

**Finance and Budget
for the Mission and Ministry of
The Convention of the Protestant Episcopal Church
in the Diocese of New Jersey**

Report of the Treasurer to the 230th Diocesan Convention

To: Clergy, Lay Deputies and Alternates to the 230th Convention of the Diocese of New Jersey

From: James H. Bathurst, Treasurer and Canon Phyllis B. Jones, CFO

The Budget and Finances for the Mission and Ministry of the Convention of the Protestant Episcopal Church in the Diocese of New Jersey - Report to the 230th Diocesan Convention

Dear Friends,

This memorandum accompanies the Revised Preliminary Diocesan Budget for fiscal year 2014 and the Proposed Preliminary Diocesan Budget for fiscal year 2015, supporting the mission and ministry of the Diocese of New Jersey for the next two years, which we are submitting for your consideration on behalf of Bishop Stokes, the Diocesan Council, the Finance and Budget Committee and the financial office of the Diocese.

This year, it also accompanies a special set of resolutions developed after more than two years of detailed accounting analysis combined with legal and canonical research and collaboration between Diocesan Council, Finance & Budget, the Board of Missions and the Trustees of Diocesan Trust Funds; all focused on:

- 1) understanding the amount of funds currently available to us from disposition of assets of closed churches to date, and
- 2) developing a clear, understandable process to
 - a. effectively and responsibly re-task existing funds into the mission and ministry of God in our Diocese through our congregations, regional collaborations and Diocesan committees, commissions and initiatives, and
 - b. guide future such dispositions towards the same end.

Disposition of Assets from Closed Churches

The Recent History –

Many of you may remember a great deal of discussion on this subject on the floor of our 226th Diocesan Convention in 2010. At that time Resolution 2010-3 was introduced (full text and disposition as recorded in minutes of 2010 Convention appear at Appendix C), which proposed that:

- an initiative be effected between Diocesan Council and the Trustees of the Diocese of New Jersey to establish a mission support fund to facilitate the development and support of ten new Hispanic missions and missionary work by 2019, and at least an equivalent number of non-Hispanic missions and missionary work in that same time period,
- that the income from diocesan property sales within the next ten years be invested as principal and that the earnings and dividends from those investments be the amount used to form a mission fund for new and existing missions and missionary work, with principal being maintained until property or building purchase, construction, or modification is needed for new or existing mission initiatives, and then principal could be directed to that or to other mission building needs, and that
- the Bishop appoint a committee to implement the creation of such fund.

An amendment was proposed and seconded that would have changed the second bullet point above to state instead that the earnings and dividends from those investments be referred to the Council and Board of Missions to make the necessary decisions for the disposal and expenditures of these Funds. Extensive discussion ensued which raised more questions than it answered, finally leading to another motion being made, seconded, and passed to refer the resolution and pending amendment to the Board of Missions, Diocesan Council, and Finance and Budget Committee with the requirement that they produce an actual study with numbers on how this would work in terms of mission funding and that they report back to Convention 2011.

At the 227th Convention in 2011, action on Resolution 2010-3 was once again referred to those same bodies and a new Resolution 2011-7 passed (full text and disposition as recorded in minutes of 2011 Convention appear at Appendix C), which provided that:

- The Trustees of Church Property prepare as soon as possible a comprehensive report of all assets that have been transferred to them from congregations that have been declared extinct by Diocesan Convention over the past five years, including any property of said extinct congregations to which they previously held title, and that the report consist of: (a) a list of all such property, both real and personal, (b) the estimated or appraised value of each real property to which they still hold title, and (c) if the property has been sold, the net revenue derived from the sale of each such property, and
- if any disbursements have been made from these assets, the entity that authorized the disbursements prepare a report describing said disbursements in detail, and
- these reports be made available upon request and be posted on the website of the Diocese.

