

# 2021



## ANNUAL REPORT

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The Episcopal Diocese of Pennsylvania

*Thank You*

“

*You Were There.*

We were hungry for a message  
of hope while adrift in uncertainty.

You were there.

Is there a more loving way to be  
“the church” than to show up  
for those in need and love them?

This is what you did for us.

We are better people because of  
it and the example you provided.

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~ From a thank you note sent to the Bishop and Staff



# We are here for you.

Know Jesus. Change the World. For more than five years this has been our guiding principle. By providing stability to our churches, empowering you and fostering innovation, we are seeing that vision become a reality.

We grew as a Church in spite of the pandemic. Together we reopened the third church in five years; we laid the foundation for Serviam, a revolutionary tool to equip and empower our churches; we got the state to classify clergy as essential in order to get them vaccinated; and provided technology grants to churches, enabling them to reach more people online. And, much more.

Your diocesan staff were “in the field” more than 80 percent of the time in 2021. Stepping in to lead Sunday services; leading vestry meetings; arranging for contractors to show up to help you; and providing one-on-one training. Even as we provided more financial assistance to churches our endowment grew by more than 12 percent.

This is what it means to be the body of Christ. Together, we are here for you and we are here for each other. Together, we will continue to grow in faith and proclaim the Gospel of Jesus Christ.

THE RT. REV. DANIEL G.P. GUTIÉRREZ  
XVI BISHOP OF THE DIOCESE OF PENNSYLVANIA

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# 2021

BY THE NUMBERS

**26**  
individuals  
in process for  
ordination

**135**  
churches  
in  
**5** counties

**3 in 5**  
Three churches  
reopened  
in  
**5** years

**3+**  
**million**  
reached through  
television  
ads

**103**  
people requested  
interviews to be  
priests in this  
diocese

**1,003**  
vaccinated  
by diocese

**\$1,434,745**  
given to  
churches  
in aid

**60+**  
Covid protocols  
provided  
to the diocese  
since pandemic  
began

**84**  
churches  
received technology  
grants to  
support digital  
evangelism

**80%**  
of diocesan staff  
time was spent  
with churches

A photograph of two young girls sitting together, eating lollipops. The girl on the left is wearing a dark vest over a light-colored shirt and has a necklace with a cross. The girl on the right is wearing a light-colored top and a floral headband. The entire image is overlaid with a semi-transparent red filter.

## What Happened In 2021

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“

God bless you all for all you do for us.

~feedback from diocesan Covid clinic



# 2021 EVENT TIMELINE

## JANUARY

- Compline and Prayers for the Nation with Bishop Gutiérrez
- Bread for the Journey: Epiphany Refugee Pilgrimage
- Covid updates (4) released, calls with the clergy and Bishop
- Bishop Visitations with Church of St. John the Evangelist, Essington; St. Philip's, New Hope; and St. Matthew's, Maple Glen

## FEBRUARY

- Absalom Jones Celebration (virtual) with Bishop Carlye Hughes and Bishop Gutiérrez, filmed at the Phila. Episcopal Cathedral
- Ash Wednesday with Bishop Gutiérrez at St. John's at Diocesan Center
- Diocesan Bible Study with Bishop Gutiérrez Begins
- Communities: Congregations Engaging Mass Incarceration
- St. George's College Lenten Study begins
- Covid update released, calls with clergy and the Bishop.
- Bishop Visitations with Church of the Ascension, Parkesburg; Good Shepherd, Hilltown; Church of the Holy Trinity, West Chester; and House of Prayer, Philadelphia
- Dismantling Racism for Youth

## MARCH

- Clergy Vaccine Clinic at St. Luke's, Germantown
- Clergy Reaffirmation of Ordination Vows, at the Phila. Episcopal Cathedral
- Bread for the Journey: Lenten Bible Study with Ruby Sales
- Serviam Institute Presents: Planning for Easter and Holy Week 2021
- Ordination to the Priesthood of Jeremiah Mustered, at St. Paul's, Oaks
- Diocesan Listening Session
- PPP Loan Session
- Covid updates (3) released, calls with clergy and the Bishop
- Bishop Visitations with St. Francis-in-the-Fields, Sugartown; Grace, Hulmeville; and St. Gabriel's, Philadelphia

## APRIL

- Easter Service with Bishop Gutiérrez on CBS, filmed at the Phila. Episcopal Cathedral
- Wellness Center opens at St. Paul's, Chester
- Diocesan Confirmation Service at St. Paul's, Oaks
- Global Mission session with Bishop Gutiérrez
- Bread for the Journey: Living History: Journeying in God's Time
- ARC: Introduction to Systematic Racism
- CFO Workshop
- Diocesan Listening Session
- Covid update released, calls with clergy and the Bishop
- Bishop Visitation with St. James', Downingtown

## MAY

- Pentecost Service with Bishop Gutiérrez at Christ Church, Philadelphia, on CBS
- Choral Evensong with St. Thomas', Whitemarsh, on the CW-Philly
- Thistle Hills opens in Coatesville
- Diocesan Confirmation Service at Christ Church, Media
- Money Talks: Transparency in Clergy Compensation
- Covid updates (2) released, calls with clergy and the Bishop
- The Bishop hosted the Spring meeting of the Compass Rose Society
- Bishop Visitations with Church of the Advocate, Philadelphia; St. Christopher's, Gladwyne; Trinity Church, Oxford; St. Anne's, Abington; St. Mary's, Philadelphia; and St. John's, Huntington Valley

## JUNE

- Reopening of Church of the Crucifixion, Philadelphia
- Juneteenth Service: Lament, Prayer and Healing, filmed at the Phila. Episcopal Cathedral
- Baccalaureate and BBQ from the Church of the Advocate, Philadelphia
- Diocesan Confirmation Service at St. Paul's, Doylestown
- Serviam Institute Presents: Process Audits
- Brunch (virtual) with the Princess Basma Centre
- Deacon informational session with the Bishop
- Budget Presentations (4)
- Covid updates (2) released, calls with clergy and the Bishop
- Bishop Gutiérrez appointed by the Archbishop of Canterbury to serve on the Church Growth and Planting Commission for the Anglican Communion

## JULY

- Youth Jam at St. Peter's Church in the Great Valley, Malvern
- Youth Mental Health First Aid
- Mental Health and Wellness Series
- Covid update released, calls with clergy and the Bishop
- Bishop Gutiérrez appointed by Presiding Bishop Michael Curry to serve as Chair of the Social Justice and International Policy Committee

## AUGUST

- Diocesan Media Center opens at St. John's, Diocesan Center
- Community Healing Ceremony for Female Veterans
- ARC: Racism and Identity
- Covid update released, call with clergy and the Bishop

## SEPTEMBER

- Ordination to the diaconate for John Connor and Steven Lindsay, at the Philadelphia Episcopal Cathedral
- Evensong from Church of the Good Samaritan, Paoli
- Diocesan confirmation service at Good Shepherd, Rosemont
- Pre-convention meetings (3)
- Clergy calls with the Bishop
- Bishop Visitations with Church of the Good Shepherd, Rosemont; and St. Mary's, Wayne

