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WE HAVE TO REMEMBER

THAT POVERTY IS NOT ONLY

AN ECONOMIC CONDITION;

THERE ARE SISTERS AND BROTHERS

WHO ARE EXPERIENCING SPIRITUAL,

PHYSICAL, AND MENTAL POVERTY.

TOGETHER WE MUST WORK NOT

SIMPLY TO FEED OR CLOTHE THEM

FOR A DAY, BUT TO HELP BREAK

THE CHAINS WHICH HOLD THEM

FOR ALL TIME. ”

LIVING FEARLESSLY IN CHRIST

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

*"I therefore, the prisoner in the Lord, beg you to lead a life worthy of the calling to which you have been called, with all humility and gentleness, with patience, bearing with one another in love, making every effort to maintain the unity of the Spirit in the bond of peace. There is one body and one Spirit, just as you were called to the one hope of your calling, one Lord, one faith, one baptism, one God and Father of all, who is above all and through all and in all. But each of us was given grace according to the measure of Christ's gift."
(Ephesians 4:1-7)*



As I begin my fourth year serving you as Bishop, I write this introduction with great hope. We are at the point in our common life when we are prepared to take those bold steps to proclaim the Good News. The world desperately needs the promise and love of Jesus Christ. As disciples in the 21st Century we are prepared to move forward with faith and courage. Now is the time to live fearlessly in Jesus.

Over the past three years, together we have done the hard and important work of preparation and formation. In a world of increasing secularism and separation, our time is now. We can no longer live as though this beautiful

diocese is receding into the shadows of irrelevance. We can no longer plan for a church suited for 1950; our ministry is to prepare for 2050 and beyond. The world needs us, and we need to be part of the world. Our diocese matters. We matter to southeast Pennsylvania, we matter to The Episcopal Church and we matter to the world at large. Working together we are making a difference in the name of Jesus Christ.

I have the blessed opportunity to be with you three to four times a week. At each visitation, I see and hear your desire to live into our true calling. All our churches, whether small or large, work to spread the Gospel. With each

liturgy, outreach, confirmation, hospital visitation, common interaction, we are showing the face of Christ. And your efforts are providing a glimpse of God's Kingdom. I am always inspired to see your ministry to our community, where prayers are turned into reality. You show tireless Christian love in action. This reflects our convention theme, "The Year of Living Fearlessly in Christ." We chose this theme because of your witness. It is evident that we are ready. Ready to try, to fail, get up and try again. All because of our belief in the power of Jesus Christ.

Together, we are meeting the world as a church. ►

forward in hope spreading the Good News of Jesus Christ.

We began 2019 facing the obstacle of a projected deficit totaling \$873,000. This was troubling for many people across our diocese and for me personally. Yet there was no clear answer. We wanted to continue to support our churches but at the same time needed our churches to increase their giving to support our diocese. In much the same way, the deficit was a result of transparency. Over the past three years, we have aligned all previously existing budgets and demonstrated what it actually costs to run a diocese. For the previous three years we had frozen assessments and dramatically increased direct support of parishes, missions and ministries. I was not willing to let us go backwards and undermine the seeds of growth that are sprouting across our diocese.

Yet at the same time we heard the concerns you voiced at the budget and preconvention meetings last year. The deficit was an obstacle which was impairing our capacity to move forward as a single body. We had to find a solution. This brings us to trust. Immediately following Convention 2018, diocesan leadership went to work. There were seven sacred conversations in the spring of this year during which we listened to your concerns and suggestions. We heard you when some of you said that the



“ If we do not proclaim Jesus Christ, we should not exist.. ”

deficit made it harder for you to increase your commitment and support of our diocese. We listened as some expressed fear of declining membership and giving. We integrated your suggestions into the evolving budget. We heard of your willingness to go forth into the world and support our mission in southeast Pennsylvania and the world. We took your words to heart. As a result, we once again approached the 2020 budget ready to continue our commitment towards mission, accountability and transparency and the proclamation of Jesus Christ. We were firm in the resolve to discard anything that detracts from addressing the pain and poverty of the world, the support of our churches and that proclamation is Jesus Christ. After prayer and hard work, we:

- Eliminated another 2.5 FTE staff positions. Staffing costs are lower than 2015 levels. (This includes increases in health and pensions.)
- Relocated the Offices to Norristown.
- Reorganized the staffing at four of our Missional Churches.
- Sold property where we could not otherwise find a way to restart ministry.
- Thoroughly evaluated the potential uses of Wapiti and it is now for sale.
- Made a slight adjustment in the distribution from Endowment (4.6%) in order to maximize support of our churches.

