

# TASK FORCE ON CHURCH PLANTING AND CONGREGATIONAL REDEVELOPMENT

## Membership

The Rev. Canon Janet Waggoner, <i>Chair</i>	The Episcopal Church in North Texas, VII	2021
The Rt. Rev. Allen Shin, <i>Vice-Chair</i>	New York, II	2021
Mrs. Natalie Thomas, <i>Secretary</i>	Massachusetts, I	2021
The Rt. Rev. Jennifer Brooke-Davidson	Virginia, III	2021
Mr. Jason Evans	Texas, VII	2021
Canon Katie Forsyth	Eastern Michigan, V	2021
The Rev. Canon Betsy S. Ivey	Pennsylvania, III	2021
The Very Rev. Dr. Gray Lesesne	Indianapolis, V	2021
Dr. Gandhi Lopez	Colorado, VI	2021
Ms. Caroline McCall	California, VIII	2021
The Very Rev. Amy McCreath	Massachusetts, I	2021
The Rev. Eric Metoyer	California, VIII	2021
The Rev. Canon Dan Morrow	Central Pennsylvania, III	2021
The Rt. Rev. Gretchen Rehberg	Spokane, VIII	2021
The Rt. Rev. Alan Scarfe	Iowa, VI	2021
The Rev. Michael Sells	Navajoland Area Mission, VIII	2021
The Rev. Daniel Velez-Rivera	Virginia, III	2021
The Reverend Canon Dr. Ada Wong Nagata	Los Angeles, VIII	2021
The Most Rev. Michael Curry, <i>Ex Officio</i>	North Carolina, IV	
The Rev. Gay Clark Jennings, <i>Ex Officio</i>	Ohio, V	

## Changes in Membership

### Resigned:

The Right Rev. Mariann Budde, Washington, III 2021

### Members, inactive:

Dr. Gandhi Lopez Colorado, VI 2021

The Rt. Rev. Jennifer Brooke-Davidson, Virginia, III 2021

## Acknowledgements

We express our deep gratitude to the Rev. Canon Stephanie Spellers, the Rev. Tom Brackett, the Rev. Mike Michie, and the Rev. Katie Nakamura Rengers from the Episcopal Church Center, and consultant Mr. Steve Matthews for their collaboration and mutual ministry with us over the past triennium.

## Mandate

### Resolutions 2018-A005 & 2018-A032

#### 2018-A005 Continue a Church-wide Network for Planting Churches

*Resolved*, the House of Bishops concurring, That the 79th General Convention and the Episcopal Church celebrate and strategically support emerging communities through the good work initiated by GC2015 – D005 and A012 to develop a church-wide network for planting congregations, training and recruiting planters and mission developers; and establishing new congregations or mission enterprise zones each triennium that are especially committed to mission and evangelism that engages under-represented groups, including youth and young adults, differently abled persons, people identifying as members of LGBTQIA+ communities, people of color, poor and working-class people, people with a high-school diploma or less, and/or people with little or no church background or involvement; and be it further

*Resolved*, That the Church honors the holy experiments emerging throughout the Church – experiments that build partnerships within and beyond the church, expand the language of ministry, create new ways to engage the people of God, harvest and share learnings, and lend courage to those leading new ministries and lower the cost of failure through a network supporting mission development; and be it further

*Resolved*, That the budget for sustaining this church planting network will be \$5,800,000.00 for 2019-2021 to be allocated as follows:

\$200,000 to identify and support existing programs to produce training in planting congregations for clergy and lay leaders

\$600,000 to provide resources for planters of congregations

\$1,000,000 for the development and implementation of a program to train bilingual/bi-cultural lay and ordained leaders in church planting for various cultural contexts

\$500,000 to support a staff person to oversee the planting network

\$3,000,000 for grants to support congregations with the grant depending on the context and need of the congregation; and be it further

\$500,000 in matching funds for the support of leadership development programs for the next generation of church planters and ministry developers; and be it further

*Resolved*, That the Convention urges The Episcopal Church Development Office to prioritize raising \$6 million per triennium to plant new congregations, so that a network of interested donors will be developed; and be it further

