



The
EPISCOPAL DIOCESE *of*
CENTRAL PENNSYLVANIA



SHAPED BY **FAITH**

SHAPED BY FAITH – MEETING #1
HARRISBURG CONVOCATION
SEPTEMBER 13, 2020

ZOOM ETIQUETTE

1. Muting

Please remain muted during the meeting.

Even when you are not speaking, background noise and feedback is distracting.

2. Renaming

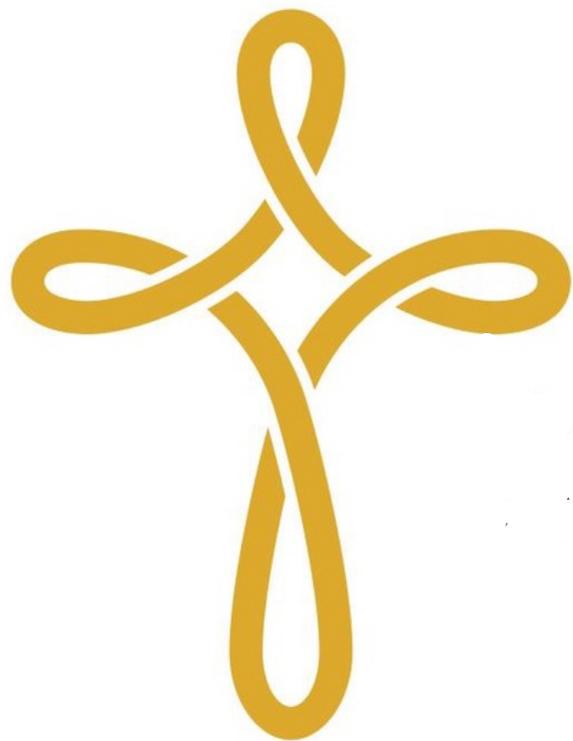
Please make sure your name and parish are indicated so we know who you are!

Renaming Troubles? Reach out in the chat and we'll help!

3. Chatting

Please sign-in and ask questions using the chat function.

Note: Even if we do not have time to address your question, all chats are saved for easier follow-up.



A Collect for **Shaped by Faith**

**God of wisdom and love, in whom we find our joy:
Help us to listen for your Word
and to discern your way forward for our Church.**

**Give us the insight to hold on to what is true,
the courage to explore new ideas,
and the boldness to create with you.**

**Let us be Shaped by Faith for your mission;
through Jesus Christ our Lord,
who lives and reigns with you and the Holy Spirit,
One God, for ever and ever. Amen.**



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INTRODUCTIONS



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THE BIG IDEA

THE BIG IDEA

Shaped by Faith is a

Necessary,

Change-Oriented

Process for our Diocese.



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MEETING GOALS

MEETING GOALS

- Ground our work through the lens of Holy Scripture.
- Learn the vision and guiding values of Shaped by Faith.
- Look at the current realities of our context.
- Explore 8 possible configuration models of church.
- Share Shaped by Faith components & commitment.



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SCRIPTURAL REFLECTION

THE RT. REV. AUDREY SCANLAN

GENESIS 32:22-31 | NRSV

- ²² The same night he (Jacob) got up and took his two wives, his two maids, and his eleven children, and crossed the ford of the Jabbok. ²³ He took them and sent them across the stream, and likewise everything that he had. ²⁴ Jacob was left alone; and a man wrestled with him until daybreak. ²⁵ When the man saw that he did not prevail against Jacob, he struck him on the hip socket; and Jacob's hip was put out of joint as he wrestled with him. ²⁶ Then he said, "Let me go, for the day is breaking." But Jacob said, "I will not let you go, unless you bless me." ²⁷ So he said to him, "What is your name?" And he said, "Jacob." ²⁸ Then the man said, "You shall no longer be called Jacob, but Israel, for you have striven with God and with humans, and have prevailed." ²⁹ Then Jacob asked him, "Please tell me your name." But he said, "Why is it that you ask my name?" And there he blessed him. ³⁰ So Jacob called the place Peniel, saying, "For I have seen God face to face, and yet my life is preserved." ³¹ The sun rose upon him as he passed Peniel, limping because of his hip.

DISCUSSION IN BREAKOUT GROUPS

- 1. The encounter at Penuel took place in the dark and the “man” appeared seemingly out of nowhere to wrestle Jacob. What, in these Covid-times, resonates for you with Jacob’s experience?**
- 2. Jacob’s encounter with the “man” left him with a new name, a blessing, and a limp. He was transformed. How do you imagine the Shaped by Faith process might transform you/your church?**



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THE CURRENT REALITY
THE REV. CANON DAN MORROW
& CANON CHAD LINDER



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FAITHFULLY FACING THE FUTURE



PERENNIAL CHALLENGES

- Shrinking Population (especially in rural counties).
- Fewer members per Congregation.
- Secularization (rise of the “nones”).
- Aging Congregations.
- Static Pledge and Plate income.
- Rising costs (insurance, salary, utilities, etc.).
- Imaginative Gridlock ... “We’ve never done it that way before.”



PERENNIAL HOPES

- People still need Jesus.
- The Episcopal Branch of the Jesus Movement resonates with the World. (i.e., we have a beautiful story to tell, and a unique way of telling it).
- God continually moves in the hearts, minds and lives of all... calling them to Renewed and Redeemed Relationship through Christ.
- God will always be faithful, trustworthy, strengthening, compassionate
- Change is the only constant.