## OCTOBER

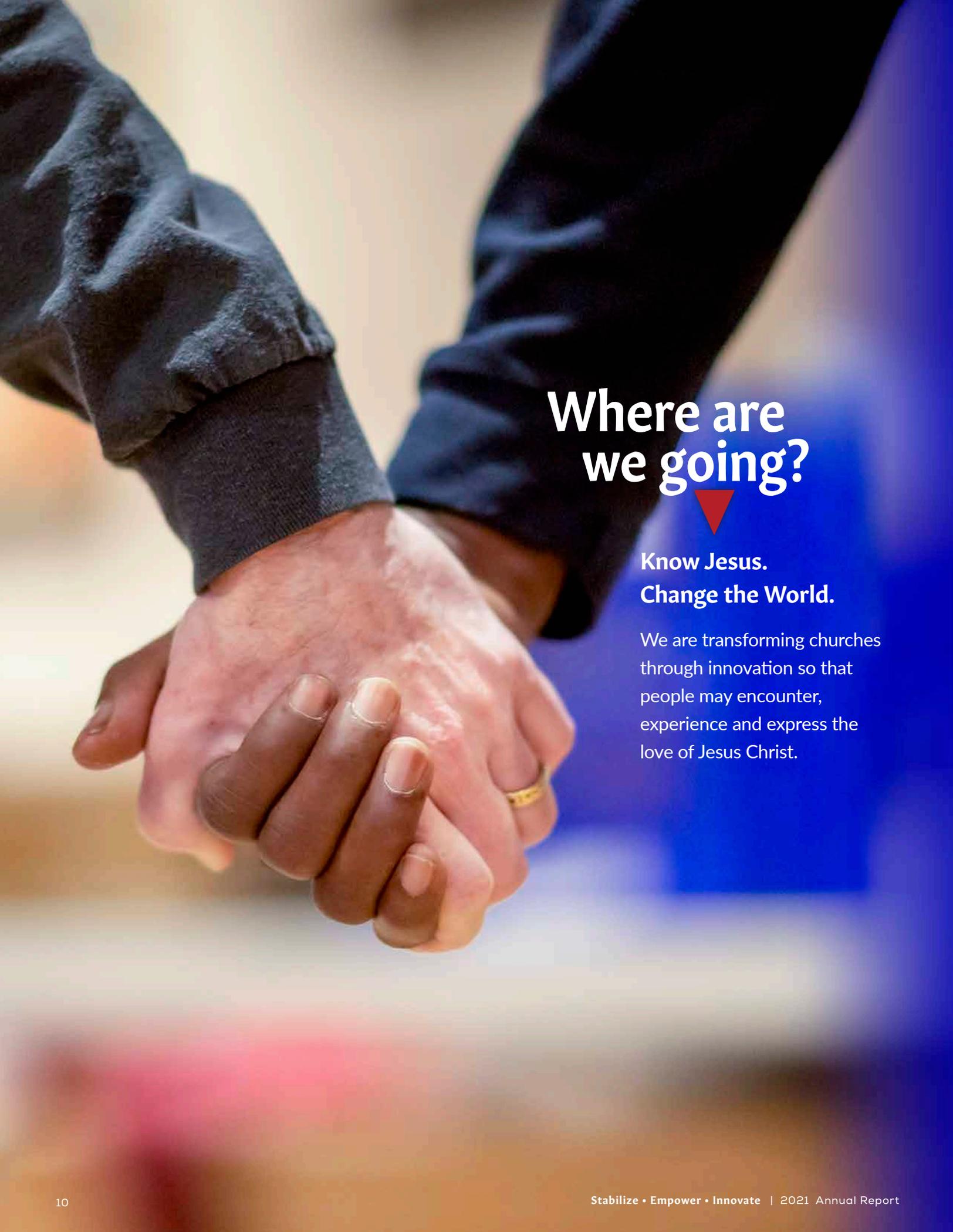
- Diocesan Convention (hybrid) from the Philadelphia Episcopal Cathedral
- Evensong from Church of the Good Shepherd, Rosemont
- Church Pension Group annual enrollment meeting
- Pre-convention meetings (2)
- Clergy calls with the Bishop
- Bishop Visitations with Church of the Holy Trinity, Rittenhouse Square; St. Peter's, Phoenixville; Church of St. James the Greater, Bristol; and All Hallows', Wyncote

## NOVEMBER

- Serviam Institute Presents: Canonical and Legal Responsibilities of the Vestry
- Clergy Fun Day at St. Jude and the Nativity, Lafayette Hill
- Covid update released, call with clergy and the Bishop
- Bishop Visitations with Church of the Advent, Kennett Square; Christ Church, Philadelphia; and Christ Church, Pottstown

## DECEMBER

- Live Simulcast with Bethlehem from the Philadelphia Episcopal Cathedral
- Adaptive Leadership Workshops: Beginning the Loving Presence Journey
- Commercials with Bishop Gutiérrez inviting people back to church on CBS
- Bishop's Ball at The African Episcopal Church of St. Thomas, Phila.
- Serviam Institute Presents: Everything You Need to Know About Leases, Easements and Sales
- Covid update released, call with clergy and the Bishop
- Bishop Visitations with Church of St. Martin-in-the-Fields, Chestnut Hill; Church of the Holy Nativity, Wrightstown; and Free Church of St. John, Philadelphia



# Where are we going?

**Know Jesus.  
Change the World.**

We are transforming churches through innovation so that people may encounter, experience and express the love of Jesus Christ.

# How we are going to get there?



STABILIZE



EMPOWER



INNOVATE



OPEN AND REOPEN



## The Church of the Future

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“

... in and through Jesus Christ,  
the best is yet to come.

– Bishop Gutiérrez

The diocese solidified its innovative path in 2022 by successfully reopening the third church in five years. The Church of the Crucifixion was founded in 1847 as the second Black church in the diocese, once known to attract such luminaries as singer Marian Anderson and sociologist W. E. B. DuBois.

The reopened church, led by the Rev. Yesenia Alejandro, will minister to all people, with a specific focus on the growing Hispanic population in the city. The United States Census Bureau estimates that over 60 million U.S. residents are Latino and nearly a quarter of a million live in Philadelphia — 15.2% of the city’s population.

**“At a time when many churches are fearful of the future, we are planting the seeds of new life and reaching new communities in the name of Jesus Christ. Living fearlessly is the only way to church growth.”**

This opening follows similar reopenings of formerly closed churches by the diocese at St. Stephen's Episcopal Church in Philadelphia and St. John's Episcopal Church in Norristown. This path forward caught the attention of the media and other dioceses – who came to hear more about what we are doing. The diocese’s lessons learned and the process for rethinking church were solidified in the launch of Casting Nets - a revolutionary way of reimagining church and reconnecting with community. The process is four-fold, beginning with a dream. The promise: change.

*The Rev. Jessie Alejandro, vicar of Crucifixion, is also the first priest in the diocese to be ordained through a local formation program specifically designed for her and implemented by Bishop Gutiérrez.*

## Diocese of Pennsylvania reopens 3 churches in 5 years by rediscovering their communities

BY EGAN MILLARD  
Posted Dec 9, 2021



Dancers and musicians perform at the Church of the Crucifixion in Philadelphia, Pennsylvania, on Sept. 15, 2021. Photo: Egan Millard/Episcopal News Service.

[www.episcopalnewsservice.org/](http://www.episcopalnewsservice.org/)

A woman with glasses and a white top is speaking at a podium. In the background, there is a professional video camera on a tripod and a monitor displaying the speaker. The entire scene is overlaid with a semi-transparent red filter.

## Spreading the Gospel

“

Our small parish had no capability to livestream worship. We needed to have an idea of what our choices were, and help evaluating vendors. Our digital disciple provided the information we needed.

~The Rev. Tom Wand, Resurrection Episcopal Church, Rockdale

## Technology Grants

Last year represented a significant step forward in solidifying the diocese's commitment to spreading the Gospel through technology. The Bishop announced a technology grant program to provide churches with the tools needed to pre-record and/or stream services and ministries. The grants of up to \$2,500 were used by 84 churches to bring the Internet into a space or to acquire/upgrade equipment needed for virtual worship (cameras, lighting, microphones, software, etc.). This program was administered in coordination with the diocese's Digital Disciples Program.



**stdavidschurchrador** Our Parish Administrator, Leslie, and the Communications Team, Shannon and Natalee, visited the #DIOPA Media center this morning! We had a wonderful and informative visit with Liam Reid, the Media Manager. We will definitely be utilizing this space - check it out!

[#mediacenter](#) [#episcopal](#) [@episcopalpa](#)

*"What a wonderful blessing it was to work with our digital disciple... His knowledge and enthusiasm for our project helped us to solve our problem. I most heartily recommend the digital disciple program."*

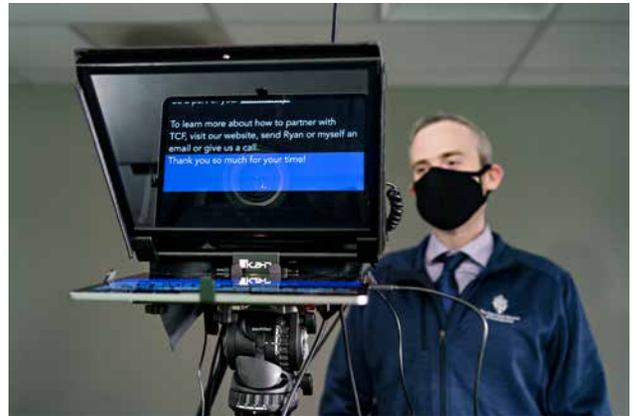
*— The Rev. Mike Sowards,  
St. James Episcopal  
Church, Collegeville*



## Digital Disciples

The Digital Disciple Program continued to provide free assistance to our churches. For those churches that received a technology grant, digital disciples followed up to see what technology was needed and, in many cases, help to install the technology. The program takes requests from churches and then finds a suitable “disciple” to assist. Requests are filled for livestreaming assistance, video editing tutorials, equipment questions and loans, web site design, social media analytics, and more. Digital disciples are paid a small fee for their assistance. More than anything, this is a ministry for those involved.

\$184K  
given out in tech  
grants in  
2021



## The Media Center

The digital landscape has changed how humans consume information. Now, more than ever, technology has provided an opportunity to share the Gospel with millions of people at a much faster pace. The diocese's Media Center, opened in 2021, provides training, equipment loans, and a space for churches to tape and stream with the highest quality equipment. Digital disciples and diocesan staff are on hand to assist from the space.

