

# House of Deputies Committee on the State of the Church

## Membership

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Mr. Joseph S. Ferrell	North Carolina, IV
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Mr. Steve Smith	Vermont, I
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## Summary of Work

The House of Deputies Committee on the State of the Church is charged with preparing and presenting a report on the State of the Church [Canon 1.6.5b], and with setting the form of the Parochial Report. Following the 76th General Convention, the Committee met three times in person, once by audio conference call, and four times by web-based video conference calls.

The Committee gathered its information primarily through Parochial Reports (which should be completed by all congregations) and from Dr. Kirk Hadaway's analysis of the resulting data; from N. Kurt Barnes, Treasurer and Chief Financial Officer of The Episcopal Church; and from Dr. Matthew J. Price, Vice President of Research and Data for the Church Pension Group. Several subcommittees directly surveyed members of the House of Deputies, which also resulted in vital information for this report. The Committee's report also includes a 10-year summary of data from 2000–2010, which will appear throughout.

At the Committee's first meeting, members realized that the approach for this triennium would have to differ from that of previous reports, due in part to budget constraints, employee layoffs, and changes in how the Church on all levels functions with reduced resources. During the triennium there were numerous staff changes, including the appointment of the Rt. Rev. Stacy Sauls as Chief Operating Officer as the successor for Linda Watt, which affected the ease of information retrieval and timeliness of reporting on various aspects of the Church's life.

The committee extends thanks to clergy and laity from the dioceses of Fort Worth, Pittsburgh, Quincy, and San Joaquin, who assisted in providing information.

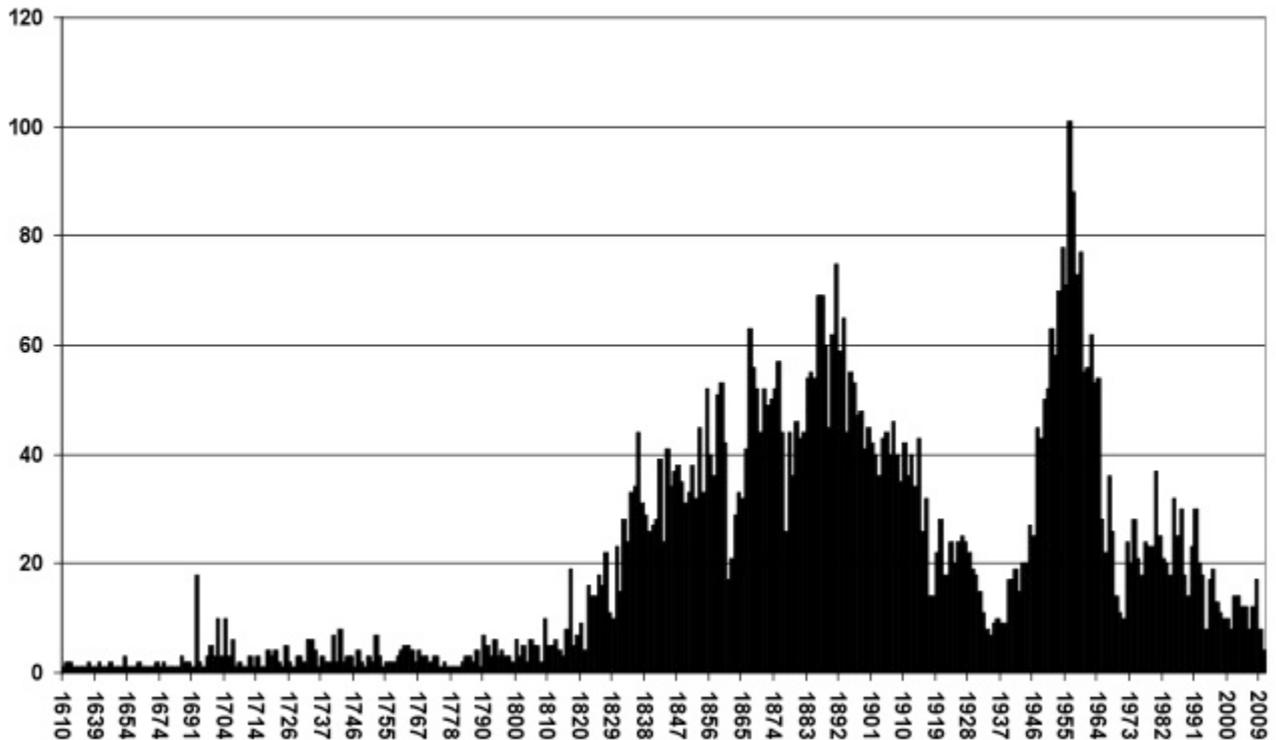
## Who the Church Is

The Episcopal Church—like all mainline Christian churches—is a denomination undergoing transition. Technology has enabled the Church to operate and interact in new and unfamiliar ways. Face-to-face meetings are being replaced by web-based video conference calls, and a controlled-access extranet allows the various Committees, Commissions, Agencies and Boards (CCABs) to post and share messages, files, meetings, minutes, members, and budgets, which are then automatically archived.

But this transition is also reflected in the realization that the Church is no longer in a world dominated by a “corporate” structure and mindset, as indicated by the “Chart of Congregations by Year Organized, 1610-2010.” The Episcopal Church's “growth spurt” took place during the 1950s and 1960s, a time when the business corporation emerged as the

dominant mode for all kinds of American institutions, including churches. Looking at the 2010 end of the chart, it is clear that this era has passed.

**Number of Episcopal Congregations by Year Founded: 1610-2010**



This State of the Church report emphasizes the need for the Church to find new and different ways to organize and function for ministry in a transformed environment. Key concepts guiding the Committee’s thinking this triennium have included mission, structure, technology, and transparency. The phenomenon of “emerging congregations” has also been prominent; however, the Committee lacked adequate resources to ground these initial observations in anything more than speculation or anecdotal evidence. The Committee has tried to explore and include the implications of this multifaceted phenomenon in the report.

**Encouraging Signs**

The past triennium has been marked by a number of challenges, not the least of which has been an unusual number of natural disasters in the regions served by The Episcopal Church. Earthquakes in Haiti and Virginia; hurricanes and/or floods in North and South Dakota, New England, and the Mid-Atlantic region; wildfires and drought in the South and Southwest—all have touched the congregations and lives of many Episcopalians.

Episcopal Relief & Development assisted the Diocese of Haiti, largest (by membership) in The Episcopal Church, in January 2010, after an earthquake measuring 7.25 on the Richter scale and at least 52 aftershocks over the following two weeks. Fund drives were organized at all levels of the Church; the Executive Council also pledged to raise \$10,000,000 for Haiti. Episcopal Relief & Development continues to provide immediate disaster relief in the United States and globally, while continuing with ongoing projects such as Malaria/Nets for Life Inspiration Fund, in fulfillment of the Millennium Development Goals.

Among the congregations damaged during a rare magnitude 5.8 earthquake centered near Richmond, Virginia, in August 2011 was the Cathedral Church of St. Peter and St. Paul, popularly known as the Washington National Cathedral. The Cathedral remained closed until November 12, 2011, reopening for the consecration of Washington’s new diocesan bishop. Full repairs are expected to cost tens of millions of dollars and take several years to complete. Further damage was suffered in September during Hurricane Irene, which also caused massive flooding throughout several New England

states and northern New York. Plans are also underway for the new “Chapel for the Ages” at Virginia Theological Seminary, to replace the iconic Immanuel Chapel, built in 1881 and destroyed in an accidental fire in October 2010.

Two unusual and enlightening meetings were held during the triennium, perhaps demonstrating a need for more opportunities for deputies to gather face-to-face during the triennium. The first, at the invitation of the Standing Commission on Liturgy and Music (SCLM), invited two deputies and a bishop from each diocese to come to Atlanta in March 2011 for a preview of the work SCLM has completed regarding Resolution 2009-C056. In May 2011, at instruction of the Executive Council, the Standing Commission on the Structure of the Church invited two members each from the House of Deputies Committee on the State of the Church, the Budgetary Funding Task Force, the Executive Council Committee on Strategic Planning, and others to a joint meeting to coordinate conversations about recommendations for proposed changes in the Church’s governance and structure.

The Church Pension Group (CPG) continues to be “a trusted provider of comprehensive, cost-effective retirement, health, and life insurance benefits to the Episcopal Church, its clergy and lay employees,” as stated in its newly adopted mission statement. In the face of a generally dismal and unpredictable economic climate, CPG continues to exceed its investment objectives and maintain its strong financial condition. CPG continues to implement the Lay Employee Pension System and Denominational Health Plan mandated by the 76th General Convention. In 2011, CPG’s President and CEO, T. Dennis Sullivan, retired after seven years of service, and was succeeded by Mary Kate Wold.

The Board of Trustees of the Church Pension Fund, through its generous support, made it possible for CREDO and its programs to be offered as a wellness benefit for clergy and lay employees for the years 2008–2012. CREDO Institute also provided resources and programs, such as *Strength for the Journey*, to the Diocese of Haiti and to the four reorganizing dioceses—Fort Worth, Pittsburgh, Quincy, and San Joaquin—through 2011 in order to address the health and wellness of individuals, both clergy and lay.

The Presiding Bishop, Katherine Jefferts Schori, continued to travel extensively, meeting with Primates from the Anglican Communion and visiting 52 of the Church’s dioceses for the consecration of new bishops and other purposes.

The President of the House of Deputies, Canon Bonnie Anderson, continued to encourage involvement with and support for the mission of the Church. Even with the limited funding available to the office, as of autumn 2011, Anderson has visited 48 dioceses in the United States and two dioceses outside the United States. She continues to use her vast knowledge of the Church and to invest in technology resources to assist CCABs in their work, aid dioceses experiencing conflict, and lift up the gifts and ministries of laity as well as clergy. She launched the Deputy Online Forum in October 2011, which addresses identified topics and is moderated by two deputies. Each topic’s forum runs for approximately two weeks. Deputies and first alternates are able to participate in the moderated forum topics by posting comments, opinions, and questions about the current topic. The Forum is also “live streamed” on the website of the President of the House of Deputies and all are welcome to read the white papers associated with each forum topic and see all the comments made on the forum. As of the submission of the report, 535 deputies and first alternates are enrolled in the Deputy Online Forum.

Finally, the level of angst about inter-Anglican Communion and global relations, which has dominated conversations in the Church for several triennia, appears to be easing. The Church is better focused on the essential concerns of mission, evangelism, structure, and finances, which is a development that the Committee finds very encouraging.

## Demographics

In order to make the best use of data provided for this section of this report, the Committee chose to replicate the 2009 format, offering comparative data showing change from 2006 to 2010 as well as various data sets from 2000 to 2010.

Summarized are a few snapshots of what can be gleaned from the major statistical tables at the end of the report. The five-year trend (2006–2010) shows an 11% decrease in active membership and a 16% decrease in average Sunday attendance. The 10-year trend data in the chart below provides a longer view of what has occurred in the life of the domestic dioceses of The Episcopal Church over the past decade. In that period the Church has seen a 16% decrease in active membership and a 23% decrease in average Sunday attendance. The figure below shows other changes over the past 10 years.

## Change in Key Statistical Areas: 2000–2010

<b>Average Sunday Attendance</b>	-23%
<b>Easter Attendance</b>	-21%
<b>Baptized Members</b>	-16%
<b>Communicants in Good Standing</b>	-16%

In 2010, 94% of all parishes and missions completed a Parochial Report. In the past three years, The Episcopal Church had a net loss of 196,476 baptized members; 50,066 of these losses occurred in the most recent year for which complete data is available. Absolute membership losses were highest in Province VIII, Province III, and Province II respectively; percentage losses were highest in Province VIII, Province III, Province V, and Province VI. The only province to show growth was Province IX. Average Sunday attendance (ASA) statistics show a smaller net loss from 2006 to 2010 than for membership (-107,575), but a larger percentage decline (-13.4%). All Episcopal provinces declined in ASA, with the most serious percentage declines recorded in Province VII, Province VI, Province III, and Province VIII.

*Domestic Fast Facts Trends: 2006–2010* provides a detailed snapshot of the past five years' statistics on membership and ASA, the percentage of churches that are growing and declining, net change year-to-year, the number of large and small congregations, and changes in patterns of giving.

## Episcopal Domestic Fast Facts Trends: 2006–2010

	2006	2007	2008	2009	2010
<b>Domestic parishes and missions</b>	7,095	7,055	6,964	6,895	6,794
<b>Active baptized members</b>	2,154,572	2,116,749	2,057,292	2,006,343	1,951,907
<b>Net Change in Active Membership From Prior Year</b>	-50,804	-37,823	-59,457	-51,949	-54,436
<b>One Year % Change in Active Members</b>	-2%	-2%	-3%	-2%	-3%
<b>Five Year % Change in Active Members</b>	-7%	-9%	-10%	-11%	-11%
<b>Ten Year % Change in Active Members</b>	-9%	-10%	-11%	-14%	-16%
<b>% of Congregations Growing 10%+ in Members, past 5 years</b>	28%	26%	26%	25%	25%
<b>% Congregations Declining 10%+ in Members, past 5 years</b>	41%	43%	43%	42%	42%
<b>Total Average Sunday Worship Attendance (ASA)</b>	765,326	727,822	705,257	682,963	657,831
<b>Net Change in ASA from Prior Year</b>	-21,945	-37,504	-22,565	-22,294	-25,132
<b>One Year % Change in ASA</b>	-3%	-5%	-3%	-3%	-4%
<b>Five Year % Change in ASA</b>	-11%	-14%	-14%	-14%	-16%
<b>Ten Year % Change in ASA</b>	-9%	-13%	-16%	-19%	-23%
<b>% of Churches with any increase in ASA from prior year</b>	37%	29%	35%	35%	34%
<b>% of Churches with any loss in ASA from prior year</b>	49%	56%	50%	51%	54%
<b>% of Churches Growing 10%+ in ASA, past 5 years</b>	20%	18%	18%	18%	17%
<b>% of Churches Declining 10%+ in ASA, past 5 years</b>	52%	56%	55%	54%	57%
<b>% of Congregations with 200 Members or Less</b>	55%	56%	56%	57%	58%
<b>% of Congregations with 500 Members or More</b>	17%	16%	16%	15%	15%
<b>Median Active Baptized Members</b>	172	168	164	160	158
<b>% of Congregations with ASA of 100 or Less</b>	63%	65%	66%	67%	68%
<b>% of Congregations with ASA of 300 or More</b>	6%	5%	5%	5%	4%
<b>Median Average Sunday Worship Attendance</b>	72	69	69	66	65
<b>Plate &amp; Pledge % Change from Prior Year</b>	+2.5%	+1.3%	-0.4%	-2.8%	-1.2%
<b>Normal Operating Income % Change from Prior Year</b>	+3.6%	+2.4%	+0.4%	-2.8%	-2.3%
<b>Inflation Rate in Calendar Year</b>	+2.5%	+4.1%	+0.1%	+2.7%	+1.5%

In The Episcopal Church, over the past four years: membership has dropped below two million, down from 2,116,749 (and from 2,329,232 in 2000); average congregational size dropped from 168 to 158; and the percentage of churches with average Sunday attendance of 100 or less went from 65% to 68%.

The Summary Report of the *2010 Survey of Episcopal Congregations* gives, in addition to our demographic profile, reliable measurements on diverse aspects of church life such as information on the kinds of programs congregations offer, styles of worship, efforts in outreach and evangelism, views of clergy and laity, and even data on sources of internal conflict and its results.

In the spring of 2010, under the direction and supervision of Dr. Kirk Hadaway of the Office of Congregational Research at the Episcopal Church Center, 1,100 surveys were mailed (with an online version available, as well) to a stratified random sample of congregations in The Episcopal Church. 837 completed responses were filed, representing 12.3% of total domestic congregations. The response rate to the survey was 76%, which is sufficiently high to be representative of all congregations. Once again, as in 2009, the most enlightening insight gained from that survey is the skewed age structure of The Episcopal Church.

**Age Structure of the United States and The Episcopal Church: 2010**

	The United States	The Episcopal Church
<b>Children &amp; Youth</b>	28%	15%
<b>Young Adults (20-34)</b>	20%	10%
<b>Median Adults (35-49)</b>	22%	19%
<b>Middle Age (50-64)</b>	18%	26%
<b>Seniors (65+)</b>	13%	30%

The advanced—and still advancing—age of the Church’s membership, combined with a low birth rate, means that the Church loses the equivalent of one diocese per year through deaths over births. Throughout the 1970s and 1980s, and even into the 1990s, the Church gained more adult members than lost through persons changing denominations (particularly former Roman Catholics). In the fairly recent past, more people joined The Episcopal Church than left it, making up most, but not all, of the natural decline among participating adult members until recently. That is no longer the case.

Despite these trends, about 50% of “cradle Episcopalians” are being retained. Detailed analysis of survey data also suggests that The Episcopal Church does make up for some of its losses through “transfers in,” although not nearly at the same rate as in the past.