TRADITIONAL MODEL OF PRIESTLY MINISTRY



**FULL
TIME**



**AT ONE
CHURCH**



**EMPLOYED
AT CHURCH
ONLY**



**UNINTERRUPTED
SERVICE**



**INCOME
GROWTH**



**DISTINCT
DIFFERENCE
BETWEEN
ACTIVE &
RETIRED**

NEW WAYS OF DOING MINISTRY

- Part-time Employment
- At Multiple Employers
- Work Outside TEC
- Interrupted Service
- Non-linear Compensation
- Blurred Line Between Active & Retired
- Disproportionately Female
- Older Age at Ordination

CHANGES IN AVAILABLE CLERGY

1967

84% Active Clergy

11% Retired

5% Inactive

2017

35% Active

44% Retired

21% Inactive

HOW THIS LOOKS IN CENTRAL PA...

- 83% of Congregations have part-time Clergy.
- Over 1/3 of Congregational Clergy are Previously Retired.
- When the "retired" priest actually retires, we don't have a reserve of newly retired priests to take their place..

MORE INFO TO CONSIDER IN CPA

- 20-20-20.
- 12 parishes/missions closed since 2000.
- 42 of 60 of Parishes ½ time or less (49 of 60 are part-time).
- Only 11 active deacons.
- 13 parishes with no incumbent priest (only visiting or supply clergy).
- 18 parishes in some stage of transition (also people don't move to take up part-time positions).

