lifetime. Forms will be supplied gratuitously on application to the President or other officer of a corporation. However, the following form is for information, guidance and use, if desired:

I give, devise and bequeath to \_\_\_\_\_  
a corporation of the State of \_\_\_\_\_

*(Insert the amount of money or other property so bequeathed or devised)*

for \_\_\_\_\_

*(Specify the object or objects to which the bequest or devise is to be applied)*

Corporate titles of some Church institutions, both within the Diocese of Delaware and The National Episcopal Church, are shown below:

*The Diocesan Council, Inc.* 913 Wilson Road  
Responsible for Camp Arrowhead & Memorial House Wilmington DE 19803

*The Trustees of the Protestant Episcopal Church of the Diocese of Delaware* 913 Wilson Road  
Wilmington DE 19803

*St. Andrew's School of Delaware, Inc.* 350 Noxontown Road  
Middletown DE 19709

*St. Michael's Day Nursery, Inc.* 305 East 7<sup>th</sup> Street  
Wilmington DE 19801

*The Domestic & Foreign Missionary Society of the Protestant Episcopal Church USA* 815 Second Avenue  
New York NY 10017

*The Episcopal Church Foundation* 815 Second Avenue  
New York NY 10017

*Corporations of the State of Delaware*

*Corporations of the State of New York*

## **SECTION X INDEPENDENT AUDITOR'S REPORT**

***Diocesan Council***

**THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE**  
**DIOCESAN COUNCIL, INC.**

**FINANCIAL STATEMENTS AND  
INDEPENDENT AUDITOR'S REPORT**

**DECEMBER 31, 2018 AND 2017**

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Independent Auditor's Report

To the Diocesan Council, Inc.  
Wilmington, Delaware

***Report on the Financial Statements***

We have audited the accompanying statements of the Diocesan Council, Inc. (the "Council"), which comprise the statement of assets, liabilities and fund balances as of December 31, 2018 and 2017, and the related statement of support, revenue, expenses and changes in fund balances for the years then ended, and the related notes to the financial statements.

***Management's Responsibility for the Financial Statements***

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the provisions of the General Convention of the Episcopal Church (a comprehensive basis of accounting other than accounting principles generally accepted in the United States of America); this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

***Auditor's Responsibility***

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

***Basis for Qualified Opinion***

The Council declined to present a statement of cash flows and elected not to provide for depreciation for the years ended December 31, 2018 and 2017. Presentation of such statement summarizing the Council's operating, investing, and financing activities and depreciating buildings, improvements, and equipment is required by the provisions of the General Convention of the Episcopal Church, which is a comprehensive basis of accounting other than accounting principles generally accepted in the United States of America.

***Qualified Opinion***

In our opinion, except for the omission of the statement of cash flows and not depreciating fixed assets described in the Basis for Qualified Opinion paragraph, the financial statements referred to above present fairly, in all material respects, the assets, liabilities and fund balances of the Diocesan Council, Inc. as of December 31, 2018 and 2017, and the support, revenue, expenses, and changes in fund balances for the years then ended, in accordance with the provisions of the General Convention of the Episcopal Church, which is a comprehensive basis of accounting other than accounting principles generally accepted in the United States of America.

***Report on Summarized Comparative Information***

We have previously audited the Council's December 31, 2017 financial statements, and we expressed a qualified audit opinion for the omission of the statement of cash flows and not depreciating fixed assets on those audited financial statements in our report dated June 14, 2018.

*Caw & Roset*  
Certified Public Accountants

June 26, 2019  
Wilmington, Delaware

**THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
DIOCESAN COUNCIL, INC.**  
**STATEMENT OF ASSETS, LIABILITIES AND FUND BALANCES  
DECEMBER 31, 2018 WITH COMPARATIVE TOTALS FOR 2017**

	Operating Fund	Special Fund	Property Fund	Discretionary Fund	Bishop's		Memorial House		Camp Arrowhead		Total All Funds	
					Operating	Restricted	Operating	Restricted	Operating	Restricted	2018	2017
<b>ASSETS</b>												
Cash	\$ 197,363	\$ 329,435	\$ -	\$ 52,149	\$ 37,506	\$ -	\$ 130,826	\$ 35,980	\$ 783,259	\$ 774,719		
Investments	-	2,305,544	709,070	-	-	1,765,011	-	366,387	-	5,146,012	5,453,914	
Accounts receivable	13,801	81,135	-	-	7,460	-	-	3,224	-	105,620	108,367	
Acceptances receivable	34,989	-	-	-	-	-	-	-	-	34,989	9,666	
Prepaid expenses	36,979	-	-	-	1,661	-	-	16,370	-	55,010	59,148	
Land, buildings, and equipment	-	-	7,041,928	-	-	-	-	-	-	7,041,928	6,627,840	
Total Assets	<b>\$ 283,132</b>	<b>\$ 2,716,114</b>	<b>\$ 7,750,998</b>	<b>\$ 52,149</b>	<b>\$ 46,627</b>	<b>\$ 1,765,011</b>	<b>\$ 150,420</b>	<b>\$ 402,367</b>	<b>\$ 13,166,818</b>	<b>\$ 13,033,654</b>		
<b>LIABILITIES</b>												
Accounts payable	\$ 27,060	\$ 45,000	\$ -	\$ -	\$ 25,372	\$ -	\$ 101,325	\$ -	\$ 198,757	\$ 160,237		
Loans payable	-	-	74,100	-	-	-	-	-	-	74,100	79,800	
Accumulated benefit obligation	573,681	-	-	-	-	-	-	-	-	573,681	618,621	
Interfund payable (receivable)	(111,981)	111,981	-	-	(15,217)	15,217	(207)	207	-	-	-	
Total Liabilities	<b>488,760</b>	<b>156,981</b>	<b>74,100</b>	<b>-</b>	<b>10,155</b>	<b>15,217</b>	<b>101,118</b>	<b>207</b>	<b>846,538</b>	<b>858,658</b>		
<b>FUND BALANCES</b>												
Unrestricted												
Undesignated	(205,628)	-	-	52,149	36,472	-	49,302	-	(67,705)	(209,354)		
Designated	-	2,559,133	709,070	-	-	1,749,794	-	402,160	5,420,157	5,697,343		
Net investment property	-	-	6,967,828	-	-	-	-	-	6,967,828	6,627,840		
Total Unrestricted	<b>(205,628)</b>	<b>2,559,133</b>	<b>7,676,898</b>	<b>52,149</b>	<b>36,472</b>	<b>1,749,794</b>	<b>49,302</b>	<b>402,160</b>	<b>12,320,280</b>	<b>12,115,829</b>		
Restricted	-	-	-	-	-	-	-	-	-	-	59,167	
Total Fund Balances	<b>(205,628)</b>	<b>2,559,133</b>	<b>7,676,898</b>	<b>52,149</b>	<b>36,472</b>	<b>1,749,794</b>	<b>49,302</b>	<b>402,160</b>	<b>12,320,280</b>	<b>12,115,829</b>		
<b>TOTAL LIABILITIES AND FUND BALANCES</b>	<b>\$ 283,132</b>	<b>\$ 2,716,114</b>	<b>\$ 7,750,998</b>	<b>\$ 52,149</b>	<b>\$ 46,627</b>	<b>\$ 1,765,011</b>	<b>\$ 150,420</b>	<b>\$ 402,367</b>	<b>\$ 13,166,818</b>	<b>\$ 13,033,654</b>		

The accompanying notes are an integral part of these financial statements.

**THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
DIOCESAN COUNCIL, INC.**

**STATEMENT OF SUPPORT, REVENUE, EXPENSES AND CHANGES IN FUND BALANCES (CONTINUED)  
FOR THE YEAR ENDED DECEMBER 31, 2018 WITH COMPARATIVE TOTALS FOR 2017**

	Operating Fund	Special Fund	Property Fund	Discretionary Fund	Memorial House		Camp Arrowhead		Total All Funds	
					Operating	Restricted	Operating	Restricted	2018	2017
Acceptances	\$ 1,001,281	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,001,281	\$ 1,003,087
Winter conferences	-	-	-	-	214,488	-	132,725	-	347,213	351,751
Summer family program	-	-	-	-	152,025	-	-	-	152,025	142,133
Summer campfering	-	-	-	-	-	-	889,181	-	889,181	805,070
Store sales	-	-	-	-	-	-	78,981	-	78,981	71,033
Income from contracted services	57,322	-	-	-	-	-	-	-	57,322	55,379
Contributions	-	65,125	-	11,822	-	-	87,449	5,046	169,442	132,160
Investment income	2,801	104,876	32,346	221	36	81,343	910	15,736	238,269	223,839
Unrealized gain (loss)	-	(166,914)	(55,815)	-	-	(138,888)	-	(27,413)	(389,030)	524,800
Realized gain	-	-	-	-	-	-	-	-	-	1,123
Grants and support	9,000	-	-	-	-	-	-	-	9,000	14,040
Other income (expense)	-	-	-	-	35	-	-	-	35	(33,912)
Trust funds:										
Support of ministries	330,400	-	-	-	-	-	-	-	330,400	221,737
Administrative	71,500	-	-	-	-	-	-	-	71,500	71,500
<b>TOTAL REVENUE AND OTHER SUPPORT</b>	<b>1,472,304</b>	<b>3,087</b>	<b>(23,469)</b>	<b>12,043</b>	<b>366,584</b>	<b>(57,545)</b>	<b>1,189,246</b>	<b>(6,631)</b>	<b>2,955,619</b>	<b>3,583,740</b>
Episcopal function	452,945	-	-	-	-	-	-	-	452,945	369,766
National church	227,630	-	-	-	-	-	-	-	227,630	202,649
Common work	174,966	87,096	-	11,104	411,347	-	958,039	11,858	1,654,410	1,753,861
Administrative function	468,983	-	-	-	-	-	51,307	-	520,290	455,403
Retiree healthcare	(44,940)	-	-	-	-	-	-	-	(44,940)	(9,300)
<b>TOTAL EXPENSES</b>	<b>1,279,584</b>	<b>87,096</b>	<b>-</b>	<b>11,104</b>	<b>411,347</b>	<b>-</b>	<b>1,009,346</b>	<b>11,858</b>	<b>2,810,335</b>	<b>2,772,379</b>
Excess (deficiency) of revenue and other support over expenses	192,720	(84,009)	(23,469)	939	(44,763)	(57,545)	179,900	(18,489)	145,284	811,361
Other changes in fund balances										
Interfund transfers	(135,500)	(64,500)	339,987	-	43,585	(43,585)	(146,442)	6,455	-	-
<b>FUND BALANCES</b>	<b>(262,848)</b>	<b>2,707,642</b>	<b>7,360,380</b>	<b>51,210</b>	<b>37,650</b>	<b>1,850,924</b>	<b>15,844</b>	<b>414,194</b>	<b>12,174,996</b>	<b>11,363,635</b>
Beginning of year										
End of year	<b>\$ (205,628)</b>	<b>\$ 2,559,133</b>	<b>\$ 7,676,898</b>	<b>\$ 52,149</b>	<b>\$ 36,472</b>	<b>\$ 1,749,794</b>	<b>\$ 49,302</b>	<b>\$ 402,160</b>	<b>\$ 12,320,280</b>	<b>\$ 12,174,996</b>

The accompanying notes are an integral part of these financial statements.

**THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
DIOCESAN COUNCIL, INC.  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2018 AND 2017**

**NOTE A – LINE OF BUSINESS AND SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES**

Diocesan Council, Inc. (the “Council”) is a not-for-profit organization incorporated in the State of Delaware. The purpose of the Council is to have charge of the unification, development and prosecution of the missionary work, church extension, religious education, and Christian social service of the Protestant Episcopal Church of the Diocese of Delaware, and such other matters as may be committed to it by the Convention of the Diocese.

**1. Method of Accounting**

The financial statements are prepared in accordance with the provisions of the General Convention of the Episcopal Church. These practices differ in certain respects, which may be material, from accounting principles generally accepted in the United States of America. The significant differences from accounting principles generally accepted in the United States of America are as follows:

- a. The Council does not record contributions in accordance with FASB ASC 958-605, *“Accounting for Contributions Made and Contributions Received”*. FASB ASC 958-605 requires that an organization record contributions received as with or without donor restrictions, depending on the existence and/or nature of any donor restrictions. Contributions are recorded on the cash basis.
- b. The Council does not prepare its financial statements in accordance with FASB ASC 958-205 *“Financial Statements of Not-For-Profit Organizations”*. ASC 958-205 requires that an organization report information regarding financial position and activities according to two classes of net assets: net assets with donor restrictions and net assets without donor restrictions.

Although required by the General Convention of the Episcopal Church, the Council has elected not to record depreciation on capital purchases and not to present a statement of cash flows. The Council does not feel that the lack of depreciation and the statement of cash flows cause the statements presented to be misleading, nor do they believe the omitted information is meaningful. The effect of not depreciating fixed assets and omitting a statement of cash flows has not been determined.

**THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
DIOCESAN COUNCIL, INC.  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2018 AND 2017**

**NOTE A – LINE OF BUSINESS AND SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (CONTINUED)**

**2. Fund Accounting**

To ensure observance of limitations and restrictions placed on the use of resources available to the Council, the accounts of the Council are maintained in accordance with the principles of fund accounting. This is the procedure by which resources for various purposes are classified for accounting and reporting purposes into funds established according to their nature and purposes.

Separate accounts are maintained for each fund; however, in the accompanying financial statements, funds that have similar characteristics have been combined into fund groups. Accordingly, all financial transactions have been recorded and reported by fund group.

The Operating Fund represents the portion of expendable funds that are available for the support of the Council's general operations and approved by Diocesan Convention.

The Special Fund represents funds reserved for specific ministries.

The Property Fund represents funds restricted for property acquisitions.

The Bishop's Discretionary Fund is utilized to account for special projects conducted by the Bishop.

Memorial House is the Diocesan Conference Center located in Rehoboth Beach, Delaware.

Camp Arrowhead is a 145-acre summer camp and conference center on Rehoboth Bay, Delaware.

**3. Security Transactions and Related Investment Income**

Security transactions are recorded on the trade date. Investments owned are carried at market value. The difference between cost and market value is reflected as unrealized appreciation (depreciation) on investments. Realized gains (losses) from security transactions are determined for financial reporting purposes on the basis of first-in, first-out. Dividend income is recognized on the ex-dividend date, and interest income is recognized on the accrual basis.

**THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
DIOCESAN COUNCIL, INC.  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2018 AND 2017**

**NOTE A – LINE OF BUSINESS AND SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (CONTINUED)**

**4. Income Taxes**

The Council is a not-for-profit entity that is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code. The Council is not a private foundation. No amounts of interest or penalties were recognized by the Council during the years ended December 31, 2018 and 2017.

**5. Accounts and Acceptances Receivable**

Accounts and acceptances receivable are recorded at net realizable value. The Council uses the specific charge off method to account for bad debts. Management feels that this does not differ materially from the allowance method. There were no bad debts during 2018 and 2017.

**6. Use of Estimates**

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from those estimates.

**7. Prior Year Financial Statements**

The financial statements include certain prior-year summarized comparative information in total but not by fund. Such information does not include sufficient detail to constitute a presentation in conformity with the provisions of the General Convention of the Episcopal Church. Accordingly, such information should be read in conjunction with the Council's financial statements for the year ended December 31, 2017, from which the summarized information was derived.

**THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
DIOCESAN COUNCIL, INC.  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2018 AND 2017**

**NOTE B – INVESTMENTS**

Investments were composed of the following as of December 31:

<b>2018</b>	<b>Cost</b>	<b>Market</b>
Money market accounts	\$ 206,454	\$ 206,454
Master Fund “A” Units	<u>3,444,588</u>	<u>4,939,558</u>
 Total	 <u>\$ 3,651,042</u>	 <u>\$ 5,146,012</u>
<b>2017</b>	<b>Cost</b>	<b>Market</b>
Money market accounts	\$ 217,372	\$ 217,372
Master Fund “A” Units	<u>3,333,522</u>	<u>5,236,542</u>
 Total	 <u>\$ 3,550,894</u>	 <u>\$ 5,453,914</u>

Master Fund “A” units are composed of shares in a fund owned collectively with other entities with affiliation to the Episcopal Church. Master Fund “A” itself is composed of various publicly traded debt and equity securities. In 2018 and 2017, the investments held within Master Fund “A” included an investment in a private equity limited partnership interest. The Trustees oversee the function of Master Fund “A” for all Fund unit holders. Units may be liquidated by unit-holders on demand without restriction. The market value represents the Trustees’ pro-rata share of the combined fair market value of the net assets of Master Fund “A”. Master Fund “A” units are considered Level 1 investments in the fair value hierarchy.

**NOTE C – PENSION PLAN**

The lay employees and the clergy of the Council, are participants in separate pension plans. The Episcopal Church Lay Employees Retirement Plan covers the lay employees and the Church Pension Fund covers the clergy. Both plans are defined benefit plans. Lay employees are eligible for participation immediately. Employer contributions to the plan are funded based on 9% of the participants’ compensation. The plan provides for full vesting after five years of service. Clergy are eligible for participation and are fully-vested immediately, and contributions are funded based on 18% of the participants’ compensation. Pension plan contributions were \$77,531 and \$64,167 for the years ended December 31, 2018 and 2017, respectively.

**THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
DIOCESAN COUNCIL, INC.  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2018 AND 2017**

**NOTE D – LAND, BUILDINGS, AND EQUIPMENT**

Land, buildings, and equipment are carried at cost where cost figures are available. Where unavailable, appraised values at December 31, 1978 have been used.

Land, buildings, and equipment include the following as of December 31:

<b>LAND AND BUILDINGS</b>		<b>2018</b>	<b>2017</b>
All Saints	Delmar	\$ 229,250	\$ 229,250
Christ Church	Delaware City	203,300	203,300
St. John-the-Baptist	Milton	387,800	387,800
St. Martha's	Bethany Beach	247,700	247,700
St. Martins-in-the-Field	Selbyville	181,300	181,300
St. Nicholas	Newark	247,065	247,065
St. Stephen's	Harrington	426,400	426,400
Camp Arrowhead	Lewes	3,138,569	2,749,642
Memorial House	Rehoboth Beach	1,293,524	1,293,524
St. Mark's	Little Creek	70,000	70,000
St. Michael's Day Nursery	Wilmington	<u>6,800</u>	<u>6,800</u>
		<u>6,431,708</u>	<u>6,042,781</u>
<b>EQUIPMENT</b>			
Camp Arrowhead	Lewes	235,840	210,679
Diocesan Office	Wilmington	124,228	124,228
Memorial House	Rehoboth Beach	<u>250,152</u>	<u>250,152</u>
		<u>610,220</u>	<u>585,059</u>
		<u><u>\$ 7,041,928</u></u>	<u><u>\$ 6,627,840</u></u>

As mentioned in Note A, the Council does not record depreciation expense on fixed assets. It is the policy of the Council to capitalize only major improvements, significant equipment purchases or new buildings.

**THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
DIOCESAN COUNCIL, INC.  
NOTES TO FINANCIAL STATEMENTS  
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**NOTE E – LOANS AND GRANT PAYABLE**

The Council's obligations under loans payable consist of the following at December 31:

	<b>2018</b>	<b>2017</b>
Camp Arrowhead - interest only payments in 2011 at 2%, principal and interest payments starting January 1, 2012, payable to the Trustees of the Protestant Episcopal Church of the Diocese of Delaware	\$ 74,100	\$ 79,800
<b>Total</b>	<b>\$ 74,100</b>	<b>\$ 79,800</b>

Interest expense associated with the loans totaled \$1,530 and \$1,642 during the years ended December 31, 2018 and 2017, respectively.

**NOTE F – FINANCIAL INSTRUMENTS**

Financial instruments that potentially subject the Council to concentrations of credit risk consist principally of investments. Concentrations of credit risk with respect to investments are limited due to the placement of its investments with professional investment advisors subjected to the Council's investment policies.

The Council maintains operating cash balances in different financial institutions. The Federal Deposit Insurance Corporation insures these balances up to \$250,000. In the normal course of business, balances may exceed this amount. The Council considers the possibility of incurring a loss remote.

**THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
DIOCESAN COUNCIL, INC.  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2018 AND 2017**

**NOTE G – POST-RETIREMENT BENEFITS OTHER THAN PENSION**

The Council provides post-retirement medical coverage for retired clergy and their spouses and lay employees over age 65 or before age 65 if disabled. The coverage is supplemental to Medicare Parts A and B.

This policy of providing such benefits is subject to change, at any time, in accordance with Canon 23 of the Diocese of Delaware. This policy was studied and changed by the Trustees and Diocesan Council.

In 2011, the Council approved a change to its post-retirement medical coverage plan to require those receiving a benefit under this plan to begin to reimburse the Council for a portion of the yearly premiums paid. In 2014, each participant was responsible for 10% of the annual premium. Each participant was responsible for 15% of the annual premium beginning in 2015, and is responsible for 25% of the annual premium in 2016 and thereafter. The post-retirement liability calculated as of December 31, 2018 and 2017 includes these assumptions in its calculation.

Based on the existing policy adopted by the Council, in accordance with Canon 23 of the Diocese of Delaware, the Council's accumulated post-retirement benefit obligation ("APBO") for current retirees and spouses as of December 31, 2018 and 2017 was estimated at \$573,681 and \$618,621, respectively. The weighted average discount rate used in the calculation of the APBO was 7.0% for both years. The healthcare cost gross trend rates assume a 5% rate of increase for 2018 and 2017. If the health care cost trend rates were increased by an additional 1% for each year, the APBO as of December 31, 2018 and 2017 would increase by \$22,206 and \$19,891, respectively. The Council's post-retirement benefit obligation is not funded. The amounts of accumulated benefit obligation of \$573,681 and \$618,621 and the amounts of the 1% increase in healthcare costs of \$22,206 and \$19,891 set forth herein are based on the assumption that the existing policy to provide such benefits is not changed by the Council. The existing policy was adopted by the Council as an extraordinary benefit and not as an entitlement under contract.

The APBO for medical benefits for current clergy, lay employees and their respective spouses who could be eligible to receive this benefit in the future cannot be reasonably estimated; accordingly, no liability has been accrued by management in these financial statements.



The Episcopal  
Diocese of Delaware

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*Master Fund "A"*

**THE TRUSTEES OF THE PROTESTANT  
EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
MASTER FUND "A"**

**FINANCIAL STATEMENTS AND  
INDEPENDENT AUDITOR'S REPORT**

**DECEMBER 31, 2018 AND 2017**

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Independent Auditor's Report

To the Trustees of the Protestant Episcopal Church  
of the Diocese of Delaware Master Fund "A"  
Wilmington, Delaware

***Report on the Financial Statements***

We have audited the accompanying statements of the Trustees of the Protestant Episcopal Church of the Diocese of Delaware Master Fund "A" (Master Fund "A"), which comprise the statements of assets, liabilities and net assets as of December 31, 2018 and 2017, and the related statements of operations and changes in net assets for the years then ended, and the related notes to the financial statements.