*Resolved*, That Dioceses receiving money for planting new congregations under this program will contribute significant, resource appropriate, and local funding to support the costs of any new plants; and be it further

*Resolved*, That the bishop or a diocesan advocate representing any diocese receiving funds shall take part in a cohort of church planting dioceses to share best practices and methods of supporting mission developers, as we all are learning how to nurture new ministries that challenge our assumptions about how to share the gospel with new cultures and generations, and that dioceses not receiving grant funds are also invited to participate in the diocesan cohort; and be it further

*Resolved*, the Presiding Bishop and President of the House of Deputies continue the advisory group of not more than twelve (12) people, consisting of those with experience in planting congregations, diocesan oversight of such work, working with evangelism and mission, to carry out provisions of this resolution, including making recommendations to Executive Council about grants to be awarded, helping to identify potential planters, and continuing to develop a network of coaches, and working with staff on training church planters, and be it further

*Resolved*, That the Joint Standing Committee on Program, Budget and Finance consider a budget allocation of \$5,800,000 for the implementation of this resolution.

### **2018-A032 Congregational Redevelopment**

*Resolved*, the House of Deputies concurring, That the 79th General Convention requests that the Presiding Bishop and the President of the House of Deputies in consultation with the Church Center staff create a church-wide Community of Practice that works with congregations and their bishops to help them redevelop to better engage the cultural realities of their communities for the sake of launching new ministries and multi-cultural missional initiatives; and be it further

*Resolved*, That the Communications Office be directed to make a priority of reporting on the stories of redeveloped congregations on an ongoing basis through news media, video, and other means and through developing online resources that provide detailed information about the redevelopment efforts happening throughout the church; and be it further

*Resolved*, That the cost of this initiative will be equally shared by the church-wide budget, participating dioceses and redeveloping congregations; and be it further

*Resolved*, That the presiding officers appoint a task force to coordinate this initiative in collaboration with Church Center staff. That task force may be combined with a task force on Church Planting and Missional Initiatives at the discretion of the presiding officers; and be it further

*Resolved*, That the Joint Standing Committee on Program, Budget and Finance consider a budget allocation of \$725,000 during the triennium for the implementation of this resolution.

## Summary of Work

The Task Force met 20 times over the triennium (as of November 2020), with two of those meetings in person. The global happenings of these particular three years has pushed the whole church, including our Task Force, to embody the agility of the Spirit as the world around us has experienced political and social upheaval, as we have witnessed the rise of nationalism and trends toward isolation, as we have witnessed the unearthing of years of systemic, structural racism, and as we have all experienced the effects of a global pandemic.

We are grateful for the regular discipline of spiritual reflection and community building time at the beginning of each meeting, which helped us to engage our work more richly in the face of broader cultural changes. We truly have felt led by the Holy Spirit as we have navigated the uncharted waters that are church planting, new ministry development, and congregational redevelopment in a tumultuous and changing world.

### New Episcopal Communities

Our Task Force's first priority was to continue to build upon the good work completed by the Advisory Group for Church Planting in the 2015-2018 triennium. We found it helpful to clarify what our understanding of New Episcopal Communities (NECs) are:

**New:** Distinct and different from existing churches and institutions: NECs are not programs of existing churches or dioceses or congregational restarts. NECs have entrepreneurial leadership, a pioneering and creative spirit and seek to bring into being a ministry that was not there before.

**Episcopal:** Grounded in the faith, doctrine and discipline of the Episcopal church: NECs are clearly, distinctly and overtly Christian in character, approach and identity. They can be churches, mission enterprise zones, or anything in between. While not all will have a worshipping aspect, NECs operate out of and give opportunities to know Jesus' love. NECs are under the oversight of the Bishop and governance of a diocese. They reflect the mission of their diocese and the Episcopal Church.

**Community:** Designed to be a place of encouragement, care and accountability: NECs commit themselves to love one another in relationships of mutual care and accountability. Patterned after the life and teachings of Jesus, NECs seek to help people grow in faith and life. NECs are committed to long-term growth and sustainability. While not all will be able to become sustainable from the communities they serve, NECs intend to grow in leadership and financial support with proper stewardship, development, facilities and accounting.