Another noteworthy trend identified in the survey data involves the present financial condition of congregations. Recalling data presented above in *Domestic Fast Facts Trends: 2006-2010*, normal operating income in 2010 showed a decline of 2.3% over the previous year. The five-year trend showed a loss of 2.5% in total operating income. The decline in incomes would be greater, but increases were recorded in 2007 and 2008, followed by losses in 2009 and 2010. With net losses in membership and attendance, the continuing financial burden falls more heavily upon remaining members. A very substantial portion of congregations—72% in 2010, versus two-thirds in 2008—continue to report that they experienced some level of financial difficulty; 9.4 % report “serious” difficulty; 18.8 % report “some” difficulty; and another 44 % describe their financial circumstances as “tight, but we manage.”

**Congregations in Financial Stress, 2000–2010: United States and The Episcopal Church**

	The United States	The Episcopal Church
<b>2000</b>	34%	44%
<b>2005</b>	44%	68%
<b>2008</b>	52%	67%
<b>2010</b>	58%	72%

The increase in parishes experiencing financial difficulty between 2000 and 2010 is alarming, jumping from 44% to 72%. The trend toward increased financial pressure is also evidenced among all congregations in the United States.

Congregations with financial problems increased from 34% in 2000 to 58% in 2010. A more detailed picture is presented when the financial stress data are arrayed by size of congregation.

**Congregations in Financial Stress, 2010, by Size**

Average Sunday Attendance	
<b>1 to 25</b>	86%
<b>26 to 100</b>	76%
<b>101 to 150</b>	68%
<b>151 to 350</b>	65%
<b>351+</b>	46%

In the 2010 *Survey of Episcopal Congregations*, reports of conflict over the issue of the ordination of gay clergy remained about the same as recorded two years previously. Sixty-four percent of congregations reported some conflict over the issue in 2008 and 63% did so in 2010. Most of that conflict was of a serious nature. Overall, 43% of congregations had serious conflict over this issue, 40% indicated that some people left, and 19% indicated that some people withheld funds. However, the question asked about conflict during the last five years and it is likely that much of the conflict has dissipated. This seems probable since conflict over this issue is not as strongly related to congregational decline as in the recent past. And, as always, conflict over clergy leadership is the single most disruptive form of conflict that churches experience.

**Sources of Conflict in Congregation in the Last Five Years**

Source	Non-Serious Conflict	Serious Conflict	Total
<b>Ordination of gay priests/bishops</b>	19.7%	43.0%	62.7%
<b>Finances, budget</b>	31.6%	21.1%	52.7%
<b>Priest’s leadership style</b>	18.0%	27.8%	45.8%
<b>How worship is conducted</b>	27.9%	12.7%	40.6%
<b>Program priorities</b>	26.5%	8.9%	35.4%
<b>Member or participant behavior</b>	19.0%	13.9%	33.9%
<b>Use of facilities</b>	24.5%	3.6%	28.1%

While in many places the Church is alive and growing, the overall trends show a Church that is suffering from declining membership and increased financial stress.

**Laity**

“The ministry of the laity is ‘to represent Christ and his Church; to bear witness to him wherever they may be; and, according to the gifts given them, to carry on Christ’s work of reconciliation in the world; and to take their place in the life, worship, and governance of the Church’” (BCP, p. 855).

Adequate answers to the majority of questions raised by this Committee about the laity of The Episcopal Church simply could not be obtained from traditional sources. Consequently, this report includes demographic data from the Parochial Report, information gleaned from the Church’s website, and responses from a survey designed with the assistance of Dr. Kirk Hadaway and disseminated to deputies by the President of the House of Deputies. The survey method yielded an exceptional response rate of 58%, strongly suggesting that such methodology may be useful in the future to augment data acquired through more conventional methods.

The skills and energy provided by lay people empower the Church for ministry. The laity are, in a currently popular phrase, “the 99%”: slightly less than 2 million members who partner with some 18,000 ordained leaders as paid and unpaid staff in congregations, dioceses, and Churchwide bodies. The resources, abilities, and gifts of lay members are the firm foundation of the good work the Church accomplishes daily.

There are many promising signs of growth in lay leadership of The Episcopal Church—for example, an increase in the number of lay provincial presidents, where in the past the position of provincial president was held by a bishop. During

the current triennium, lay presidents serve Province II (Mike Rehill), Province IV (Richard Miller), and Province VII (Max Patterson).

### Demographics of the Laity

Year	2005	2006	2007	2008	2009	2010
<b>Domestic parishes and missions</b>	7,155	7,095	7,055	6,964	6,895	6,794
<b>Active baptized members</b>	2,205,376	2,154,572	2,116,749	2,057,292	2,006,343	1,951,907
<b>Median number active baptized members</b>	174	172	168	164	160	158
<b>Total average Sunday attendance (ASA)</b>	787,271	765,326	727,822	705,257	682,963	657,831
<b>Median average Sunday attendance (ASA)</b>	74	72	69	69	66	65
<b>Congregations w/100 ASA or fewer</b>	63%	63%	65%	66%	67%	68%
<b>Congregations w/300 ASA or more</b>	6%	6%	5%	5%	5%	4%
<b>Congregations w/200 members or fewer</b>	55%	55%	56%	56%	57%	58%
<b>Congregations w/500 members or more</b>	17%	17%	16%	16%	15%	15%

A majority of congregations between 2005 and 2010 report memberships of 200 or fewer, and can be classified as “small” churches. Even when including congregations of 500 or more, the Church’s median average Sunday worship attendance was between 74 and 65 over a six-year period. In 2010, there were 1,951,907 active baptized members, while average Sunday worship attendance for the same year was 657,831—roughly 34%.

The Episcopal Church is demographically older than some mainline denominations, but not as old as others—Presbyterians are older—although compared to other religious groupings, all mainline Christian denominations in the United States are rather old. As noted above, 51% of Episcopalians are in the categories 50-64 and 65+ years of age—significantly higher than the age structure of other mainline denominations. Only 28% of Episcopalians are between the ages of 1-34. This means that in any given year there will be more deaths and fewer births in The Episcopal Church than would be true of a group with a younger age profile, and that future lay leadership is threatened with decline since older Episcopalians now fill most of those roles and ministries.

There is wide racial and ethnic diversity within The Episcopal Church taken as a whole, but the Church in the United States is predominantly non-Hispanic white—a population whose growth is essentially stalled, increasing by an estimated 3% over the last 10 years, as compared to an annual increase of 3% during the “baby boom” years between 1946 and 1964. Nationally, increases in growth are primarily among the Latino and Asian/Pacific Islander populations. Both groups are currently underrepresented in The Episcopal Church.

### Survey of Deputies to General Convention

As important as it is to report the work of parishes, missions, and dioceses, firm data on the ways laity carry forward the work of the Church constitutes an important but largely missing piece of reporting on the State of the Church. In fact, imagining where and how to begin to collect such data was daunting. For the purposes of this report, the President of the House of Deputies made a previously untapped resource accessible to the Committee—deputies themselves. Using the President’s list of deputies, questionnaires were sent asking about levels of engagement of the laity in leadership roles, the types of lay ministries conducted in parishes, missions, and dioceses, as well as soliciting descriptions of the people who do this important work.

A remarkable 834 deputies and alternates responded to the survey, representing 698 congregations and 110 dioceses and regions. Only four dioceses (two domestic and two non-domestic) failed to report. The largest numbers of responses were from the dioceses of Nebraska, Long Island, Southeast Florida, and Southwestern Virginia. The largest number of respondents listed their position as that of “rector,” and the next largest group was the category of “member.” Including the categories of “rector,” “vicar,” “priest-in-charge,” “deacon,” “associate or assistant rector,” “canon,” and “dean,” 368 respondents held positions of ordained ministry. The remaining 236 respondents reported their positions as “member,” “vestry member,” and “senior warden.”

## Survey Respondent Data

Position of Respondent	Number
Rector	235
Member	157
Vestry Member	50
Vicar	40
Senior Warden	29
Priest-in-charge	23
Deacon	20
Associate or Assistant Rector	19
Canon	18
Dean	13

Lay involvement in the ministries of congregations ranged from “widespread” to “ministry done by only a few people.” 39% of respondents reported widespread involvement of laity in ministries of the church; 33% reported that more than 30% of their members were involved in various ministries; 23% reported that 10-30 % of laity in their congregations were involved in their ministries. The smallest category reported was that of “done by only a few people,” 6%. Only 37% reported that their congregations have a discernment committee; 63% answered “no” to the question. Having congregational development ministries is quite widespread in congregations and dioceses. Essentially all dioceses have a Commission on Ministry, though the proportion of congregations with such a commission is much lower.

Youth ministries were reported by almost all dioceses and by the vast majority of congregations. A slight majority of provinces have youth programs, but exact numbers were not clear since 41% of deputies were unaware of what is offered by their provinces. Fewer congregations and dioceses have a young adult ministry than have a youth ministry, although a majority of dioceses do have such a program.

When asked about ministries that address diversity, relatively few congregations reported a ministry to Hispanic persons, but most dioceses and fewer than half of the provinces have such a ministry. Over 50% of respondents reported that they were unaware of ministries to Hispanic persons in their provinces. The proportion of congregations with a Hispanic ministry is much higher than the proportion of Hispanic congregations in The Episcopal Church.

Only one-third of parishes have an anti-racism ministry—64% of deputies answered “no” when asked if their parish had anti-racism ministries. 75% of deputies reported that their dioceses provide this ministry. Deputies reported that 40% of provinces have anti-racism ministries. Fifty-seven percent of the respondents chose “don’t know” when asked about anti-racism programs in provinces.

Although environmental ministry is not as widespread, a growing number of dioceses and at least one province have dedicated offices with part- or full-time environmental officers. Approximately half of congregations and dioceses have some kind of environmental program or ministry.

Relatively few parishes and dioceses have an HIV/AIDS ministry. Thirteen percent of congregations reported this ministry; 30% of dioceses answered “yes” to this question; and 15% of provinces reported this ministry. 77% of the respondents “don’t know” if there were HIV/AIDS ministries in their provinces.

In other types of ministry, the vast majority of parishes and dioceses support the Millennium Development Goals, though only 27% of congregations indicated on the 2010 *Survey of Episcopal Congregations* that they have made a commitment to contribute at least 0.7% of their annual budgets to support the goals.

Episcopal Relief & Development is a ministry that touches most congregations and dioceses. 74% of respondents reported this ministry was present in congregations: 89% in dioceses, and 49% in provinces.

When asked what their daily vocations are, the vast majority of laity and vocational deacons indicated a job or profession that they currently hold, or from which they are retired. Out of 284 responses from laity, the largest number (73) indicated that they are retired. Another 18 said they are attorneys. Others said they are college or university professors (12) and accountants (5). There were many other jobs or professions listed, including canons, administrative assistants,

business owners, administrators, bankers, consultants, engineers, paralegals, parish administrators, nurses, volunteers, and teachers. A few indicated that they were currently unemployed.

Many retirees indicated what they did before they retired and what they do now. One person said, “Retired, but active in voluntary lay ministry in my parish, diocese and beyond.” Another added, “Retired Marine officer, I work exclusively for the church.” And still another: “Retired from paid employment, but spend much time in my work as a church volunteer in the diocese and as a member of the Advisory Council of the Office of Black Ministries.”

Relatively few respondents indicated a spiritual vocation. But those who did gave thoughtful responses, including:

- “To show others the teachings of Jesus through my daily life actions”
- “To serve as a lay person, serving Christ in my environment as a teacher and mentor”
- “To seek the Lord in all I do”
- “To help and pray for the needy and elderly”
- “Teaching, prayer, reading, advocacy”
- “Strive for justice with peace”
- “Prayer, service to others, administrator for three parishes”
- “Making Christ’s love known in the parish and the community”
- “Doing my best to live a life where Christ is visible”
- “Caring and praying for people in all the ways I can”

When asked what means of communication about the life of the Church are available to lay deputies and other laity, lay deputies and alternates gave a total of 1,147 responses. By far, the largest numbers of responses indicated that emails, printed newsletters, and websites are the leading means of communicating Church news and information. Others included Episcopal News Service (ENS); diocesan and parish e-newsletters; Facebook, Twitter, and other social media; weekly bulletins; The Episcopal Church website; face-to-face personal contact; telephone; the HOB/D listserv; and meetings.

Deputies were asked what structures exist in parishes, dioceses, provinces, and the wider Church to ensure the formation and growth of lay leadership. A total of 245 responses were given by lay deputies and alternates to the question of parish structures. Most frequently mentioned were the vestry, Education for Ministry (EfM) groups, and adult education and formation. However, even more said “none” or “don’t know.”

A total of 238 responses were given by lay deputies and alternates to the question regarding diocesan structures. Most frequently mentioned structures were Commissions on Ministry, EfM, workshops offered by dioceses, various committees, and the bishop. Quite a few (11) said they did not know what diocesan structures existed to ensure the formation and growth of lay leadership.

A total of 151 responses were given to the question about provincial structures. However, more than half of those responses were “don’t know” or “not sure.” The most frequent substantive response had to do with training at provincial synods.

A total of 148 responses were given to the question about Churchwide structures, but as with provincial structures, many (48) of those were “don’t know,” “not sure,” “none,” or “not aware of any.” The most frequently mentioned was the General Convention.

Clearly, for most lay deputies and alternates, the restructuring of the staff of the Domestic and Foreign Missionary Society during the triennium had no discernible effect on their lay ministries. However, for those who did feel some effect, it was more likely to be a negative one: 8% indicated that the restructuring had a positive effect on their lay ministry; 15% indicated it had a negative effect; and 77% said it had no effect on their ministries.

Lay leaders who work as the “church scattered” in their daily life and ministries also serve the Church as vestry members, ministry staff, study leaders, strategic thinkers, and “worker bees.” Professionals in the Church include musicians, ministry developers, directors of Christian formation (adult education or Sunday school) parish nurses, and executive secretaries, among many others.

Bishops issue licenses for lay persons to serve as pastoral leaders, worship leaders, or preachers; as Eucharistic ministers, during worship services and in taking Holy Communion to congregants not present during worship; to offer instruction in the faith as catechists; and to serve as readers for Sunday worship.

**Survey Implications**

Data from the survey and other sources confirm the common observation that older Episcopalians outnumber younger ones by significantly large percentages. There are several other related factors. A large majority of older Episcopalians are retired and are able to dedicate much more time and financial contributions to the Church than can be expected from younger, currently working, and less financially advanced Episcopalians. These data hold strong implications for youth and young adult ministries.

Numbers also indicate that, although diverse as a whole, the Episcopal Church domestically remains largely a White Church and does not reflect the growth of diverse populations in the United States by race and/or ethnicity. These trends hold strong implications for evangelism, inclusivity, and support for diversity in The Episcopal Church. While many dioceses appear to have ministries to Hispanic persons, this is not the case among parishes and provinces. An impressive 75% of deputies reported diocesan-level anti-racism programs, but reported low activity in parishes and provinces.

The laity of the church appear to be heavily involved in ministries of The Episcopal Church. There are trends that suggest that increasing support in communication between and among congregations, provinces, and dioceses would be beneficial to the majority of congregations, which appear to be small congregations. Particular support is suggested in the discernment, development and raising up of leaders on local levels and the development of local discernment groups and commissions on ministry.

The words of a few respondents about the spiritual inspiration of the laity reflect the motivation of the many: “seeking Christ”; “teaching, praying, reading, advocacy”; “striving for justice”; “living a life that makes Christ visible”; and “making Christ’s love known in the parish and the community.”

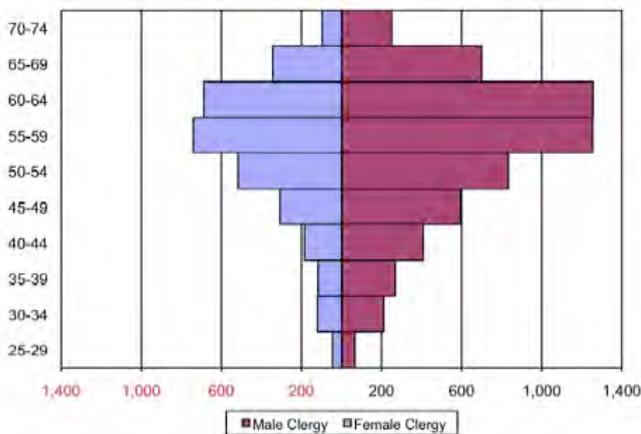
**Clergy**

At the beginning of 2011, the Episcopal Church had 18,006 clergy:

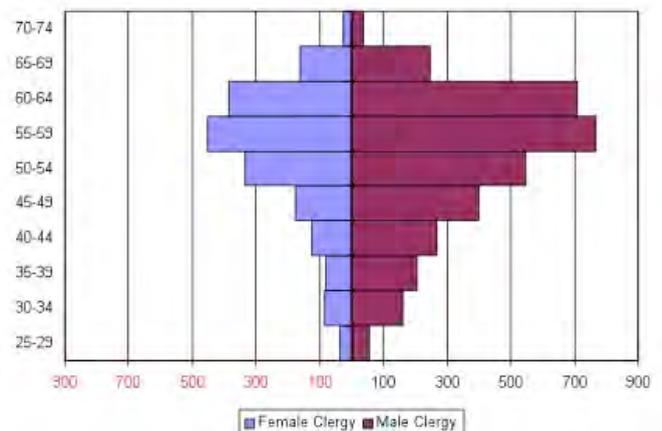
- 9,520 priests and bishops
- 6,113 priests and bishops employed in the Church
- 2,534 deacons
- 5,982 retired clergy

The average age of non-retired priests is 56. The average age of priests at ordination is 46. 46% of clergy are female; 54% of clergy are male.