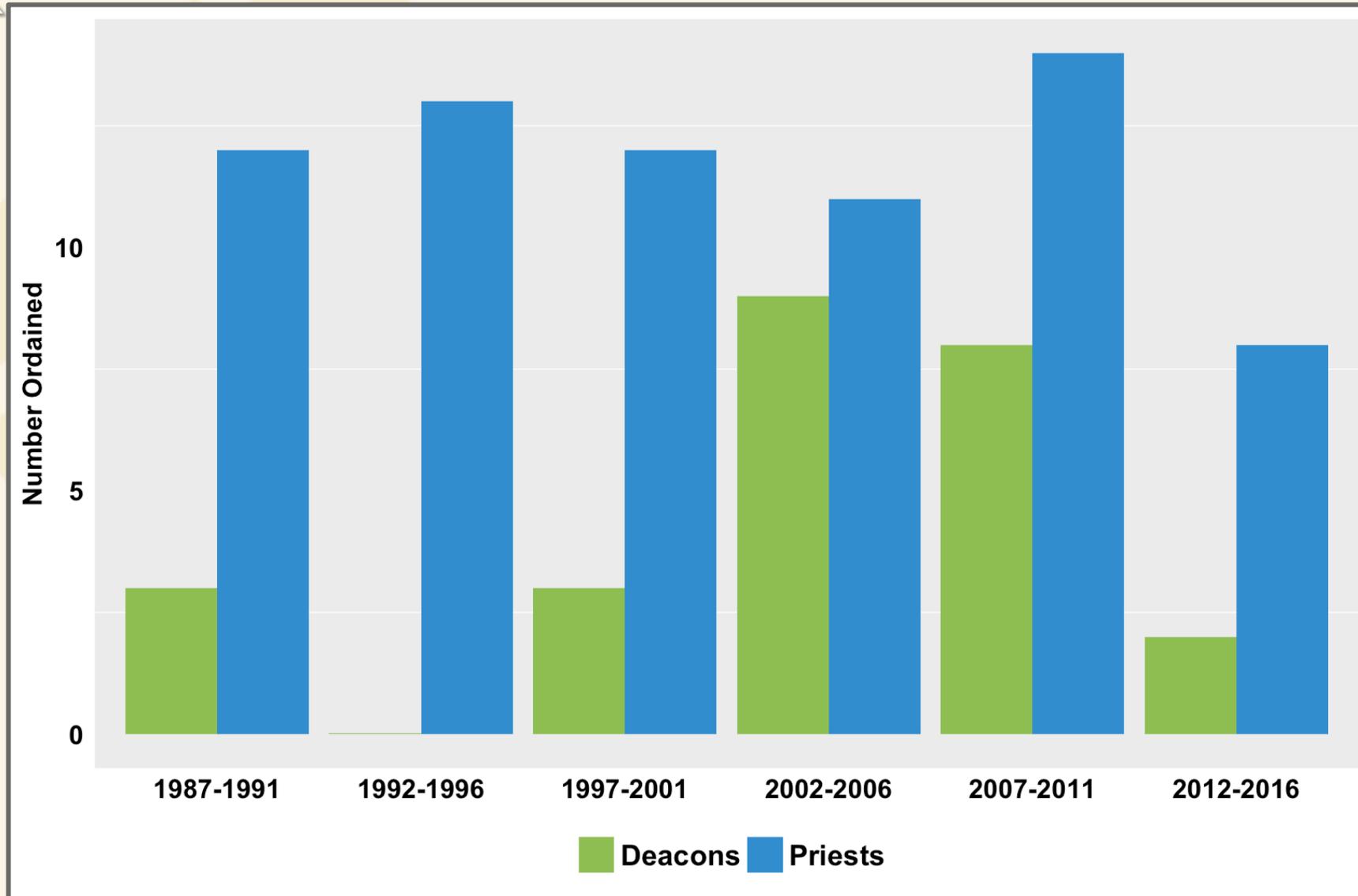
COMPARATIVE STATISTICS

2015 PAROCHIAL REPORT DATA

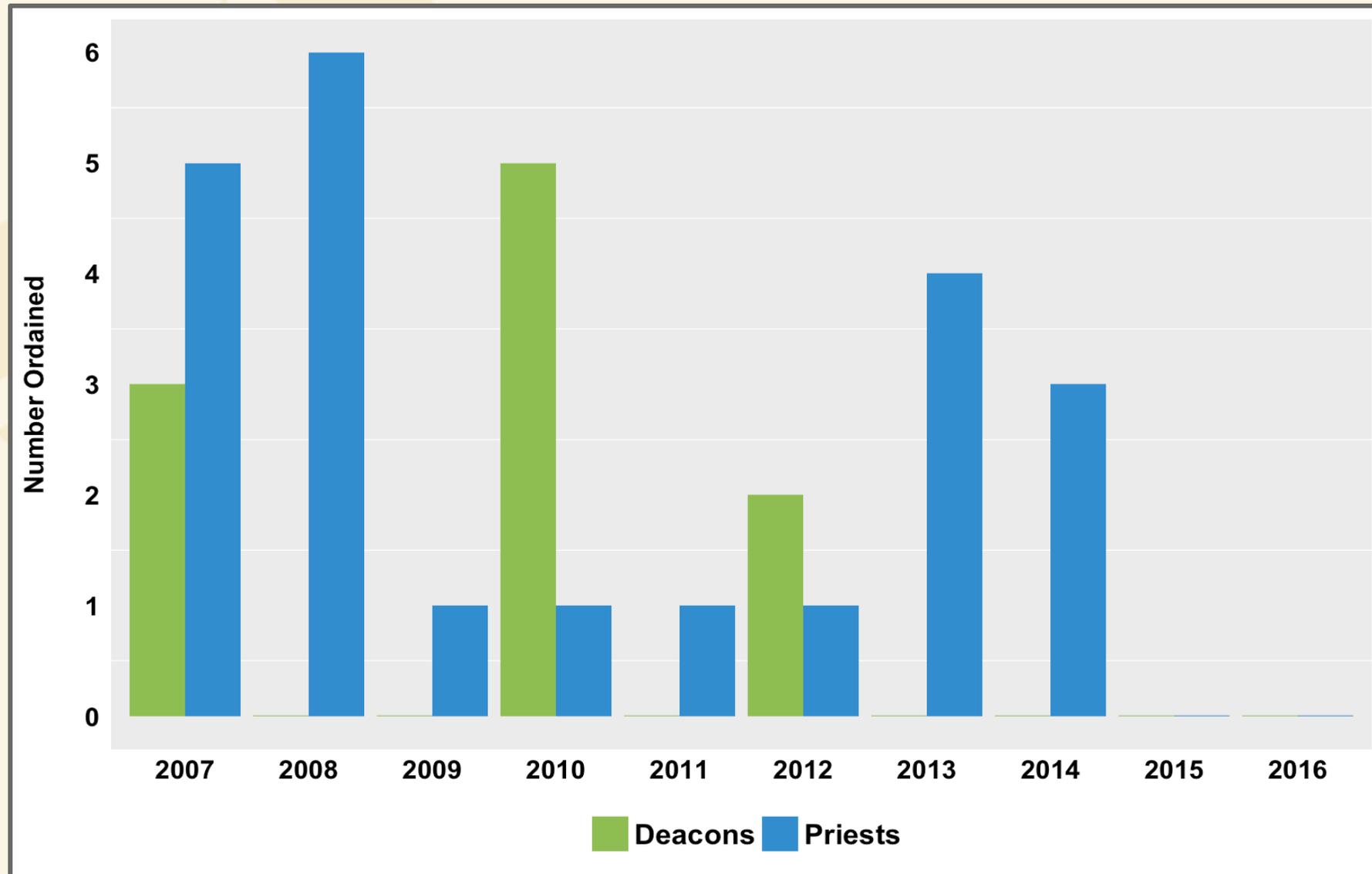
Group	% with Cleric in Comp Rpt.	Average Operating Revenue	% with Endowment \$500k or more	% with Operating Deficit	ASA	Parishes
Diocese	57%	\$166,548	26%	45%	64	65
Province	61%	\$296,078	34%	41%	91	995
TEC	58%	\$264,488	24%	43%	88	6,505