***Management's Responsibility for the Financial Statements***

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the provisions of the General Convention of the Episcopal Church, (a comprehensive basis of accounting other than accounting principles generally accepted in the United States of America); this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

***Auditor's Responsibility***

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

***Basis for Qualified Opinion***

Master Fund "A" declined to present a statement of cash flows for the years ended December 31, 2018 and 2017. Presentation of such statement summarizing the entity's operating, investing, and financing activities is required by the provisions of the General Convention of the Episcopal Church, which is a comprehensive basis of accounting other than accounting principles generally accepted in the United States of America.

***Qualified Opinion***

In our opinion, except for the omission of the statement of cash flows described in the Basis for Qualified Opinion paragraph, the financial statements referred to above present fairly, in all material respects, the assets, liabilities and net assets of Master Fund "A" as of December 31, 2018 and 2017, and the results of its operations and changes in net assets for the years then ended, in accordance with the provisions of the General Convention of the Episcopal Church, which is a comprehensive basis of accounting other than accounting principles generally accepted in the United States of America.

*Cowen & Rosen*  
Certified Public Accountants

June 20, 2019  
Wilmington, Delaware

**THE TRUSTEES OF THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
MASTER FUND “A”  
STATEMENTS OF ASSETS, LIABILITIES AND NET ASSETS  
DECEMBER 31, 2018 AND 2017**

	<b>2018</b>	<b>2017</b>
<b>ASSETS</b>		
Cash and cash equivalents	\$ 425,182	\$ 351,360
Investments	73,752,243	76,143,934
Interest receivable	199,489	120,368
Dividends receivable	19,008	25,751
<b>TOTAL ASSETS</b>	<b><u>\$ 74,395,922</u></b>	<b><u>\$ 76,641,413</u></b>
<b>LIABILITIES</b>		
Investment fees payable	\$ 6,642	\$ 4,895
Amounts held on behalf of participants	425,182	351,360
<b>TOTAL LIABILITIES</b>	<b><u>431,824</u></b>	<b><u>356,255</u></b>
<b>NET ASSETS</b>		
Fund balance	58,478,078	56,095,096
Unrealized gain on marketable securities	15,486,020	20,190,062
<b>TOTAL NET ASSETS</b>	<b><u>73,964,098</u></b>	<b><u>76,285,158</u></b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b><u>\$ 74,395,922</u></b>	<b><u>\$ 76,641,413</u></b>
Net asset value per unit	<u>\$ 39.21</u>	<u>\$ 42.28</u>
Units outstanding	1,886,589	1,804,088

The accompanying notes are an integral part of the financial statements.

**THE TRUSTEES OF THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
MASTER FUND "A"  
STATEMENTS OF OPERATIONS  
FOR THE YEARS ENDED DECEMBER 31, 2018 AND 2017**

	<b>2018</b>	<b>2017</b>
Investment income	\$ 1,837,398	\$ 1,537,656
Less: Amortized bond premiums	<u>(62,869)</u>	<u>(82,325)</u>
	<u>1,774,529</u>	<u>1,455,331</u>
Expenses		
Administrative fees	118,948	111,776
Investment fees	<u>255,176</u>	<u>246,310</u>
Total expenses	<u>374,124</u>	<u>358,086</u>
Net investment income	1,400,405	1,097,245
Realized gain from security transactions	<u>915,592</u>	<u>2,060,640</u>
Net earnings before unrealized gain on investments	2,315,997	3,157,885
Unrealized gain (loss) on investments	<u>(4,704,042)</u>	<u>7,675,260</u>
NET GAIN (LOSS)	<u>\$ (2,388,045)</u>	<u>\$ 10,833,145</u>

**The accompanying notes are an integral part of the financial statements.**

**THE TRUSTEES OF THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
MASTER FUND “A”  
STATEMENTS OF CHANGES IN NET ASSETS  
FOR THE YEARS ENDED DECEMBER 31, 2018 AND 2017**

	<b>2018</b>	<b>2017</b>
NET ASSETS: Beginning of year	\$ 76,285,158	\$ 67,263,350
Net gain (loss)	(2,388,045)	10,833,145
Purchase of fund units by participants	5,011,033	3,278,194
Redemption of fund units by participants	(1,559,038)	(1,886,992)
Distributions to participants	<u>(3,385,010)</u>	<u>(3,202,539)</u>
NET ASSETS: End of year	<u>\$ 73,964,098</u>	<u>\$ 76,285,158</u>

**The accompanying notes are an integral part of the financial statements.**

**THE TRUSTEES OF THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
MASTER FUND “A”  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2018 AND 2017**

**NOTE A – NATURE OF ACTIVITIES AND SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES**

**1. Nature of Activities**

Master Fund “A” (the “Fund”) is an investment account for the various organizations, institutions, churches and other agencies in affiliation with The Protestant Episcopal Church of the Diocese of Delaware. Each organization, institution, or church may own units in the Fund. The Fund itself is maintained by SunTrust Bank as custodian under the direction of and with policy set by the Trustees of the Protestant Episcopal Church of the Diocese of Delaware through its investment committee.

**2. Method of Accounting**

The financial statements are prepared in accordance with the provisions of the General Convention of the Episcopal Church, except that no statement of cash flows has been presented as required. The Trustees of the Episcopal Church of the Diocese of Delaware (the “Trustees”) do not believe this information is meaningful to users of these statements. These practices differ in certain respects, which may be material, from accounting principles generally accepted in the United States of America.

**3. Investments in Marketable Securities**

Security transactions are recorded on the settlement date basis, which is not materially different from the trade date basis. Investments owned are carried at market value, which is the closing bid price on the last day of trading during the period. The difference between cost and market value is reflected as unrealized appreciation (depreciation) on investments. Realized gains (losses) from security transactions are determined for financial reporting purposes on the basis of first-in, first-out. Dividend income is recognized on the ex-dividend date and interest income is recognized on an accrual basis.

Although not required by the General Convention of the Episcopal Church, the Fund has elected to include the disclosure requirements of FASB ASC 820-10, which provides enhanced guidance for using fair value to measure assets and liabilities. FASB ASC 820-10 establishes a fair value hierarchy and specifies that a valuation technique used to measure fair value shall maximize the use of observable inputs and minimize the use of unobservable inputs. The objective of a fair value measurement is to determine the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (an exit price). Accordingly, the fair value hierarchy gives the highest priority to quoted prices (unadjusted) in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3).

**THE TRUSTEES OF THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
MASTER FUND “A”  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2018 AND 2017**

**NOTE A – NATURE OF ACTIVITIES AND SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (CONTINUED)**

**3. Investments in Marketable Securities (Continued)**

The three levels of the fair value hierarchy under FASB ASC 820-10 are described below:

**Level 1** – Unadjusted quoted prices in active markets that are accessible at the measurement date for identical, unrestricted assets or liabilities;

**Level 2** – Quoted prices in markets that are not considered to be active or financial instruments for which all significant inputs are observable, either directly or indirectly;

**Level 3** – Prices or valuations that require inputs that are both significant to the fair value measurement and unobservable.

**4. Premiums and Discounts**

The difference between the cost and the face value of debt instruments purchased (premiums or discounts) is amortized or accreted over the life of the investment on a straight-line or effective yield basis.

There were total premiums paid of \$115,467 and \$221,145 and discounts of \$321,141 and \$84,324 received, as of December 31, 2018 and 2017, respectively, representing the maturity value of fixed income securities over cost (discount) or cost over maturity value (premium).

Amortization expense recognized on bond premiums was \$62,869 and \$82,325 during the years ended December 31, 2018 and 2017, respectively.

**5. Transactions with Unit-Holders**

Purchase or redemption of units may be made monthly by unit-holders and are based on the previous month's net asset value. The Fund makes regular quarterly distributions to unit-holders on March 31, June 30, September 30 and December 31. During 2018 and 2017, standard gross quarterly distributions were 45.75 and 45.00 cents per unit, respectively. Participants may elect to increase or decrease this distribution, which will result in liquidation or addition of units.