# THIS SUNDAY *Come Back to Church*

## “Come Back to Church” on CBS

“Come back to church.” This was the ask from Bishop Gutiérrez in a 15-second television commercial that was created in-house by the diocese and the Bishop. These commercials ran 67 times in the weeks leading up to Christmas and reached more than 3 million adults (aged 25+) in one month.

### Evensong on the CW-Philly

In an effort to shine a spotlight on the beautiful Anglican tradition of Evensong – and to plant the seeds for an Anglican music school – the diocese began a monthly broadcast of Evensong on the CW-Philly. This Sunday slot reached more than 4,000 households at each airing. The first broadcasts featured choirs from St. Thomas’ Episcopal Church in Whitemarsh; the Church of the Good Samaritan in Paoli; and the Church of the Good Shepherd in Rosemont. Michael Smith, the choir director at St. Thomas’ in Whitemarsh, coordinated efforts for more in 2022.

*The diocese reached more than 3 million adults through TV programming.*



## The Vestry should:



## Creating Disciples

Regularly review the current year's income and expenses and compare them to the budget

Analyze and understand variances of 5% or more

“

Serviam is an excellent resource for tapping into the collective knowledge base and experience of our Diocese.

I have found it a 'go-to' to find out how things are done and what to do when I encounter a new situation. It has deepened my understanding of how our Episcopal Church works.

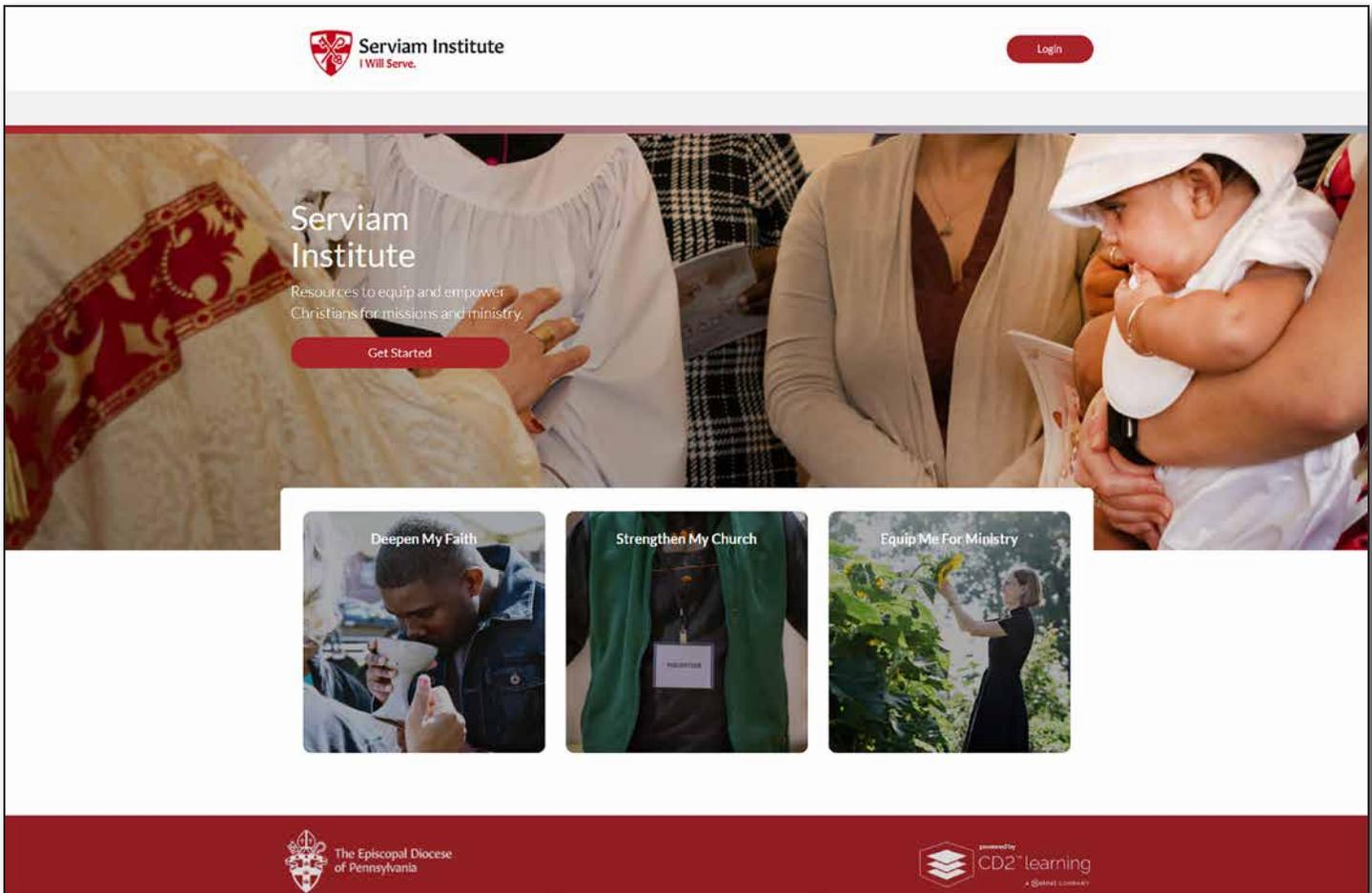
~ Duane, St. Anne's Episcopal Church, Abington

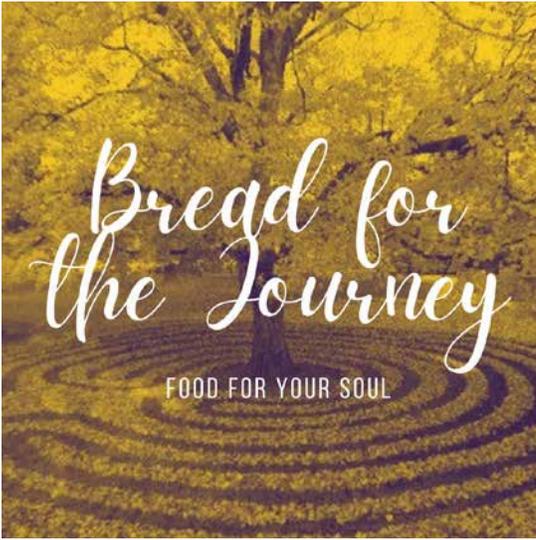
Christian discipleship is much more than a program or series of steps. It is a continual process of growth to bring you closer to God. In 2021, the diocese supported several ways for clergy and laity to engage in discipleship.

### ***Serviam Institute: I will serve***

Borne out of the Bishop's commitment to have a centralized place for faith, learning, and leadership for both clergy and lay leaders, the diocese partnered with Villanova University and Catholic Faith Technologies in 2021 to create the Serviam platform. In late 2021, the diocese began a beta test of the platform with 80 individuals across the diocese and seven vestries. The platform is scheduled for a May 2022 release date. Serviam will offer everything from one-off workshops, a library of resource materials, multi-module courses, and even accredited certification and degree programs (at half the normal tuition).

*In late 2021, the diocese began a beta test of the platform with 80 individuals*





### ***Bread for the Journey Series***

The Bread for the Journey Series were online classes offered to all in the diocese to provide a “time to connect in community, tune our souls to the promise and presence of God right here and now, and take in the spiritual food that can give us strength for our journey in this COVID time.” The series was organized by the Rev. Canon Hilary Greer, the diocese’s honorary canon for education and renewal and rector at St. Andrew’s Episcopal Church in Yardley. There were several sessions, including a Lenten Bible Study with Ruby Sales; Advent pilgrimage through the Holy Land with Dean Richard Sewell of St. George’s College in Jerusalem; Stories, Songs, and Justice with performer Reggie Harris; and a virtual pilgrimage with Immigration and Refugee Ministries.

### ***Raising our Youth***

Each month, the diocese meets with youth leaders to listen for needs and plan how to engage the youth in our 135 churches. In 2021, the diocese provided a mental health series specific for youth and launched mental health programming that provided vital information about transitioning through changes/life, physical health, emotional health, spiritual health, and finding joy/ peace.

Central to its commitment to racial healing, the diocese also provided the Dismantling Racism program for its youth. Developed by the Absalom Jones Center, the two-day event helps middle and high school youth have conversations about race and build relationships to address systemic racism in their context.

In 2022, the diocese will lead a youth “pilgrimission” to Navajoland, the beginning of an ongoing relationship between our diocese and the Episcopal Church in Navajoland.

*Central to its  
commitment to racial healing,  
the diocese also provided  
the Dismantling  
Racism program  
for its youth.*



"So if anyone is in Christ, there is a new creation: everything old has passed away; see, everything has become new!"

2 Corinthians 5:17





## Addressing Pain and Poverty

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“

I am in awe of your dedication to mission.

