

Diocese of Washington 2020 Annual Report

Being confident of this, that God who began a good work in you will carry it on to completion until the day of Christ Jesus.

Philippians 1:6



A Word from Bishop Mariann

Dear Diocesan Family,

It is poignant to look back on our common life in the early days of 2020. Remember that in January, we welcomed Presiding Bishop Curry, hosted a revival, and launched a strategic plan with such hope, not knowing the upheaval that would visit our communities less than two months later. Yet throughout this year of intersecting crises, our diocesan focus on Jesus and his love held steady. The God-given dreams and our intentions embedded in our strategic plan gave us a framework from which to respond to the events that changed our lives. Yes we adapted, and yes we stayed the course.



- **Grounded in our strategic commitment to congregational revitalization**, we responded to the impact of COVID-19 by immediately redirecting diocesan resources and staff toward crisis management. Our goal was and remains to see our congregations through the pandemic and its ramifications.
- **Grounded in our strategic commitment to spiritual formation and leadership development**, we quickly established the School for Christian Faith and Leadership in order to provide opportunities for learning new skills, offering prayer and liturgical resources, and creating forums for pastoral care. Our goal was and remains to inspire our people to grow spiritually and equip our leaders to lead well.
- **Grounded in our strategic commitment to strive for justice**, we responded to the profound pain, social outcry, and demand for racial reckoning that coalesced in our communities over the summer months. Our strategic goal to clarify our justice priority was answered for us by the events of this year and the collective response of our congregations.

Throughout this Annual Report, you can read of the efforts made to serve and strengthen the congregations and people of the Diocese of Washington, how precious resources entrusted to us are invested in our common life, and the ways we strive to serve Jesus and follow in His way of love.

As we turn our collective gaze toward 2021, may God bless and guide us all.

Faithfully,

Mariann

The Rt. Rev. Mariann Edgar Budde
Bishop of Washington

Episcopal Diocese of Washington  Diócesis Episcopal de Washington
Strategic Plan

Revitalization

Implementing a church revitalization strategy that leads to healthy, thriving congregations throughout the Diocese of Washington and reverses the trends of decline is one of the three key priorities of our diocesan strategic plan.

One of the first steps we took as a diocese to advance this priority was to commission the [10 new Regional Deans](#) whose mission is to help strengthen relationships and foster collaborative efforts between congregations within our 8 regions and to welcome The Rev. Andrew Walter as Canon for Strategic Collaboration to the diocesan staff at Diocesan Convention in January.

After Convention we got to work, with the Rev. Todd Thomas, Missioner for Revitalization, convening thought leaders from across the diocese to help turn our first measurable objective from vision to reality: providing church health assessments and revitalization strategies to our parishes.

When COVID-19 reached our communities, your diocesan staff immediately redirected all of our energies toward crisis management, pivoting toward delivering services and support to our congregations that would enable them to survive the pandemic.

- With approval from Diocesan Council, we created a parish assistance program that provided \$154,000 of support to nine congregations.
- We collected resources into a robust **resource hub** that, among other things, included information about the Federal Government's CARES Act loans for parishes, guidelines for holding online worship, and a use of church facilities policy.
- We created guidelines for regathering, encouraging congregations to return to in-person worship only when the decision felt right.
- We remained in close contact with diocesan leaders and regional deans.

Vital Signs of Parish Health

Over the summer and early fall, as the flurry of our initial crisis response eased, we turned our attention back to the strategic plan. In October, we introduced [the Vital Signs of Parish Health](#), a diagnostic tool intended to help parishes assess what areas of their operations are functioning well and what could use some adjustment. Resources include an introductory document and a one-page discussion guide.

These vital signs will be the focus for diocesan engagement with congregations going forward, informing everything from leadership transition processes, criteria for ordination, parish visitations, and the measure of fruitfulness for diocesan initiatives.

Diocesan Stewardship and Parish Vitality

At the 125th annual meeting of the Convention on January 25, 2020, the Convention adopted a resolution establishing the Advisory Committee on Diocesan Stewardship and Parish Vitality. The resolution was put forward by a group of clerical members and lay delegates of the Convention to respond to a need to address parishes experiencing challenges in their ongoing vitality and to provide a mechanism for the Diocese to respond to these parishes.

As a result of their work, the Advisory Committee proposed a new canon that would enable diocesan leaders to proactively work with parishes that are facing significant challenges, with the hope that diocesan support and guidance might lead a parish to renewed vitality. Right now, unfortunately, parishes often reach out to the diocese when it's too late, when the problems and challenges have grown so large it's hard to turn them around. Enabling the Diocese to get involved sooner would not only help those parishes, but it would benefit the Diocese as a whole.

The Advisory Committee's proposed canon is now in the hands of the diocesan Constitution & Canons Committee, who are reviewing it and making it consistent with current canonical standards and established language. The actual text of the proposed canon will be made available as soon as possible, and people from around the Diocese will have the opportunity to read and comment on it.

[Read the full report of the Advisory Committee](#)

[Read the proposed canon](#)

Pivoting to 2021

In 2021, we will work alongside parishes to help them thrive in our new hybrid reality of supporting digital and in-person community, to develop the leadership for this new post-pandemic era, and to continue as Christ's witnesses in our host neighborhoods. Major streams of our activity will include supporting those parishes selected for work with the national Congregational Leadership Initiative, working with the parishes selected for our diocesan Tending Our Soil initiative, and continuing to expand our resources for engaging the vital signs and metrics.





Spiritual Formation and Leadership Development

The School for Christian Faith and Leadership

To inspire, equip, connect, and empower the people of God for life and leadership.