**THE TRUSTEES OF THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
MASTER FUND "A"  
NOTES TO FINANCIAL STATEMENTS  
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**NOTE A – NATURE OF ACTIVITIES AND SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (CONTINUED)**

**6. Amounts Held on Behalf of Participants**

As a convenience to participants, the Fund will hold cash balances on their behalf in segregated accounts separate from their Fund share balances. These cash balances are redeemable on demand. The total of all these segregated accounts was \$425,182 and \$351,360 at December 31, 2018 and 2017, respectively. These amounts appear as liabilities on the statement of assets, liabilities and net assets.

**7. Administrative and Investment Fees**

Fees are paid to the Trustees and Hamilton & Company to cover investment advisory and administrative services provided to the Fund. Fees to the investment advisors and custodians are paid based on the following annual rates calculated on the average market value of assets under management:

Advisor/Custodian	Rate
The Trustees of the Protestant Episcopal Church	0.04%
Neuberger Berman	0.65%
SunTrust Bank - Custodial/Administrative	0.12%
Payden & Rygel	0.35%

Investment manager fees are only calculated on the assets under their management.

During 2018 and 2017, the Trustees were paid \$25,923 and \$28,444, respectively, and Hamilton & Company was paid \$94,547 and \$71,696, respectively. For the years ending December 31, 2018 and 2017, Neuberger Berman was paid or due \$93,915 and \$121,029, respectively, SunTrust Bank was paid \$93,025 and \$83,332, respectively, and Payden & Rygel was paid or due \$66,463 and \$53,505, respectively.

The management fees for the Primecap Odyssey, Matthew's Asia Dividend, Iridian Private Business Value, Advisory Research MLP, Energy Income and SEG Offshore Funds are deducted directly from that fund's assets. While they are included in that fund's performance, they are not reflected separately within the Fund's financial statements.

**THE TRUSTEES OF THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
MASTER FUND “A”  
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DECEMBER 31, 2018 AND 2017**

**NOTE A – NATURE OF ACTIVITIES AND SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (CONTINUED)**

**8. Use of Estimates**

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from those estimates.

**9. Concentration of Market Risk**

The Fund maintains its cash balances with nationally known and established financial institutions. From time to time, in the normal course of business, the Fund’s cash balances may exceed federally insured limits. Management believes the risk of loss is remote.

**10. Subsequent Events**

Management has evaluated subsequent events through June 20, 2019, the date the financial statements were available to be issued.

**NOTE B – FINANCIAL INSTRUMENTS**

Financial instruments that potentially subject the Fund to concentrations of credit risk consist principally of investments. Concentrations of credit risk with respect to investments are limited due to the placement of its investments with professional investment advisors subject to the Fund’s investment policies.

**NOTE C – INCOME TAXES**

The Fund is not subject to federal or state income taxes. Any taxable income would be passed-through directly to the owners of units. Accordingly, no provision for income taxes has been recorded in the accompanying financial statements.

**THE TRUSTEES OF THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
MASTER FUND “A”  
NOTES TO FINANCIAL STATEMENTS  
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**NOTE D – SECURITY TRANSACTIONS**

Additions and redemptions for the year ended December 31, 2018 amounted to \$5,011,033 or 119,227 units, and \$1,559,038 or 36,726 units, respectively.

Additions and redemptions for the year ended December 31, 2017 amounted to \$3,278,194 or 80,422 units, and \$1,886,992 or 46,511 units, respectively.

Investments at December 31 consisted of:

	<b>2018</b>	
	<b>Cost</b>	<b>Market</b>
<b>Level 1 Valuations:</b>		
Cash and short-term investments	\$ 1,694,628	\$ 1,694,628
US government and agency securities	8,579,367	8,596,677
Corporate bonds	13,590,790	13,371,367
Equity securities and equity funds	21,159,659	30,491,501
Total Level 1 Valuations	<u>45,024,444</u>	<u>54,154,173</u>

**Investments valued at net asset value:**

Private equity funds	<u>13,241,779</u>	<u>19,598,070</u>
	<u><u>\$ 58,266,223</u></u>	<u><u>\$ 73,752,243</u></u>

	<b>2017</b>	
	<b>Cost</b>	<b>Market</b>
<b>Level 1 Valuations:</b>		
Cash and short-term investments	\$ 6,779,134	\$ 6,779,134
US government and agency securities	4,082,567	4,074,058
Corporate bonds	10,334,082	10,364,522
Equity securities and equity funds	21,516,311	35,340,831
Total Level 1 Valuations	<u>42,712,094</u>	<u>56,558,545</u>

**Investments valued at net asset value:**

Private equity funds	<u>13,241,778</u>	<u>19,585,389</u>
	<u><u>\$ 55,953,872</u></u>	<u><u>\$ 76,143,934</u></u>

**THE TRUSTEES OF THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
MASTER FUND “A”  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2018 AND 2017**

**NOTE D – SECURITY TRANSACTIONS (CONTINUED)**

The Fund has determined the fair value of certain assets through application of FASB ASC 820-10. As required by FASB ASC 820-10, investments are classified within the level of the lowest significant input considered in determining fair value. In evaluating the level at which the Fund’s investments have been classified, management has assessed factors including, but not limited to, price transparency, subscription activity, redemption activity and the existence or absence of certain restrictions. Financial assets valued using Level 1 inputs are based on unadjusted quoted market prices within active markets. Financial assets valued using Level 2 inputs are based on quoted prices in markets that are not considered to be active or financial instruments for which all significant inputs are observable, either directly or indirectly. Financial assets valued using Level 3 inputs are primarily private equity investments, where net asset value requires inputs that are both significant to the fair value measurement and unobservable in a liquid market.

In June 2011, the Fund committed to and funded \$9,000,000 to a private equity fund that is measured at fair value on a recurring basis. During the year ended December 31, 2015, the Fund funded \$6,638,474 to a private equity fund. No additional amounts were committed. The following are restrictions or conditions of redemption for the private equity funds:

<b>Investment</b>	<b>Fair Value</b>	<b>Remaining Restriction Period</b>	<b>Redemption Frequency (If currently eligible)</b>	<b>Redemption Notice Period</b>
SEG Partners Offshore, Ltd.	\$ 13,099,643	None	N/A	Quarter end; 60 day notice
Iridian Private Business Value Equity Fund, L.P.	\$ 6,498,427	None	N/A	Month end; 15 day notice

*Trustees*

**THE TRUSTEES OF THE PROTESTANT  
EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE**

**FINANCIAL STATEMENTS AND  
INDEPENDENT AUDITOR'S REPORT**

**DECEMBER 31, 2018 AND 2017**

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Independent Auditor's Report

To the Trustees of the Protestant Episcopal Church  
of the Diocese of Delaware  
Wilmington, Delaware

***Report on the Financial Statements***

We have audited the accompanying statements of the Trustees of the Protestant Episcopal Church of the Diocese of Delaware (the "Trustees"), which comprise the statements of assets, liabilities and fund balances as of December 31, 2018 and 2017, and the related statements of support, revenue, expenses and changes in fund balances for the years then ended, and the related notes to the financial statements.

***Management's Responsibility for the Financial Statements***

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the provisions of the General Convention of the Episcopal Church (a comprehensive basis of accounting other than accounting principles generally accepted in the United States of America); this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

***Auditor's Responsibility***

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

#### ***Basis for Qualified Opinion***

The Trustees declined to present a statement of cash flows and elected not to provide for depreciation for the years ended December 31, 2018 and 2017. Presentation of such statement summarizing the Trustees' operating, investing, and financing activities and depreciating buildings, improvements, and equipment is required by the provisions of the General Convention of the Episcopal Church, which is a comprehensive basis of accounting other than accounting principles generally accepted in the United States of America.