~ parishioner after diocesan meeting to discuss church's future

“Serve one another humbly in love.” Through partnership with our churches and established organizations, the diocese continues to address with love and faith the issues of pain and poverty that exist in the communities around our 135 churches.

### **Loving Presence**

Last year was a big year for moving forward with anti-racism initiatives and directly targeting the needs of our communities through the diocese’s 135 churches.

In the wake of the murder of George Floyd in May 2020, while the Covid-19 pandemic raged and masses of protestors took to the streets across the nation to demand justice and an end to systemic racism, Bishop Gutiérrez held his weekly Zoom meeting with clergy and made a bold pledge.

“He staked his episcopacy on dismantling racism in the Diocese of Pennsylvania, and in service of that promise, he created this group known as Loving Presence,” recalls the Very Rev. Judith Sullivan, dean of the Philadelphia Episcopal Cathedral and co-chair (with the Rev. Canon Jordan Casson) of the Loving Presence group. “It’s an unusual name, and that’s because it had an unusual charge and an unusual scope. The bishop charged us with creating a plan to see his vision through, which was to dismantle racism.”

When Loving Presence, a diverse group of 15 clergy leaders from across the diocese, released its final report in June 2021, it was titled:

“Toward a Vision of Anti-Racist Transformation in the Episcopal Diocese of Pennsylvania: A Revolution of the Heart Leading to a Discipline of Action.” The recommendations were further categorized with accompanying elaborations and action steps for implementation of each recommendation categorized as short-term, medium-term, and long-term. The report, and an accompanying video, are available on the diocesan website. It is essential reading for everyone in the Diocese of Pennsylvania, and beyond. (You can see it here, [diopa.org/news/lp](https://diopa.org/news/lp))

At the end of the year, the Loving Presence group held its first diocesan-wide training with more planned for 2022.

“

**We look to all Episcopalians to engage in a Spirit-led revolution of the heart that empowers us to**

**dismantle racism.**

”

## ***Absalom Jones Celebration and Monument***

The diocese continued its tradition of celebrating the Blessed Absalom Jones with a virtual service from The Philadelphia Episcopal Cathedral. Proceeds from the service were allocated to the Absalom Jones Memorial Project: Faith & Freedom. As part of this project, a beautiful statue of Blessed Absalom Jones will be commissioned to honor his life and legacy as the first African-American priest in The Episcopal Church.

## ***Anti-Racism Commission***

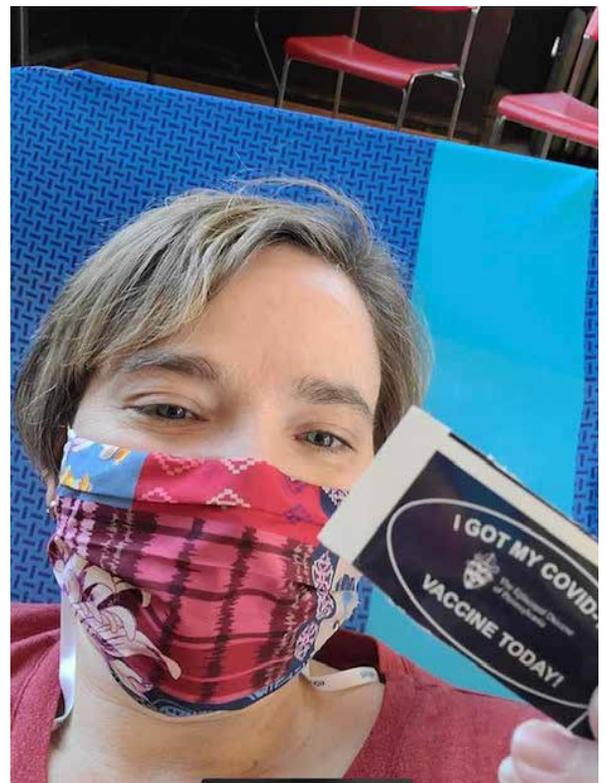
Continuing its work to educate, the Anti-Racism Commission (ARC) offers its five-part series designed to help participants understand the historic creation, preservation, and personal and institutional effects of a society built upon ideas of racial difference – which, in turn, support an unjust, racially-based hierarchy. In 2021, 160 people participated in these trainings. Clergy continue to be required to take these courses as part of their continuing education in the diocese.

## ***Female Veterans Living with Moral Injury: Partnership with Veterans Administration***

The diocese continued to offer its unique 12-week long moral injury program for female veterans. In coordination with the Veterans Administration in Pennsylvania, this program – the nation's only group for female veterans living with moral injury – culminates in a ceremony with the entire diocese that celebrates veterans' moral sensitivity and moral seriousness, shares the truth of their military experience, and initiates them in a process of transformation we call "patient to prophet."

## ***Unsheltered College Students: Partnership with Depaul***

In partnership with Depaul USA, a national homeless services nonprofit organization, the diocese provides housing for college students out of unused space in one of its churches. House of Prayer, located in the Ogontz neighborhood of Philadelphia, had a vacant rectory building and was working with the diocese to identify a suitable renter. At the same time, the diocese was looking to solidify a partnership with Depaul USA to find a way to address a rise in homelessness among college students. For churches like House of Prayer that may not have the capacity to fully take on community outreach and ministry, the Depaul partnership brings a fully formed program into the parish, with its own staff and volunteers.



## City Camp

City Camp, started in 2009, is a summer day camp program for churches located in the under-resourced communities in the diocese. During the pandemic, City Camp went virtual, still attracting neighborhood families through churches in the diocese.



## Vaccine Clinics

Clergy provide critical ministry that puts them in contact with the public on a regular basis. Despite the pandemic, clergy continued their work: visiting the sick, providing last rites, presiding over funerals, ministering to those in need, and leading in-person worship. In doing so, they put themselves at a health risk.

Last year, Bishop Gutiérrez successfully lobbied Pennsylvania state and local governments to have clergy categorized as essential along with emergency workers, police, fire, etc. This allowed them to be prioritized for the Covid vaccine.

The diocese then opened a vaccine clinic, in keeping with state and county guidelines, at St. Luke's Episcopal Church in Germantown. By year's end, the diocese had vaccinated more than 1,000 people.



**Episcopal News Service** @episcopal\_news · 20h

After petitioning to get clergy of all denominations classified as essential workers, the Diocese of Pennsylvania plans to host a clinic to administer COVID-19 vaccines to its clergy and some church employees under the state's next vaccination phase [bit.ly/2Paa64I](https://bit.ly/2Paa64I)



## **Wellness Centers: Partnership with Local Universities**

Churches are natural meeting points for people. The diocese opened the 11th wellness center at St. Paul's Episcopal Church in Chester in 2021. This wellness center is the result of a partnership between the diocese and Widener University. The diocese coordinates the medical teams that provide services. Separately, the diocese organized free health clinics for people to obtain vaccines and to be tested for diabetes and high blood pressure.

## **Diabetes Afterschool Camp: Partnership with American Diabetes**

In partnership with the American Diabetes Association, the diocese organized a free afterschool program for elementary and middle school-aged youth that is designed to prevent Type 2 diabetes and obesity. The purpose of the camps, which were held at six churches, was to help with food equity among community members who are seeking more nutritious food options.