When we were done, we were left with a surplus of \$2,000. While some of those cuts were costly, it was worth it for the sense of community that this budget has helped engender. This reflects my commitment that we cannot simply play at being “church.” We must be the Church.

We are not a social club based on a religious ideal. Neither are we a social service organization, or a political entity. We are the Church centered in Jesus Christ. All our words, actions and life must be formed and centered in Christ. Christ,

in every breath, word, thought and action. Christ should be holy encounter after holy encounter. If we do not proclaim Jesus Christ, we should not exist.

We are also called to build up the Body of Christ known as the diocese. We have turned the proverbial pyramid on its head. We are out with you at your churches and in your communities. I am working to hold office hours, worship or participate in service at our churches on a weekly basis and the canons are out with you every day. We do so in order to strengthen our common bonds. We laugh, cry, rejoice, mourn and support one another in our life together. We are not 134 individual congregations; we are 134 churches. We are one diocese, one people, one church.

This brings us to the final part of the story. As Paul writes to the Ephesians, as Christians we are one body united by the bonds of baptism. In our diocese our collective sense of mission and vision is growing stronger day by day. It is reflected in your increased engagement and support. Moving forward we will be asking churches and vestries to gradually increase their support of our collective diocesan budget. Stewardship is essential to our identity and mission. Giving is an act and extension of our worship that continues throughout the week. Your sacred gifts reverberate throughout our diocese.

As you may already know, the average parish support of our diocese is far below the norm. Across The Episcopal Church the average giving to the diocese is 13% of the church’s normal operating income. In our diocese it is 5.9%. For 2020 we are asking our parishes to take a first small step towards increasing their support towards an ultimate goal of 10%. Some parishes are already giving at this level. Some are close. Others have some work to do. But as one body sharing one spirit we must all share equally in our common life and work. ►

Story of Hope

For 2020 we have asked only for a very modest step forward in your support of .02%. We will continue to have open and honest conversations about the best way to get there and I look forward to sharing in this work with you.

When I look at the story told by our budget, I am enormously proud of all that we have accomplished together. Yet there was concern left unresolved, namely our support of The Episcopal Church. How could we demonstrate our responsibility to one another and build trust with our churches, and neglect to do the same as part of a wider church community?

As one of the richest dioceses in The Episcopal Church, we could no longer in good conscience continue asking for a waiver from our obligation as the dioceses of Haiti, Honduras and Mississippi are forced to do. The Diocese of Pennsylvania has not met our full obligation to The Episcopal Church since 2007. This is not who we are. So, we went back to you, to the diocese with a proposal to meet our full obligation, not in five years or even three years but now. What we found was overwhelming support culminating in a unanimous

vote from the Diocesan Council. This decision was made easier, because our endowment has enjoyed consistent and steady growth, which has continued through this year.

I understand that some may wonder why it is important for us to meet our obligation to the wider Church. We all appreciate the importance of full participation in our relationships, but how is it helping? Right now, The Episcopal Church is partnering with us on many initiatives which support our mission to Know Jesus and Change the World. They are supporting new and innovative forms of ministry, providing resources for evangelism and racial reconciliation, and advocating for refugees, the poor and for the environment. We must re-claim our rightful place as full participants in this larger story.

I hope that as you read through these numbers that you too will find threads that weave together a story of hope and possibility. It speaks of people and churches that refuse to give up or give in; about vestries and clergy who believe in the promise of the Gospel and who will do whatever it takes to proclaim the love of Jesus Christ to a broken and hurting world.

This budget takes those bold steps into our collective future. We will still face our challenges. But Jesus repeatedly told his disciples to “be not afraid.” Further,

he assures us that he will be “with us always.” Let us move forward fearlessly with this knowing. Let us be innovative, faithful, loving and willing to lead, not just here in southeastern Pennsylvania but across The Episcopal Church. We can do this; we will do this. Let us move deeper in prayer, holiness, discipleship as one people united in Jesus Christ. Let us step forward fearlessly in the knowing that Christ is with us till the end of time.