The Finance Office had by that time already begun its own examination of the accounting records in order to be able to determine net proceeds from building sales and investment account transfers (after expenses for closing and carrying costs of properties) for all open asset disposition transactions (missions as well as parishes) and to segregate them into a separate investment fund. This led to an exhaustive forensic accounting going back over 10 years. The results of that accounting were first reported via Document 25a to the 228th Convention in 2012 as part of the Diocesan Council report that year. That Document was approved as fulfilling the requirements of Resolution 2011-7 and proposed two resolutions of its own, both of which were also passed, directing that:

- the Chief Financial Officer establish a separate account in the Diocesan Investment Trust (DIT) to hold the cash proceeds from sale of the assets detailed in the report, as well as those from future such sales, and transfer said proceeds into that DIT account pending recommendation by Diocesan Council and the Trustees of Diocesan Trust Funds to next year's Convention as to their proper disposition, and
- in support of the above review process, the Canon to the Ordinary and the Chief Financial Officer produce a document no later than the June meeting of Diocesan Council suitable for broad distribution detailing the procedures for sale of church property in the case of a closed church, who has control over the resulting funds, and highlighting any ambiguities or inconsistencies in the Diocesan canons or between such and New Jersey law/statutes.

Accordingly, beginning in June of 2012 and continuing to the present, the following steps have been taken:

- a) Per the accounting for proceeds from dispositions of assets from closed churches, \$420,000 has been transferred from the Diocesan Operating Account into a separate investment account, invested with the Diocesan Investment Trust. With dividend reinvestments and positive change in market value, the value of that account was \$480,985 at January 31, 2014. Some funds from dispositions remain in the operating account to cover current carrying costs of properties pending sale. See Exhibit IX for the full, updated accounting report.
- b) The requested procedure document was produced for review by Diocesan Council at its June, 2012 meeting and by the Trustees of Church Property (TCP) at their July, 2012 meeting. Based on the complexities noted, both groups agreed to form a joint subcommittee to recommend a process that is clearer, more understandable and more efficient while still respecting laws, statutes and canons.
- c) That subcommittee began its meetings in the summer and fall of 2012 but had not yet completed its work by last year's Convention, so they requested and were granted an extension of time by both Council and the TCP until this year. Accordingly, the 229th Convention in 2013 also referred Resolution 2010-3 for one more year. The subcommittee made their process recommendations in December to Council and in January to the TCP, both of whom endorsed them for approval by this year's Convention.

- d) Throughout this time period, the Finance Office has maintained and updated the accounting for the proceeds from dispositions of assets from closed churches. That accounting is reproduced as Financial Exhibit IX in the Convention reporting for both last year and this year.

The Process –

Please refer to the flowchart in Appendix A of this report. It envisions the following steps:

- 1) Dispositions normally follow out of a pastoral response to situations in which a church is being considered to close or merge. Such a response would/could involve convocational support, the Congregational Development Committee, the Board of Missions, and other Diocesan groups as noted.
- 2) The disposition process will always start with the congregation involved if the congregation exists, or the Trustee group with ownership if not, making a request for approval of the sale from the Standing Committee.
 - a. The Standing Committee will have as an advisory group the same pastoral care team that supported the congregation through the closure/merger
 - b. They will also seek input where appropriate from the Union of Black Episcopalians, the Hispanic Commission, the Congregational Development Committee, the Board of Mission and/or other groups as noted.
- 3) If the sale of a church is related to a merger, the merged congregations – whether parishes or missions – will submit a proposal to and work in consultation with Diocesan Council regarding plans for use of the proceeds. In the case of two merging parishes, where NJ statutes specifically vest the consolidated parish with all the property rights of the two original parishes, this process shall not infringe upon those rights – it merely asks for the same covenant relationship with Diocesan Council as should exist in any such situation.
- 4) If a sale is not related to a merger, then the proceeds will become a part of the fund currently known as the Disposition of Church Assets (DCA) Fund (which we hope will be more creatively named in the future!), to be made available to Diocesan constituencies seeking funding for mission-focused projects in the following manner:
 - a. A grant advisory board initially comprised of members from the Congregational Development Committee and Board of Missions will develop process guidelines and application criteria for final approval by Diocesan Council, and oversee the applications process. Guidelines will include recommendations for additional future elected and appointed membership on the board to help ensure that it is representative of the Diocese as a whole.
 - b. Congregations, Diocesan committees, commissions and agencies, and the Bishop's office will be able to submit proposals to access those funds.
 - c. The grant advisory board will evaluate applications, functioning much the same way as our Board of Missions does in evaluating Diocesan Mission Support requests and our Loan & Grant Committee does in evaluating requests for loans and grants under its authority. It will then make recommendations to Diocesan Council.
 - d. Final approval of grants would rest with Diocesan Council.