With this clear definition, we designed a new ministry planting and granting process for NECs that we believe is more flexible, responsive, and attentive to the call and work of the Spirit blossoming in a particular community and in a way that we can be more supportive at each stage of the new ministry's development. We are grateful for the leadership of staff members from the Episcopal

Church Center, including the Rev. Tom Brackett, the Rev. Mike Michie, and the Rev. Katie Nakamura Rengers, who helped us rethink and redesign this grant process.

Instead of large, upfront block grants, we created and instituted a system designed by the Rev. Mike Michie. Based on his extensive experience in church planting, Michie suggested that progressively larger grants be awarded over time and given in a relationship of ongoing support, mentoring, and connectivity with our grantees. These include:

- **Discernment Grants** of up to \$5,000. These one-time grants are for people discerning a call to start a new ministry. Funds can be used for assessment, research and feasibility studies.
- **Seed Grants** of up to \$30,000 to begin a new ministry, which assists with start-up costs and initial operating expenses of an experimental new ministry after a discernment period is completed and a ministry plan is developed. No matching funds are needed for these grants.
- **Growth Grants** of up to \$30,000 to assist in deeper and fuller development of new ministries as they meet the goals of their ministry plan established in the Discernment and Seed grant phases on their way to sustainability and health. These grants require a significant and appropriate match or other in-kind support provided by the combined contributions of the partner congregation and/or diocese.
- **Harvest Grants** of up to \$40,000 to assist ministries with potential for long-term growth in building capacity and in promoting sustainability beyond grants. These grants require a dollar-for-dollar match or other in-kind support provided by the combined contributions of the partner congregation and/or diocese.

As of December 1, 2020, we have considered 103 applications for granting and support of New Episcopal Communities over the triennium. These resulted in our granting:

- 23 Discernment grants, totaling \$86,500.00
- 46 Seed grants, totaling \$713,551.00
- 23 Growth grants, totaling \$455,000.00
- 11 Harvest grants, totaling \$280,000.00

(Grants will continue to be distributed past the December 1, 2020 Blue Book reporting deadline.)

Our grantees represent 41 dioceses of the Episcopal Church. Many, if not most, of the New Episcopal communities we supported fulfill the General Convention's mandate of ministry with under-represented groups, including youth and young adults, differently abled persons, people identifying as members of LGBTQIA communities, people of color, poor and working-class people, people with a high school diploma or less, and/or people with little or no church background or involvement.

Some are at their very moments of origin, discerning how they are called to embody God's love in their context, while others are in the first few years of existence, developing the leadership teams

which will sustain their ministry. We also worked with some new Episcopal communities who began in the last triennium and are now in the position of being able to mentor other burgeoning plants.

To learn more about the New Episcopal Communities we funded, visit:

<https://episcopalchurch.org/new-episcopal-communities/who-we-have-funded>

In addition to grants, the taskforce supported planters and new ministry developers throughout the Episcopal Church with the goals of:

One, cultivating stronger leaders for the ministry of church planting through improving the ways we identify and develop planters by:

- Developing a pre-assessment workshop for those considering new ministry development, and requiring that assessment as part of the granting process.
- Developing and nurturing a network of coaches experienced in this work, and requiring coaching of our ministries receiving grants.
- Offering one-time online seminars and online drop-in conversations with Church Center planting staff and Task Force members to make the grants process more accessible for those who might be curious, but aren't yet ready to commit to new ministry development.
- Shifting our in-person gatherings from "one-size-fits-all" events to customized training that is focused on particular developmental levels of ministry and cultural contexts.

Two, developing stronger systems of support by nurturing relationships of support for church planters by:

- Improving the way planters interact with their dioceses and bishops for accountability and mutual support. With each grant or renewal, a three-way conversation between the Task Force, a diocesan representative, and the ministry developer is required.
- In partnership with Virginia Theological Seminary, fostering and developing cohorts of ministry developers who meet with each other in colleague groups.
- Connecting with Canons to the Ordinary and other diocesan-level officials to offer mentoring and training on how to supervise, support, and hold ministry developers accountable.
- Developing and writing a New Episcopal Communities What To Expect Guidebook for dioceses, ministry developers, and ministry teams to use.