## **The Philadelphia Inquirer**



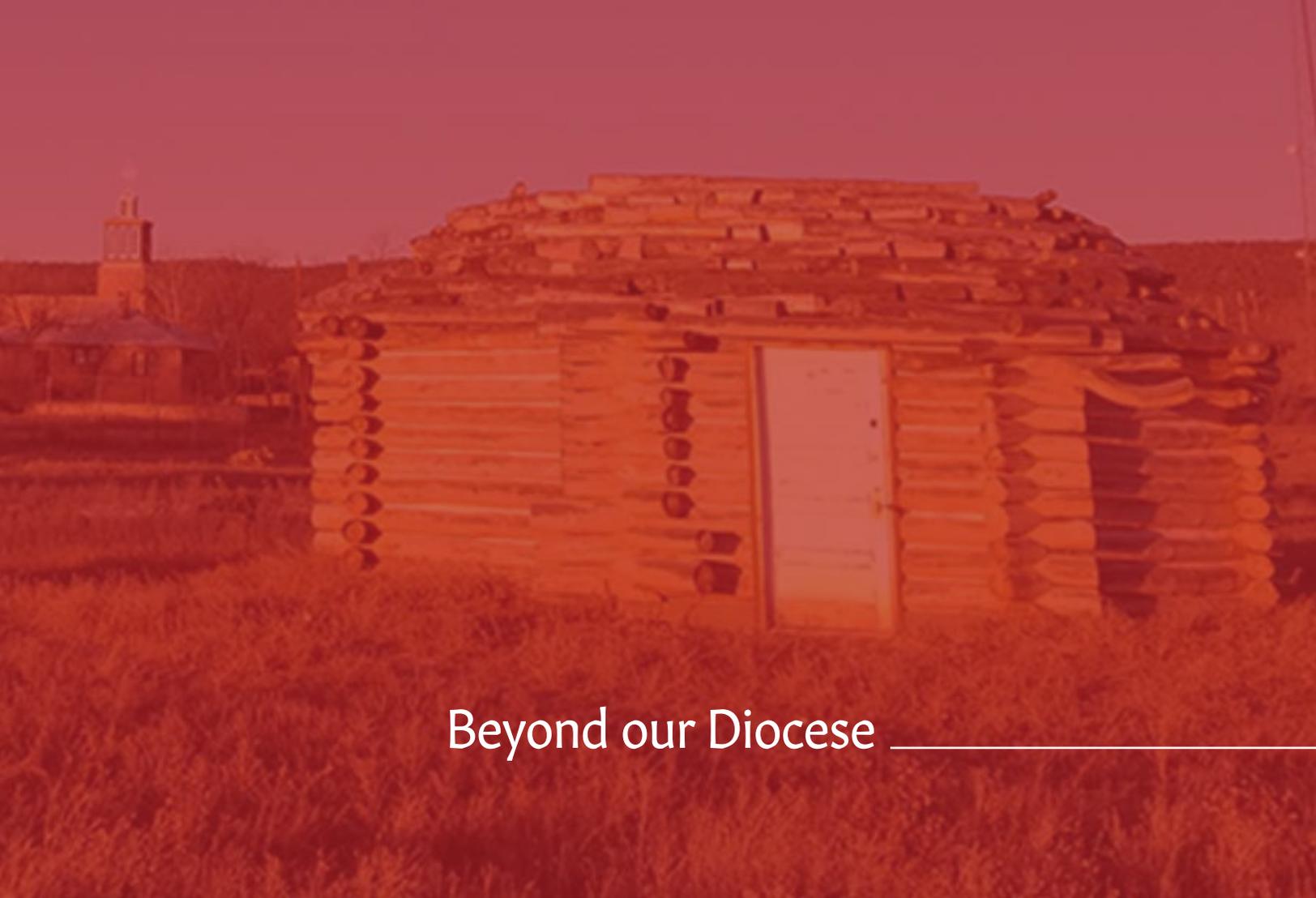
**Nurse-practitioner Jane Murray** observing people during their 15-minute post-vaccine waiting period Wednesday at St. John's Episcopal Church in Norristown. TYGER WILLIAMS / Staff Photographer

# The New York Times

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“People don’t recognize the 24-hour, seven-day-a-week ministry of a clergy,” Bishop Gutiérrez said. “Once we brought that to their attention, almost all said: ‘You’re right. Let’s do this.’”





## Beyond our Diocese

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“

I give my warmest thanks to all the members of the Center’s Steering Committee, who were committed and supported our work during the past two years in the most difficult time – and with special thanks to Bishop Gutiérrez and Canon Dayton-Welch.

~ Violette Mubarak, acting general manager of the Jerusalem Princess Basma Center, which netted roughly a quarter of a million dollars to support their vital children’s ministry on the Mount of Olives, through the Bishop’s advocacy.

## Jerusalem

As part of its covenant relationship with the Diocese of Jerusalem, the diocese hosted the 15th Annual Bethlehem Simulcast Lessons and Carols online. The event was coordinated by the Rev. Canon Matthew Dayton Welch, honorary canon to the Holy Land. Now in its second year from the Philadelphia Episcopal Cathedral, this remarkable service joins the Episcopal and Lutheran dioceses in Philadelphia with their counterparts in Bethlehem for a service of prayer, readings, and music, all done in real time. It is the only such event in the Protestant world.

The Jerusalem Princess Basma Center, located on the Mount of Olives, is the Episcopal Diocese of Jerusalem's ministry to Palestinian children with disabilities. It provides state-of-the-art therapies and

bespoke mentoring for parents, much of which is done virtually due to the pandemic and political restrictions on access. Its 450 students thrive in the region's only school to seat students with disabilities alongside students without disabilities. Now in its second year, the steering committee has raised more than \$250,000 from donors in the US, Canada, and Hong Kong.

Bishop Gutiérrez serves as the chair of the international steering committee for the Center and the diocese is a partner in these efforts.

Twice in 2021, the diocese partnered with St. George's College in Jerusalem as part of the Bread for the Journey series. The Very Rev. Canon Richard Sewell, the college's dean, led virtual courses for both Lent and Advent.



In 2021, Bishop Gutiérrez was appointed by the Archbishop of Canterbury to serve on the Church Growth and Planting Commission for the Anglican Communion. This is a global network within, or associated with the Anglican Communion, united in their passion to see new churches planted in every global community to reach new people with the good news of Jesus Christ.

Also, in 2021, Presiding Bishop Michael Curry appointed Bishop Gutiérrez to serve as Chair of the Social Justice and International Policy Committee when the 80th General Convention convenes in Baltimore in 2022. This vital committee will receive and propose resolutions connected to social justice issues in The Episcopal Church's dioceses beyond the United States, as well as the international peace and justice work of the Church, including engagement with the Anglican Communion.

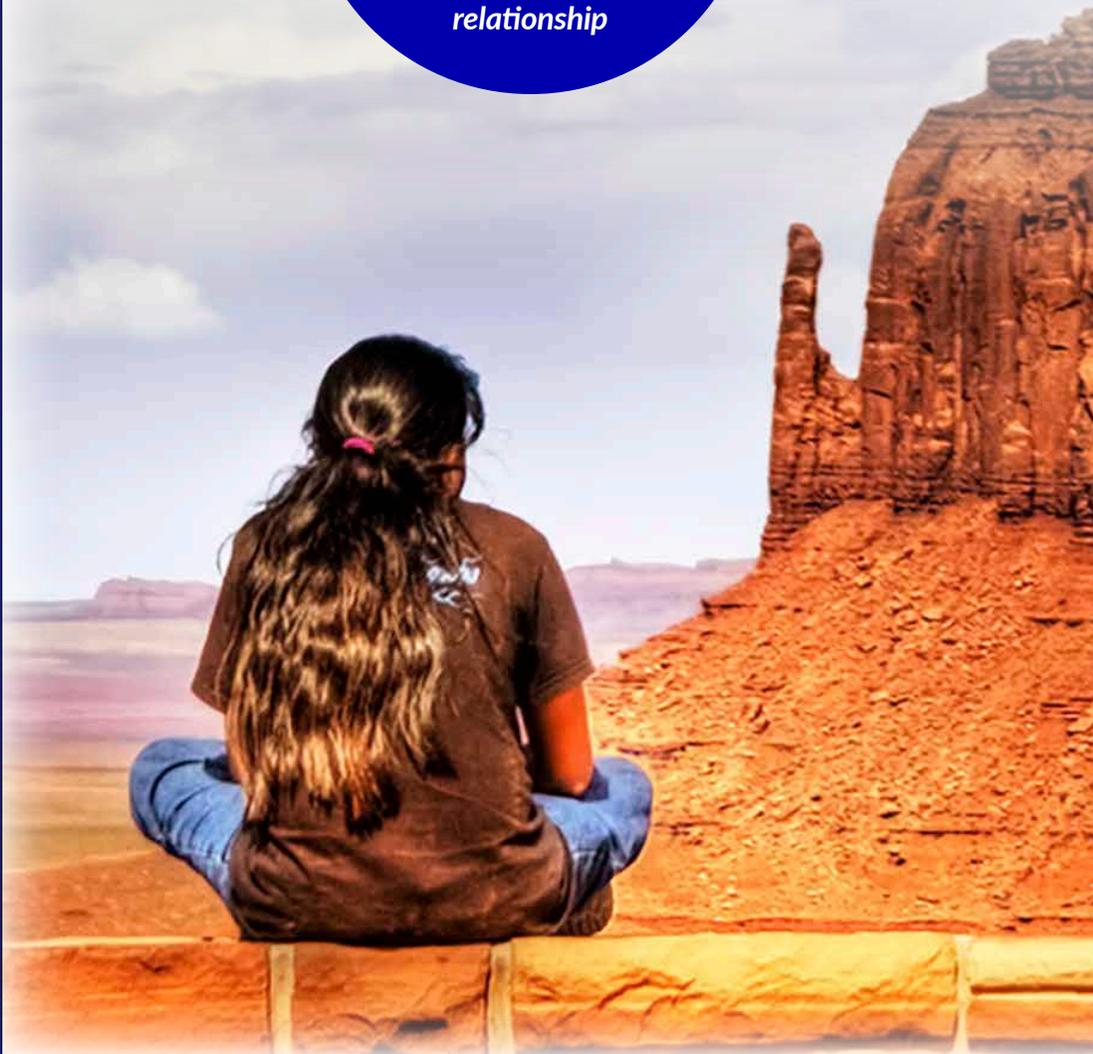
## **Navajoland**

*"Our journey with them will be more than funding or a companion relationship. Let's envision where we go to Navajoland, and learn. ... an actual life-giving relationship."*

At the 2021 diocesan convention, Bishop Gutiérrez announced a companion relationship with the Episcopal Church in Navajoland. That relationship begins with a youth "pilgrimission" to Navajoland in 2022 that will involve more than just a trip to and from the area. Participants from both areas will stay in contact after the trips to learn from, and share with, one another.