Active Episcopal Clergy Age-Sex Pyramid: 2010



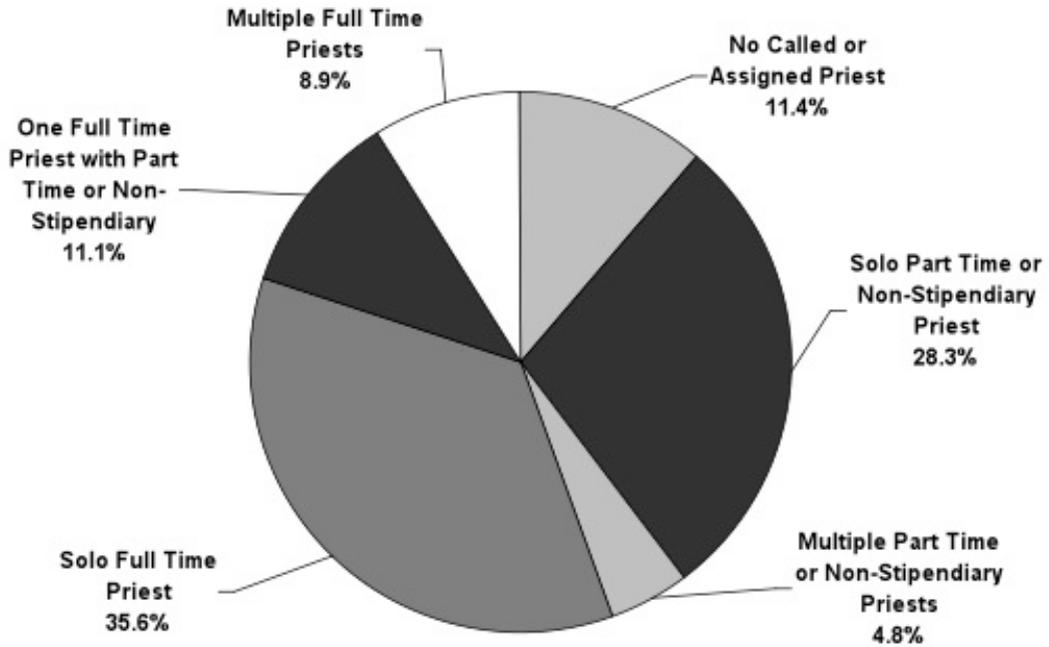
Active Episcopal Clergy in Parishes Age-Sex Pyramid: 2010



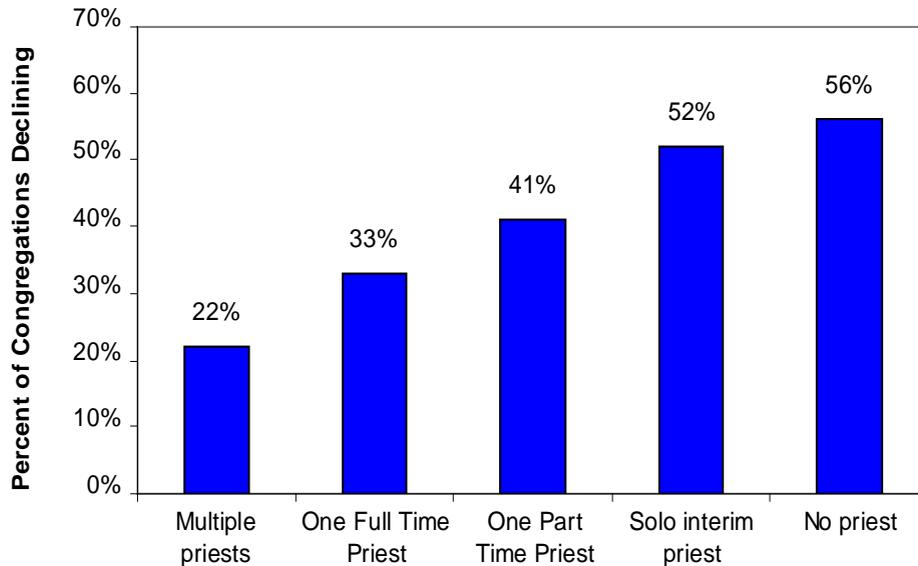
Source: Dr. Kirk Hadaway

Of the 5,982 retired clergy, 1,478 serve on church staffs and are not serving as supply. 8.8% of Episcopal churches are served solely by retired clergy. The decline in congregations is inversely proportionate to the number of clergy on staff.

### Priests in Domestic Congregations From 2010 Parochial Report



### Attendance Decline by Clergy Category



Source: Dr. Kirk Hadaway

Attending an Episcopal-affiliated seminary increases the likelihood that a priest will continue to be employed in the Church. Of those clergy ordained in the past five years, 80% of those currently employed in the Church attended an affiliated seminary, whereas 73% of those who attended a non-affiliated seminary are currently employed in the Church.

The Church has seen a steady decrease in the number of priestly ordinations since 2005. The number of priests ordained since 2005 are as follows:

Year	2005	2006	2007	2008	2009	2010
# ordinations to priesthood	406	379	366	309	277	247

With the decrease in priestly ordinations, the Church is also seeing an increase in retirements.

Year	2005	2006	2007	2008	2009	2010
# of retirements	308	366	417	378	396	417

The past five years have shown a steady decrease in average Sunday attendance and baptized membership in domestic dioceses.

**Baptized membership, Average Sunday Attendance, number of parishes and missions**

Year	2005	2006	2007	2008	2009	2010
Baptized members	2,205,376	2,154,572	2,116,749	2,057,292	2,006,343	1,951,907
Average Sunday Attendance (ASA)	787,271	765,326	727,822	705,257	682,963	657,831

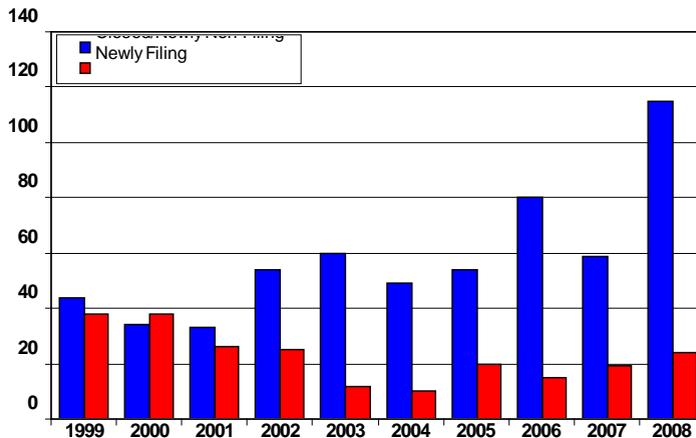
This shows a decrease in the median average Sunday attendance from 72 to 65. Further, the median baptized membership in domestic churches has decreased from an average of 172 baptized members in 2006 to 158 baptized members in 2010.

In addition, the number of parishes and missions has consistently declined since 1995. The high point for number of parishes and missions in The Episcopal Church was 1955, with 8,053.

Year	1995	2005	2006	2007	2008	2009	2010
# of parishes and missions	7,417	7,155	7,095	7,055	6,964	6,895	6,794

The following chart shows the relationship between the number of churches closed compared with the number of new church plants.

**Closed vs. Newly Filing Congregations, 1999–2008**



Source: Dr. Matthew Price

**Clergy Compensation**

The following chart shows the average costs of full-time clergy according to congregational size (average Sunday attendance). It should come as no surprise that the smaller the church the lower the stipend, and the larger the church the greater the stipend.

**Overall Average Compensation by Church Size, 2010**

Church Size / ASA	All full-time parish clergy	Senior and solo clerics
<b>Family (0-75)</b>	\$57,075	\$57,018
<b>Pastoral (75-140)</b>	\$69,435	\$70,260
<b>Transitional (140-225)</b>	\$78,180	\$82,992
<b>Program (225-400)</b>	\$81,270	\$95,680
<b>Resource (400+)</b>	\$79,458	\$126,928
<b>Total</b>	\$68,900	\$71,632

Source: Dr. Matthew Price

For a fuller report on clergy compensation which takes into account regions, staff positions, and so on, see the annual church compensation reports by Dr. Matthew Price, at the Church Pension Group website.

**Identifying Trends**

Data concerning clergy indicates further trends to monitor.

First, when the data on clergy age groupings are put next to the same age groupings for congregational membership, even the casual observer can see a correlation. There are many reasons for the lack of congregational members under the age of 55, but this correlation strongly suggests one reason worth thinking about. With studies highlighting differences among generations, the age of clergy leadership is potentially a significant factor for growing the Church. Further study is needed to determine how much of an effect an intentional strategy of recruiting and training younger clergy might have on repopulating congregations with younger parishioners.

Second, with the average age of ordination in the 40s, it means there are fewer long ministry careers. Learning to lead a congregation takes time and requires experience. Life experience and strong backgrounds in other fields do not necessarily translate instantly into mature spiritual, pastoral, and congregational development leadership in the context of the covenantal community of a church. Current data indicates fewer congregations are financially able to support multiple clergy staffs. Fewer opportunities to serve in assisting roles under a mentoring rector suggests another area for further study and potentially a new focus for bishops and diocesan staffs. In addition, older clergy at ordination makes it more difficult for churches to attract younger persons.

Third, the data indicates a rising and shocking number of congregations without clergy leadership or the only pastoral leadership provided by retired clergy. Whether driven by the inability to financially support active clergy, or by a shortage of active clergy, this data set may be a harbinger for new strategies to provide pastoral and sacramental leadership, as well as for new strategies for raising, training, and empowering lay leaders.

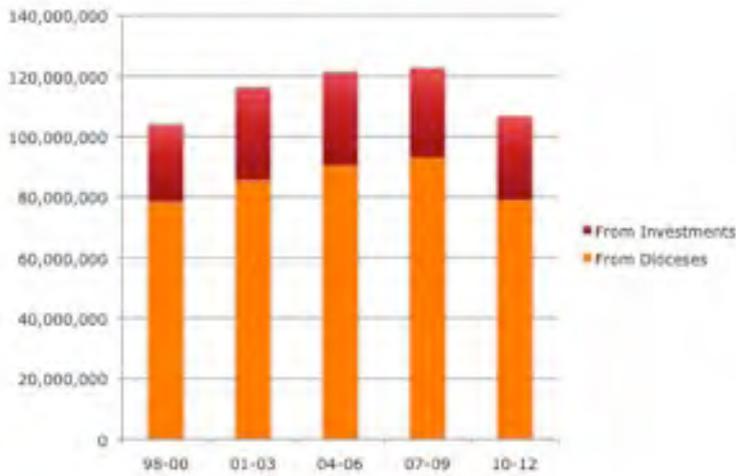
Fourth, the trends in membership, attendance, number of parishes and missions, and ordination rates do not bode well for the future of The Episcopal Church. The trend toward an increasingly lower median average Sunday attendance will result in fewer full-time positions. Increased administrative, health insurance, and general overhead costs are on a collision course with the trends of fewer and smaller congregations.

Fifth, the Church still operates with a dearth of data on the deployment of clergy who are members of ethnic and racial minority groups.

The decline in numbers of parishes and missions seems to be matching the decline in ordinations. Unless there is some sort of intervention, such as a Churchwide church planting initiative, dramatic increase in the number of under-30 ordinands, along with intentional congregational development training and resourcing, current trends indicate The Episcopal Church will become more and more a denomination of predominately part-time clergy and single-cleric churches, with the clergy becoming, in the words of Dr. Matthew Price, “chaplains to the retired.”

**Financial Resources**

After rising modestly in previous triennia, the Budget for the Episcopal Church approved by the 76th General Convention for the 2010–2012 triennium both reflected and anticipated the economic recession that followed the September 2008 stock market crash. That budget assumed that revenue from dioceses and investment earnings would be 13% lower than had been budgeted for the preceding triennium.



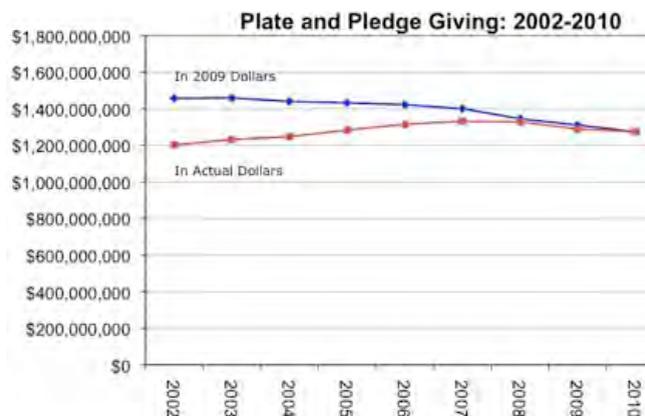
The largest source of revenue, support from dioceses, was budgeted to decline from \$90 million to \$79 million. This anticipated diminished revenue at congregation and diocesan levels, including significant declines in payouts from endowment funds following the crash. It also reflected the decision by the 76th General Convention to provide some financial relief to dioceses by reducing the “asking formula” used to calculate each diocese’s contribution to the overall budget.

The figures and charts that follow examine trends in financial resources at the local, diocesan, and Churchwide levels. Except as specifically noted, figures are for domestic dioceses only. The principal reason for this is to facilitate historical comparison.

**Resources at the Local Level**

Pledge and plate offerings continue to be the largest source of revenue for local congregations, now typically funding 77% of parish operating costs. When figures from all churches are combined, these plate collections and pledge payments totaled \$1.27 billion in 2010. Since most diocesan revenue comes from parish assessments (87% in 2010), and most revenue for The Episcopal Church comes from the diocesan asking (66% in 2010), giving by people in the pews fuels and sustains the Church at every level.

Aggregate plate and pledge increased slightly each year from 2002 through 2007, though not quite keeping up with inflation. However, plate and pledge declined outright in 2008, 2009, and again in 2010. The average annual increase had been 2.03% over the five years preceding 2008, and the average annual decline has been -0.78% since then.

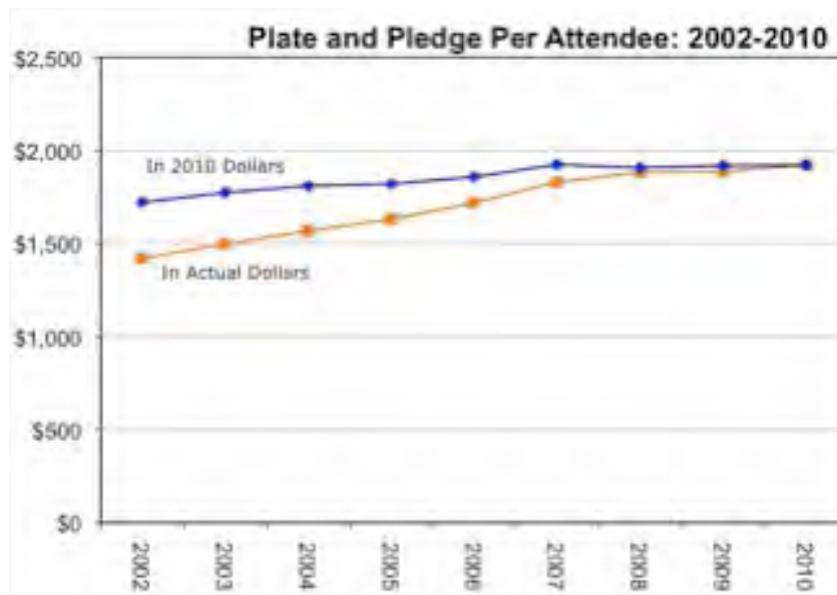


Some data is also available on plate and pledge giving in non-domestic dioceses. The table below shows these figures for the years 2006 and 2010.

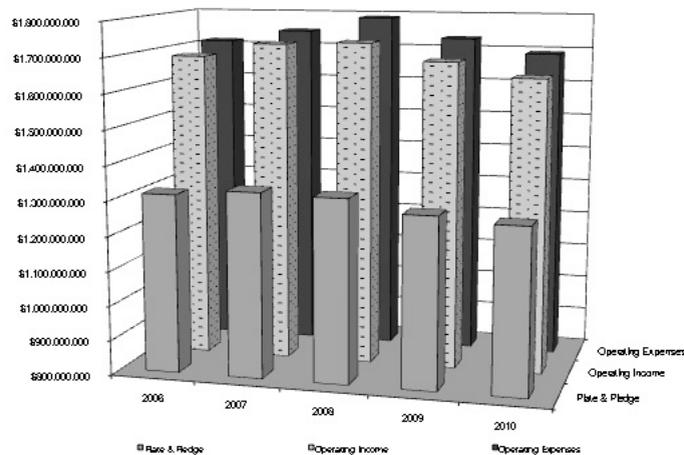
**Plate & Pledge in Reporting Non-Domestic Dioceses**

	2006	2010	% Change
Churches in Europe	\$2,089,390	\$2,196,650	5%
Micronesia	\$63,923	\$79,483	24%
Puerto Rico	\$550,517	\$324,821	-41%
Virgin Islands	\$1,994,776	\$2,097,425	5%
<b>Non-Domestic Totals</b>	<b>\$4,698,606</b>	<b>\$4,698,379</b>	<b>0%</b>

The principal reason for the decline in domestic plate and pledge appears to be the decrease in church attendance. The amount of plate and pledge per attendee has remained almost constant during the recessionary period.