ORDINATIONS IN CENTRAL PA: 30 YEAR

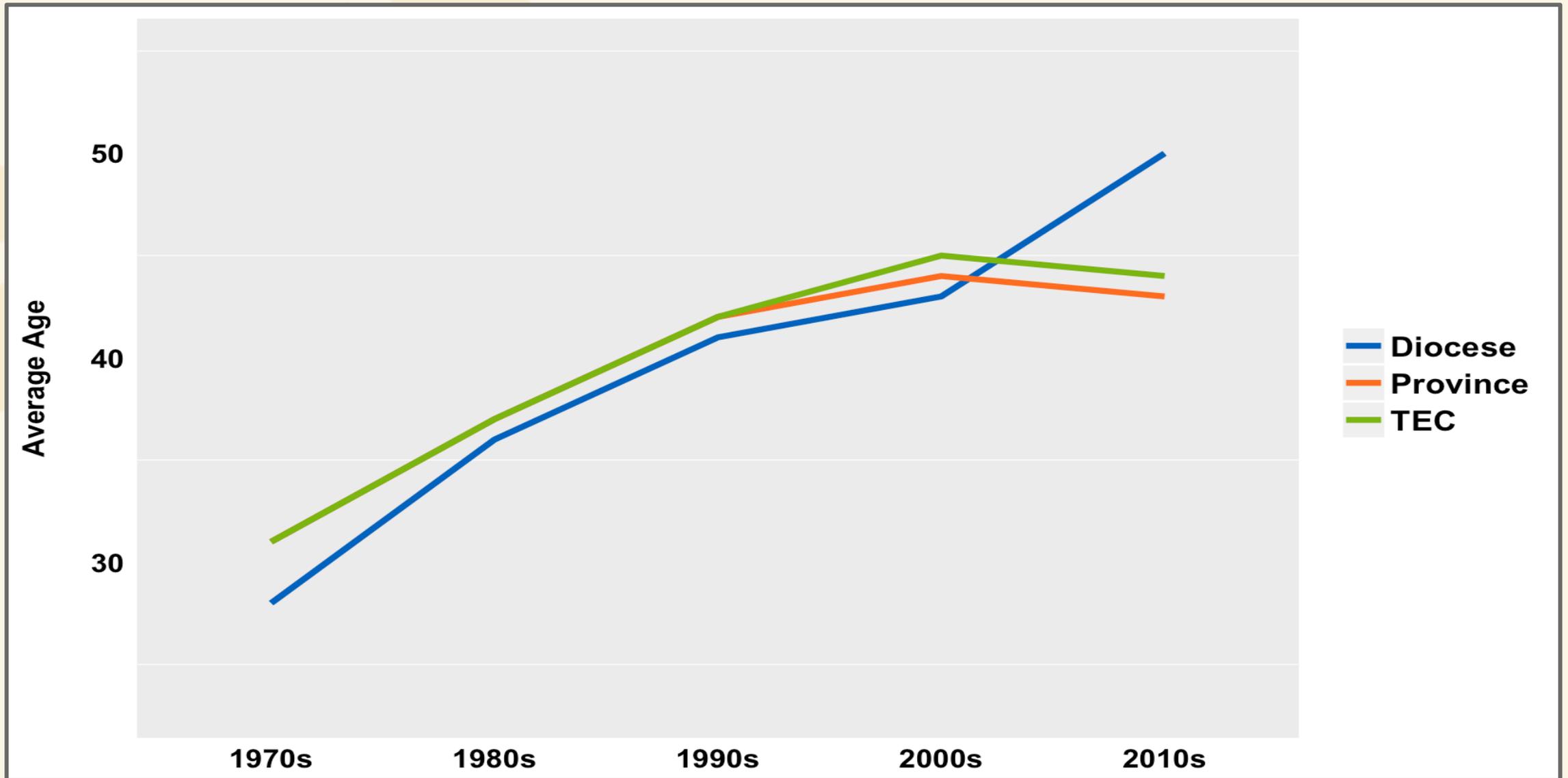
LOOK



ORDINATIONS IN CENTRAL PA: 10 YEARS



AVER. AGE AT PRIESTLY ORDINATION



CLERGY RETIREMENTS: NEXT 5 YEARS

- **Throughout the Episcopal Church, 1,203 priests are projected to retire in the next 5 years (22% of all active clergy).**
- **We project that at least 15 clergy will retire in Central Pennsylvania in the next 5 years (35% of active clergy).**

CLERGY SHORTAGE: 5 YR. OUTLOOK

- 18,500 priests in good standing in the EC.
- Over 11,000 of these are retired.
- Only 7,500 are under 66 years of age.
- Of those 5,500 are active in CPG (reported income of \$1,000 or more).
- Of these active, 1,200 will retire in the next 3-5 years.
- If trends stay the same, we will ordain around 400 priests in that same time period.
- Leaving 4,700 active clergy for 6,473 churches.



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FINANCES & PROPERTY

THE PAST

THE PRESENT

THE FUTURE

THE PAST * THE PRESENT * THE FUTURE

HISTORICAL PAROCHIAL REPORT DATA FAITH EPISCOPAL CHURCH - PA

	2014	2015	2016	2017	2018
Average Sunday Attendance:	79	80	84	78	66
Total Sunday (& Saturday Evening Svc.)	104	102	99	98	96
Weekday Eucharist	53	39	39	21	27
Baptisms	1	3	0	2	2
Confirmations:	2	0	0	11	0
Church School Students:	23	0	22	10	12
Pledge Cards:	56	57	48	59	59
Amount Pledged:	\$ 154,762	\$ 154,246	\$ 141,513	\$ 166,333	\$ 169,712
Plate Pledge:	\$ 203,238	\$ 190,977	\$ 189,723	\$ 189,055	\$ 180,638
Inv. Funds Used for Operations:	\$ -	\$ 3,251	\$ 978	\$ 5,352	\$ 5,352
Other Income:	\$ 1,981	\$ -	\$ 2,808	\$ 2,208	\$ 9,943
Bequests used for Operations:	\$ -	\$ -	\$ -	\$ -	\$ -
Operating Income:	\$ 205,219	\$ 194,228	\$ 193,509	\$ 196,615	\$ 195,933
Assistance from the Diocese	\$ -	\$ -	\$ -	\$ -	\$ -
Operating Revenues:	\$ 205,219	\$ 194,228	\$ 193,509	\$ 196,615	\$ 195,933
Funds for Capital Purposes:	\$ 26,380	\$ 22,219	\$ 1,825	\$ -	\$ 1,300
Additions to Endowments:	\$ -	\$ -	\$ -	\$ -	\$ 615
Outreach / Mission Revenue:	\$ 1,288	\$ 1,353	\$ 1,335	\$ 3,442	\$ 1,409
Transmittal Revenue:	\$ 3,595	\$ 1,185	\$ 3,810	\$ 15,177	\$ 10,055
Non-Operating Revenue:	\$ 31,263	\$ 24,757	\$ 6,970	\$ 18,619	\$ 13,379
Total Revenue:	\$ 236,482	\$ 218,985	\$ 200,479	\$ 215,234	\$ 209,312
Diocese Assessment:	\$ 29,370	\$ 26,366	\$ 27,298	\$ 27,720	\$ 27,654
Outreach:	\$ 1,150	\$ 1,132	\$ -	\$ 1,505	\$ 780
Other Expenses:	\$ 174,228	\$ 161,871	\$ 164,619	\$ 162,371	\$ 188,794
Operating Expenses:	\$ 204,748	\$ 189,369	\$ 191,917	\$ 191,596	\$ 217,228
Capital Improvements:	\$ 9,988	\$ 22,219	\$ 4,841	\$ 1,228	\$ 3,619
Mission Outreach:	\$ 1,519	\$ 1,353	\$ 5,145	\$ 1,887	\$ 1,409
Seminary Contribution Exp.	\$ -	\$ -	\$ -	\$ -	\$ -
Transmittal Exp.	\$ 3,595	\$ 1,185	\$ 597	\$ 16,277	\$ 11,867
Non-Operating Expenses:	\$ 15,102	\$ 24,757	\$ 10,583	\$ 19,392	\$ 16,895
Total Expenses:	\$ 219,850	\$ 214,126	\$ 202,500	\$ 210,988	\$ 234,123
Total Revenue - Total Exp.	\$ 16,632	\$ 4,859	\$ (2,021)	\$ 4,246	\$ (24,811)
Total Cash on Hand:	\$ 46,291	\$ 68,534	\$ 63,128	\$ 77,879	\$ 38,486
Yr. End Investment Value:	\$ 281,525	\$ 227,916	\$ 260,388	\$ 292,634	\$ 258,628
Total Liquid Assets:	\$ 327,816	\$ 296,450	\$ 323,516	\$ 370,513	\$ 297,114