“

*Let's envision  
where we go to  
Navajoland, and learn.  
An actual life-giving  
relationship*





### ***Global Mission Commission***

The diocese's own Global Mission Commission, composed of clergy and lay leaders, works with parishes throughout the diocese "to know Christ and make Christ known in the world." They do this by promoting models of mission work that are:

- sustainable, empowering, and justice-oriented through advocacy, discernment, and prayer;
- serving, supporting, and training congregations to become more outward-focused and mission-oriented by holding diocesan-wide mission conferences and gatherings
- training and supporting mission leaders by offering opportunities for short-term mission trips, pilgrimages, and contextual learning.

In 2021, the Commission provided grants to churches for pilot programs.

# What Is a Diocese?

## You Are Part of a **Large Family**

There are 135 churches in The Episcopal Diocese of Pennsylvania, which encompasses Bucks, Chester, Delaware, Montgomery and Philadelphia counties. A diocese is a geographic territory under the jurisdiction of a diocesan bishop—in our case, Bishop Daniel Gutiérrez.

A bishop is the chief priest and pastor, called to “guard the faith, unity, and discipline of the Church; to celebrate and to provide for the administration of the sacraments of the New Covenant; to ordain priests and deacons and to join in ordaining bishops; and to be in all things a faithful pastor and wholesome example for the entire flock of Christ.”

Your diocese is part of The Episcopal Church, a group of 109 dioceses and regional areas in 17 nations. In turn, the Episcopal Church is part of The Anglican Communion, which serves more than 80 million members in 106 countries worldwide.



**80**  
Million Members in  
**106**  
Countries Worldwide

## We're Here to Help

Every diocese has different priorities, but all are committed to serving their churches, members, clergy and communities. Dioceses also provide benefits and administrative support as well as carry out the sacramental ministry of the bishop (confirmations, receptions and ordinations.)

In the past three years, the staff of this diocese has shrunk to its smallest size – yet, we are doing more. On average, your diocesan staff are expected to be out “in the field” three out of every five days a week, with many working on evenings and weekends to assist with church services and events.

We are committed to empowering churches to grow; spreading the Gospel of Jesus Christ; and addressing the pain and poverty in our communities and the world.



**Empowering Churches to Grow**



### Growth Solutions

Provide creative solutions for growth and ministry. We assist churches looking to rent their property, renegotiate contracts to increase income; engage community partners and increase audience reach and impact.



### Facilitate Retreats

Facilitate vestry and leadership retreats. Annually, we lead 35-50 vestry retreats on topics such as evangelism, community engagement and changing culture.



### Wellness Centers

Create and manage wellness centers in churches that provide free mental health and medical care to communities. We provide social workers and nurses in partnership with local universities.



### Engage Partners

Engage partners to provide assistance with financial questions, website development, parochial reports and property management. Cheii, a company out of the Diocese of the Navajoland, has an agreement with this diocese to create free or low-cost websites for our churches.



### Financial Assistance

Provide financial assistance to support growth and vitality. Each year, the diocese provides \$1 million through direct grants to churches.



### Recruit Clergy

Recruit the best clergy around the world. Through networking with other dioceses, we have seen an enormous increase in interest to work in this diocese.



### Custom Outreach

Develop outreach programs that fit your community's needs. We offer resources that focus on mental health and addiction; resources that address national and global issues (poverty, racism, discrimination, gun violence); and we can connect you to other churches doing similar work.



### Administer Benefits

Administer health benefits and provide human resource policies; and assist with reporting and audits; commercial insurance; and health insurance.



## How Can We Help You?

Call or email us to start. We are here to serve you.



215 627 6434



contact@diopa.org

“We love because he first loved us.”

1 John 4:19





# New Faces

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# New Calls



**\*Rev. Ben Capps, Interim Priest in Charge**  
St. Andrew's Episcopal Church,  
West Vincent



**\*\*Rev. John Conner, Deacon in Charge**  
Church of the Incarnation,  
Morrisville & Grace Episcopal  
Church in Hulmeville



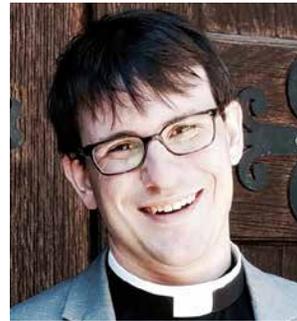
**Rev. Christopher Exley, Rector**  
All Hallows Episcopal  
Church, Wyncote



**Rev. Eric Hungerford, Rector**  
St. Paul's Episcopal Church,  
Chestnut Hill



**Rev. Naz Javier, Priest in Charge**  
Church of the Advent  
Episcopal Church, Hatboro



**Rev. Trey Kennedy,  
Interim Priest in Charge**  
St. Luke's Episcopal  
Church, Newtown



**\*\*Rev. Steven Lindsay,  
Deacon in Charge**  
Church of the Ascension  
Episcopal Church, Parkesburg



**Rev. Emily Richards,  
Priest in Charge**  
St. Thomas' Episcopal  
Church, Whitmarsh



**\*\*\*Rev. Jeremiah Mustered,  
Interim Priest in Charge,**  
St. Paul's Episcopal  
Church, Oaks

*\*As of 2/2022, these people have been made rectors of their churches.*

*\*\*Will be ordained to the priesthood in 2022*

*\*\*\*Was ordained to the priesthood in 2021*



# Governance

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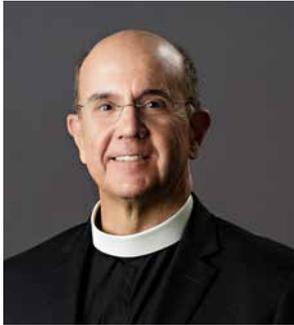
“

If we live by the Spirit, let us  
also be guided by the Spirit.

~Galatians 5:25

# Board of Trustees

The Board of Trustees has a special charge for the administration of the business and financial affairs of the diocese. Members of the Board of Trustees are:



The Rev. Frank Allen



Albert Dandridge



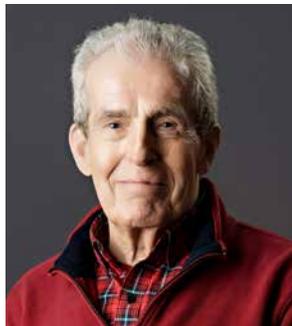
The Rev. Jane Gober



Cliff Kozemchak



Kirk Muller



James Pope



Eric Rabe



Kathleen Stephenson



Janice Jervay



Elizabeth Curtis Swain



Roberta Torian  
*President*



The Rev. Veronika Travis

Note: All of this information is accurate as of 2/1/22.

# Standing Committee

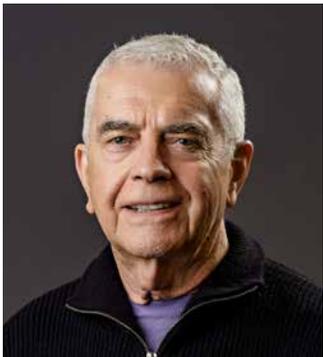
The Standing Committee is a body of advice and consent that works with the Bishop and is involved in making strategic decisions for both the diocese and The Episcopal Church in raising up, and calling and/or approving the call of candidates for ordination and the Episcopate. Standing Committee members are:



Ron Francis



The Rev. Hillary Greer



Colin Johnstone  
*President*



The Rev. Jo Ann Jones



Deborah Parker



The Rev. Michael Ruk



Patricia Smith



The Rev. Jill Laroche Wikel

Note: All of this information is accurate as of 2/1/22.

**“Church should be the center of social,  
economic, and spiritual growth.”**

**- Bishop Gutiérrez**





## Financial and Administrative Support

“

We feel so blessed to have you as a partner and appreciate greatly all of your generous support for our parish. We look forward to continuing to grow deeper together in relation with Christ and the Diocese.

~ letter from parishioner

# 2021 Diocesan Grants

## Diocesan Support

“Teach someone to fish.” This is how we approach working with our churches, providing training and making ourselves available to coach churches through the administrative tasks of running a church. In 2021, diocesan staff held seminars on PPP loan forgiveness and provided options for outsourcing administrative work to save time and money for churches. We also began an onboarding program for clergy to ensure that pay, pension, and benefits are correct and that they understand their compensation.

A burgeoning Serviam Institute offered courses in budgeting, parochial reporting, and process audits to support that commitment as well.