This process envisions handling the property of closed parishes and missions in the same way. Practically speaking that means that by your approval of this process, the Diocesan Convention would be delegating statutory authority over the proceeds of dispositions of parish property to Diocesan Council, which already exercises this same authority over mission properties. It's important that you understand that this is what we are asking you to do.

It's equally important to understand that Diocesan Council is canonically responsible "to develop, administer, oversee, coordinate and evaluate the program of the Diocese of New Jersey as committed to it by the Bishop or the Convention of the Diocese, and to maintain general supervision over the budget and the financial affairs of the Diocese." (Canon 19, Section 1) It is also responsible to "organize such Ministries as, in its judgment, may be required for the program of the Diocese committed to them by the Bishop or Convention." (Canon 19, Section 4) It is precisely this degree of engagement in, knowledge of and responsibility for the ongoing mission and ministry of our Diocese that uniquely qualifies Diocesan Council, as your elected representatives, to exercise the authority you would be delegating.

If the saying is true that simplicity is the ultimate sophistication, the simplicity of this solution does credit to the many, many hours of research, analysis and discernment that have gone into it. The late Steve Jobs, co-founder and former CEO of Apple, hit the nail on the head when he said: "Simple can be harder than complex: you have to work hard to get your thinking clean to make it simple. But it's worth it in the end because once you get there, you can move mountains." As people of faith – people of the Way – we have some history with moving mountains. We know we can do it with God's

help, but He needs ours, too. Approving the process outlined above will help us in the future to move many of the mountains we know need to be moved. In the meantime, there are two proposals for funding with which we request your more immediate action, since authority over the proceeds from past dispositions of property currently rests with Diocesan Convention:

- Allocate \$44,234 from the DCA Fund towards our Diocesan budget to fund 75% of the 2014 budgeted cost of a staff position for a Canon for Congregational Development and Mission. This position will have responsibility for coordinating our diocesan efforts to assist congregations in developing and implementing plans for renewed mission and ministry, investigating new opportunities, developing regional collaborations and working with our Congregational Development Committee to expand our capacity in all of these areas. This is part of a 3-year plan of progressively declining funding requests on a percentage basis (50% in 2015, 25% in 2016), so that by 2017 the position is fully funded by the budget.
- Allocate a further \$45,500 from the DCA Fund to support a current plan to establish a Regional Hispanic Missioner in the Monmouth/Ocean County areas of Red Bank, Toms River, Point Pleasant Beach and Lakewood. The plan is described in detail in Appendix B to this report, and serves as a model for plans we envision in many other areas across our Diocese. Briefly, it combines both human, in-kind and financial resources from congregations in the areas noted with resources from our Diocese and other grant resources (such as UTO) to minister to the Hispanic communities in these areas in a mutually transformative way that empowers the emerging Hispanic congregations to participate fully in the life of the existing congregation at the same time the congregation participates in the life of the Hispanic community. This model has already been highly successful at All Saints', Lakewood. This is a 5-year initiative, also anticipating progressively declining funding requests until it is fully supported by the congregations involved.

With these allocations, the remaining balance in the DCA Fund will include approximately \$391,251 in its Diocesan Investment Trust Account, plus the amount still held in the Operating Account to cover carrying costs. That amount fluctuates monthly as mortgage and rental payments are received and bills for utilities, property taxes, repairs, etc. are paid, but it normally averages about \$25,000. As mentioned earlier, the complete accounting as of December 31, 2013 can be found in Financial Exhibit IX.

The Resolution –

Be it resolved: That \$44,234 from the fund currently known as the Disposition of Assets from Closed Churches Fund (“the Fund”) be allocated towards the 2014 Budget for the Mission of the Episcopal Church in the Diocese of New Jersey and transferred to the Operating Account for that purpose; and be it

Further resolved: That \$45,500 from the Fund be allocated towards the Regional Hispanic Missioner initiative as outlined above and in Appendix B, and transferred to the Operating Account for that purpose; and be it

Further resolved: That the process outlined in Steps 1 – 4 above be adopted for the disposition of assets from closed churches, and that the remaining balance in the Fund be subject to the guidelines outlined in Step 4 of that process; and be it

Further resolved: That the resolutions contained herein serve as substitutes for Resolution 2010-3; and be it

Further resolved: That the Standing Committee on Constitution & Canons is hereby directed to propose canonical changes to conform our canons to this process at the 231st Convention in 2015.