Percent Draw From Investments: 0.00% 1.43% 0.38% 1.83% 2.07%



THE PAST * THE PRESENT * THE FUTURE

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THE PAST...

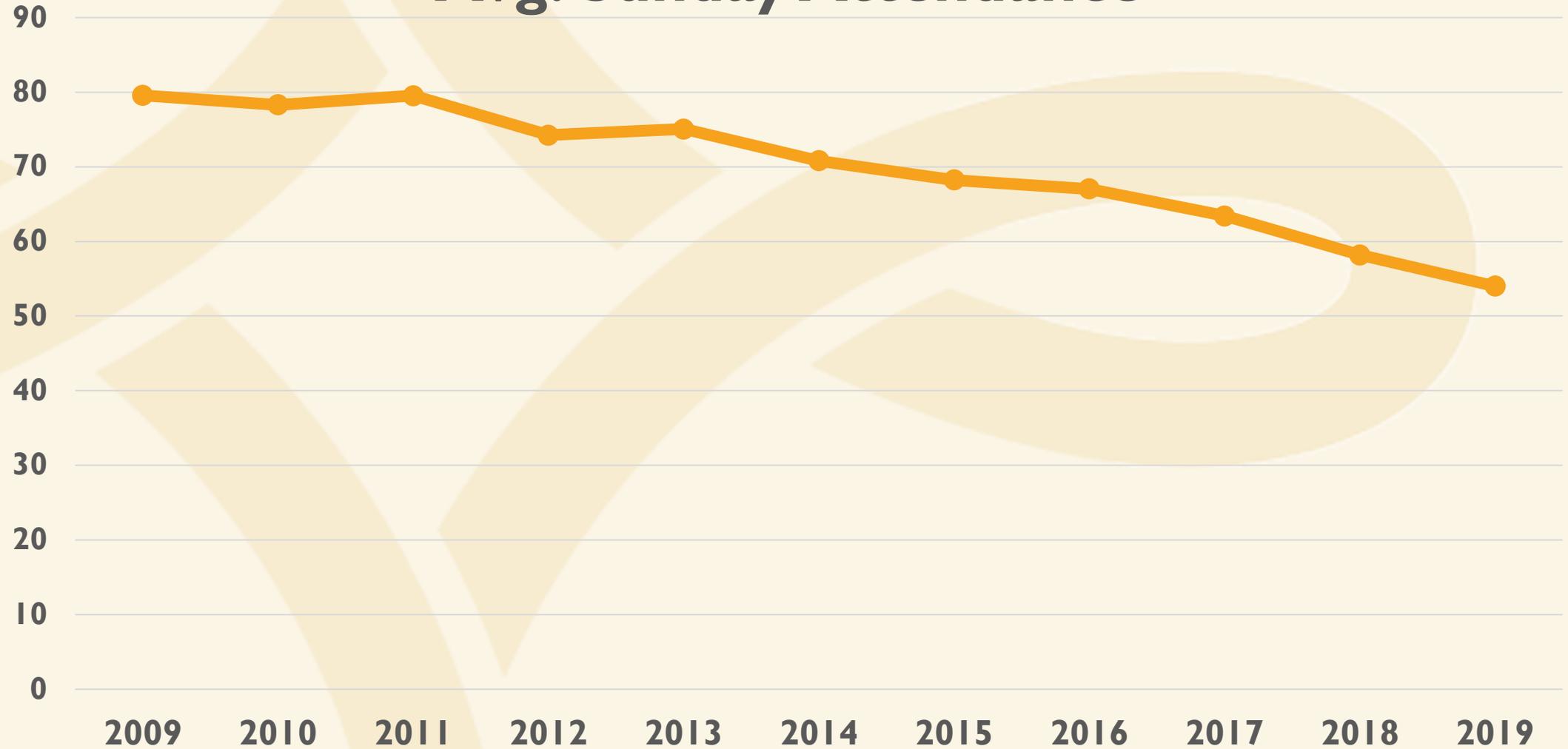
WHAT TRENDS CAN YOU IDENTIFY?

WHAT ARE THE CAUSES OF THOSE TRENDS?