The diocese continued its use of Data Story software. The software pulls in demographic and parochial report information to chart vitality, sustainability, and potential for growth. The data is helpful for evangelism, mission, and in creating a parish profile when the church is seeking a new priest.

**19**  
CHURCHES  
given  
emergency  
aid

### *Pandemic Aid Grants:*

This represented emergency aid for our churches. In 2021, 19 churches requested and received aid.

**11**  
CHURCHES  
for capital  
improvements

### *Growth Development Fund:*

Last year was the fifth and final year of this \$1.5M unique program. Eleven churches received money for capital improvements needed to support ministry.

**84**  
CHURCHES  
given grants  
supporting digital  
evangelism

### *Technology Grants:*

The grants were designed to provide our churches with the tools needed to pre-record and/or stream their services and ministries. Eighty-four churches received grants to support digital evangelism.

**6**  
CHURCHES  
received  
program grants

### *Program Grants:*

As part of the annual DIOPA Mission budget, funds are allocated for programs and ministries at the congregational level. Six churches received program grants in 2021.

Visit us online, [www.diopa.org](http://www.diopa.org),  
for a full listing of diocesan grants.



# Fiscal Responsibility

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# The Church Foundation

The Church Foundation (TCF), chartered in 1926, has a dual purpose. The first is to receive, hold, manage, and dispose of real or personal property within the Episcopal Diocese of Pennsylvania.

The second is to provide investment and endowment management services for the diocese, parishes, and other church-related institutions.

TCF — a Pennsylvania nonprofit corporation run by a Board of 16 Directors comprising three clergy and 12 laity and chaired by the Bishop of the diocese — provides the best rate of return for the Foundation's investors through prudent investments and a distribution payout vehicle to fund mission and ministry.

TCF also offers free notary services and maintains a gift clearing account to facilitate gifts of stock, bonds, and mutual fund donations at no cost to anyone in the diocese.

**The Church Foundation dispersed over \$6.3M in distribution payouts in 2021 to help fund mission and ministry across the diocese.**

Distribution Payouts

**\$ 6,300,000**

2021 Mission and Ministry Funding

**TCF increased its assets managed in new deposits by nearly \$2M in 2021.**

Managed Assets

**\$2,000,000**

2021 Managed Assets

**TCF assets managed increased by over \$15M in 2021 over 2020.**

Assets Managed

**\$15,000,000+**

2021 Assets Managed

*"Nothing will be hidden in the Church. We are in line with our budget, despite the pandemic, because we were proactive. We cut \$250K from the budget, did not fill positions, and instituted COVID cost-saving measures without sacrificing ministry or service."*

Bishop Gutiérrez

The Church Foundation

## What is an endowment fund?

An endowment fund is a permanent, self-sustaining source of funding.

Endowment assets are permanently invested with a percentage of the fund's value distributed to the parish to support mission and ministry. Earnings above the distribution build the endowment fund's market value and provide financial support in perpetuity.

When a parish establishes an endowment fund, it is creating a permanent legacy of support.

## Consolidated Fund

The Foundation's primary activity is overseeing the Consolidated Fund, a balanced fund of stocks and bonds providing a diversified investment medium for the Diocese of Pennsylvania, its parishes, and other church-related institutions.

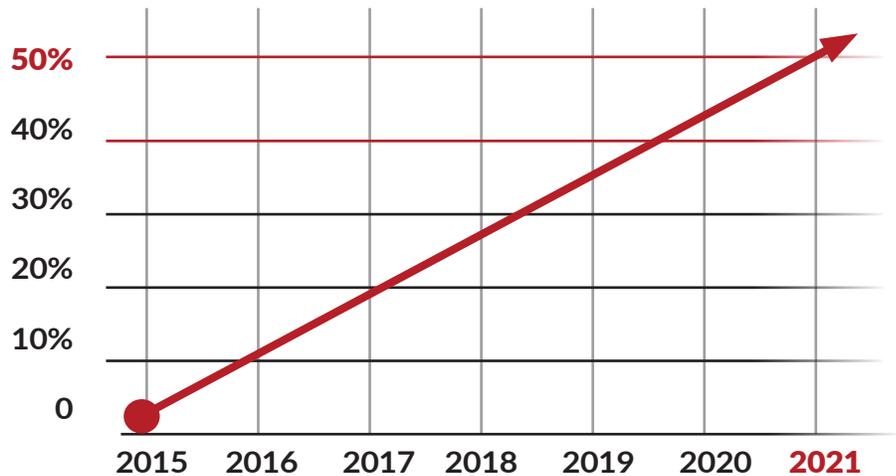
## Consolidated Fund's Returns

(As of 12/31/2021)

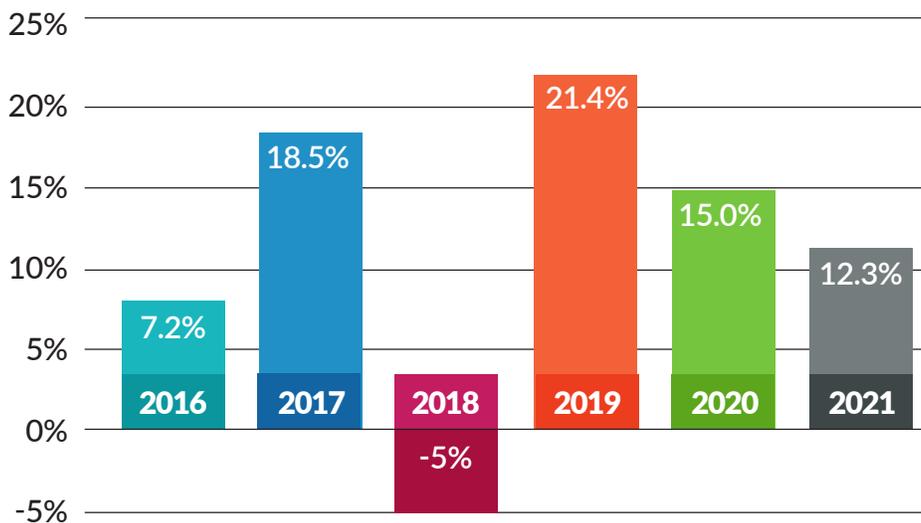
Year-to-Date Market Returns	12.27%	(Benchmark: 13.30%)
Annualized Three-Year Returns	16.17%	(Benchmark: 16.91%)
Annualized Five-Year Returns	12.04%	(Benchmark: 12.05%)

**“The Consolidated Fund's Market Value has grown by over 50% over the past seven years”**

**(YE 2021 MV: \$185M,  
YE 2015 MV: \$121M)**



## Endowment Fund Calendar Year Performance



Visit [tcfdiopa.org](http://tcfdiopa.org) to learn more about The Church Foundation.

# Budget Explained

Budgets tell a story,” Bishop Gutiérrez has said. “They speak of who we are. They tell of our aspirations and where we hope to go. They can even hide secrets. In short, the budget of this diocese tells the world who we are.”

In 2021 our hearts were characterized by hope and faith in Jesus Christ. We were proactive and provided stability through the second year of the pandemic. We did not shrink back, we pushed forward, and you will see that in the budget.

As noted elsewhere in this report, innovation continues to be a hallmark of our leadership. We repeatedly found creative, responsible ways to meet the increased needs of our parishes and communities. This included opening our Diocesan Media Center and supporting our churches as they increased their reach with the help of the Tech Disciples and Technology Grants. We also launched the pilot phase of Serviam and continued to reach more people across the region

through television sharing Evensong and welcoming people back to church.

For another year, two-thirds of our budget is dedicated to spreading the Good News of Jesus Christ through mission. These priorities were funded in part, thanks to our generous and growing endowment in order to meet the critical needs of our churches. In fact, over the past five years, our endowment assets have allowed the diocese to close the gap between parochial giving and diocesan spending. Thanks to the excellent work of The Church Foundation, and T. Rowe Price, their investment broker, we have been able (since January 2013, when our endowments were valued at \$60 million) to withdraw a cumulative amount of \$34 million — and still have endowment assets of \$86 million as of the end of December 2021.

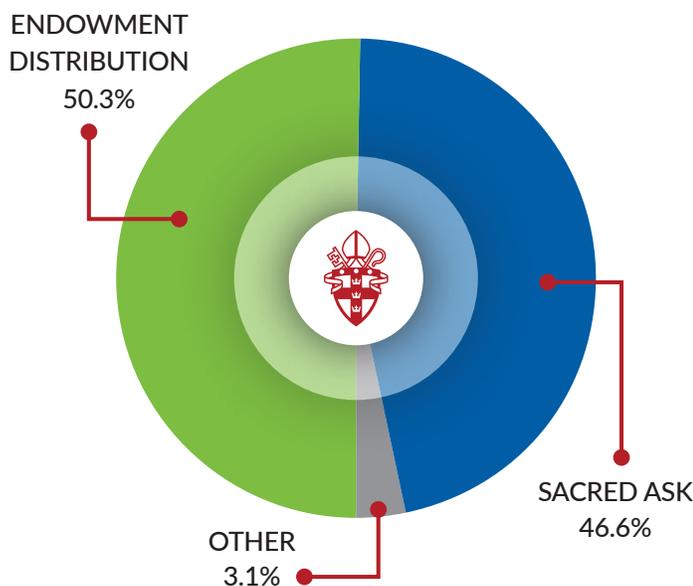
This is possible because of the trust that has been built between our churches and the Offices of the Diocese. All previously

existing budgets have been aligned, financial documents and reports are readily available, and at a glance anyone can tell what it actually costs to run this diocese.