The 2014 Budget

As is the case every year, the Finance and Budget Committee had another challenging set of circumstances as they met to draft the Revised Preliminary Budget. Parochial income was lower in 2012 than the previous year (this is the income year on which the 2014 budgeted revenue is based). While there has been some limited improvement in the economy, the Diocese as well as our Parishes and Missions continued to struggle financially as costs continued to rise and income did not keep pace with this increase.

In addition to the above, the new Fair Share Asking formula approved last year at Convention went into effect. We were encouraged with the early results of the pledging. At the start of the budget process we had received 76 Fair Share pledges. This was higher than the total responses over the last few years. The good news was, of the 76, 47% or 36 pledges were at or above the Fair Share Asking. The budget was developed with estimates for the remaining 68 churches so that the budget could be presented to Diocesan Council for their approval. The commitments totaled 66.5% of the Asking which is just

slightly up over 2013. However, while encouraging, being able to fully fund the budget, we need 74% of the Asking. The net result of not being able to meet the 2013 income projection was that we fell short by over \$95,000 of being able to fund the 2014 Proposed Preliminary Budget approved at last year's Convention.

In order to present a balanced budget for 2014 the Finance and Budget Committee reviewed the 2014 and 2015 Requests of Budget Allocations that were received for almost every line item of the budget thanks to the tremendous efforts of Canon Connie White. This review was done in conjunction with a review of the actual spending for the previous budget year. In most cases funding was approved based upon the requested amounts. In some areas the approved amounts were less than what was requested but still was an increase over the previous year. On the expense side of the budget the Finance and Budget Committee had the savings from the 2013 completion of the election and transition activities and the funding of two Bishops for a part of the year to be used to address the needs of the 2014 budget as well as the recommendations of Bishop Stokes. Some highlights on the expense side of the 2014 budget include:

- for our mission churches, a 10.7% increase over 2013 (line 10)
- funding of The Episcopal Church at same level as 2013 – 10% of 2012 parochial income (line 20)
- 27% increase in funding for Anti-Racism (line 32)
- 50% increase in funding for the Hispanic Commission (line 33)
- funding of Trinity Cathedral at the same level as 2013 (line 40)
- increased funding for Diocesan Communications (line 50)
- new funding for Older Ministry (line 65)
- new funding for the Jubilee Ministry (line 70)
- 1.5% increases in staff compensation (lines 600-680)
- funding for the new position of Canon for Congregational Development and Mission (lines 670-673)
- funding for additional part-time administrative support (line 680)
- maintain obligations to retired clergy, widows, widowers and orphans (Lines 730 to 734)

On the revenue side of the budget, after consideration of the expenditure adjustments, a further review of the various funding sources (Lines 1b, 2, 2a, 3, and 4) was made. Line 4, Other Income, was increased to reflect reimbursements from our Safety Program, a grant from Episcopal Relief and Development and, provisionally, an allocation from the Disposition of Church Assets Fund. In order to provide for a balanced budget, Finance & Budget and Diocesan Council agreed to recommend taking \$95,188 from prior years' accumulated surplus in order to balance the budget (line 3).

We are pleased to report that while there are not enough funds for all of the programs and ministries and needs of the Diocese, this budget year has been markedly better than the last two years. We need to continue to celebrate who we are as we continue to envision who we can be to spread the Good News of Jesus Christ and the Good News of our Diocese. Some of the Good News of our Diocese includes but is not limited to:

- our Cathedral Church and its growth as a community center whose service to the Trenton community includes its pre-school program, feeding program and Urban Promise summer camp and after school program.
- our outstanding Anti-Racism program
- vibrant and vital Hispanic ministries.
- our Companion Diocese relationship with Central Ecuador.
- the vital Youth Ministry programs that continues to positively impact those who take advantage of them.
- the Urban and Prison ministries that continue to flourish.
- our focus on Episcopal Relief and Development and the Millennium development Goals.
- the funding of a missionary (Charlie Nakash, from Christ Church, Toms River) for the remote areas of the Dominican Republic.
- an incredible variety of quality enrichment and development programs offered to both clergy and laity through the Ministry Institute.
- our new Bishop and the Diocesan Staff – we are truly blessed!