Three, sharing the story and wisdom of church planting with the wider church by:

- Redeveloping the website of New Episcopal Communities.
- Researching and following-up with grantees from the current and previous triennia for status updates and to glean larger learnings and wisdom.

### **The effects of COVID-19 on New Episcopal Communities**

As the world changed before our eyes with the outbreak of COVID-19, what we have witnessed is that our New Episcopal Communities in the Episcopal Church have much to teach the wider church about being agile as we evolve in, with, and for a world that is very different from the one when our work began in 2018. As a community of people whose vocations have centered on ministry in the wilderness, our ministry developers have particularly modeled for the church how to:

- Understand the “why” of our mission and ministry, discerning the clear reasons God has called us to the particular communities, spaces, and moments we serve.
- Experience failure as an opportunity to learn, restart, and grow.
- Nurture one’s own spiritual life so that we can help others to do the same.
- Listen for God’s call to pivot, change or adapt ministry on the fly.
- Be limber and unattached from particular spaces, expressions, and patterns of worship.
- Trust members of our communities, listening to their wisdom, celebrating the assets of our communities as gifts of God already present in the world.
- Tell our spiritual stories and invite others to do the same.
- Be curious about our neighbors and what the Holy Spirit is already doing with and in them.
- Take intentional time to rest as a way of renewing oneself for vibrant ministry.

The experience of COVID has highlighted the creativity and adaptive skills of our New Episcopal Communities and their leaders. Though some communities have had to delay aspects of their ministry plan, none have ended due to the challenges of the pandemic. New Episcopal Communities that already had some significant roots in their neighborhoods prior to the outbreak of COVID-19 (typically, in existence for two years or longer), had the advantage of already having a critical mass of committed people who could then worship together online. However, many non-traditional New Episcopal Communities of every age are reporting that their community impact has grown significantly during the last eight months. This may be attributed to the fact that these non-traditional New Episcopal Communities have always relied on smaller, less formal, gatherings and less on a principle Sunday worship service. New Episcopal Communities with an emphasis on neighborhood engagement and multicultural communities are especially thriving.

While the health crisis and economic uncertainty of the summer seemed to put a damper on dioceses discerning a New Episcopal Community (the Task Force received fewer grant applications than usual in July 2020), the energy around this work has picked up significantly. We expect to receive many Discernment and Seed Grant applications in 2021. In addition, the next two Discerning Missional Leadership Retreats (assessments for potential church planters) are already full, which indicates that talented leaders are actively discerning a call to entrepreneurial leadership, and developing visions for what new community may emerge.

## Congregational Redevelopment

The Task Force has struggled to respond to the General Convention's mandate to create a church-wide Community of Practice that works with existing congregations and their bishops to help them redevelop to better engage the cultural realities of their communities for the sake of launching new ministries and multi-cultural missional initiatives.

In 2018, we sought the buy-in of bishops and diocesan staff members to help us develop our church-wide community of practice, which we named *Missio: Engage!*. We envisioned a cohort of churchwide congregations ready for redevelopment, whose leaders, our "Practicing Community", would come together for a year and a half season of spiritual reflection, training, and coached exercises. These participants would be accompanied and led by a team of "Wisdom Community" practitioners, composed of church planters and ministry developers, spiritual directors, community organizers, and leaders of congregations who had already done this sort of work. After speaking with bishops and diocesan staff members, we learned that many felt this was just another renewal program that would not be substantially different from those already offered in the church (e.g. College for Congregational Development, Congregational Development Institute, InviteWelcomeConnect, FaithWorks).