Parishes have responded to declining pledge and plate by reducing operating expenses, as shown below in this chart that tracks the period 2006 – 2010.



More churches are now feeling financial pressures. Congregations that describe themselves as “in serious difficulty,” “in some difficulty,” or “tight, but we manage” have increased to 72% from 44% ten years earlier. Congregations are more likely to self-report financial pressures than the average for other denominations.

**Resources at the Diocesan Level**

It also appears that congregations are sending less of their income to support their dioceses. The table below tracks this ratio over the seven most recent years. Since most diocesan assessments are based on parish income from two years prior, these time lags are reflected in calculating the percentages shown below. Hence, congregations in 2004 paid an average of 11.3% of their 2002 operating income to their dioceses, and in 2010 they paid 10.1% of their 2008 income.

Percentage of congregational operating income sent to diocese							
Year	02>04	03>05	04>06	05>07	06>08	07>09	08>10
Percent of income	11.3%	11.3%	11.3%	11.1%	10.8%	10.3%	10.1%

A reduction in plate and pledge compounded by a reduction in percentage support for dioceses means less income for dioceses and puts pressure on diocesan operating budgets and expense structures.

**Resources at the Churchwide level**

Since The Episcopal Church relies on the “diocesan asking” formula for most of its financial support, a similar impact is felt there. This is magnified at the Churchwide level by two other factors.

First: the reduced asking. For many years, the formula had been 21% of diocesan operating income in excess of \$100,000. The 76th General Convention increased the standard deduction for this triennium from \$100,000 to \$120,000; it reduced the percentage asking to 20% for 2011 and 19% for 2012.

The second factor is a weakening in the ability or willingness of dioceses to fully pay the asking. Diocesan support for The Episcopal Church falls far below it, and has generally weakened over recent years. The table below describes participation by domestic dioceses compared to the full 21% asking in 2003 and then seven years later in 2010.

Domestic Dioceses’ Giving to the Church		
	2003	2010
At or above 21% asking	55%	30%
Below 21% asking	45%	70%

Source: Kurt Barnes

**Spending at the Churchwide Level**

The Episcopal Church’s response to a declining revenue budget is a reduced spending budget. Planned net spending for 2010–2012 is lower than in any of the last three triennia and only 2% higher than for the 1998–2000 period. On an inflation-adjusted basis, Churchwide spending would be lower than it was four triennia ago. “Net” spending means that actual expenses are reduced by any offsetting revenues. For example, costs associated with occupancy of the Episcopal Church Center in New York City are reduced by the amount of revenue collected from tenants there; the costs associated with General Convention are reduced by fees collected from vendors who exhibit there.

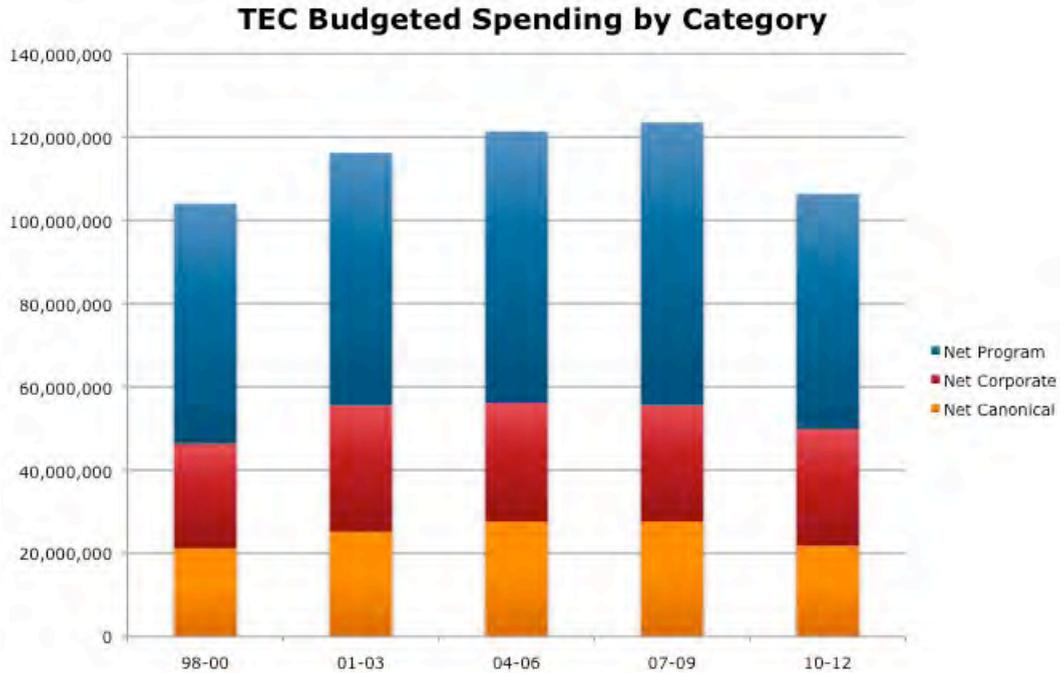
The expense budget approved by the General Convention is organized into three broad categories: Corporate, Program, and Canonical.

The Program category, essentially spending on mission, comprises 53% of the current triennial expense budget. About half this amount is grants made to others; the remaining half pays salaries, benefits, travel, and other costs to maintain program staff at the Episcopal Church Center and other regional offices.

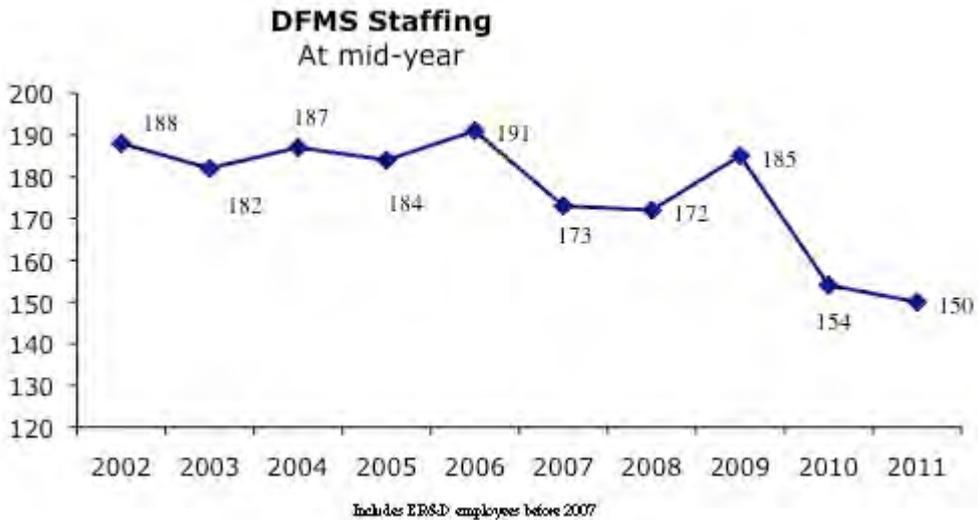
The Corporate category comprises 26% and includes the cost of support functions of the Episcopal Church Center: communications, finance, facilities, human resources, and information technology. Debt service (interest and loan repayment) on the \$37 million borrowed in 2004, to pay for renovations and upgrades to the Episcopal Church Center building in New York City, is also included.

The Canonical category represents 21% and includes all spending on meetings related to governance, as well as other types of canonically related spending, such as the Office of Pastoral Development, Title IV and other litigation expense, and the Archives of the Episcopal Church. Taken together, General Convention, its Committees, Commissions, Agencies

and Boards, the Executive Council, the House of Deputies, the House of Bishops, and the Office of General Convention account for less than 8% of triennial spending.



The most visible manifestation of spending cutbacks at the Episcopal Church Center has been a reduction in staff size. Staffing levels from 2002 forward are tracked in the chart below. Numbers represent full-time equivalent employees as of June 30 for the indicated year. Episcopal Relief & Development employees are included in the figures shown for 2002–2007 only. Thirty-one positions were eliminated in 2009, and \$492,500 was provided in severance benefits for the affected employees.



**Looking Ahead**

If current trends in diocesan support and endowment earnings persist, if expenses grow at 2.5% per year, and if debt incurred to finance capital improvements is repaid at current interest rates on a 25-year amortization schedule, the result would be an annual operating deficit of around \$5 million in 2013, growing to \$10 million in 2020.

It is impossible to know how these trends will be impacted if and when the general economy improves. For now, there is less money available at every level of the Church. Nevertheless, the Church should be reminded that God continues to

provide a blessing of what many would regard as abundance. Total operating income reported by all congregations for 2010 was over \$1.6 billion; by all dioceses, \$197 million; and for Churchwide operations, \$41 million.

### **DFMS Staff and Programs**

One of the most challenging outcomes of the adoption of the 2010–2012 triennial budget at the 76th General Convention was the need to reconfigure the staff of the Domestic and Foreign Missionary Society within new budget constraints. This reorganization followed one undertaken two years ago that created regional offices and four ministry centers. The second reconfiguration created a Department of Mission, including five program-based mission teams and two specialized ministries. It resulted in an overall reduction in the number of staff from approximately 160 to 120. Linda Watt left her position as Chief Operating Officer in June 2011; the Rt. Rev. Stacy Sauls was appointed to succeed her.

A comprehensive 50-page guide to the program offices and staffing for the Church, giving a snapshot of the program structure of the staff, is posted to the Church's website. In the document's preamble, the stated goal of the DFMS staff is "to enable the connections between the dioceses and people of our church in their various ministries... assist dioceses and networks directly and carry out churchwide activities on behalf of the whole church."

### **Dioceses in Reorganization**

Between 2008 and 2010, attempts were made in four Episcopal dioceses—Fort Worth (Texas), Pittsburgh (Pennsylvania), Quincy (Illinois), and San Joaquin (California)—to move properties, clergy, and parishioners from The Episcopal Church to the authority asserted by organizations affiliated with other Primates and provinces of the Anglican Communion.

#### **San Joaquin**

The Episcopal Diocese of San Joaquin is located in central California with its headquarters in Modesto. On December 8, 2007, its diocesan convention, at the urging of then-bishop John-David Schofield, voted to remove all references to accession to the "doctrine, discipline and worship" of The Episcopal Church from its governing documents. On January 11, 2008, Presiding Bishop Katharine Jefferts Schori inhibited Schofield. On March 12, 2008, Schofield was deposed by the House of Bishops. A special diocesan convention met March 29, 2008, to appoint retired bishop Jerry Lamb of Northern California as provisional bishop of the reorganized Episcopal Diocese of San Joaquin. On May 22, 2009, Bishop Lamb deposed 52 priests and deacons for aligning with Schofield's breakaway group.

On July 21, 2009, the Superior Court of California ruled that a diocese cannot leave the Episcopal Church and ordered Schofield to relinquish all money, property and authority. However, on November 11, 2010, the lower court's ruling was overturned on appeal. The Executive Council has agreed to provide funds to finance litigation necessary to recover or retain close to \$60 million in assets, as well as funding operations in San Joaquin. On March 5, 2011, the Rt. Rev. Chester "Chet" Talton was seated as the diocese's provisional bishop after Bishop Lamb's retirement.

The pre-separation San Joaquin had a membership of approximately 8,500. As of this writing the diocese consists of 21 active worshiping congregations, ten of which continue to worship in properties held in trust for The Episcopal Church and eight of which meet "in exile" from their accustomed places of worship. The diocese now has 33 clergy canonically and actually resident; 6 priests licensed; 16 clergy canonically resident and in good standing, but living elsewhere; and 20 clergy canonically resident, not in good standing, but not deposed.

#### **Fort Worth**

The diocesan convention of the Episcopal Diocese of Fort Worth, in north Texas, voted November 15, 2008, to become part of the Anglican Province of the Southern Cone. As a result of his active support for that resolution, Presiding Bishop Katherine Jefferts Schori inhibited Fort Worth's bishop, Jack Iker, on November 21, 2008. On December 5, the Presiding Bishop declared the Fort Worth diocese without a bishop and the diocesan leadership vacant, and called a special convention of some 8,000 remaining Episcopalians of the diocese in 17 parishes.

The reconstituted diocesan leadership filed suit against Iker, members of the former standing committee, and the corporation board, asking the court for relief on issues of identity and trademark infringement and seeking to quiet title to their property. This litigation is still pending. At the special convention on February 7, 2009, Bishop Edwin "Ted" Gulick, Jr. of Kentucky was chosen as provisional bishop and other diocesan offices were filled. In November 2009 a new provisional bishop, C. Wallis Ohl of Northwest Texas, was elected. The diocese currently has 65 clergy in good standing.

**Pittsburgh**

The Episcopal Diocese of Pittsburgh, in western Pennsylvania, also split after its diocesan convention voted to withdraw from The Episcopal Church and join the Anglican Province of the Southern Cone. Before the split, the diocese included 66 individual parishes and a total membership of 20,263. On November 2, 2007, the diocesan convention voted to change its constitution to remove accession to the constitution and canons of The Episcopal Church. The change required votes at two successive conventions, and on October 4, 2008, deputies gave final approval to the constitutional changes intended to signal withdrawal from The Episcopal Church. On September 18, 2008, the House of Bishops deposed then-Bishop Robert Duncan on charges of abandonment.

Only one member of the diocese’s Standing Committee (the Rev. Dr. James B. Simons) remained, and he appointed two additional members. On October 9, 2008, the Presiding Bishop acknowledged the reorganized Standing Committee. Bishop Suffragan David Jones of the Diocese of Virginia began as a consulting bishop on October 23 to assist with reorganization. In a special meeting of the diocesan convention on December 13, 2008, 27 congregations voted unanimously to reject canonical changes and affirm the diocese as part of The Episcopal Church. Retired Bishop Robert Hodges Johnson of Western North Carolina accepted an interim call to lead the diocese.

On October 5, 2009, a Pennsylvania court ruled that the diocese in communion with The Episcopal Church is the legal successor to the pre-schism diocese, including an investment portfolio of more than \$20 million and deeds to 49 properties, including 22 currently occupied by congregations of the breakaway Anglican Church of North America. An appeals court affirmed the decision in February 2011 and refused to reconsider the ruling in March 2011. At its October 2009 convention, the diocese called Bishop Kenneth Price of Southern Ohio to serve as provisional bishop until the diocese elects and consecrates a new bishop in 2012. The diocese currently has 29 active worshipping congregations and 77 clergy in good standing.

**Quincy**

The diocesan convention of the Episcopal Diocese of Quincy, in western Illinois, voted in November 2008 to associate with the Anglican Province of the Southern Cone. Out of 1,800 members in the diocese, 1,300 voted to leave and 500 voted to stay. Those who did not vote to leave The Episcopal Church included four congregations and the Cathedral Parish of St. Paul in Peoria, the largest parish in the diocese.

An Executive Committee was formed on December 13, 2008, to reorganize the diocese and call a special synod to elect a Standing Committee and other officials. Bishop Keith Whitmore, retired bishop of the Diocese of Eau Claire, served as consulting bishop until April 4, 2009, when the synod elected the Rt. Rev. John Clark Buchanan, retired Bishop of West Missouri, as provisional bishop. The diocese currently has 24 clergy in good standing.

On October 1, 2011, the Diocese of Quincy presented the Presiding Bishop with a check for \$11,205.31, representing donations from every person in every parish in the diocese in a year-long campaign to raise funds to rebuild the Diocese of Haiti after a devastating earthquake. This is one example of renewed mission in Quincy.

<b>Comparison of open filing congregations in reorganized dioceses</b>				
<b>Diocese</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>
Fort Worth	55	55	55	22
Pittsburgh	66	66	28	29
Quincy	21	21	23	9
San Joaquin	47	19	20	20

**Women’s Leadership**

Since 2008, women have been ordained to the priesthood in the three dioceses that previously did not recognize the ordinations of women to the priesthood. Fort Worth and San Joaquin have each ordained two women as priests, and Quincy has ordained one woman as a priest.

The Rev. Susan Slaughter, the first woman ordained priest in Fort Worth, is rector of St. Luke’s in the Meadow in Fort Worth. The Rev. ClayOla Gitane, the second Fort Worth woman to be priested, is priest-in-charge at two congregations that have been temporarily displaced from their buildings: Christ the King, Fort Worth, and the Episcopal Church in

Parker County, which includes members from St. Francis of Assisi Episcopal Church (Willow Park), All Saints’ Episcopal Church (Weatherford) and the Church of the Holy Apostles (Fort Worth).