#### ***Qualified Opinion***

In our opinion, except for the omission of the statement of cash flows and not depreciating fixed assets described in the Basis for Qualified Opinion paragraph, the financial statements referred to above present fairly, in all material respects, the assets, liabilities and fund balances of the Trustees of the Protestant Episcopal Church of the Diocese of Delaware as of December 31, 2018 and 2017, and the support, revenue, expenses, and changes in fund balances for the years then ended, in accordance with the provisions of the General Convention of the Episcopal Church, which is a comprehensive basis of accounting other than accounting principles generally accepted in the United States of America.

#### ***Report on Summarized Comparative Information***

We have previously audited the Trustees' December 31, 2017 financial statements, and we expressed a qualified audit opinion for the omission of the statement of cash flows and not depreciating fixed assets on those audited financial statements in our report dated June 14, 2018.

  
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Certified Public Accountants

June 20, 2019  
Wilmington, Delaware

**THE TRUSTEES OF THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE**  
**STATEMENTS OF ASSETS, LIABILITIES AND FUND BALANCES**  
**DECEMBER 31, 2018 AND 2017**

	2018				2017			
	Advance and Development Fund	Trustees' Funds	Property Fund	Total	Advance and Development Fund	Trustees' Funds	Property Fund	Total
<b>ASSETS</b>								
Cash and cash equivalents	\$ 31,819	\$ 632,001	\$ -	\$ 663,820	\$ 62,209	\$ 370,734	\$ -	\$ 432,943
Investments	1,667,284	29,529,844	-	31,197,128	1,798,557	28,480,068	-	30,278,625
Accounts receivable	-	45,065	-	45,065	5,250	38,995	-	44,245
Interest receivable	5,261	-	-	5,261	5,909	-	-	5,909
Prepaid insurance	-	3,568	-	3,568	-	300	-	300
Loans/mortgage receivable	463,337	-	-	463,337	516,612	-	-	516,612
Land, buildings and fixtures	-	-	3,364,551	3,364,551	-	-	4,177,051	4,177,051
<b>TOTAL ASSETS</b>	<b>\$ 2,167,701</b>	<b>\$ 30,210,478</b>	<b>\$ 3,364,551</b>	<b>\$ 35,742,730</b>	<b>\$ 2,388,537</b>	<b>\$ 28,890,097</b>	<b>\$ 4,177,051</b>	<b>\$ 35,455,685</b>
<b>LIABILITIES</b>								
Accounts payable	\$ -	\$ 8,368	\$ 37,003	\$ 45,371	\$ -	\$ 32,862	\$ 37,003	\$ 69,865
Loans payable	-	-	231,543	231,543	-	-	339,583	339,583
Total Liabilities	-	8,368	268,546	276,914	-	32,862	376,586	409,448
<b>FUND BALANCES</b>								
Undesignated	-	15,127,192	-	15,127,192	-	15,761,665	-	15,761,665
Designated	2,167,701	15,074,918	-	17,242,619	2,388,537	13,095,570	-	15,484,107
Net investment in property	-	-	3,096,005	3,096,005	-	-	3,800,465	3,800,465
Total Fund Balances	2,167,701	30,202,110	3,096,005	35,465,816	2,388,537	28,857,235	3,800,465	35,046,237
<b>TOTAL LIABILITIES AND FUND BALANCES</b>	<b>\$ 2,167,701</b>	<b>\$ 30,210,478</b>	<b>\$ 3,364,551</b>	<b>\$ 35,742,730</b>	<b>\$ 2,388,537</b>	<b>\$ 28,890,097</b>	<b>\$ 4,177,051</b>	<b>\$ 35,455,685</b>

The accompanying notes are an integral part of  
the financial statements.

**THE TRUSTEES OF THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
STATEMENTS OF SUPPORT, REVENUE, EXPENSES  
AND CHANGES IN FUND BALANCES  
FOR THE YEARS ENDED DECEMBER 31, 2018 AND 2017**

	2018				2017			
	Advance and Development Fund	Trustees' Funds	Property Fund	Total	Advance and Development Fund	Trustees' Funds	Property Fund	Total
<b>REVENUE AND OTHER SUPPORT</b>								
Investment income	\$ 89,943	\$ 1,307,573	\$ -	\$ 1,397,516	\$ 72,516	\$ 1,184,486	\$ -	\$ 1,257,002
Unrealized gain (loss)	(131,308)	(2,316,300)	-	(2,447,608)	173,218	2,755,355	-	2,928,573
Realized gain	-	722	-	722	-	65,452	-	65,452
Administrative fee income	-	31,244	-	31,244	-	28,444	-	28,444
Contributions/grants	-	299,896	-	299,896	-	329	-	329
Trust income	-	25,000	-	25,000	-	26,789	-	26,789
Miscellaneous	-	200	-	200	-	399,735	-	399,735
Total revenue and other support	<u>(41,365)</u>	<u>(651,665)</u>	<u>-</u>	<u>(693,030)</u>	<u>245,734</u>	<u>4,460,590</u>	<u>-</u>	<u>4,706,324</u>
<b>EXPENSES</b>								
Administrative	51,595	1,087,556	-	1,139,151	43,693	1,135,791	-	1,179,484
Property transition costs	-	-	-	-	-	56,325	-	56,325
Grants	127,876	-	-	127,876	60,450	-	-	60,450
Total expenses	<u>179,471</u>	<u>1,087,556</u>	<u>-</u>	<u>1,267,027</u>	<u>104,143</u>	<u>1,192,116</u>	<u>-</u>	<u>1,296,259</u>
Net surplus (deficit)	<u>(220,836)</u>	<u>(1,739,221)</u>	<u>-</u>	<u>(1,960,057)</u>	<u>141,591</u>	<u>3,268,474</u>	<u>-</u>	<u>3,410,065</u>
<b>NON-OPERATING</b>								
Interfund transfer	-	704,460	(704,460)	-	-	(104,906)	104,906	-
Proceeds on sale of properties	-	2,379,636	-	2,379,636	-	809,270	-	809,270
Donations / transfers of property	-	-	-	-	-	-	(1,690,000)	(1,690,000)
Total non-operating	<u>-</u>	<u>3,084,096</u>	<u>(704,460)</u>	<u>2,379,636</u>	<u>-</u>	<u>704,364</u>	<u>(1,585,094)</u>	<u>(880,730)</u>
<b>FUND BALANCES</b>								
Beginning of year	<u>2,388,537</u>	<u>28,857,235</u>	<u>3,800,465</u>	<u>35,046,237</u>	<u>2,246,946</u>	<u>24,884,397</u>	<u>5,385,559</u>	<u>32,516,902</u>
End of year	<u>\$ 2,167,701</u>	<u>\$ 30,202,110</u>	<u>\$ 3,096,005</u>	<u>\$ 35,465,816</u>	<u>\$ 2,388,537</u>	<u>\$ 28,857,235</u>	<u>\$ 3,800,465</u>	<u>\$ 35,046,237</u>

The accompanying notes are an integral part of  
the financial statements.

**THE TRUSTEES OF THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
NOTES TO THE FINANCIAL STATEMENTS  
DECEMBER 31, 2018 AND 2017**

**NOTE A – NATURE OF ACTIVITIES AND SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES**

The Trustees of the Protestant Episcopal Church of the Diocese of Delaware (the “Trustees”) is a not-for-profit corporation of the State of Delaware. The purpose of the Trustees is to advance the religious and educational work of the Episcopal Church by serving as the custodian and trustee of the property and funds and as the fiscal agent of the Protestant Episcopal Church of the Diocese of Delaware and by providing financial, custodial, trust, and investment services and advice for the Diocese and all of its institutions and by fulfilling such duties as are authorized and required by the Convention of the Diocese and to aid, support, and maintain the Bishop of the Diocese, ministers and missionaries of the Episcopal Church and to further religious, charitable, benevolent, and educational objects generally, and in furtherance of said objects to minister and serve the needs of the young, the aged, the sick, the disabled, and the poor, and to improve the spiritual, physical, mental, and moral condition of humanity.