Since we were not gaining significant traction with *Missio: Engage!*, we decided in 2019 that we would begin with interested individual congregations and congregational leaders instead and work from the grassroots upward. We hired Steve Matthews, a consultant who has experience in congregational redevelopment, to help us connect with prospective congregations who could be a part of our Practicing Community and with individuals who could be part of our Wisdom Community. Under Steve's leadership, we rebranded the *Missio* offering in late 2019 as *Genesis II: Revision and Renew*, and we debuted the first of three planned entry points:

- **Tuesdays at 2:00**, a weekly hour-long redevelopment conversation and laboratory for anyone interested in redevelopment where we explore and try on new behaviors for the sake of one another and our neighbors. No long-term investment is required. As of December 1, 2020, approximately 100 people have attended these gatherings from 67 churches, approximately 21 dioceses. As well, 11 diocesan and institutional staff members have attended.

Unfortunately, the timing of our rebrand into *Genesis II: Revision and Renew* at the end of 2019 coincided with the emergence of COVID-19 in February and March of 2020. The chaos and uncertainty of the COVID pandemic has further limited our ability to connect with congregations ready for redevelopment and substantial re-engagement with their neighborhoods.

The two additional entry points we have planned have not materialized as of December 1, 2020:

- **Coaching Cohorts for Redevelopment** for core teams of 4-5 lay leaders from five congregations who come together twice-monthly on Zoom for 90-minute sessions under the leadership of a coach trained in group coaching and experienced in church leadership. The commitment would be six months.

- **The Practicing Community**, a 15-month initiative engaging a cohort of 12 congregations across The Episcopal Church who are ready to engage in redevelopment for the sake of developing new ministries in their neighborhoods. The Practicing Community would meet online two times a month to learn skills, collaborate as a cohort, and innovate new ways of being church today. The participants would be supported by committed members of a Wisdom Community - mentors, facilitators, and curriculum developers who bring their experience of redevelopment for the sake of new ministries to bi-monthly meetings of participants.

Rather than extending individual grants to congregations, funding allocated by the General Convention for this work has been used to pay our consultant. In September 2020, the Task Force authorized funding for leadership for the coaching cohorts. In spite of the fact that increasing numbers of congregations are signaling their need for redevelopment, it was difficult to gain the focus and momentum necessary to get these cohorts up and running.

## Conclusions

Our Task Force was responsible for maturing the good work done in beginning by the Genesis Movement in the previous triennium. Through our work, the Task Force reached the following conclusions about how to further enrich the work of Church Planting and Redevelopment for the sake of new ministry in The Episcopal Church.

### *The Success of Church Plants Depends on Strong Diocesan Support Networks*

Young church plants (and planters) are especially susceptible to being overstretched: pulled by demands of community members, fundraising for their ministry, diocesan expectations, and requirements of previously awarded grants. Being overstretched puts the planter in a vulnerable position. We have learned that we can address this challenge by developing a shared understanding between diocesan leadership (Bishops, Canons to the Ordinary etc.) and the planter with regard to expectations and outcomes of a New Episcopal Community. This shared understanding is created through a covenant, and a conversation facilitated by a third party who has experience with church planting. The conversation is especially important when diocesan leadership has not had the experience of being a church planter.

### *Discipleship and Worship are Essential Elements of New Episcopal Communities*

In this triennium, it became increasingly clear to our Task Force that we want to fund and support New Episcopal Communities that are centered around discipleship and/or worship. This sentiment arose out of a shared belief that the most vibrant New Episcopal Communities are ones who have a deep sense of missional identity which, as followers of Christ, will involve discipleship and/or worship. This is not to say that discipleship and worship have to follow traditional models. In many cases New Episcopal Communities are finding ways of embodying the way of Jesus that are unique to their own context.

*Younger Communities Can Teach the Church About Mission Agility*

When the COVID-19 pandemic hit the world, churches across our Communion were struck with concerns about maintaining relationships between community members and sustaining a sense of community identity. However, church plants, especially younger communities, reflected to staff and Task Force members that this concern was not as present in their context. We learned that smaller church communities, many in earlier stages of growth, felt less constricted by “business as usual.” The Church can learn from the practice of church plants to form leadership teams rooted in deep relationships. Often we think that bigger is better, and perhaps a smaller yet intricately connected community has the capacity to adapt to always changing realities.