The Rev. Michele Racusin serves at Holy Family Episcopal Church in Fresno, California; she is the first female rector in the Diocese of San Joaquin. The Rev. Suzanne Ward, the first woman ordained to the priesthood in San Joaquin, serves at St. Paul’s Episcopal Church in Visalia, California. The Rev. Margaret Lee, a grandmother of five and former chemist, is the first woman ordained a priest in the Peoria-based Diocese of Quincy and the vicar of All Saints Episcopal Church in Moline, Illinois.

**Lay Leadership**

Two dioceses in reorganization were asked the following questions by the Committee: “What leadership roles have emerged from the laity?” and “Are there lessons to be learned in lay leadership from these leaders?”

Representatives from the Diocese of Pittsburgh responded. “Many laity are in leadership now who were excluded from leadership before the split,” explained the Rev. Jeff Murph, president of the Standing Committee for the Diocese of Pittsburgh. “Because of a strategic planning process initiated first by Bishop Johnson, there was a tremendous amount of work and involvement by the laity in setting a vision and objectives for the future of the diocese.”

Murph added that “the style of leadership in Pittsburgh is very collegial and consensus-based. There is a lively interaction between our leaders, lay and clergy, when we face decisions. Bishop Price has appointed task forces to deal with certain issues or problems that face our diocese that include lay people with expertise in certain areas—these folks were sought out to help the church through some tough decisions.”

Murph also noted that “perhaps the lessons learned might be that lay people are wonderfully willing to step forward into visioning and planning for the direction of their diocese when they are invited into that process.”

Standing Committee member Mary Roehrich observed that “the leadership roles of the laity haven’t just emerged, they were always there. The laity were greatly responsible for the ability of the diocese to continue functioning immediately after the split with no visible assets except for a cell phone. There were many bumps in the road and many people contributed to our struggle to survive and thrive. But the important thing is that work was accomplished by a COMMUNITY—a numerous group that included both lay and clergy each with their roles to plan and each supporting the other.

“It is quite a task to rebuild a diocese almost from scratch,” said Roehrich. “I can’t tell you how blessed we have been in the leadership and the generous commitment of time and heart on the part of so many, both within the diocese and from the wider church as well. We are now well on our way to becoming a ‘normal diocese’... And we are excited about moving ahead with our mission.”

**Financial Support from the Church**

The Episcopal Church made grants and loans to these dioceses to help them hire bishops and staff, obtain office space, and fund litigation for recovery of assets. The table below shows the status of funds granted and/or loaned:

*Grants*

Date Approved & Purpose	San Joaquin	Fort Worth	Pittsburgh	Quincy	Total
<b>2008</b>					
Legal Expenses					
Operations	505,642	100,000	145,000		750,642
<b>2009</b>					
Legal Expenses					
Operations	420,000			109,000	529,000
<b>2010</b>					
Legal Expenses					
Operations					
<b>Totals</b>	<b>925,642</b>	<b>100,000</b>	<b>145,000</b>	<b>109,000</b>	<b>1,279,642</b>

*Loan - Diocese of San Joaquin*

Date Approved & Purpose	Line of Credit, as of 6/6/2011				Interest		
	Approved	Used	Unused	Interest Rate	Paid, 2009	Paid, 2010	Due as of 5/31/11
<b>2009</b>							
Legal Expenses	500,000	500,000		4.00%	5,001	17,332	8,333
Operations	125,000	125,000		4.75%		2,078	3,285
<b>2010</b>							
Legal Expenses	500,000	300,000	200,000	4.00%			3,756
Operations	350,000	250,000	150,000	4.75%			1,667
<b>Totals</b>	<b>1,475,000</b>	<b>1,125,000</b>	<b>350,000</b>		<b>5,001</b>	<b>19,410</b>	<b>17,041</b>

*Loan - Diocese of Quincy*

Date Approved & Purpose	Line of Credit, as of 6/6/2011		Interest Paid	
	Approved	Used	Paid, 2010	Paid, 2011
<b>2010</b>				
Legal Expenses				
Operations		125,000	1,484	2,474
<b>Totals</b>		<b>125,000</b>	<b>1,484</b>	<b>2,474</b>

This report was compiled with information submitted by the Rev. Dr. James B. Simons, the Rev. Jeff Murph, the Rev. Nancy Chalfant-Walker, Dr. Joan Gundersen and Mary Roehrlich.

**The Parochial Report**

One of the canonical responsibilities of the Committee is to review the form and content of the Church’s annual Parochial Report. In the wake of a nationwide—even worldwide—economic crisis, the Church has experienced serious declines in giving, as reported by the Committee in the last triennium. The additional challenges the Church has experienced since the 74th General Convention in 2003 have combined to create significant hurdles to the provision of “normal” clergy leadership in congregations, due in large part to lack of funds at all levels. Accordingly, the Committee felt it was appropriate to modify the Parochial Report form to address congregational reliance on the ministry of non-stipendiary clergy. In identifying all clergy serving each congregation, the report now asks for the designation of each as full-time, part-time, or non-stipendiary.

Further discussion on other topics to be considered for inclusion in the Parochial Report has not resulted in changes, although those topics may merit additional consideration in some form.

**Budget Reduction Impacts on CCABs**

The 76th General Convention approved a budget that included a dramatic reduction in funding for Committees, Commissions, Agencies and Boards (CCABs). In order to evaluate the impact of this reduction on the work of the CCABs, a survey was sent to the chairs and vice-chairs of all canonical CCABs. Responses were received from 17. Seven questions were asked, including an opportunity for comments.

The results were surprising to the Committee: although the expectation was to hear that their work was severely impacted in a very negative way, survey results seemed to indicate instead that while it was difficult, committees were willing and able to adapt creatively to the reduced level of funding.

All those who answered indicated they would be able to meet their canonical obligations, although not without some challenges. Many emphasized that, while other forms of meetings were functional, face-to-face meetings still had significant advantages in terms of getting work done and building community and relationships.

To determine whether video or teleconferencing impaired the ability of other interested parties to attend CCAB meetings, the survey asked if other techniques effectively “closed” otherwise open meetings. The results were not definitive, probably because of how the questions were worded. While many indicated there were non-committee members who attended their meetings, those “guests” were generally DFMS staff liaisons or similar “insiders.”

**Provinces and Provincial Leadership**

As early as 1762, the whole of The Episcopal Church was known as a “province.” As the Church grew and developed, there were numerous efforts to establish various subdivisions: in 1850, 1865, 1895, 1901, 1913, and 1919. Over the rest of the 20th Century, provinces formed, morphed, and grew in various configurations, including the creation of a new ninth province in 1964 that included dioceses in Central America, Mexico, Cuba, and the Panama Canal Zone, as well as Colombia, the Dominican Republic, Puerto Rico, and the Virgin Islands.

By the 1990s, the presidents and vice presidents of the various provinces began meeting in New York to explore ways provinces could assist each other and collaborate in areas of mutual interest. There were only a few paid professionals at this time (in Province I, Province VI, and Province VIII), but these executive secretaries also met with the provincial officers.

At the 73rd General Convention (2000), a proposal to dispense with the provincial system entirely was introduced; but in committee, the resolution was altered so that the work of provinces was recognized and applauded, and for the first time funds were provided for provincial coordinators. Those provinces that had resisted hiring provincial administration reversed their stances, and funding has made the growth and development of the current provincial infrastructure possible.

During the past three triennia, the presidents, vice presidents, and coordinators of each province have met as the Provincial Leadership Conference (PLC), which has become integrally involved in the life of the Church. Until 2009, it met twice a year; however, more recent funding cuts reduced these to annual meetings.

Now the Church is reconsidering the concept of “provinces” and what their scope of ministry should be. Since the provincial structure is already in place, it could become a way of relaying information to dioceses working together on various tasks. Some thought has been given to the idea that The Episcopal Church could rely more on provinces to replace resources lost in funding cutbacks to staff at the Episcopal Church Center in New York City. Representatives from the Standing Commission on the Structure of the Church, the Executive Council, and the PLC have had conversations toward this end.

One of the main bases for work in most of the provinces is the connections established by the working networks. Each of the provinces is unique in the networks it supports, and those networks seem to grow out of what is important to the dioceses in that particular province.

The table below provides additional information on provinces. Note that all bishops of each province are members of the provincial synods.

<b>Province</b>	<b>2010 Revenue</b>	<b>How Non-Bishop Synod Members Elected</b>	<b># Dioceses</b>	<b># Triennial Meetings</b>
I	115,370	2 Clergy and 2 Lay/Diocese	7	4
II	55,967	GC Deputies	11	1
III	101,104	GC Deputies and Others	13	3
IV	139,700	GC Deputies	20	2
V	55,650	1 Clergy and 2 Lay/Diocese	15	1
VI	60,000	GC Deputies and Others	8	3
VII	61,555	GC Deputies and Others	12	1
VIII	101,650	GC Deputies and Others	Navajoland + 17	1
IX			7	

**Action on Referred Resolutions**

**Resolution 2009-A163**

Members of the Committee who had not already taken the HIV/AIDS tutorial agreed to do so.

**Resolution 2009-A062**

The first resolve clause of this Resolution directs the Committee to consider means by which data can be gathered to account for regularly scheduled primary weekly worship services that occur on days other than Sundays or Saturdays. The Committee recommends that the Executive Council amend the instructions on the Parochial Report for completion

of Box 6, page 2, Average Sunday Attendance, to add a new sentence substantially as follows: “If you do not hold your principal service on Sunday (or the preceding Saturday evening), enter average attendance at your regularly scheduled primary weekly worship service held on some other day.”

The second resolve directs the Committee to consider adding a quantifiable measure of mission to count the number of people served, including such activities as schools, soup kitchens, food pantries, and campus ministries. The Committee finds that a question attempting to elicit such data would be difficult to compose and subject to varying interpretations. Therefore, the Committee recommends that it, in collaboration with the Standing Commission on the Mission and Evangelism of The Episcopal Church, develop a reliable method for documenting mission activity of The Episcopal Church, counting the number of people served and including such activities as schools, soup kitchens, food pantries and campus ministries.

#### **Resolution 2009-C060**

This resolution calls for the Committee to include in its triennial reports “all statistics pertaining to the life of the congregations in all overseas Dioceses and the Convocation of American Churches in Europe.” The Committee finds that the resolution is based on a misunderstanding of fact, since all such data actually received is currently being reported. The Committee recommends no action be taken on this matter.

## **Proposed Resolutions**

### **Resolution A009 Fund the House of Deputies Committee on the State of the Church**

*Resolved*, the House of \_\_\_\_\_ concurring, That the 77th General Convention of the Episcopal Church assign \$30,000 to the work of the House of Deputies Committee on the State of the Church for the 2013–2015 triennium; and be it further

*Resolved*, That the General Convention request the Joint Standing Committee on Program, Budget and Finance to consider a budget allocation of \$30,000 for the implementation of this Resolution.

#### **Explanation**

Experience during the 2009–2012 triennium indicates that the House of Deputies Committee on the State of the Church will need funding in the upcoming triennium for general administrative costs, at least four face-to-face meetings, and up to six electronic meetings. In addition, funding will be needed for anticipated collaborative meetings called by the Executive Council or other CCABs as well as the general CCAB organizational and orientation meeting that follows adjournment of each General Convention.

### **Resolution A010 Non-Traditional Worshipping Communities and Quantifiable Measures of Mission**

*Resolved*, the House of \_\_\_\_\_ concurring, that the Executive Council, in collaboration with the House of Deputies Committee on the State of the Church, identify information to be included in the Parochial Report form based upon current changes and new realities in the Episcopal Church; and be it further

*Resolved*, that pursuant to Canon I.6.1, the Executive Council authorize such changes in the Parochial Report form and the House of Deputies Committee on the State of the Church consider approval and implementation of such changes by January 1, 2014; and be it further

*Resolved*, that the Executive Council, in collaboration with the Standing Commission on Mission and Evangelism and the House of Deputies Committee on the State of the Church, develop a reliable method for documenting mission and outreach activity of The Episcopal Church by counting or estimating the number of people served by ministries such as schools, soup kitchens, food pantries and campus ministries.

**Explanation**

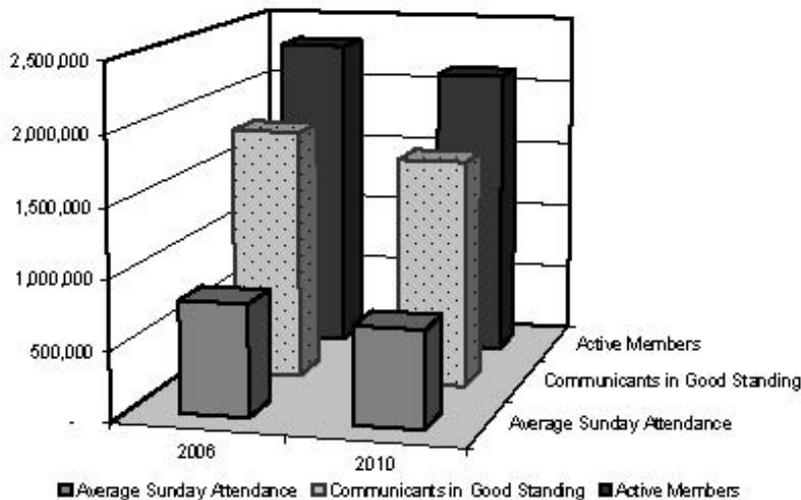
As the House of Deputies Committee on the State of the Church considered data gathered through the Parochial Report form, the Committee became aware that the current form does not reflect the realities of a changing Episcopal Church. Many “non-traditional” communities of faith are thriving, yet do not file a Parochial Report. For example, how do congregations and faith communities measure effectiveness in pursuing the mission of the Church? How do faith communities that have sporadic or “event-oriented” worship report attendance?

Additional data gathered through the Parochial Report from both traditional and non-traditional worshipping communities will help to produce a more complete picture of the Episcopal Church and how we serve God.

In deliberating on its response to Resolution 2009-A062, the House of Deputies Committee on the State of the Church concluded that the Parochial Report is not likely to be a reliable instrument for documenting mission and outreach activities such as soup kitchens and campus ministries. Nevertheless, the committee supports efforts to devise survey instruments or other data-gathering techniques to obtain information of this nature.

## Appendix

**Membership, Communicants in Good Standing and Average Sunday Attendance: 2006-2010**



<u>Diocese</u>	<u>Active Members Reported in 2006</u>	<u>Active Members Reported in 2010</u>	<u>% Change in Active Members: 2006-2010</u>	<u>Communicants in Good Standing in 2006</u>	<u>Communicants in Good Standing in 2010</u>	<u>% Change in Communicants in Good Standing: 2006-2010</u>
Connecticut	64,386	59,261	-8.0%	50,822	47,101	-7.3%
Maine	13,683	12,542	-8.3%	11,211	10,687	-4.7%
Massachusetts	70,786	64,693	-8.6%	54,686	49,553	-9.4%
New Hampshire	14,347	14,563	1.5%	10,890	11,114	2.1%
Rhode Island	24,370	19,377	-20.5%	17,428	14,480	-16.9%
Vermont	8,367	6,999	-16.3%	6,483	5,498	-15.2%
Western Massachusetts	19,225	17,306	-10.0%	13,790	12,159	-11.8%
<b>Province 1 Subtotals</b>	<b>215,164</b>	<b>194,741</b>	<b>-9.5%</b>	<b>165,310</b>	<b>150,592</b>	<b>-8.9%</b>
Albany	18,725	18,299	-2.3%	14,105	13,818	-2.0%
Central New York	18,538	15,848	-14.5%	14,121	10,981	-22.2%
Churches in Europe	3,979	3,857	-3.1%	3,375	3,002	-11.1%
Haiti	82,905	86,760	4.6%	20,463	24,117	17.9%
Long Island	54,253	49,639	-8.5%	41,442	35,788	-13.6%
New Jersey	52,294	47,092	-9.9%	39,939	33,663	-15.7%
New York	62,226	60,446	-2.9%	45,768	45,547	-0.5%
Newark	32,913	28,298	-14.0%	27,147	22,541	-17.0%
Rochester	10,545	8,389	-20.4%	7,773	7,096	-8.7%
Virgin Islands	5,305	4,388	-17.3%	3,945	3,531	-10.5%
Western New York	13,762	11,109	-19.3%	10,811	8,292	-23.3%
<b>Province 2 Subtotals</b>	<b>355,445</b>	<b>334,125</b>	<b>-6.0%</b>	<b>228,889</b>	<b>208,376</b>	<b>-9.0%</b>
Bethlehem	14,033	11,925	-15.0%	11,179	8,917	-20.2%
Central Pennsylvania	15,339	12,956	-15.5%	12,311	10,923	-11.3%
Delaware	11,693	10,808	-7.6%	9,743	8,819	-9.5%
Easton	8,708	8,402	-3.5%	7,006	6,938	-1.0%
Maryland	44,209	40,448	-8.5%	34,272	29,632	-13.5%
Northwestern Pennsylvania	4,703	3,941	-16.2%	3,986	3,041	-23.7%
Pennsylvania	51,671	46,885	-9.3%	43,679	38,197	-12.6%
Pittsburgh	19,643	8,775	-55.3%	16,148	7,015	-56.6%