**1. Method of Accounting**

The financial statements are prepared in accordance with the provisions of the General Convention of the Episcopal Church. These practices differ in certain respects which may be material from accounting principles generally accepted in the United States of America. The significant differences from accounting principles generally accepted in the United States of America are as follows:

- a. The Trustees do not record contributions in accordance with FASB ASC 958-605, *Accounting for Contributions Made and Contributions Received*. FASB ASC 958-605 requires that an organization record contributions received as with or without donor restrictions depending on the existence and/or nature of any donor restrictions. Contributions are recorded on the cash basis.
- b. The Trustees do not prepare the financial statements in accordance with FASB ASC 958-205, *Financial Statements of Not-For-Profit Organizations*. FASB ASC 958-205 requires that an organization report information regarding financial position and activities according to two classes of net assets: net assets with donor restrictions and net assets without donor restrictions.

Although required by the provisions of the General Convention of the Episcopal Church, the Trustees have elected not to record depreciation on capital purchases and not to present a statement of cash flows. The Trustees do not feel that the lack of depreciation and the statement of cash flows cause the statements presented to be misleading, nor do they believe the omitted information is meaningful. The effect of not depreciating fixed assets and omitting a statement of cash flows has not been determined.

**THE TRUSTEES OF THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
NOTES TO THE FINANCIAL STATEMENTS  
DECEMBER 31, 2018 AND 2017**

**NOTE A – NATURE OF ACTIVITIES AND SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (CONTINUED)**

**2. Fund Accounting**

To ensure observance of limitations and restrictions placed on the use of resources available to the Diocese, the accounts of the Trustees are maintained in accordance with the principles of fund accounting. This is the procedure by which resources for various purposes are classified for accounting and reporting purposes into funds established according to their nature and purposes.

Separate accounts are maintained for each fund; however, in the accompanying financial statements, funds that have similar characteristics have been combined into fund groups. Accordingly, all financial transactions have been recorded and reported by fund group. Fund groups are composed of the following:

**a. The Advance and Development Fund**

The Advance Fund represents resources available to provide loans to the churches and institutions of the Episcopal Diocese of Delaware. The amounts of the loans and the terms of repayment are determined by the Board on an individual case basis. Effective January 1, 1977, the Board determined that all Advance Fund excess income and expenses would be allocated to the Development Fund.

The Development Fund represents resources available to provide grants to the churches and institutions of the Episcopal Diocese of Delaware. The Board approves the amounts and terms of the grants.

**b. The Trustees' Funds**

The Trustees' Funds are consolidated and include the following funds:

- The Administrative Expense Fund represents funds to cover administrative expenses for the Trustees of the Protestant Episcopal Church of the Diocese of Delaware.
- The Ash Fund represents funds to promote the Gospel of Christ and extend the worship of the Episcopal Church of Delaware.
- The Bishop's Missionary Fund represents funds to provide the Bishop with money for general missionary work.
- The Bishopstead Maintenance Fund represents funds for the maintenance and operation of the home and guesthouse of the Bishop.

**THE TRUSTEES OF THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
NOTES TO THE FINANCIAL STATEMENTS  
DECEMBER 31, 2018 AND 2017**

**NOTE A – NATURE OF ACTIVITIES AND SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (CONTINUED)**

**b. The Trustees' Funds (Continued)**

- The Buckelew Trust Fund represents funds to be used at the discretion of the Bishop and the Trustees of the Protestant Episcopal Church of the Diocese of Delaware.
- The Calvary-Herndon Fund for Urban Ministries represents assets transferred, at book value, to the Trustees of the Protestant Episcopal Church of the Diocese of Delaware by the Convention of the Diocese of Delaware on April 25, 1992 following the termination of parish status of Calvary Church.
- The Clergy Aid Funds represent funds to satisfy the needs of retired or disabled clergy or their widows and clergy's wives and families in times of financial stress.
- The Ellason and Molly Laird Downs Real Estate Maintenance Fund represents funds to be used by the Episcopal Diocese of Delaware for the maintenance of Diocesan owned properties.
- The Episcopate Endowment Fund represents funds for the Bishop's salary, expenses, and allowances.
- The General Diocesan Fund represents funds to be used for Church purposes at the discretion of the Trustees of the Protestant Episcopal Church of the Diocese of Delaware.
- The Oberod Fund was started in 2006 and represents distributions from the Estate of Mrs. Jane du Pont Lunger and from the sale of the Oberod Conference and Retreat Center. The use of these funds is at the discretion of the Bishop and Trustees of the Diocese. Approximately \$450,000 of these funds are used as collateral for debt obligations as discussed in Note E.
- The Silliman Fund represents funds to meet extraordinary expenses for clergy and other worthy persons in the Diocese as needed.
- The Tatnall Fund represents funds to be used at the Bishop's discretion for theological education, clergy aid, and missionary work.
- The Theological Education Fund represents funds for the benefit of theological students.

**THE TRUSTEES OF THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
NOTES TO THE FINANCIAL STATEMENTS  
DECEMBER 31, 2018 AND 2017**

**NOTE A – NATURE OF ACTIVITIES AND SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (CONTINUED)**

**b. The Trustees' Funds (Continued)**

- The Williams Missionary Fund represents funds created under the will of Elizabeth Williams and provides for the income to be distributed as follows: two-thirds to The Diocesan Council, Inc. to be distributed to missionary churches and one-third directly to the choirs of the missionary churches.
- The Saint Albans Barnabas Fund represents funds from the former St. Albans parish which are to be used for grants to further the ministry of the Diocese of Delaware.
- The Lighthipe Fund represents the net proceeds received on the sale of the Lighthipe property in 2018 originally donated for the benefit of St. Martha's Episcopal Church. The funds will be used to benefit St. Martha's Episcopal Church.
- The General Diocesan Episcopate Transition Fund was established in April 2004 by the Trustees with a contribution of \$100,000. The fund is to be used during the transition between bishops.

**c. The Property Fund**

The Property Fund represents funds expended for land, buildings and fixtures.

**3. Security Transactions and Related Investment Income**

Security transactions are recorded on the trade date. Investments owned are carried at market value. The difference between cost and market value is reflected as unrealized appreciation (depreciation) on investments. Realized gains (losses) from security transactions are determined for financial reporting purposes on the basis of first-in, first-out. Dividend income is recognized on the ex-dividend date and interest income is recognized on an accrual basis.

**4. Income Taxes**

The Trustees is a not-for-profit entity that is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code.

The Trustees is not a private foundation. No amounts of interest or penalties from tax matters were recognized by the Trustees during the years ended December 31, 2018 and 2017.

**THE TRUSTEES OF THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
NOTES TO THE FINANCIAL STATEMENTS  
DECEMBER 31, 2018 AND 2017**

**NOTE A – NATURE OF ACTIVITIES AND SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (CONTINUED)**

**5. Cash and Cash Equivalents**

The Trustees consider all cash and investments with a maturity of three months or less when purchased to be cash equivalents with the exception of amounts held in managed investment accounts.

**6. Accounts Receivable**

Accounts receivable are recorded at net realizable value. The Trustees use the specific charge off method to account for bad debts. Management feels that this does not differ materially from the allowance method. There were no bad debts during 2018 and 2017.

**7. Use of Estimates**

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from those estimates.

**8. Subsequent Events**

The Trustees have evaluated subsequent events through June 20, 2019, the date the financial statements were available to be issued.