*There is a Need for Relational/Structural Clarity in the Church Redevelopment Work*

The “Redevelopment for the sake of New Ministries” portion of our work lacked a vigor and intention compared to the mandates focused on Church Planting. The work felt amorphous, in a way that made it hard for members of the Task Force to grasp and implement the goals of the work. When “Missio: Engage!” was proposed to Bishops and other diocesan and parish leaders, their responses made it clear that the challenges facing their congregations were not a match with the Missio approach. Daunting complexities face struggling congregations trying to find new ways forward, including releasing the past, dealing with conflict, visioning new ways forward, and trusting their partners in their local community, as well as their diocese.

We hope that the General Convention will continue to provide financial resources and relational connections that are a catalyst for vision for and innovation in the absolutely essential work of congregational redevelopment. Fundamental building blocks must be put in place if the work of congregational redevelopment is to move forward on a churchwide level—beginning with the identification of a key person (or persons) in each diocese who is dedicated to this work and who has a direct line to the Bishop. In this triennium, lack of clarity in the General Convention resolution itself hampered progress in congregational redevelopment on a churchwide level. Clearer goals and expectations, including specificity around how dioceses engage with this work and what congregations need in order to successfully redevelop, are vital for the future success of this work.

## Proposed resolutions

### **A095 Celebrate and Support the Planting of New Episcopal Communities**

*Resolved*, the House of \_\_\_\_\_ concurring, That the 80th General Convention and the Episcopal Church celebrates and supports the planting of new congregations and ministries, the training and recruiting of planters and mission developers, and the fostering of a church-wide network of support for new ministry development that was originally funded by GC2018-A005 and GC2018-A032; and be it further

*Resolved*, that the Church continues to prioritize establishing new Episcopal communities that are especially committed to mission and evangelism engaging under-represented groups, including youth and young adults, disabled persons, members of LGBTQIA communities, BIPOC communities, poor and working-class people, people with a high-school diploma or less, and/or people with little or no church background or involvement; and be it further

*Resolved*, that the budget for sustaining this new ministry development will be \$5,800,000.00 for 2022-2024 to be allocated as follows:

- \$200,000 to identify and support existing programs to train clergy and lay leaders in planting congregations
- \$600,000 to provide mentorship/coaching/training for planters of congregations
- \$1,000,000 for the continuing development and implementation of a program to train bilingual/bi-cultural lay and ordained leaders in church planting for various cultural contexts
- \$500,000 to support a church-wide office staff person to oversee the planting network.
- \$3,000,000 for grants to new and existing church plants, to be administered by the Task Force for Church Planting in consultation with the Churchwide Office Staff Officer for church planting.
- \$500,000 for the support of leadership development programs for the next generation of church planters and ministry developers;

And be it further

*Resolved*, that the Convention urges The Episcopal Church Development Office establish an advisory group to study the possibility of creating an endowment for church plants; and be it further

*Resolved*, that Dioceses receiving money for planting new congregations under this program will be required to contribute significant, resource appropriate, and local funding to support the costs of any new plants; and be it further

*Resolved*, that the bishop or a diocesan advocate representing any diocese receiving funds shall take part in a cohort of church planting dioceses to share best practices and methods of supporting mission developers. Those dioceses not receiving grant funds are also invited to participate in the diocesan cohort; and be it further

*Resolved*, that this Convention embrace the future of our Church by, after this Triennia, moving the funding for a church-wide office staff-person to oversee the planting network (Staff Officer for Church Planting) into the continuing budget for the Presiding Bishop's staff; and be it further

*Resolved*, that the Joint Standing Committee on Program, Budget and Finance consider a budget allocation of \$5,800,000 for the implementation of this resolution.