We would indeed be remiss if we did not acknowledge the support from our parishes and missions. This is especially true given the continuing uncertain times and challenging individual circumstances. We particularly wish to express our deep appreciation for:

- The 48 congregations, so far, who have pledged 100% or better of Fair Share asking.
- The additional congregations who increased their pledge amount and/or percent of asking pledged.
- The 24 congregations which made payments totaling over \$66,000 in excess of their 2013 pledges. This contributed to our projection that we will use just over \$32,500 less in available surplus than we had budgeted. We are encouraged by Fair Share responses to date to hope for similar results in 2014.
- All those congregations who, regardless of pledge outcome for 2014, continue to consider diocesan support as a budget priority and have expressed to us a goal of continued improvement in their pledge amount and/or percent of asking pledged.

The Preliminary 2015 Budget

Revenue for 2015 (Line 1) provides that each congregation pledges 100% of its Asking or increases its pledge from 2014. The estimated pledged income for 2015 has been reduced by a 34% allowance for an anticipated shortfall in pledges (line 1a). As a result total pledged income (Line 1b) is projected at a more realistic number of 66% of asking in order to fund a budget substantially similar to 2014's. The allocation from surplus has been included to provide for a balanced budget. It is our hope that the new funding formula is embraced and that every church in the Diocese makes every effort to meet or be working toward the Asking. The expenditures for 2015 are only projections and all line items will be reviewed for need and the spending history from 2014.

In Conclusion

We continue to offer our heartfelt gratitude to those congregations noted above which continue to express their faith in our life together as the Body of Christ by pledging their financial and human resources in support of our diocese. Your response to the new funding formula is encouraging to us. Your commitment to making extra payments whenever possible is one way that you tell us that our life together as a larger church is important to you. The financial commitments that were met at the end of 2013 by many who were seriously affected by the continuing economic issues of the times stands as a true sign of the presence of Christ among us. Our Diocese is truly blessed!!

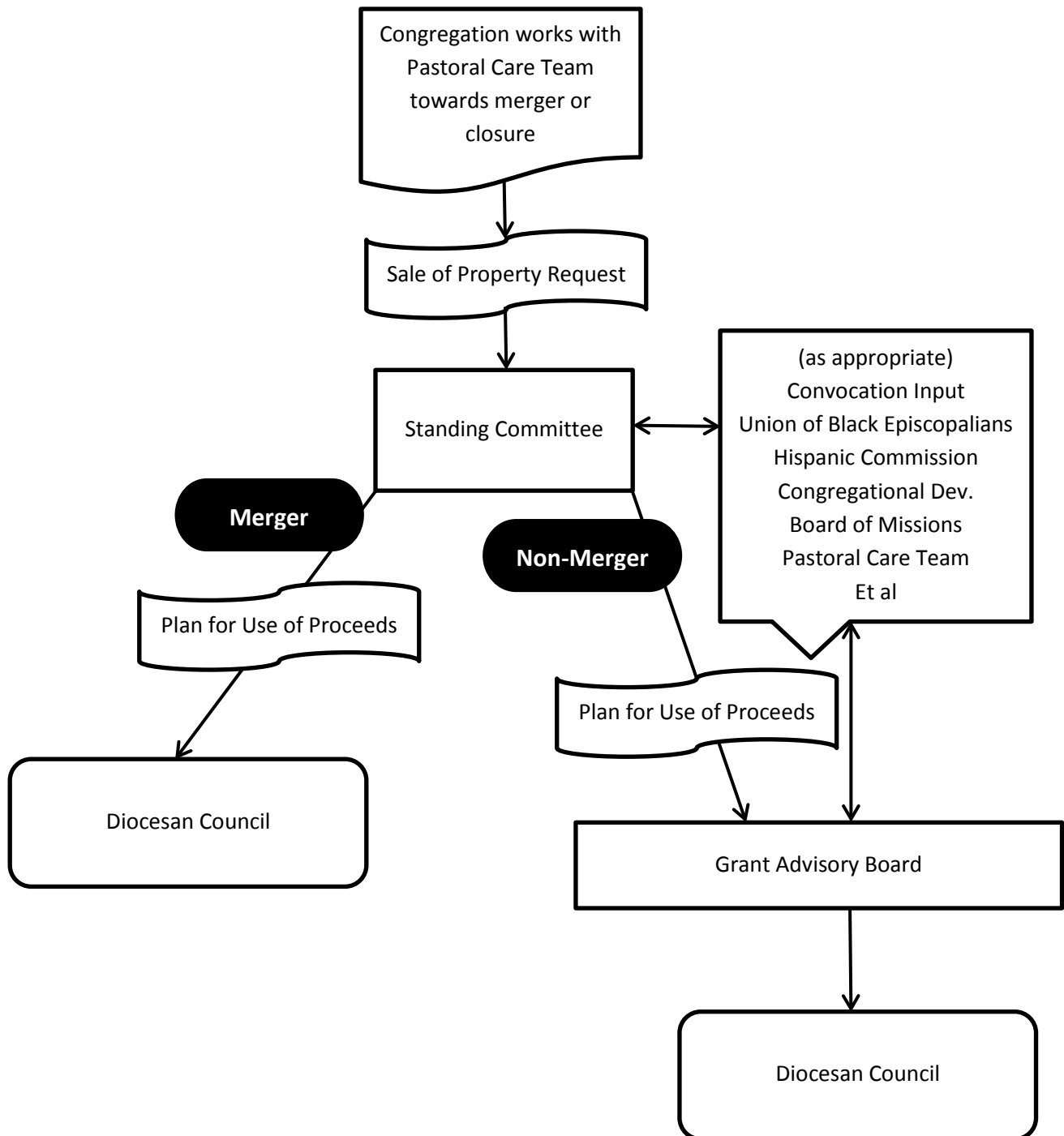
Finally, we thank Bishop Stokes for his leadership, understanding and support of the recommendations that went into the formulation of the 2014 and 2015 budgets and we acknowledge the untiring efforts of Canon Phyllis Jones in providing all of the financial data in a timely and coherent manner.