Our story is still emerging. I am blessed to walk this holy pilgrimage with you as fellow sojourner and your servant. ■



2020 PROPOSED DIOCESAN BUDGET

	2017 Budget	2017 Actual	2018 Budget	2018 Actual	2019 Budget	2020 Proposed Budget	2020 Proposed Budget vs 2019 Budget
Diocese of Pennsylvania							
MISSIONAL EXPENDITURE							
31 Total Diocesan Ministries	\$ 51,500	\$ 36,680	\$ 52,700	\$ 35,974	\$ 100,000	\$ 72,000	\$ (28,000)
59 Total Grants to Congregations	86,500	76,500	102,100	102,100	111,400	55,000	(56,400)
69 Total Mission Vicar Compensation	440,394	457,842	598,396	611,404	621,200	530,800	(90,400)
73 New Ministry & Plants Vicar Comp. & Ben.	150,708	163,716	180,890	180,600	187,400	99,700	(87,700)
75 Emergency Property Repairs Mission Congr.	-	2,925	35,000	12,467	35,000	35,000	-
86 Total Youth Ministries	284,630	154,925	285,223	158,259	162,600	162,600	-
89 Total Congregational Dev. & Support	50,000	50,000	50,000	50,000	50,000	20,000	(30,000)
92 Total Parker Bulmer - Senior Outreach	87,000	87,000	90,000	115,162	90,000	91,000	1,000
95 Total Growth Development Fund	-	-	300,000	165,732	300,000	300,000	-
sub-total	\$ 1,150,732	\$ 1,029,588	\$ 1,694,309	\$ 1,431,698	\$ 1,657,600	\$ 1,366,100	\$ (291,500)
GREATER CHURCH EXPENDITURE							
101 Total Mission of Greater Church	\$ 399,000	\$ 398,500	\$ 399,000	\$ 441,339	\$ 975,500	\$ 1,013,000	\$ 37,500
sub-total	\$ 399,000	\$ 398,500	\$ 399,000	\$ 441,339	\$ 975,500	\$ 1,013,000	\$ 37,500
OPERATIONAL EXPENDITURE							
139 Total Staff Compensation	\$ 2,168,455	\$ 2,062,204	\$ 2,167,535	\$ 2,223,875	\$ 2,150,900	\$ 1,976,900	\$ (174,000)
152 Total Operations	644,500	648,517	738,237	783,755	705,800	528,300	(177,500)
157 Total Property Expenses	-	332,296	395,956	244,143	447,500	448,800	1,300
165 Total Diocesan Life	91,720	212,953	94,500	110,096	205,500	216,500	11,000
sub-total	\$ 2,904,675	\$ 3,255,970	\$ 3,396,228	\$ 3,361,869	\$ 3,509,700	\$ 3,170,500	\$ (339,200)
TOTAL EXPENDITURE REVENUES							
3 Sacred Gifts for Mission	\$ 710,000	\$ 685,754	\$ 640,000	\$ 620,296	\$ 640,000	\$ 610,000	\$ (30,000)
17 Total Dedicated Mission Revenue	292,002	190,124	632,722	376,009	501,400	462,500	(38,900)
111 Sacred Gifts for Support	1,487,467	1,403,002	1,487,467	1,468,933	1,487,500	1,637,400	149,900
114 Endowment distribution	1,769,117	2,017,557	1,685,000	2,136,918	1,663,600	1,891,000	227,400
116 Transfers from Closed Church Prop. Fund	111,000	362,844	450,000	190,925	387,500	388,800	1,300
124 Total Revenue - Special	85,000	155,393	175,338	157,002	163,000	161,900	(1,100)
sub-total	\$ 4,454,407	\$ 4,684,058	\$ 5,489,537	\$ 5,234,906	\$ 6,142,800	\$ 5,549,600	\$ (593,200)
NET NORMAL SURPLUS (DEFICIT)							
	\$ 4,454,586	\$ 4,814,673	\$ 5,070,527	\$ 4,950,083	\$ 4,843,000	\$ 5,151,600	\$ 308,600
	\$ 179	\$ 130,616	\$ (419,010)	\$ (284,823)	\$ (1,299,800)	\$ (398,000)	\$ 901,800
NET ENDOWMENT TRANSFER							
	\$ -	\$ -	\$ 420,000	\$ 450,000	\$ 1,300,700	\$ 400,000	\$ (900,700)
NET BEFORE TEC COMMITMENT							
	\$ 179	\$ 130,616	\$ 990	\$ 165,177	\$ 900	\$ 2,000	\$ 1,100