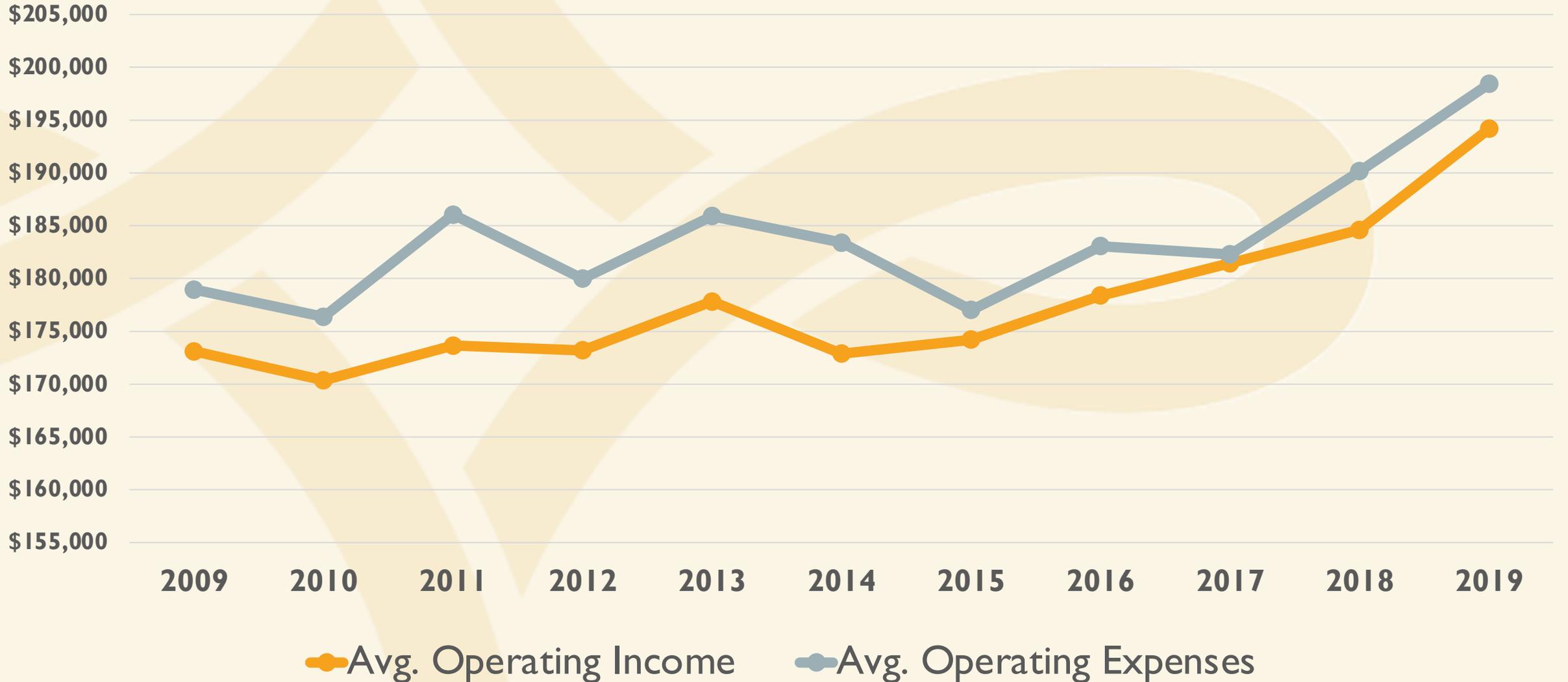
WHAT TRENDS ARE OUT OF YOUR CONTROL?

WHAT TRENDS CAN YOU POSITIVELY IMPACT?

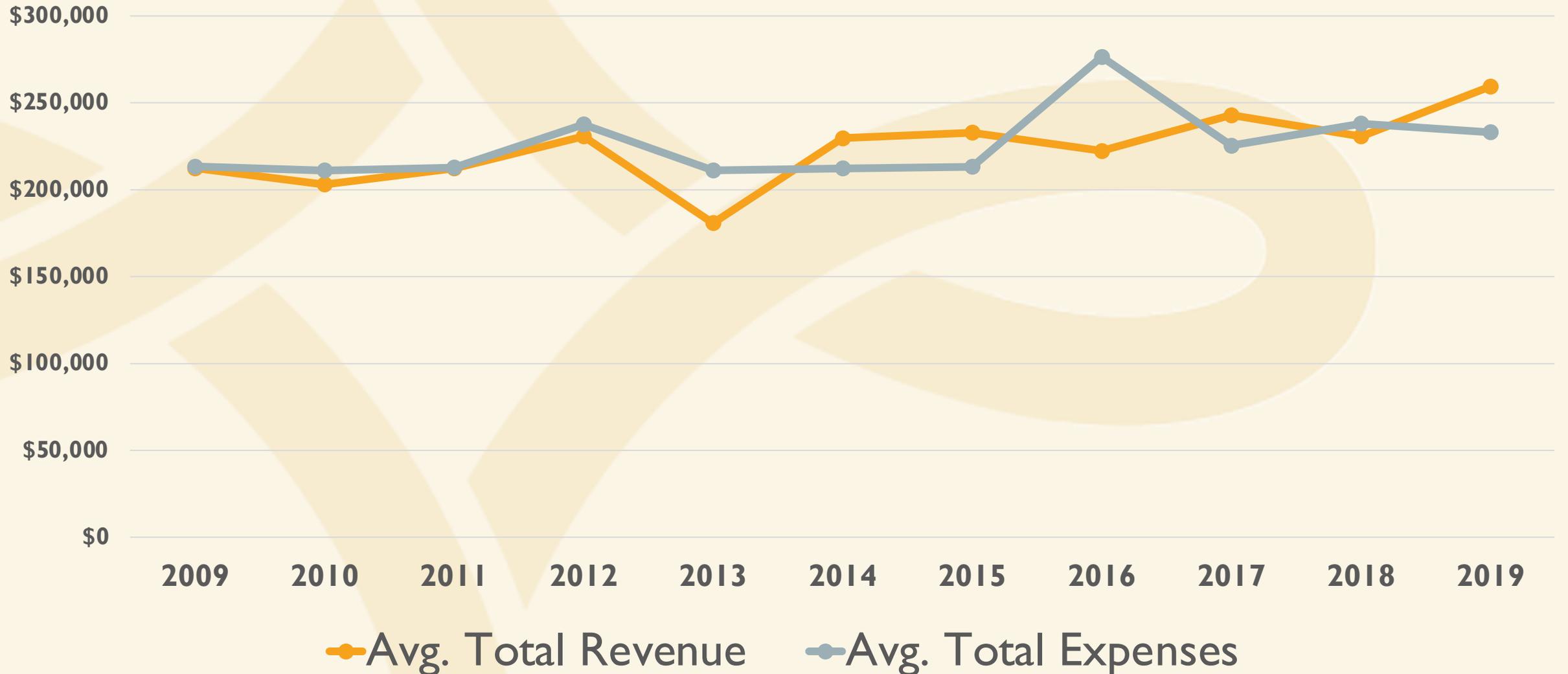
Episcopal Diocese of Central Pennsylvania Avg. Sunday Attendance