We respectfully request that the 230th Convention of the Protestant Episcopal Church in the Diocese of New Jersey, adopt the Revised Preliminary Diocesan Budget for fiscal year 2014 and the Proposed Preliminary Diocesan Budget for fiscal year 2015, in support of the mission and ministry of our diocese for the next two years, as recommended by the Finance and Budget Committee, and approved by Diocesan Council.

Submitted by:

James Bathurst, Diocesan Treasurer

Canon Phyllis B. Jones, Chief Financial Officer

Appendix A – Process for Disposition of Assets from Closed Churches

Appendix B – Regional Hispanic Missioner Initiative

Project Title:

La Familia de Jesucristo “The Family of Jesus Christ”

A Coalition of Monmouth and Ocean Episcopal Parishes for Hispanic/Latino Ministry

Project Goal

To develop and sustain a coalition of four churches in Hurricane Sandy affected areas to serve the spiritual needs of a growing Hispanic/Latino community moving us closer as one family in the Body of Christ.

Objectives

- Promote spiritual and emotional healing to those effected by disaster in communities still recovering from Hurricane Sandy (and other disasters and life situations).
- Address our church’s failure to optimally respond to a Spanish-speaking community in our midst.
- We seek to address “transformation of unjust structures of society”¹ by first admitting that we, the church, are one of the unjust structures that need transformation. The four churches seek transformation of ourselves so that we can be a more effective Body of Christ. We acknowledge the inherent separation of people by culture in our towns and notice the invisibility of certain cultures. We seek to address the mindset that tries to exclude and instead embrace inclusion. We seek to learn from those who are different from us in language and culture, embracing and celebrating the differences by not merely incorporating those differences into a melting pot of sameness. Injustices may be invisible to our church communities because those who are suffering do not have a voice. We will pursue reconciliation between community groups, facilitating appreciation of one another’s language and culture through community-wide, multi-lingual prayer, worship, festivals, educational opportunities and activities.
- We will hire a Spanish-speaking priest to interact in language and culture with local Spanish-speaking communities.
- We will plan activities between English-speaking and Spanish-speaking communities.
- We will encourage language and culture immersion activities among our church membership by providing English to Spanish and Spanish to English translation and educational opportunities for people to joyfully learn together.
- We will revise our church structures (membership on vestry, committees, etc) with extreme sensitivity towards inclusion of this new membership.
- We will be advocates (in our church, the diocese and our towns) to address areas of need pertaining to those in most need who speak Spanish (immigration, healthcare, housing, etc).