House of Deputies Committee on the State of the Church

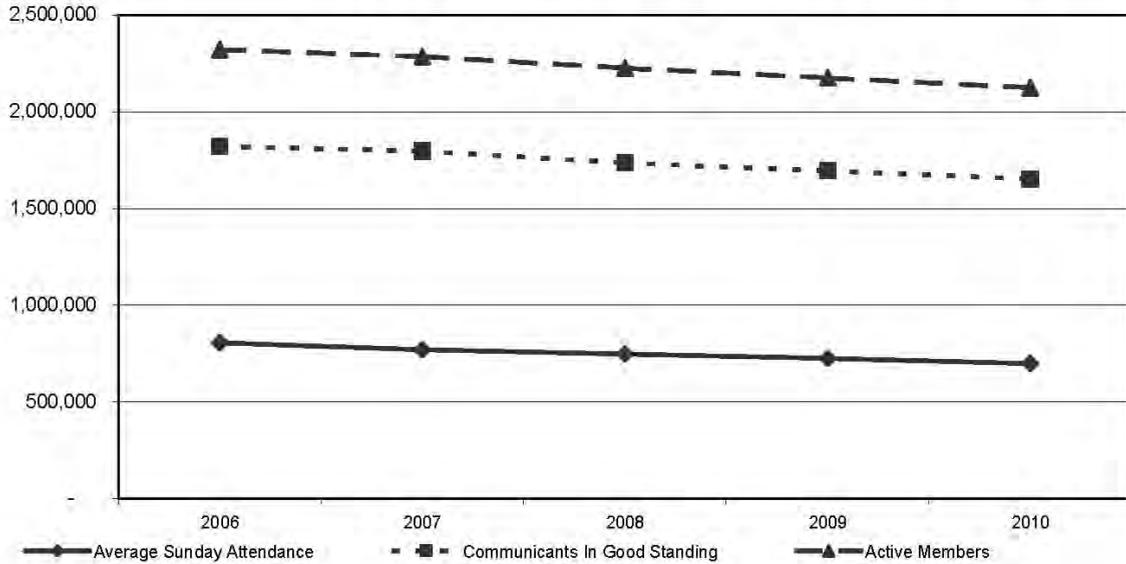
<u>Diocese</u>	Active Members Reported in <u>2006</u>	Active Members Reported in <u>2010</u>	% Change in Active Members: <u>2006-2010</u>	Communicants in Good Standing in <u>2006</u>	Communicants in Good Standing in <u>2010</u>	% Change in Communicants in Good Standing: <u>2006-2010</u>
Southern Virginia	33,303	30,247	-9.2%	27,727	24,235	-12.6%
Southwestern Virginia	12,256	10,644	-13.2%	10,352	9,495	-8.3%
Virginia	78,838	79,688	1.1%	64,743	63,722	-1.6%
Washington	42,146	40,537	-3.8%	32,333	31,316	-3.1%
West Virginia	9,262	8,529	-7.9%	7,695	7,434	-3.4%
<b>Province 3 Subtotals</b>	<b>345,804</b>	<b>313,785</b>	<b>-9.3%</b>	<b>281,174</b>	<b>249,684</b>	<b>-11.2%</b>
Alabama	32,382	32,438	0.2%	28,751	28,632	-0.4%
Atlanta	50,889	51,782	1.8%	42,646	43,002	0.8%
Central Florida	35,381	30,644	-13.4%	30,491	25,036	-17.9%
Central Gulf Coast	20,723	19,291	-6.9%	16,635	15,296	-8.0%
East Carolina	19,755	18,717	-5.3%	17,464	16,023	-8.3%
East Tennessee	16,040	15,788	-1.6%	13,865	13,010	-6.2%
Florida	27,139	25,385	-6.5%	23,004	21,658	-5.9%
Georgia	18,651	16,895	-9.4%	15,775	13,760	-12.8%
Kentucky	10,337	9,774	-5.4%	8,334	8,078	-3.1%
Lexington	7,998	7,504	-6.2%	6,263	6,397	2.1%
Louisiana	18,643	18,320	-1.7%	13,715	13,075	-4.7%
Mississippi	20,752	19,239	-7.3%	17,755	16,591	-6.6%
North Carolina	49,394	49,079	-0.6%	40,505	41,010	1.2%
South Carolina	31,146	29,196	-6.3%	27,017	26,184	-3.1%
Southeast Florida	36,304	33,441	-7.9%	28,793	27,987	-2.8%
Southwest Florida	35,797	31,980	-10.7%	30,577	28,488	-6.8%
Tennessee	16,483	16,307	-1.1%	13,422	13,656	1.7%
Upper South Carolina	25,970	25,419	-2.1%	21,508	21,031	-2.2%
West Tennessee	9,280	8,093	-12.8%	7,625	7,215	-5.4%
Western North Carolina	15,844	15,438	-2.6%	14,034	13,828	-1.5%
<b>Province 4 Subtotals</b>	<b>498,908</b>	<b>474,730</b>	<b>-4.8%</b>	<b>418,179</b>	<b>399,957</b>	<b>-4.4%</b>
Chicago	39,722	36,649	-7.7%	33,387	29,858	-10.6%
Eastern Michigan	7,709	7,059	-8.4%	6,498	5,929	-8.8%
Eau Claire	2,273	2,040	-10.3%	2,036	1,826	-10.3%
Fond Du Lac	6,575	5,859	-10.9%	4,820	4,583	-4.9%
Indianapolis	10,979	9,955	-9.3%	8,582	8,953	4.3%
Michigan	24,309	20,825	-14.3%	19,906	16,777	-15.7%
Milwaukee	11,400	10,415	-8.6%	10,317	9,121	-11.6%
Missouri	14,004	12,575	-10.2%	12,877	10,928	-15.1%
Northern Indiana	5,789	5,043	-12.9%	4,795	4,393	-8.4%
Northern Michigan	1,968	1,724	-12.4%	1,476	1,216	-17.6%
Ohio	28,060	24,315	-13.3%	21,525	19,720	-8.4%
Quincy	1,987	727	-63.4%	1,738	692	-60.2%
Southern Ohio	24,109	21,589	-10.5%	20,254	18,432	-9.0%
Springfield	5,762	5,247	-8.9%	4,736	3,827	-19.2%
Western Michigan	13,203	10,775	-18.4%	11,400	8,658	-24.1%
<b>Province 5 Subtotals</b>	<b>197,849</b>	<b>174,797</b>	<b>-11.7%</b>	<b>164,347</b>	<b>144,913</b>	<b>-11.8%</b>
Colorado	32,424	26,683	-17.7%	28,449	22,903	-19.5%
Iowa	10,661	9,060	-15.0%	8,237	7,130	-13.4%
Minnesota	25,223	23,179	-8.1%	20,360	19,571	-3.9%
Montana	5,621	5,239	-6.8%	4,451	4,329	-2.7%
Nebraska	8,570	7,746	-9.6%	7,221	6,494	-10.1%
North Dakota	2,531	2,602	2.8%	1,957	1,993	1.8%
South Dakota	10,917	9,865	-9.6%	6,262	5,375	-14.2%
Wyoming	7,350	7,279	-1.0%	6,296	5,883	-6.6%
<b>Province 6 Subtotals</b>	<b>103,297</b>	<b>91,653</b>	<b>-11.3%</b>	<b>83,233</b>	<b>73,678</b>	<b>-11.5%</b>

House of Deputies Committee on the State of the Church

<u>Diocese</u>	<u>Active Members Reported in 2006</u>	<u>Active Members Reported in 2010</u>	<u>% Change in Active Members: 2006-2010</u>	<u>Communicants in Good Standing in 2006</u>	<u>Communicants in Good Standing in 2010</u>	<u>% Change in Communicants in Good Standing: 2006-2010</u>
Arkansas	13,965	13,469	-3.6%	11,815	11,578	-2.0%
Dallas	34,566	31,777	-8.1%	30,101	28,042	-6.8%
Fort Worth	18,365	6,075	-66.9%	14,339	4,850	-66.2%
Kansas	12,420	11,628	-6.4%	10,928	9,524	-12.8%
Northwest Texas	8,016	7,144	-10.9%	6,122	5,340	-12.8%
Oklahoma	16,755	15,955	-4.8%	14,399	13,356	-7.2%
Rio Grande	14,785	11,353	-23.2%	12,115	9,621	-20.6%
Texas	82,079	76,425	-6.9%	67,103	65,643	-2.2%
West Missouri	11,587	11,034	-4.8%	9,916	9,370	-5.5%
West Texas	27,690	26,153	-5.6%	21,725	19,196	-11.6%
Western Kansas	2,311	2,001	-13.4%	1,940	1,839	-5.2%
Western Louisiana	11,603	9,894	-14.7%	10,313	8,198	-20.5%
<b>Province 7 Subtotals</b>	<b>254,142</b>	<b>222,908</b>	<b>-12.3%</b>	<b>210,816</b>	<b>186,557</b>	<b>-11.5%</b>
Alaska	7,116	7,234	1.7%	5,625	5,476	-2.6%
Arizona	25,560	24,161	-5.5%	20,740	19,405	-6.4%
California	29,781	26,319	-11.6%	24,826	21,907	-11.8%
Eastern Oregon	2,637	2,591	-1.7%	2,022	1,957	-3.2%
El Camino Real	13,899	12,961	-6.7%	11,612	10,230	-11.9%
Hawaii	8,150	6,932	-14.9%	6,551	5,702	-13.0%
Idaho	5,728	4,998	-12.7%	4,968	4,450	-10.4%
Los Angeles	67,633	59,527	-12.0%	51,739	44,233	-14.5%
Micronesia	686	264	-61.5%	388	199	-48.7%
Navaho Missions	602	594	-1.3%	449	494	10.0%
Nevada	5,994	5,292	-11.7%	4,529	4,998	10.4%
Northern California	15,167	13,551	-10.7%	13,618	11,840	-13.1%
Olympia	31,300	27,819	-11.1%	25,943	22,594	-12.9%
Oregon	18,504	17,757	-4.0%	15,166	14,230	-6.2%
San Diego	21,444	16,407	-23.5%	18,269	14,523	-20.5%
San Joaquin	10,276	2,134	-79.2%	8,326	1,678	-79.8%
Spokane	6,891	6,480	-6.0%	5,975	5,190	-13.1%
Taiwan	975	1,173	20.3%	681	720	5.7%
Utah	5,470	5,416	-1.0%	4,550	4,707	3.5%
<b>Province 8 Subtotals</b>	<b>277,813</b>	<b>241,610</b>	<b>-13.0%</b>	<b>225,977</b>	<b>194,533</b>	<b>-13.9%</b>
Colombia	2,614	3,062	17.1%	2,362	1,293	-45.3%
Dominican Republic	6,026	6,130	1.7%	3,668	3,826	4.3%
Ecuador-Central	1,542	2,521	63.5%	792	1,586	100.3%
Ecuador-Litoral	7,216	7,793	8.0%	3,954	1,595	-59.7%
Honduras	48,892	50,673	3.6%	28,954	29,297	1.2%
Puerto Rico	6,152	5,687	-7.6%	3,873	5,820	50.3%
Venezuela	624	797	27.7%	517	539	4.3%
<b>Province 9 Subtotals</b>	<b>73,066</b>	<b>76,663</b>	<b>4.9%</b>	<b>44,120</b>	<b>43,956</b>	<b>-0.4%</b>
<b>The Episcopal Church:</b>	<b>2,321,488</b>	<b>2,125,012</b>	<b>-8.5%</b>	<b>1,822,045</b>	<b>1,652,246</b>	<b>-9.3%</b>

**Average Sunday Attendance: 2006-2010**

	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>% Change 2003-2007</u>
Average Sunday Attendance	805,455	768,528	747,376	724,845	697,880	-13.4%
Communicants In Good Standing	1,822,045	1,795,820	1,735,860	1,694,467	1,652,246	-9.3%
Active Members	2,321,488	2,285,143	2,225,682	2,175,748	2,125,012	-8.5%



<u>Diocese</u>	<u>ASA 2006</u>	<u>ASA 2007</u>	<u>ASA 2008</u>	<u>ASA 2009</u>	<u>ASA 2010</u>	<u>% Change in ASA: 2006-2010</u>	<u>ASA 2010 as a % of Active Members</u>
Connecticut	20,118	19,332	18,747	17,857	17,767	-11.7%	30.0%
Maine	5,016	4,980	4,804	4,737	4,662	-7.1%	37.2%
Massachusetts	21,109	20,121	19,351	18,130	17,903	-15.2%	27.7%
New Hampshire	4,553	4,281	4,234	4,122	4,164	-8.5%	28.6%
Rhode Island	6,504	6,500	6,078	5,601	5,523	-15.1%	28.5%
Vermont	3,073	2,853	2,765	2,537	2,387	-22.3%	34.1%
Western Massachusetts	6,057	5,797	5,611	5,252	5,208	-14.0%	30.1%
<b>Province 1 Subtotals</b>	<b>66,430</b>	<b>63,864</b>	<b>61,590</b>	<b>58,236</b>	<b>57,614</b>	<b>-13.3%</b>	<b>29.6%</b>
Albany	7,423	7,009	6,991	6,597	6,479	-12.7%	35.4%
Central New York	6,094	5,474	5,260	5,024	4,817	-21.0%	30.4%
Churches in Europe	1,354	1,317	1,302	1,274	1,232	-9.0%	31.9%
Haiti	14,565	15,807	16,631	16,631	15,623	7.3%	18.0%
Long Island	17,341	16,416	15,962	15,123	15,181	-12.5%	30.6%
New Jersey	16,710	15,933	15,412	14,919	14,470	-13.4%	30.7%
New York	21,418	20,755	20,459	19,627	19,029	-11.2%	31.5%
Newark	9,817	9,536	9,289	9,054	8,858	-9.8%	31.3%
Rochester	3,959	3,735	3,585	3,483	3,335	-15.8%	39.8%
Virgin Islands	2,251	2,174	2,041	1,943	1,980	-12.0%	45.1%
Western New York	5,127	4,627	4,452	3,849	3,741	-27.0%	33.7%
<b>Province 2 Subtotals</b>	<b>106,059</b>	<b>102,783</b>	<b>101,384</b>	<b>97,524</b>	<b>94,745</b>	<b>-10.7%</b>	<b>28.4%</b>