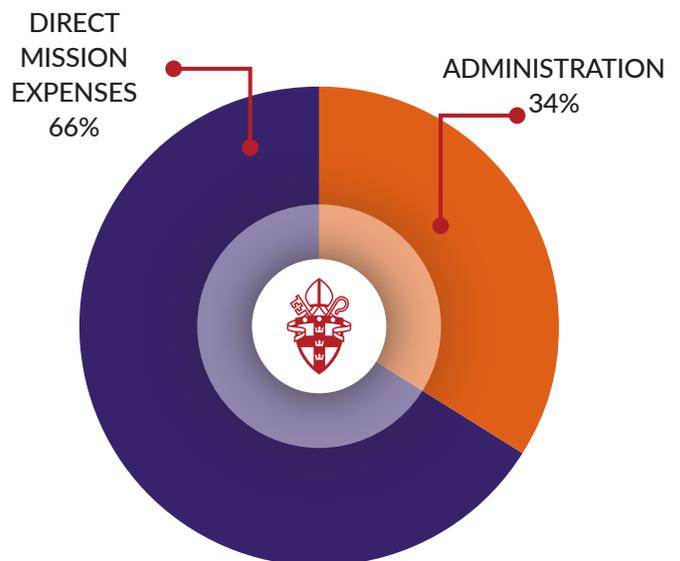
All of these decisions are made in order to empower our churches—not the other way around. Today, 80% of diocesan staff time is responding directly to needs of our churches. And, for churches that are without priests or administrative assistance, diocesan staff function as staff of those churches. Our team is helping all churches with revisioning, reuse, and repurposing their campuses and has now provided Casting Nets as a resource to guide our churches through a visionary process of transformation.

All of this means that whatever churches give to the diocese comes back as direct service and support to their sibling churches and fellow parishioners.

## 2021 Funding



## 2021 Spending



# Diocese of Pennsylvania Endowment Funds

12/31/2021

## Funds Restricted to Program or Beneficiary

Account	Fund Description	Market 12/31/2021	Distribution	Restricted Program /Beneficiary
65017	Absalom Jones Fund	\$114,798	reinvesting	Absalom Jones activities
64970	Christmas Fund	6,390,059	distributing	Christmas Fund Committee grants
65148	Christmas Fund - Reserve Operating Fund	406,957	reinvesting	Christmas Fund accumulated program surplus
64998	Church Training & Deaconess Fund	2,341,992	distributing	Church Training & Deaconess Fund grants
65169	Clergy Financial Assistance Accumulated	38,508	reinvesting	Clergy Financial Assistance accumulated program surplus
65068	Dorothy Cowles Fund	608,150	distributing	General Theological Seminary donations
64701	DS Ashley Hospital Fund	375,459	reinvesting	Wellness Center assistance
64727	ECW - Diocesan Board Fund	439,634	distributing	Episcopal Church Women grants
64653	Episcopal Churchwomen Cole Fund	129,622	distributing	Episcopal Church Women grants
65068	George C. Thomas Trust Fund	158,404	distributing	Aid to Theological Students grants
65147	Growth Development Fund	293,547	reinvesting	Growth Development Fund grants
65091	Harry Ingram Fell Fund	309,244	distributing	Christmas Fund Committee grants
64817	JE Hill - Christmas Fund	204,845	distributing	Christmas Fund Committee grants
64816	JE Hill - Scholarship Fund	144,895	distributing	Aid to Theological Students grants
64813	LF Hill - Episcopal Churchwomen	204,847	distributing	Episcopal Church Women grants
65104	Merkel Seminary Assistance Fund	265,337	distributing	Aid to Theological Students grants
64883	Morris Fund	631,426	distributing	Deacon Intern grants
64737	Nunns Memorial Fund	9,839,852	distributing	Expenses and assistance for the good of the Diocese
65173	Pandemic Aid Fund	644,997	distributing	Pandemic Aid Relief grants
64888	Parker - Bulmer Fund	2,987,705	distributing	Episcopal Community Services - care of the aged
64603	Potter Deacon Training Fund	112,629	distributing	Church Training & Deaconess grants
65096	Resurrection Proceeds Fund	1,252,561	distributing	Emmanuel-Ressurrection Church, Holmesburg
64831	Seminarians Assistance Fund	1,708,608	distributing	Aid to Theological Students grants
65000	St. George - Jerusalem Scholarship	24,541	reinvesting	Bishop Barlett Pilgrimage grants
65110	St. James The Less - Benefactor Fund	928,515	distributing	St. James School
65111	St. James The Less - Cemetery Fund	889,646	distributing	St. James School
64654	St. John Settlement House - Goodloe Fund	20,187	distributing	Aid to Theological Students grants
64637	St. John, KLT - Burial Ground St	30,830	reinvesting	St. John, KLT Cemetery upkeep
64947	St. Matthias - Proceeds/Mortgage	64,663	reinvesting	Mortgage proceeds and receive payments
65171	St. Mary's, Warwick - Cemetery Fund	57,571	reinvesting	St. Mary's, Warwick Cemetery upkeep
65058	T James Fernley-Theological Education	555,886	reinvesting	T James Fernley-Theological Education grants
65178	Technology Grants Fund	62,241	reinvesting	Technology Grants
65095	The Church Periodical Club	102,123	distributing	The Church Periodical Club
65079	Thomas Minis Fund	219,772	distributing	Aid to Theological Students grants
64637	St. John, KLT - Burial Ground St	27,532	reinvesting	St. John, KLT Cemetery upkeep
64947	St. Matthias - Proceeds/Mortgage	46,771	reinvesting	Mortgage proceeds and receive payments
65171	St. Mary's, Warwick - Cemetery Fund	51,412	reinvesting	St. Mary's, Warwick Cemetery upkeep
65058	T James Fernley-Theological Education	516,799	reinvesting	T James Fernley-Theological Education grants
65095	The Church Periodical Club	91,199	distributing	The Church Periodical Club
65079	Thomas Minis Fund	203,090	distributing	Aid to Theological Students grants

**Total Funds Restricted to Program or Beneficiary \$32,560,050**  
**Unrestricted Funds and Funds Designated for Diocesan Budget**

# Diocese of Pennsylvania Endowment Funds

12/31/2021

## Unrestricted Funds and Funds Designated for Diocesan Budget

Account	Fund Description	Market 12/31/2021	Distribution
65170	All Souls Fund	\$1,083,369	distributing
64627	Bishop Mackay Smith Fund	188,056	distributing
64609	Bishop Taitt Fund for Missions	2,010,918	distributing
64801	Diocesan Pension Fund	463,108	distributing
64669	Elizabeth Price Martin Fund	197,757	distributing
64621	Endowment Fund for Episcopate	13,408,153	distributing
64623	Episcopal Residences Fund	531,928	distributing
64823	Harry E Stone - Retreat Fund	389,016	distributing
64713	Hershey - Kennedy Fund	1,411	distributing
64777	Kearsley Fund	5,008	distributing
64918	Kippen Field Fund	6,018	distributing
64818	LF Hill - Episcopate Fund	137,759	distributing
64707	McPherson Fund	560,521	distributing
64927	Merrick Fund	1,942,462	distributing
64743	Newbold Fund	86,626	distributing
65163	Newlin Fund	2,118,584	distributing
64860	Paravicini Fund for Missions	6,028	distributing
64846	Sayers Memorial Fund	26,892,652	distributing
65174	Wapiti Proceeds Fund	3,686,614	distributing
64773	Wetherill - Chaplain Fund	71,892	distributing
64762	William & St Carter Memorial Fund	30,262	distributing
65073	Wilson Episcopal Campus Ministry Fund	26,186	distributing
<b>Total Unrestricted Funds and Funds Designated for Diocesan Budget</b>		<b>\$ 53,844,327</b>	
<b>Total Diocese of Pennsylvania Endowment Funds</b>		<b>\$86,404,377</b>	

“

*You engaged us & challenged us.*

Each invited to search inwardly and  
process collectively.

Everyone's voice heard and valued.

We opened ourselves up to what may lie ahead...

Thank you for sharing your time  
and wise leadership with us.

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~ Feedback from church working with diocese



#### CONTACT US

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