**THE TRUSTEES OF THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
NOTES TO THE FINANCIAL STATEMENTS  
DECEMBER 31, 2018 AND 2017**

**NOTE B – LOANS/MORTGAGE RECEIVABLE**

Loans receivable bear interest at rates ranging from 2.0% to 5.8% (rate based on specific circumstances of borrower but not to exceed 80% of the true interest rate on twenty year U.S. Government bonds). Interest is payable semi-annually. Loan principal is amortized on a straight-line basis with terms up to twenty years, some with five-year balloon payments. Interest income is recognized over time as it is earned. Loans/mortgage receivable at December 31 were as follows:

	<u>Due Date</u>	<u>2018</u>	<u>2017</u>
<b>CHURCHES OF THE EPISCOPAL DIOCESE</b>			
Bethany Beach – St. Martha's Long-term	2023	\$ 149,970	\$ 169,982
Brandywine Hundred – St. David's	2019	5,687	14,553
Brandywine Hundred – Grace - Challenge Grant	2015	(2,715)	(7,233)
Calvary Hillcrest	2022	15,411	24,500
Claymont – Church of the Ascension	2020	3,260	-
Delaware City – Christ Church - Structural	2028	(5,647)	-
Millcreek Hundred			
St. Barnabas' – Building Expansion	2026	46,666	53,333
Middletown – St. Anne's - Church Roof Repairs	2022	37,605	47,415
Milton – St. John the Baptist	2032	37,753	40,549
Newport – St. James' - Gas Conversion/Steeple Repairs	2020	6,605	9,699
Newport – St. James' - Roof/Carpet	2019	7,218	-
Seaford – St. Luke's Gas Conversion	2020	2,923	6,415
St. Phillip's Laurel	2032	<u>28,915</u>	<u>17,680</u>
Total Churches of the Episcopal Diocese		<u>333,651</u>	<u>376,893</u>
<b>DIOCESAN COUNCIL, INC.</b>			
Diocesan Council, Inc. – Camp Arrowhead	2032	<u>74,100</u>	<u>79,800</u>
Total Diocesan Council		<u>74,100</u>	<u>79,800</u>
<b>DIOCESAN ENTITIES ON BEHALF OF CLERGY:</b>			
Immanuel – New Castle – C. Keene	2032	26,834	28,834
Diocesan Council, Inc. – E. Godden	2025	6,584	7,084
St. David's Brandywine Hundred – B. Hinton	2029	<u>22,168</u>	<u>24,001</u>
Total Diocesan Entities on Behalf of Clergy		<u>55,586</u>	<u>59,919</u>
Total Advance and Development Fund		<u>\$ 463,337</u>	<u>\$ 516,612</u>

**THE TRUSTEES OF THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
NOTES TO THE FINANCIAL STATEMENTS  
DECEMBER 31, 2018 AND 2017**

**NOTE C – LAND, BUILDING AND FIXTURES**

Land, building and fixtures consisted of the following as of December 31:

	<b>2018</b>	<b>2017</b>
2106 Grant Avenue, Wilmington	\$ 274,283	\$ 274,283
2009 Shallcross Avenue, Wilmington	214,432	214,432
Bishops Portraits	26,632	26,632
Lighthipe Parcel	-	812,500
113 Wharton St., Milton	112,003	112,003
913 Wilson Road	2,205,400	2,205,400
913 Wilson Road renovations	<u>531,801</u>	<u>531,801</u>
	<u><u>\$ 3,364,551</u></u>	<u><u>\$ 4,177,051</u></u>

During 2018, the Lighthipe parcel was sold and removed from the Property Fund. The previous carrying value of the property was \$812,500. The net proceeds were deposited in the Lighthipe Fund within the Trustees' designated funds. The Lighthipe Fund is to be used for the benefit of St. Martha's Episcopal Church.

As mentioned in Note A, the Trustees do not record depreciation expense on fixed assets. It is the policy of the Trustees to capitalize only major improvements or new buildings.

**NOTE D – INVESTMENTS**

Investments were composed of the following as of December 31:

	<b>2018</b>		<b>2017</b>	
	<b>Cost</b>	<b>Market</b>	<b>Cost</b>	<b>Market</b>
Money market accounts	\$ 577,865	\$ 577,865	\$ 80,581	\$ 80,581
Master Fund "A" units	<u>21,696,180</u>	<u>30,619,263</u>	<u>18,331,066</u>	<u>30,198,044</u>
Total	<u><u>\$ 22,274,045</u></u>	<u><u>\$ 31,197,128</u></u>	<u><u>\$ 18,411,647</u></u>	<u><u>\$ 30,278,625</u></u>

Master Fund "A" units are composed of shares in a fund owned collectively with other entities with affiliation to the Episcopal Church. Master Fund "A" itself is composed of various publicly traded debt and equity securities. The Trustees oversee the function of Master Fund "A" for all Fund unit-holders. Units may be liquidated by unit-holders on demand without restriction. The market value represents the Trustees' pro-rata share of the combined fair market value of the net assets of Master Fund "A". Master Fund "A" units are considered Level 1 investments in the fair value hierarchy.

**THE TRUSTEES OF THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
NOTES TO THE FINANCIAL STATEMENTS  
DECEMBER 31, 2018 AND 2017**

**NOTE E – LOANS PAYABLE**

Loans payable as of December 31 were as follows:

	<b>2018</b>	<b>2017</b>
Note payable, WSFS Bank, with principal and interest payments of \$711.33 with a fixed interest rate of 5.75% through May 2021. Beginning in June 2021, principal and interest payments of \$698.36 with a fixed interest rate of 5.00% through April 2026 and a final payment of \$698.48 in May 2026.		
Secured by 113 Wharton St., Milton.	\$ 51,293	\$ 56,668
Note payable, with semiannual principal payments of \$12,500 through March 2023.	112,500	137,500
Note payable, WSFS Bank, with principal and interest payments through October 2019. Secured by Master Fund “A” units. Interest rate is variable based on 3% above the LIBOR rate. Used for renovations at 913 Wilson Road.	<u>67,750</u>	<u>145,415</u>
Total loans payable	<u>\$ 231,543</u>	<u>\$ 339,583</u>

Interest expense was \$8,606 and \$17,726 for the years ended December 31, 2018 and 2017, respectively.

In November 2013, the Trustees entered into an agreement with the Cathedral Choir School to purchase 2013 N. Market St. for \$250,000. Semiannual payments of \$12,500 began in March 2014 and will end March 2023.

In January 2014, the Trustees entered into an agreement with a bank to receive \$375,000 to pay for renovations to 913 Wilson Road. Quarterly payments of \$6,774 began November 2014 and will end October 2019. The loan bears interest based on the LIBOR rate plus 3% and is secured by Master Fund “A” units held within the Trustees’ Oberod Fund.

**THE TRUSTEES OF THE PROTESTANT EPISCOPAL CHURCH  
OF THE DIOCESE OF DELAWARE  
NOTES TO THE FINANCIAL STATEMENTS  
DECEMBER 31, 2018 AND 2017**

**NOTE E – LOANS PAYABLE (CONTINUED)**

Future maturities of long-term debt are as follows as of December 31, 2018:

<u>December 31,</u>	
2019	\$ 98,447
2020	31,030
2021	31,399
2022	31,782
2023	19,688
Thereafter	<u>19,197</u>
	 <u>\$ 231,543</u>

**NOTE F – FINANCIAL INSTRUMENTS**

Financial instruments that potentially subject the Trustees to concentrations of credit risk consist principally of investments. Concentrations of credit risk with respect to investments are limited due to the placement of its investments with professional investment advisors subject to the Trustees' investment policies.

The Trustees maintain operating cash balances in different financial institutions. The Federal Deposit Insurance Corporation insures these balances up to \$250,000. In the normal course of business, the cash balances may exceed this amount. The Trustees consider the possibility of incurring a loss remote.

**NOTE G – CONTRIBUTED SERVICES**

Many volunteers contribute their time to further the goals of the Trustees. While significant, the value of these services is not readily determinable and no amounts have been recorded as revenue to recognize them for financial statement purposes.