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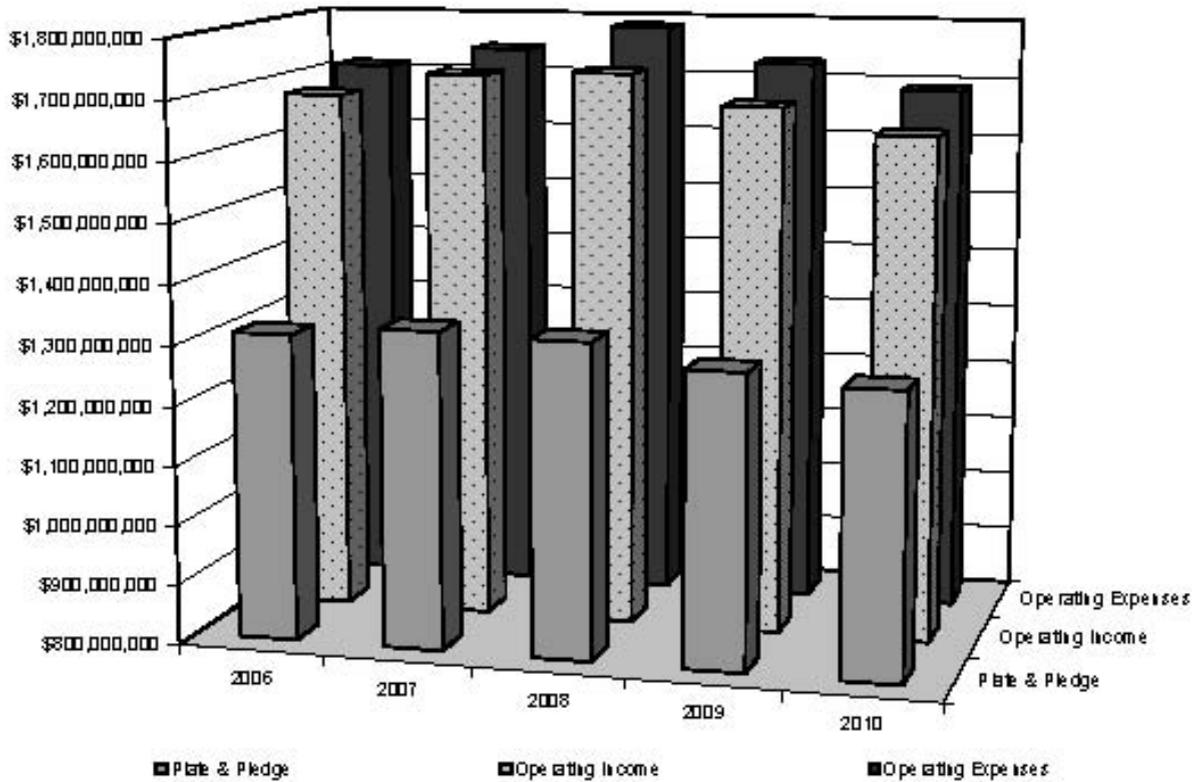
<u>Diocese</u>	<u>ASA 2006</u>	<u>ASA 2007</u>	<u>ASA 2008</u>	<u>ASA 2009</u>	<u>ASA 2010</u>	<u>% Change in ASA: 2006-2010</u>	<u>ASA 2010 as a % of Active Members</u>
Bethlehem	4,423	4,148	4,121	4,006	3,935	-11.0%	33.0%
Central Pennsylvania	5,735	5,342	5,111	5,003	4,818	-16.0%	37.2%
Delaware	4,148	4,078	3,936	3,880	3,686	-11.1%	34.1%
Easton	3,366	3,164	3,112	3,068	2,904	-13.7%	34.6%
Maryland	13,068	12,358	11,878	11,520	11,144	-14.7%	27.6%
Northwestern Pennsylvania	1,989	1,869	1,761	1,671	1,569	-21.1%	39.8%
Pennsylvania	17,151	16,173	15,726	15,158	14,652	-14.6%	31.3%
Pittsburgh	7,902	7,410	7,193	2,481	2,378	-69.9%	27.1%
Southern Virginia	12,574	11,879	11,055	10,779	10,338	-17.8%	34.2%
Southwestern Virginia	4,532	4,449	4,408	4,291	4,266	-5.9%	40.1%
Virginia	26,353	25,332	25,026	24,771	24,168	-8.3%	30.3%
Washington	15,794	15,565	15,364	15,072	14,497	-8.2%	35.8%
West Virginia	3,698	3,599	3,279	3,194	3,015	-18.5%	35.3%
<b>Province 3 Subtotals</b>	<b>120,733</b>	<b>115,366</b>	<b>111,970</b>	<b>104,894</b>	<b>101,370</b>	<b>-16.0%</b>	<b>32.3%</b>
Alabama	10,639	10,526	10,585	10,326	10,369	-2.5%	32.0%
Atlanta	17,792	17,117	17,103	16,834	16,513	-7.2%	31.9%
Central Florida	15,686	15,535	14,492	14,059	13,494	-14.0%	44.0%
Central Gulf Coast	7,099	6,650	6,590	6,527	6,244	-12.0%	32.4%
East Carolina	7,454	7,111	7,137	7,079	7,048	-5.4%	37.7%
East Tennessee	5,820	5,645	5,649	5,525	5,336	-8.3%	33.8%
Florida	9,695	9,090	9,185	9,153	8,847	-8.7%	34.9%
Georgia	7,281	6,621	6,428	6,472	6,380	-12.4%	37.8%
Kentucky	3,923	3,876	3,781	3,676	3,633	-7.4%	37.2%
Lexington	3,308	2,973	2,937	2,930	2,693	-18.6%	35.9%
Louisiana	5,797	5,433	5,079	5,217	4,983	-14.0%	27.2%
Mississippi	7,528	7,099	6,672	6,499	6,426	-14.6%	33.4%
North Carolina	16,288	15,856	15,527	15,446	15,003	-7.9%	30.6%
South Carolina	13,861	13,601	13,906	13,885	11,994	-13.5%	41.1%
Southeast Florida	13,385	13,203	12,645	12,832	12,807	-4.3%	38.3%
Southwest Florida	15,778	14,981	14,831	14,271	13,802	-12.5%	43.2%
Tennessee	6,494	6,121	5,980	5,788	5,650	-13.0%	34.6%
Upper South Carolina	8,755	8,439	8,303	8,337	8,124	-7.2%	32.0%
West Tennessee	3,675	3,606	3,540	3,439	3,351	-8.8%	41.4%
Western North Carolina	7,008	6,660	6,604	6,471	6,259	-10.7%	40.5%
<b>Province 4 Subtotals</b>	<b>187,266</b>	<b>180,143</b>	<b>176,974</b>	<b>174,766</b>	<b>168,956</b>	<b>-9.8%</b>	<b>35.6%</b>
Chicago	14,221	13,611	13,276	13,270	12,925	-9.1%	35.3%
Eastern Michigan	3,029	2,862	2,803	2,709	2,567	-15.3%	36.4%
Eau Claire	1,003	952	892	872	804	-19.8%	39.4%
Fond Du Lac	2,494	2,396	2,326	2,266	2,165	-13.2%	37.0%
Indianapolis	4,455	4,161	4,241	4,305	4,063	-8.8%	40.8%
Michigan	8,606	7,975	7,580	7,310	7,230	-16.0%	34.7%
Milwaukee	4,999	4,661	4,450	4,321	4,047	-19.0%	38.9%
Missouri	4,943	4,535	4,551	4,529	4,128	-16.5%	32.8%
Northern Indiana	2,597	2,364	2,343	2,350	2,356	-9.3%	46.7%
Northern Michigan	800	690	653	624	626	-21.8%	36.3%
Ohio	9,661	9,069	8,795	8,493	8,237	-14.7%	33.9%
Quincy	1,105	974	935	967	363	-67.1%	49.9%
Southern Ohio	8,890	8,478	8,129	8,088	7,579	-14.7%	35.1%
Springfield	2,429	2,183	2,083	2,045	1,961	-19.3%	37.4%
Western Michigan	5,045	4,672	4,487	4,360	4,197	-16.8%	39.0%
<b>Province 5 Subtotals</b>	<b>74,277</b>	<b>69,583</b>	<b>67,544</b>	<b>66,509</b>	<b>63,248</b>	<b>-14.8%</b>	<b>36.2%</b>

House of Deputies Committee on the State of the Church

<u>Diocese</u>	<u>ASA 2006</u>	<u>ASA 2007</u>	<u>ASA 2008</u>	<u>ASA 2009</u>	<u>ASA 2010</u>	<u>% Change in ASA: 2006-2010</u>	<u>ASA 2010 as a % of Active Members</u>
Colorado	12,710	11,392	10,772	10,514	10,320	-18.8%	38.7%
Iowa	3,533	3,321	3,193	3,064	2,929	-17.1%	32.3%
Minnesota	8,546	8,140	7,935	7,782	7,250	-15.2%	31.3%
Montana	2,083	1,887	1,827	1,626	1,623	-22.1%	31.0%
Nebraska	3,483	3,304	3,153	3,033	2,814	-19.2%	36.3%
North Dakota	765	758	804	790	758	-0.9%	29.1%
South Dakota	2,550	2,517	2,224	2,179	2,168	-15.0%	22.0%
Wyoming	2,235	2,123	2,220	2,123	1,972	-11.8%	27.1%
<b>Province 6 Subtotals</b>	<b>35,905</b>	<b>33,442</b>	<b>32,128</b>	<b>31,111</b>	<b>29,834</b>	<b>-16.9%</b>	<b>32.6%</b>
Arkansas	5,085	4,976	4,684	4,634	4,656	-8.4%	34.6%
Dallas	12,922	11,849	11,826	11,721	11,318	-12.4%	35.6%
Fort Worth	7,155	6,939	6,745	5,485	1,995	-72.1%	32.8%
Kansas	4,922	4,297	4,311	4,198	4,038	-18.0%	34.7%
Northwest Texas	2,550	2,247	2,090	2,047	1,972	-22.7%	27.6%
Oklahoma	6,444	5,937	5,697	5,584	5,585	-13.3%	35.0%
Rio Grande	5,667	4,875	4,572	4,210	3,994	-29.5%	35.2%
Texas	29,611	27,994	27,290	27,042	26,282	-11.2%	34.4%
West Missouri	4,609	4,144	4,289	4,140	3,791	-17.7%	34.4%
West Texas	10,592	10,147	9,907	9,491	9,262	-12.6%	35.4%
Western Kansas	874	818	801	751	740	-15.3%	37.0%
Western Louisiana	4,015	3,864	3,755	3,582	3,579	-10.9%	36.2%
<b>Province 7 Subtotals</b>	<b>94,446</b>	<b>88,087</b>	<b>85,967</b>	<b>82,885</b>	<b>77,212</b>	<b>-18.2%</b>	<b>34.6%</b>
Alaska	2,005	1,954	1,783	1,831	1,777	-11.4%	24.6%
Arizona	9,677	9,054	9,044	9,002	8,520	-12.0%	35.3%
California	9,613	9,277	9,001	8,792	8,484	-11.7%	32.2%
Eastern Oregon	1,229	1,172	1,158	1,106	1,105	-10.1%	42.6%
El Camino Real	5,279	4,876	4,750	4,627	4,415	-16.4%	34.1%
Hawaii	3,379	3,239	3,321	3,282	3,056	-9.6%	44.1%
Idaho	1,965	1,794	1,732	1,752	1,716	-12.7%	34.3%
Los Angeles	21,230	20,636	19,991	19,815	19,027	-10.4%	32.0%
Micronesia	165	156	138	135	128	-22.4%	48.5%
Navaho Missions	205	190	200	198	197	-3.9%	33.2%
Nevada	2,223	2,099	2,127	2,116	2,200	-1.0%	41.6%
Northern California	6,350	6,168	5,694	5,590	5,507	-13.3%	40.6%
Olympia	11,826	10,735	9,944	9,894	9,544	-19.3%	34.3%
Oregon	7,154	7,064	6,924	6,641	6,547	-8.5%	36.9%
San Diego	8,071	7,564	7,204	7,223	6,772	-16.1%	41.3%
San Joaquin	3,947	3,965	896	948	943	-76.1%	44.2%
Spokane	2,538	2,393	2,293	2,299	2,112	-16.8%	32.6%
Taiwan	803	650	680	869	668	-16.8%	56.9%
Utah	1,689	1,672	1,612	1,770	1,765	4.5%	32.6%
<b>Province 8 Subtotals</b>	<b>99,348</b>	<b>94,658</b>	<b>88,492</b>	<b>87,890</b>	<b>84,483</b>	<b>-15.0%</b>	<b>35.0%</b>
Colombia	962	1,218	1,081	1,364	1,364	41.8%	44.5%
Dominican Republic	3,025	2,861	3,058	3,063	2,908	-3.9%	47.4%
Ecuador-Central	735	878	1,126	1,379	1,219	65.9%	48.4%
Ecuador-Litoral	744	748	891	891	920	23.7%	11.8%
Honduras	12,583	12,340	12,340	11,467	10,981	-12.7%	21.7%
Puerto Rico	2,523	2,068	2,342	2,377	2,537	0.6%	44.6%
Venezuela	419	489	489	489	489	16.7%	61.4%
<b>Province 9 Subtotals</b>	<b>20,991</b>	<b>20,602</b>	<b>21,327</b>	<b>21,030</b>	<b>20,418</b>	<b>-2.7%</b>	<b>26.6%</b>
<b>The Episcopal Church</b>	<b>805,455</b>	<b>768,528</b>	<b>747,376</b>	<b>724,845</b>	<b>697,880</b>	<b>-13.4%</b>	<b>32.8%</b>

**Congregational Revenues and Expenses used for Operations: 2006-2010**

<u>Domestic Totals</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>
Operating Income	\$1,683,460,509	\$1,723,215,688	\$1,730,855,518	\$1,682,099,099	\$1,641,197,085
Operating Expenses	\$1,712,937,508	\$1,746,502,311	\$1,788,797,925	\$1,731,022,916	\$1,690,765,807
Plate & Pledge	\$1,314,802,759	\$1,331,540,783	\$1,326,076,937	\$1,289,458,871	\$1,273,709,000



% change between 2006-2010

Operating Income	-2.5%
Operating Expenses	-1.3%
Plate & Pledge	-3.1%

Dollars reported are not adjusted for inflation.

House of Deputies Committee on the State of the Church

Income and Expenses for Episcopal Congregations by Province and Diocese: 2006 - 2010

Diocese	2006			2010			2006-2010 Change In Plate & Pledge*
	Plate & Pledge	Operating Income	Operating Expense	Plate & Pledge	Operating Income	Operating Expense	
Connecticut	\$ 34,290,995	\$ 49,383,685	\$ 51,622,052	\$ 33,951,641	\$ 49,982,944	\$ 52,311,920	-1.0%
Maine	\$ 7,233,053	\$ 9,999,714	\$ 9,937,247	\$ 7,392,636	\$ 10,040,932	\$ 10,266,110	2.2%
Massachusetts	\$ 32,732,786	\$ 46,884,183	\$ 46,413,700	\$ 31,008,239	\$ 46,122,123	\$ 44,810,562	-5.9%
New Hampshire	\$ 6,587,802	\$ 8,785,181	\$ 8,985,247	\$ 6,628,854	\$ 8,710,929	\$ 8,997,751	0.6%
Rhode Island	\$ 8,371,881	\$ 12,443,852	\$ 12,498,148	\$ 8,020,218	\$ 12,098,329	\$ 12,171,912	-4.2%
Vermont	\$ 4,085,769	\$ 6,085,650	\$ 6,024,968	\$ 3,764,230	\$ 5,520,683	\$ 5,496,213	-7.9%
Western Massachusetts	\$ 7,914,240	\$ 11,432,980	\$ 11,588,796	\$ 7,848,551	\$ 10,848,433	\$ 11,145,996	-0.8%
<b>Province 1 Subtotals</b>	<b>\$ 101,216,506</b>	<b>\$ 144,955,225</b>	<b>\$ 147,046,158</b>	<b>\$ 98,614,369</b>	<b>\$ 143,322,373</b>	<b>\$ 145,020,464</b>	<b>-2.6%</b>
Albany	\$ 8,113,679	\$ 12,046,104	\$ 12,992,890	\$ 7,939,452	\$ 11,361,995	\$ 12,013,483	-2.1%
Central New York	\$ 7,665,939	\$ 11,420,722	\$ 11,313,384	\$ 7,143,062	\$ 9,969,441	\$ 10,375,556	-6.8%
Long Island	\$ 20,761,323	\$ 32,856,828	\$ 32,361,957	\$ 20,445,560	\$ 32,205,791	\$ 32,633,157	-1.5%
New Jersey	\$ 22,304,365	\$ 30,627,181	\$ 31,804,158	\$ 22,040,435	\$ 30,520,088	\$ 32,035,520	-1.2%
New York	\$ 34,954,193	\$ 66,082,715	\$ 63,837,203	\$ 33,878,340	\$ 67,794,728	\$ 85,190,365	-3.1%
Newark	\$ 16,488,288	\$ 23,395,001	\$ 24,618,781	\$ 15,862,424	\$ 22,200,702	\$ 23,977,864	-3.8%
Rochester	\$ 5,415,096	\$ 7,388,938	\$ 8,307,196	\$ 5,333,437	\$ 7,259,460	\$ 8,247,614	-1.5%
Western New York	\$ 5,707,198	\$ 8,798,415	\$ 8,889,508	\$ 5,163,322	\$ 7,734,189	\$ 7,846,837	-9.5%
<b>Province 2 Subtotals</b>	<b>\$ 121,410,081</b>	<b>\$ 192,615,904</b>	<b>\$ 213,905,077</b>	<b>\$ 117,806,032</b>	<b>\$ 189,046,394</b>	<b>\$ 212,320,416</b>	<b>-3.0%</b>
Bethlehem	\$ 5,725,238	\$ 9,019,449	\$ 9,074,871	\$ 5,813,152	\$ 9,045,472	\$ 9,954,241	1.5%
Central Pennsylvania	\$ 7,989,658	\$ 10,681,848	\$ 10,648,873	\$ 8,059,417	\$ 10,619,909	\$ 11,041,080	0.9%
Delaware	\$ 6,495,227	\$ 10,771,012	\$ 10,933,487	\$ 6,430,620	\$ 9,740,013	\$ 10,041,859	-1.0%
Easton	\$ 4,865,054	\$ 6,047,282	\$ 6,107,950	\$ 5,034,426	\$ 6,520,529	\$ 6,623,338	3.1%
Maryland	\$ 21,710,303	\$ 28,692,481	\$ 28,682,387	\$ 21,754,830	\$ 29,622,952	\$ 29,943,122	0.2%
Northwestern Pennsylvania	\$ 2,234,384	\$ 3,980,210	\$ 3,744,424	\$ 2,323,891	\$ 3,959,614	\$ 3,748,644	4.0%
Pennsylvania	\$ 28,328,912	\$ 42,819,118	\$ 44,831,570	\$ 28,164,884	\$ 43,413,221	\$ 44,393,877	-0.8%
Pittsburgh	\$ 12,057,017	\$ 15,050,463	\$ 15,251,866	\$ 4,621,444	\$ 6,366,431	\$ 6,360,893	-61.7%
Southern Virginia	\$ 21,833,778	\$ 25,969,201	\$ 26,160,318	\$ 20,811,631	\$ 25,548,434	\$ 25,608,251	-4.7%
Southwestern Virginia	\$ 8,463,618	\$ 9,763,882	\$ 9,322,241	\$ 8,913,442	\$ 10,388,505	\$ 10,545,827	5.3%
Virginia	\$ 52,371,825	\$ 63,416,230	\$ 61,002,786	\$ 55,427,965	\$ 67,656,896	\$ 66,392,728	5.8%
Washington	\$ 31,117,265	\$ 57,587,336	\$ 60,636,116	\$ 31,895,087	\$ 54,520,878	\$ 55,119,425	1.9%
West Virginia	\$ 5,879,344	\$ 8,072,099	\$ 7,993,057	\$ 6,022,445	\$ 7,800,824	\$ 7,899,544	2.4%
<b>Province 3 Subtotals</b>	<b>\$ 209,091,623</b>	<b>\$ 291,650,611</b>	<b>\$ 294,389,946</b>	<b>\$ 205,073,034</b>	<b>\$ 285,203,678</b>	<b>\$ 287,272,819</b>	<b>-1.9%</b>
Alabama	\$ 26,238,174	\$ 29,030,763	\$ 28,866,364	\$ 27,583,381	\$ 30,144,918	\$ 30,873,287	5.1%
Atlanta	\$ 38,004,058	\$ 40,759,016	\$ 40,717,263	\$ 38,060,299	\$ 41,587,030	\$ 41,858,134	0.1%
Central Florida	\$ 25,920,819	\$ 30,524,795	\$ 30,357,880	\$ 22,598,029	\$ 28,896,680	\$ 27,444,436	-12.6%
Central Gulf Coast	\$ 14,147,778	\$ 15,894,052	\$ 16,249,386	\$ 14,091,848	\$ 15,694,502	\$ 15,786,242	-0.4%
East Carolina	\$ 12,451,476	\$ 13,805,218	\$ 13,255,459	\$ 12,782,280	\$ 13,878,739	\$ 13,948,640	2.7%
East Tennessee	\$ 12,819,126	\$ 14,073,348	\$ 13,907,472	\$ 13,224,008	\$ 14,743,942	\$ 15,037,957	3.2%
Florida	\$ 18,394,580	\$ 20,438,477	\$ 21,031,947	\$ 17,948,735	\$ 20,585,716	\$ 21,209,194	-2.4%