Observation Rationale (Statement of Need)

During the past year, three churches (St. Mary’s Point Pleasant, Christ Church Toms River and St. Thomas’ Red Bank) worked together on spiritual support to Hurricane Sandy disaster families through the Spiritual Support in Disaster Recovery program (SSIDR). We have served over 5000 Sandy survivors and distributed over \$45,000 in donated funds. Our outreach efforts were impeded by a distinct language barrier. What was found is that Spanish-speaking families ranging from 13% to 35% of the various communities were on the edges of the community: sporadically attending worship or participating in youth activities (youth speak English; parents did not); continuing to drop in for pastoral counseling; but not effectively accessing Sandy resources due to the language barrier.

According to the July 2009 *The Episcopal Church’s Strategic Vision for Reaching Latinos/Hispanics*, the Latino population in the US is now 38 million with over 7 million young adults who prefer Spanish or are bilingual. Currently there are now 447 Episcopal Churches whose areas have over 40% Latino/Hispanic population. US Census data shows that Hispanic populations have nearly doubled in the last ten years in Monmouth and Ocean Counties alone. Following nationwide trends, this growth is expected to continue.

Currently, All Saints Lakewood (the 4th parish of the coalition) has a part time priest who is fluent in Spanish, a growing ministry and additional time for outreach ministry. During the past year this ministry has grown to three weekly services with an average of 100 attendees on Sundays and 40 on Wednesdays and 25 on Tuesdays. Besides worship, other sacraments are also being conferred including preparation for confirmation and reception and marriage. The success of this program is evident.

Project Description

Vision

We rejoice and wish to participate in this work that God is doing. We acknowledge that we are already one in Christ. We come together in a covenant agreement for the purpose of embracing one another and learning from one another, strengthening our resolve to work together on this program and acknowledging that each of us can be spiritually transformed through our participation in this covenant.

The coalition will comprise 4 parishes (St. Mary's Point Pleasant, Christ Church Toms River, St. Thomas' Red Bank, and All Saint's Lakewood) working together in a new paradigm. We strive to create an integrated community whereby we will rejoice and celebrate together both the Spanish and English languages and cultures. We understand that we can learn from one another. We embrace all cultures, although the focus of this project is on Hispanic/Latino language and culture.

Our goal is not the typical model that includes separate Spanish-speaking and English-speaking communities. But rather we strive to become one, sharing activities, ministries and programs such as, Sunday School, fellowship, outreach, stewardship, membership on Vestry and Parish commissions, and other talents and resources (and possibly After-School and Out-of-School-Day programs).

The goal is a congregation that visually includes totally integrated leadership, ministry activities and shared power.

To facilitate this model, we will establish a full time Missioner for Hispanic/Latino ministry. S/he will work with a team of Spanish-speaking lay ministers who will work in conjunction with partnering churches to plant and maintain new Hispanic/Latino ministries throughout the region. The local clergy and congregational members at each partner church will share this ministry, celebrating, preaching, providing pastoral care and planning fellowship festivities. During this time, the local churches will share the services of the Missioner as a consultant and Priest.

This is a pilot project. We anticipate within five years, as our parishes provide for their membership, that the Missioner may move on to other church plantings throughout the diocese. We anticipate this could be a model for the wider church.

In order to assure continued support, evaluation, resource development and identification of areas of need, an Advisory Committee will be developed to include the clergy in charge of each of the partner churches, a representative from the Diocese, a representative from the Hispanic Commission and a representative from The Board of Mission. These members will be appointed by the Bishop's office.

Timeline

The project will be a several year approach to establish Hispanic/Latino ministries in the area. Each Church will have its own planting and implementation phase.

Phase 1: Planning Phase (March 2014 – April 2014)

- Establish and fill Missioner Position
- Recommendation of model ministry in each local parish
- Establish plan for sharing resources including lay ministers and administrative duties

Phase 2: Implementation Phase (May 2014 –April 2017).

- Establish and implement Spanish speaking ministries in each parish, serving the spiritual needs of this community, while both language communities explore ways to share ministry.
- Emergence of Lay Leadership in each of the parishes
- Evaluate success in each parish and use results to revise the ministry plan.
- Join Hispanic/Latino and Anglo congregations in outreach, youth education, fellowship and stewardship
- Work towards sustainable financial support of ministry on each local level as part of growing Stewardship Plan

Phase 3 Sharing Phase (Year 5 and beyond)

- Invitation to other Diocesan churches wanting to grow Hispanic/Latino ministries to observe and utilize model in their region
- Provide support to development of regional Hispanic/Latino Ministries