### **A096 Develop Sustainable Congregational Revitalization Ministries**

*Resolved*, the House of \_\_\_\_\_ concurring, That the 80th General Convention and the Episcopal Church celebrates and actively supports the revitalization of congregations, seeking not to restore past glories, but to move into the new callings of our loving, liberating, life-giving God; and be it further

*Resolved*, that the Church continues to prioritize the revitalization of congregations and a church-wide network of support for congregational revitalization work that was initiated by GC2018-A032; and be it further

*Resolved*, that in the revitalization of congregations, the Church continues to prioritize commitment to mission and evangelism engaging under-represented groups, including youth and young adults, disabled persons, members of LGBTQIA communities, BIPOC communities, poor and working-class people, people with a high-school diploma or less, and/or people with little or no church background or involvement; and be it further

*Resolved*, that the budget for development of sustainable congregational revitalization throughout the Church will be \$2,000,000 for 2022-2024 to be allocated as follows:

- \$100,000 to engage Bishops and the diocesan representative(s) they appoint in development of a framework for congregational revitalization, identifying roadblocks that regularly thwart this work and identifying resources that are proven to enhance this work;
- \$100,000 to engage clergy and lay leaders in gleaning learnings from congregational revitalization that they have successfully done and/or they have failed in attempts to do, identifying roadblocks that have thwarted their work and identifying resources that have enhanced their work;
- \$100,000 for translation services and to facilitate participation of Spanish-speaking lay and ordained leaders in training for congregational revitalization;

- \$200,000 for further development of five-phase congregational redevelopment strategy - (1) diagnosing/assessing resources and challenges, (2) discerning next calling, (3) connecting with local and diocesan partners, (4) iterating and continued resourcing, and (5) evaluating, refining and sustaining
- \$1,000,000 to support a team of local and regional church-wide office staff to oversee the work; and
- \$500,000 to provide mentorship/coaching/training for lay and ordained leaders in revitalization of their congregations.

Resolved, that the Joint Standing Committee on Program, Budget and Finance consider a budget allocation of \$2,000,000 for the implementation of this resolution.

## Continuance recommendation

Several important lessons were learned during the last two triennia and inform the following recommendations for future work of this committee or committees with similar missions. **First, we recommend that the work of church planting and church revitalization be separated into two distinct task forces or working groups.** While there are some similarities between these two foci, there are also many differences. Importantly, two separate infrastructures support this work, two separate granting/spending/financial processes are necessary, and two different Episcopal Church Center Staff supervise these distinct areas. While the dual focus of the group has been interesting, it has also been experienced as disjointed. We believe church planting and church revitalization are two of the most important roles of the church at its General Convention. As such, this work is too important, too timely and too far reaching to be given to a single task force or working group.

Regarding church planting, this task force accomplished several important tasks. We continued to support an ongoing network of church planters, coaches, and Task Force members. We developed an updated granting application process, a system for reviewing grants, and made recommendations to Executive Council on behalf of grantees. In general terms, the Task Force had far reaching and influential influence in implementing the terms of the resolution. Regarding church revitalization, however, the committee was tasked with helping implement a resolution that was entirely dependent upon a staff member. While this isn't an issue, per se, it did lead to confusion as to the role of the Task Force itself. **Our second recommendation is that when resolutions are passed to Task Forces, clear instruction is given to the committee as to their role in the implementation of the task force and its mandates.**

**Thirdly, we recommend that some current members of the Task Force be seriously considered for future appointments to future task forces or advisory groups.** We have experienced a real and positive impact from members of the task force who had previous experience with this work. If it is possible, retaining eligible task force members in the new triennium will help this work continue and continue in a timely fashion.

Our final recommendation is, if it has not already been done, is that **clear guidelines be developed and presented to churchwide groups regarding the work of the development office and how a request can be made of it.** The original text of Resolution 2018-A005 made a request of the development office for the establishment of an endowment specifically in support of church planting. This was not intended to remove church planting from the budget, but rather to support the good work of church planting that does not fit the sometimes stringent demands or particularities of General Convention resolutions. We would still like to study this possibility but are somewhat hindered by the idea that there does not seem to be a clear process whereby a Task Force or a Standing Committee of the General Convention can make requests of an office of the Episcopal Church Staff. We are attentive to the idea that the Office of Development may be charged with many tasks, and we don't want to interfere with any worthy endeavor. At the same time, we also recognize that a Task Force has neither the authority nor the longevity necessary to do the important work of development on its own.