Income and Expenses for Episcopal Congregations by Province and Diocese: 2006 - 2010

Diocese	2006			2010			* 2006-2010 Change In Plate & Pledge
	Plate & Pledge	Operating Income	Operating Expense	Plate & Pledge	Operating Income	Operating Expense	
Georgia	\$ 13,942,464	\$ 15,578,331	\$ 15,037,317	\$ 13,547,003	\$ 15,237,968	\$ 15,267,499	-2.8%
Kentucky	\$ 6,925,294	\$ 8,409,951	\$ 8,406,618	\$ 7,067,383	\$ 8,480,855	\$ 9,028,668	2.1%
Lexington	\$ 5,387,308	\$ 6,657,573	\$ 6,704,989	\$ 5,551,953	\$ 6,877,154	\$ 7,010,965	3.1%
Louisiana	\$ 10,442,660	\$ 13,758,913	\$ 13,196,183	\$ 10,865,122	\$ 14,801,273	\$ 15,744,089	4.0%
Mississippi	\$ 14,987,888	\$ 16,764,784	\$ 16,244,351	\$ 15,987,931	\$ 18,297,785	\$ 17,921,505	6.7%
North Carolina	\$ 33,408,762	\$ 36,804,204	\$ 36,826,012	\$ 34,740,434	\$ 38,114,935	\$ 38,637,889	4.0%
South Carolina	\$ 29,572,786	\$ 33,087,644	\$ 32,749,955	\$ 27,245,139	\$ 30,085,754	\$ 30,055,789	-7.9%
Southeast Florida	\$ 19,172,995	\$ 24,067,256	\$ 24,750,931	\$ 18,132,666	\$ 23,722,482	\$ 25,072,915	-5.4%
Southwest Florida	\$ 24,975,186	\$ 29,537,217	\$ 31,151,727	\$ 24,920,952	\$ 28,567,707	\$ 29,929,003	-2.2%
Tennessee	\$ 13,121,204	\$ 14,518,862	\$ 13,889,226	\$ 13,253,818	\$ 15,151,615	\$ 15,138,474	1.0%
Upper South Carolina	\$ 18,647,573	\$ 19,931,549	\$ 19,913,172	\$ 18,751,295	\$ 19,687,923	\$ 20,148,323	0.6%
West Tennessee	\$ 10,460,838	\$ 12,303,666	\$ 11,381,583	\$ 10,005,934	\$ 11,407,841	\$ 11,386,103	-4.3%
Western North Carolina	\$ 12,419,335	\$ 14,350,076	\$ 14,585,094	\$ 12,429,593	\$ 14,298,922	\$ 14,258,508	0.1%
<b>Province 4 Subtotals</b>	<b>\$ 361,440,102</b>	<b>\$ 410,285,685</b>	<b>\$ 409,032,729</b>	<b>\$ 358,287,803</b>	<b>\$ 408,263,641</b>	<b>\$ 415,576,620</b>	<b>-0.9%</b>
Chicago	\$ 28,378,169	\$ 33,318,005	\$ 33,415,751	\$ 28,005,456	\$ 33,318,094	\$ 34,373,641	-1.4%
Eastern Michigan	\$ 4,198,183	\$ 5,396,867	\$ 5,606,853	\$ 3,807,325	\$ 4,841,996	\$ 5,065,519	-9.3%
Eau Claire	\$ 1,392,669	\$ 1,706,121	\$ 1,782,810	\$ 1,247,837	\$ 1,473,235	\$ 1,418,787	-10.4%
Fond Du Lac	\$ 3,774,596	\$ 4,603,505	\$ 4,814,473	\$ 3,553,501	\$ 4,532,959	\$ 4,600,081	-5.9%
Indianapolis	\$ 8,980,849	\$ 15,431,834	\$ 14,759,935	\$ 8,893,116	\$ 14,769,846	\$ 14,332,286	-1.0%
Michigan	\$ 15,124,176	\$ 19,746,592	\$ 20,184,396	\$ 13,874,662	\$ 17,013,578	\$ 17,432,936	-8.3%
Milwaukee	\$ 8,667,251	\$ 10,452,052	\$ 10,313,835	\$ 8,065,028	\$ 10,385,678	\$ 10,488,085	-8.9%
Missouri	\$ 8,321,633	\$ 10,593,324	\$ 11,189,061	\$ 8,936,315	\$ 11,989,780	\$ 12,449,175	7.4%
Northern Indiana	\$ 4,010,202	\$ 4,806,143	\$ 4,973,221	\$ 3,863,526	\$ 4,651,708	\$ 5,016,190	-3.7%
Northern Michigan	\$ 688,254	\$ 1,121,230	\$ 1,128,738	\$ 557,461	\$ 911,770	\$ 987,143	-19.0%
Ohio	\$ 15,559,408	\$ 21,180,726	\$ 21,103,009	\$ 13,441,181	\$ 18,636,259	\$ 18,852,727	-13.6%
Quincy	\$ 1,701,089	\$ 2,338,099	\$ 2,236,868	\$ 605,167	\$ 898,501	\$ 980,175	-64.4%
Southern Ohio	\$ 15,885,556	\$ 23,267,412	\$ 22,282,284	\$ 14,827,703	\$ 22,078,784	\$ 22,352,052	-5.5%
Springfield	\$ 3,467,361	\$ 4,665,005	\$ 4,795,505	\$ 3,524,825	\$ 4,892,828	\$ 4,897,051	1.7%
Western Michigan	\$ 7,896,416	\$ 9,522,144	\$ 9,116,346	\$ 7,251,724	\$ 8,729,442	\$ 9,064,146	-8.2%
<b>Province 5 Subtotals</b>	<b>\$ 123,825,812</b>	<b>\$ 168,129,059</b>	<b>\$ 167,663,085</b>	<b>\$ 116,454,527</b>	<b>\$ 159,104,258</b>	<b>\$ 162,309,994</b>	<b>-6.0%</b>
Colorado	\$ 21,772,481	\$ 26,284,727	\$ 25,499,472	\$ 20,707,595	\$ 25,755,808	\$ 25,697,908	-4.9%
Iowa	\$ 5,599,721	\$ 7,242,445	\$ 7,256,663	\$ 5,411,196	\$ 6,817,381	\$ 6,987,053	-3.4%
Minnesota	\$ 14,492,770	\$ 17,521,089	\$ 18,374,729	\$ 13,777,550	\$ 16,533,219	\$ 17,795,250	-4.9%
Montana	\$ 2,676,870	\$ 3,287,413	\$ 3,190,743	\$ 2,803,457	\$ 3,392,915	\$ 3,328,732	4.7%
Nebraska	\$ 4,648,197	\$ 5,960,870	\$ 6,305,082	\$ 4,876,484	\$ 5,989,365	\$ 6,323,576	4.9%
North Dakota	\$ 910,529	\$ 1,195,815	\$ 1,240,590	\$ 934,251	\$ 1,203,605	\$ 1,175,909	2.6%
South Dakota	\$ 1,791,512	\$ 2,194,281	\$ 2,241,269	\$ 1,940,141	\$ 2,416,466	\$ 2,441,347	8.3%
Wyoming	\$ 3,291,949	\$ 3,763,540	\$ 3,754,598	\$ 3,053,433	\$ 3,639,617	\$ 3,713,672	-7.2%
<b>Province 6 Subtotals</b>	<b>\$ 55,184,029</b>	<b>\$ 67,430,180</b>	<b>\$ 67,863,116</b>	<b>\$ 53,504,107</b>	<b>\$ 65,748,576</b>	<b>\$ 67,463,447</b>	<b>-3.0%</b>

House of Deputies Committee on the State of the Church

Income and Expenses for Episcopal Congregations by Province and Diocese: 2006 - 2010

Diocese	2006			2010			* 2006-2010 Change In Plate & Pledge
	Plate & Pledge	Operating Income	Operating Expense	Plate & Pledge	Operating Income	Operating Expense	
Arkansas	\$ 10,111,763	\$ 11,728,126	\$ 11,754,741	\$ 10,615,151	\$ 12,091,226	\$ 12,292,760	5.0%
Dallas	\$ 26,170,479	\$ 29,070,922	\$ 29,623,872	\$ 24,997,981	\$ 27,463,485	\$ 27,809,828	-4.5%
Fort Worth	\$ 10,857,694	\$ 11,791,359	\$ 12,492,588	\$ 5,088,369	\$ 5,209,634	\$ 5,301,183	-53.1%
Kansas	\$ 7,401,871	\$ 8,402,864	\$ 8,557,497	\$ 7,572,488	\$ 8,533,336	\$ 8,643,879	2.3%
Northwest Texas	\$ 5,458,777	\$ 6,175,979	\$ 5,980,288	\$ 5,005,553	\$ 5,576,361	\$ 5,842,654	-8.3%
Oklahoma	\$ 11,353,707	\$ 13,495,888	\$ 13,877,418	\$ 12,120,837	\$ 13,868,069	\$ 13,553,589	6.8%
Rio Grande	\$ 10,462,858	\$ 11,846,029	\$ 12,044,598	\$ 7,218,248	\$ 8,510,890	\$ 8,389,962	-31.0%
Texas	\$ 60,547,051	\$ 67,787,061	\$ 67,463,519	\$ 64,470,961	\$ 72,836,966	\$ 76,785,179	6.5%
West Missouri	\$ 7,688,561	\$ 9,955,556	\$ 9,950,827	\$ 7,503,542	\$ 10,252,594	\$ 10,335,831	-2.4%
West Texas	\$ 22,405,161	\$ 25,349,095	\$ 24,640,752	\$ 22,356,639	\$ 25,691,904	\$ 25,600,636	-0.2%
Western Kansas	\$ 1,088,359	\$ 1,341,278	\$ 1,432,132	\$ 948,290	\$ 1,100,437	\$ 1,402,540	-12.9%
Western Louisiana	\$ 8,791,896	\$ 10,517,651	\$ 10,193,307	\$ 8,782,913	\$ 9,673,696	\$ 9,661,851	-0.1%
<b>Province 7 Subtotals</b>	<b>\$ 182,336,277</b>	<b>\$ 207,461,828</b>	<b>\$ 208,011,539</b>	<b>\$ 176,680,982</b>	<b>\$ 200,808,398</b>	<b>\$ 205,599,892</b>	<b>-3.1%</b>
Alaska	\$ 2,394,517	\$ 2,749,505	\$ 2,812,214	\$ 2,465,749	\$ 2,942,946	\$ 2,727,053	3.0%
Arizona	\$ 13,939,568	\$ 15,775,357	\$ 17,190,436	\$ 13,725,513	\$ 15,758,333	\$ 16,678,792	-1.5%
California	\$ 20,557,721	\$ 26,545,089	\$ 27,112,831	\$ 19,248,435	\$ 24,818,126	\$ 25,752,448	-6.4%
Eastern Oregon	\$ 1,489,500	\$ 1,860,562	\$ 1,799,543	\$ 1,592,425	\$ 1,801,336	\$ 1,839,293	6.9%
El Camino Real	\$ 8,799,731	\$ 10,967,456	\$ 10,944,224	\$ 8,086,085	\$ 10,233,222	\$ 10,589,050	-8.1%
Hawaii	\$ 4,786,615	\$ 8,685,134	\$ 8,891,958	\$ 4,663,346	\$ 8,918,927	\$ 9,168,354	-2.6%
Idaho	\$ 2,754,993	\$ 3,110,931	\$ 3,133,734	\$ 2,599,227	\$ 3,036,858	\$ 3,119,299	-5.7%
Los Angeles	\$ 36,428,953	\$ 47,044,318	\$ 48,218,758	\$ 33,192,762	\$ 45,596,869	\$ 47,297,947	-8.9%
Navaho Missions	\$ 43,996	\$ 341,831	\$ 283,488	\$ 39,173	\$ 129,330	\$ 195,424	-11.0%
Nevada	\$ 2,914,657	\$ 3,330,871	\$ 3,409,803	\$ 2,773,915	\$ 3,290,440	\$ 3,472,149	-4.8%
Northern California	\$ 10,830,949	\$ 12,854,884	\$ 12,651,513	\$ 9,985,228	\$ 12,199,841	\$ 12,221,256	-7.8%
Olympia	\$ 19,271,610	\$ 23,145,648	\$ 23,084,737	\$ 19,501,432	\$ 23,965,389	\$ 24,439,070	1.2%
Oregon	\$ 10,294,329	\$ 12,578,447	\$ 12,642,056	\$ 10,390,313	\$ 12,193,145	\$ 12,249,293	0.9%
San Diego	\$ 12,809,447	\$ 15,918,006	\$ 16,630,503	\$ 11,458,971	\$ 14,728,587	\$ 15,363,024	-10.5%
San Joaquin	\$ 7,125,699	\$ 7,972,697	\$ 8,051,203	\$ 1,663,544	\$ 1,881,903	\$ 1,887,425	-76.7%
Spokane	\$ 3,630,388	\$ 4,367,797	\$ 4,389,964	\$ 3,361,397	\$ 4,147,569	\$ 3,997,652	-7.4%
Utah	\$ 2,225,716	\$ 3,673,584	\$ 3,778,893	\$ 2,540,531	\$ 4,056,946	\$ 4,023,626	14.1%
<b>Province 8 Subtotals</b>	<b>\$ 160,298,329</b>	<b>\$ 200,922,017</b>	<b>\$ 205,025,858</b>	<b>\$ 147,288,046</b>	<b>\$ 189,699,767</b>	<b>\$ 195,021,155</b>	<b>-8.1%</b>
<b>Domestic Totals</b>	<b>\$ 1,314,802,759</b>	<b>\$ 1,683,450,509</b>	<b>\$ 1,712,937,508</b>	<b>\$ 1,273,709,000</b>	<b>\$ 1,641,197,085</b>	<b>\$ 1,690,765,807</b>	<b>-3.1%</b>
Churches in Europe**	\$ 2,089,390	\$ 3,418,980	\$ 3,503,230	\$ 2,196,650	\$ 3,599,060	\$ 3,401,930	5.1%
Micronesia	\$ 63,923	\$ 129,713	\$ 115,820	\$ 79,483	\$ 158,145	\$ 126,955	24.3%
Puerto Rico	\$ 550,517	\$ 1,265,479	\$ 751,515	\$ 324,821	\$ 1,141,132	\$ 1,555,760	-41.0%
Virgin Islands	\$ 1,994,776	\$ 2,440,984	\$ 2,181,850	\$ 2,097,425	\$ 2,416,807	\$ 2,207,562	5.1%
<b>Non-Domestic Totals</b>	<b>\$ 4,698,606</b>	<b>\$ 7,255,156</b>	<b>\$ 6,552,415</b>	<b>\$ 4,698,379</b>	<b>\$ 7,315,144</b>	<b>\$ 7,292,207</b>	<b>0.0%</b>

\* Dollars reported are not adjusted for inflation. \*\*In dollars using December 31 exchange rate for each year.