Budget Summary

<u>Personnel</u>	<u>2014</u>
Missioner	\$ 116,800
(stipend/benefits diocesan minimums)	
Travel Reimbursement (mileage)	\$ 16,200
1 Administrative Support (temp)	\$ 3,000
Musicians	\$ 13,600
 <u>In-Kind Donations</u>	
Rector in each Parish	\$ 50,000
Volunteers in each Parish	\$ 26,000
Office Space in each Parish	\$ 3,600
Utility Increases in each Parish	\$ 8,000
 <u>BUDGET TOTAL</u>	 <u>\$ 237,200</u>

Support

- Each one of the congregations will contribute (both financially and in-kind). For example, All Saints Lakewood has made a financial commitment for 2014 of \$15,000; St. Thomas Red Bank \$7,500.
- An application has been made to the Diocese of NJ for a grant of \$45,500 to underwrite this new ministry coalition.
- The coalition has applied for \$20,000 of Diocesan ERD mini grant program (\$5,000 per church). Possible awarding of \$33,332 or \$8,333 per parish.
- An application has been made in February to the Episcopal Church's United Thank Offering (UTO) for a grant of \$100,000 to underwrite this new ministry coalition.
- The three SSIDR congregations (Toms River, Red Bank, Point Pleasant Beach) are contributing \$15,000 to meet the needs of Hispanic/Latino Sandy survivors.
- Office access or designated space will be made available in each of the four churches for Missioner's work in that parish setting
- Stewardship programs will be initiated in each of the congregations which will also offset costs.

Appendix C – Text and Disposition of Original Resolutions

From the minutes of the 226th Diocesan Convention in 2010; Report of the Committee on Resolutions

“RESOLUTION 2010-3:

Subject: Support of Mission Initiative

Be it resolved, That an initiative be effected between Diocesan Council and the Trustees of the Diocese of New Jersey to establish a mission support fund to facilitate the development and support of ten new Hispanic missions and missionary work by 2019, and at least an equivalent number of non-Hispanic missions and missionary work in that same time period; and be it

Further resolved, That the income from diocesan property sales within the next ten years be invested as principal and that the earnings and dividends from those investments be the amount used to form a mission fund for new and existing missions and missionary work, with principal being maintained until property or building purchase, construction, or modification is needed for new or existing mission initiatives, and then principal could then be directed to that or to other mission building needs, and be it

Further resolved, That the Bishop appoint a committee to implement the creation of such fund.

Mr. Ambos noted that Resolution 2010-3 was submitted after the January 15, 2010 deadline and thus would require a two-thirds vote of Convention to come before Convention. On behalf of the Committee, Mr. Ambos moved Resolution 2010-3 on behalf of the proposers and noted that the Resolutions Committee made no recommendation as to this proposal. The President of Convention called for a vote, and the resolution received the required two-thirds vote of Convention for its consideration. A discussion was held on the Resolution.

The Rev. John C. Belmont proposed an amendment to the first "Further resolved" paragraph as follows: delete "amount used to form a mission fund" through "or to other mission needs" and replace that by "amount referred to the Council and Board of Missions to make the necessary decisions for the disposal and expenditures of these Funds." The amendment was seconded. A discussion was held on the amendment.

A motion was made, seconded, and passed to refer the resolution and pending amendment to the Board of Missions, Diocesan Council, and Finance and Budget Committee with the requirement that they produce an actual study with numbers on how this would work in terms of mission funding and that they report back to Convention 2011.”

From the minutes of the 227th Convention in 2011; Resolutions Committee Report

“Resolution 2011-7:

Subject: Assets of Extinct Churches

Be it resolved, That the Diocesan Convention hereby requests that The Trustees of Church Property prepare as soon as possible a comprehensive report of all assets that have been transferred to them from congregations that have been declared extinct by Diocesan Convention over the past five years, including any property of said extinct congregations to which they previously held title, and that the report consist of: (a) a list of all such property, both real and personal, (b) the estimated or appraised value of each real property to which they still hold title, and (c) if the property has been sold, the net revenue derived from the sale of each such property, and be it

Further resolved, That if any disbursements have been made from these assets, the Convention requests that the entity that authorized the disbursements prepare a report describing said disbursements in detail, and be it

Further resolved, That these reports be made available upon request and be posted on the website of the Diocese.

On behalf of the proposer, Mr. Ambos moved Resolution 2011-7 and noted that the Resolutions Committee made no recommendation as to this proposal. The Resolution was passed. “