Episcopal Diocese of Central Pennsylvania Avg. Operating Income & Avg. Operating Expenses



Episcopal Diocese of Central Pennsylvania Avg. Total Revenue & Avg. Total Expense



THE PAST * THE PRESENT * THE FUTURE



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THE PRESENT...

ASSESSING YOUR PARISH'S CURRENT FINANCIAL POSITION – INCOME, EXPENSES, INVESTMENTS, ETC.

ASSESSING YOUR PARISH'S CURRENT MEMBERSHIP – DEMOGRAPHICS, INVOLVEMENT, RESOURCES, ETC.

ASSESSING YOUR PARISH'S FACILITIES AND GROUNDS – OPERATIONAL COSTS, CONDITION, NEED, ETC.



THE PAST * THE PRESENT * THE FUTURE



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THE FUTURE...

UNDERSTANDING THE RELATIONSHIP BETWEEN SERVING CHRIST IN THE 21ST CENTURY AND THE RESOURCES NEEDED TO FOSTER SUCH SERVICE

DEFINING A PARISH'S FINANCIAL VIABILITY

INCORPORATE REALISTIC FINANCIAL FORECASTING AS PART OF YOUR PARISH'S PLAN

IMPLEMENT BEST PRACTICES AS PART OF YOUR PARISH'S PLAN FOR FINANCIAL VIABILITY AND VITALITY



THE PAST * THE PRESENT * THE FUTURE



THE FUTURE...

UNDERSTANDING YESTERDAY, EMBRACING TODAY,
AND PLANNING FOR TOMORROW ARE INTEGRAL
PARTS OF “SHAPED BY FAITH.”





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**POSSIBLE CHURCH MODELS
& MISSIONAL COMMUNITIES
THE REV. CANON CHRIS STREETER**

MERGER AND CLOSURE

In this Model, two or more congregations are merged to become one new Church. One site is chosen and the the other sites are sold in order to fund the new church. Resources are combined.

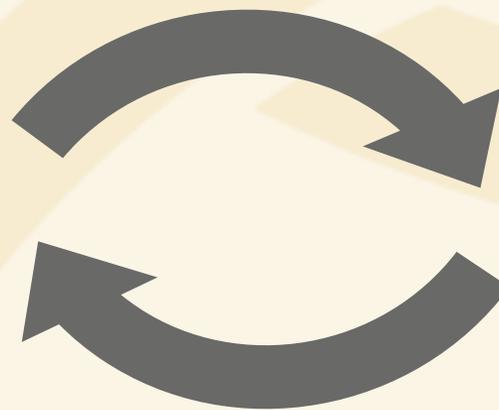
Benefits

- Can lead to long-term stability
- Greater efficiency of resources and finances
- Can lead to full-time clergy

Drawbacks

- Loss of local space, influence, culture, history (grief)
- Longer travel times to church
- Must form new identity

YOKED CONGREGATIONS



YOKED CONGREGATIONS

Yoked Congregations share a clergy person but operate semi-autonomously. They keep finances and vestries separate. They operate with different focuses, separate identities and differing leadership

Benefits

- Can be very locally/communally focused
- Regional or traditional identities remain
- Sense of self-determination

Drawbacks

- Two or more buildings to fund, etc. resources dwindle faster
- Priests time/focus can be split
- Less of a “critical mass”

THE MINSTER MODEL

In this model one larger church is the “hub” with several smaller congregations in the region. A group of clergy work together to pastor all of the congregations. Resources are shared to support the work of a regional ministry. One head priest supervises other priests, deacons and lay ministers.

Benefits

- Clergy have colleagues
- Community/Regional focus and Shared Purpose
- Shared costs

Drawbacks

- Multiple sites to pay for
- Can lead to competition for attention

MULTI-SITE

In this model several churches combine to form one church with multiple sites. One vestry and clergy.

Benefits

- Can have a full-time clergy
- Shared purpose/Focus/resources

Drawbacks

- Sites must be creative in planning worship
- Hard to find a common identity
- Must resource multiple buildings, etc.

NON-PROFIT PARTNERSHIP

In this model one or more parishes partner with non-profits or establish non-profits that help address pressing issues in their community. The clergy works for the non-profit and the church in separate relationships or the churches lease buildings during the week to non-profit and help support non-profit with volunteer ministry. Examples are, childcare/youth or eldercare, health and spirituality, affordable housing, hunger ministries, substance abuse, ending violence prison ministry, Latino ministries, evangelism, civic/govt agencies.

Benefits

- Shared costs with non-profit
- Community serving focus
- Can empower lay ministry
- Entrepreneurial spirit

Drawbacks

- Loss of control of buildings
- Split-focus
- Lots of negotiations
- Must establish links
- Must be entrepreneurial

ECUMENICAL PARTNERSHIP

In this model, an Episcopal and Lutheran (or Moravian) congregation come together to share a clergy. They can either merge and form one Episco-Lutheran or Luther-Palian congregation. Or they can keep their separate identities and share clergy.

Benefits

- If they merge, they can share costs
- Larger group of clergy to pull from
- Ecumenical work is gospel work

Drawbacks

- Can be a stop-gap
- Have to Negotiate worship styles, norms, etc.

HOUSE CHURCH

In this model, congregation members gather at the home of another member (or rotating members) for worship and fellowship. This model can be used in conjunction with other configurations to help support regular gatherings (i.e. during summer months or as part of a minster).

Benefits

- Enables regular gatherings & promotes lay leadership
- Alleviates high building costs
- Promotes familial relationships with church members

Drawbacks

- Not feasible during pandemic
- Creating sacred space in someone's home – making it feel like “real” church

VIRTUAL CHURCH

In this model, worship services are streamed, either live or pre-recorded. Multiple platforms are available, enabling the parish's identity and message to reach a wide range of worshippers, both in the immediate and wider community. This model can be used in conjunction with other potential configurations, even Convocation-wide.

Benefits

- Reaches wide-range of worshippers – EVANGELISM!!
- Increased potential for sharing responsibilities
- Deepen connection with homebound parishioners – everybody can go to church!

Drawbacks

- Technology & Production requirements
- Increased workload to produce in addition to in-person worship



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THE VISION & 4 GUIDING WORDS THE RT. REV. AUDREY SCANLAN

4 GUIDING WORDS

Discovery

Experimentation

Creativity

Collaboration



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**INTENSIVE WORK OVERVIEW
& COMMITMENT
THE REV. CANON CHRIS STREETER**

SHAPED BY FAITH COMMITMENT

- Team of 3 leaders (clergy, senior warden, trusted lay leader).
- Attend and actively engage in 8 Shaped by Faith meetings.
- Keep Vestry and Parish informed.
- Prepare a plan to present to Vestry and Parish.
- Pray for each other, and other Shaped by Faith teams.



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Convocation	2020	2020	2020	2020	2020	2020	2021	2021	2021
	July	August	September	October	November	December	January	February	March
				Diocesan Convention Saturday, October 17					
West Branch	Individual Check-Ins		Sunday, Sept. 20 4-5 pm (6)		Sunday, Nov. 22 4-5 pm (7)		Sunday, Jan. 31 4-5 pm (8)		Sunday, March 21 4-5 pm (9)
Northern Tier	Individual Check-Ins		Sat. Sept. 12 10-11 am (5)		Sat. Nov. 21 10-11 am (6)		Sat. Jan. 30 10-11 am (7)		Sat. March 20 10-11 am (8)
Susquehanna	Individual Check-Ins		Sunday, Sept. 20 2-3 pm (4)		Sunday, Nov. 22 2-3 pm (5)		Sunday, Jan. 31 2-3 pm (6)		Sunday, March 21 2-3 pm (7)
Harrisburg			Sunday, Sept. 13 3-5pm (1)		Sunday, Nov. 15 2-3 pm (2)		Sunday, Jan. 17 2-3 pm (3)		Sunday, March 14 2-3 pm (4)
Altoona	Monday, July 27 6-7 pm (reboot)			Thursday, Oct. 15 6-7 pm (3)		Thursday, Dec. 10 6-7 pm (4)		Thursday, Feb. 11 6-7 pm (5)	
Lancaster	Sunday, July 26 2-3 pm (reboot)			Sunday, Oct. 11 2-3 pm (3)		Sunday, Dec. 13 2-3 pm (4)		Sunday, Feb. 21 2-3 pm (5)	
Southern	Thursday, July 30 6-7 pm (reboot)			Tuesday, Oct. 13 6-7 pm (3)		Tuesday, Dec. 15 6-7 pm (4)		Tuesday, Feb. 9 6-7 pm (5)	



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Convocation	2021	2021	2021	2021	2021	2021	2021	2021	2021
	April	May	June	July	August	September	October	November	December
		Shaped by Faith Event					Diocesan Convention October 15 & 16		
West Branch			Check-In #1			Check-In #2			
Northern Tier		Meeting #9				Check-In #1			Check-In #2
Susquehanna		Meeting #8		Meeting #9			Check-In #1		
Harrisburg		Meeting #5		Meeting #6			Meeting #7		Meeting #8
Altoona	Meeting #6		Meeting #7			Meeting #8		Meeting #9	
Lancaster	Meeting #6		Meeting #7			Meeting #8		Meeting #9	
Southern	Meeting #6		Meeting #7			Meeting #8		Meeting #9	



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Convocation	2022	2022	2022	2022	2022	2022
	January	February	March	April	May	June
	Shaped by Faith Event				Shaped by Faith Event	
West Branch			WB, NT & Susq. Event			
Northern Tier			WB, NT & Susq. Event			
Susquehanna			WB, NT & Susq. Event			
Harrisburg		Meeting #9			Check-In #1	
Altoona		Check-In #1			Check-In #2	
Lancaster		Check-In #1			Check-In #2	
Southern		Check-In #1			Check-In #2	

Want to know
more?



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- www.diocesecpa.org/shapedbyfaith
- **Contact Rev. Canon Chris Streeter**
cstreeter@diocesecpa.org



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BLESSING
THE RT. REV. AUDREY SCANLAN