- Mission statement of the School for Christian Faith and Leadership

In the discovery phase of the strategic planning process, two motifs arose again and again. As a diocese, we needed:

- To inspire every person to grow in faith, and
- To equip our leaders to lead well

From that clarity of purpose came the first measurable objective under the spiritual formation priority of the strategic plan: we would establish the [School for Christian Faith and Leadership](#).

The Rev. Jenifer Gamber, Missioner for the School, officially joined diocesan staff on July 1 and immediately began developing the offerings that would become the core of the School's soft launch in early September.

- The School's inaugural online course, "Welcoming and Belonging in the Digital Sphere"--designed for congregational leaders interested in how to welcome newcomers in the digital age--had 76 participants from the Diocese of Washington and from across the country.
- A total of 18 online offerings were offered in the fall of 2020.
- Topics have included finance, administration, vocational discernment for young adults, evangelism, and spirituality and health.
- We expect to serve over 700 individuals in Fall 2020.



- Over 60 diocesan leaders have contributed to the leadership of the School in 2020.

Under Rev. Gamber's leadership, two working groups have laid foundations for the School going forward:

- One is clarifying the mission, vision, and strategies that will guide the school for the next five years with measurable goals.
- The other is building a path of discipleship for the diocese that will identify five core Christian practices to help individuals take next steps to grow faith, guide congregations in offering programs to support that growth, and inform diocesan resource development.

As we live into this part of the strategic plan, we continue to build resources that will deepen our life of discipleship. Already, you can find [Advent resources](#) for your congregation here. Look for a page devoted to Lent soon.

Tending Our Soil: A Thriving Congregations Initiative

In October, The Episcopal Diocese of Washington received a 5-year grant of \$1,000,000 from Lilly Endowment Inc. to help establish a thriving congregations initiative called Tending Our Soil: Thriving in Our Time and Place, which will be launched in the fall of 2021. Through this initiative:

- Up to 36 congregations will gather in peer-to-peer learning cohorts.
- The diocese will train 12 coaches to accompany congregations in the process.
- Congregations will clarify mission and innovate toward greater health.

Our hope is that congregations will be equipped to "engage in a changing world with an enduring faith in Jesus Christ so that more people may know God's love." More information about the Tending Our Soil initiative will be shared with congregations in January. Applications to participate will be available in early February 2021.

Pivoting to 2021

- The soft launch of the School for Christian Faith and Leadership will continue into 2021 with a set of offerings to be announced soon in the areas of vital signs, worship, spiritual practices, and more. You can look forward to an online anti-racism course and a pilot catechumenate program in Easter.
- The Tending Our Soil initiative will begin in earnest in 2021 with informational sessions about the initiative and the application process held in January. Applications to participate in one of the first cohorts will be available February 1, 2021.
- Advisory groups for the School continue their work as they set their attention on the official launch of the School in fall 2021 with a branded learning management system and a growing list of curated resources to the path of discipleship.

Equity and Justice

Our strategic plan identified justice as one of our three primary objectives in ministry over the next five years, with an initial goal of discerning which justice initiatives to focus upon within each region. With the COVID-19 pandemic and its disproportionate effects on Black, Indigenous and other people of color (BIPOC), as well as the vigilante killing of Aumaud Arbery, police shooting of Breonna Taylor, and especially the video of George Floyd dying at the knee of a Minneapolis police officer, the Diocese of Washington was placed in the epicenter of rage and controversy over the sin of racism in our community,



the nation and the world. Throughout the diocese this year, we have experienced a seismic shift in our attention and resolve to dismantle racism.

Prior to the coronavirus pandemic, we envisioned collaborating on region-specific justice initiatives that together would provide more impact in the communities we serve. The dual pandemics of COVID-19 and racism have changed our strategy and focus. With the blessing of the Standing Committee and Diocesan Council in July 2020, our strategic objective is now Equity and Justice.

Our revised focus for the Equity and Justice objective of the Strategic Plan in the next 12 months is to:

Bravely uncover, understand, reckon with and act to dismantle racism within ourselves, our faith communities, the Diocese and our localities.

We have claimed antiracism and systemic inequity as a primary lens through which all our diocesan strategic objectives will be addressed. To support that aim, we will:

- Hire a Missioner for Equity and Justice.
- Disseminate a Diocesan Antiracism Covenant for individuals, institutions and leaders.
- Develop and implement online antiracism training in English and in Spanish.
- Expand Sacred Ground offerings in parishes, regions, and among church leaders.
- Provide equity workshops for people throughout the Diocese.
- Uncover and reckon with racism's history in our Diocese and churches.
- Support the work of our Diocesan Reparations Task Force.

Justice in the Diocese of Washington

January

- The Diocesan [Hunger Fund](#) spearheaded a food drive to benefit the Capital Area Food Bank that netted a food goods offering of a whopping 1,417 pounds and a monetary offering of \$3,411.95.
- More Jesus, More Love Revival offering raised over \$12,800; The monies were evenly divided among [St. Philip's DC Childhood Development Center](#), [the Bishop Walker School](#), [St. Timothy's DC Childhood Development Center](#), and [Atonement DC's Feeding Program](#).

February

- February 29: Leadership body retreat presentation on justice and advocacy vision for the diocese.

March

- March 11: Bishop Mariann canceled all public worship services and normal parish operations within the Episcopal Diocese of Washington for what we thought would be two weeks, saying, "we are indeed in uncharted waters -- not just as a diocese, but as a country and a global human family."

April

- As the economic toll of the pandemic intensified, diocesan staff recognized that some members of our congregations were suffering from food insecurity and other hardships and that EDOW congregations in low-income communities were part of an increasingly fragile safety net for their most vulnerable neighbors.



In response to the growing crisis, the diocese suspended the annual Bishop's Appeal for the diocesan budget and replaced it with a [COVID-19 Emergency Relief Appeal](#).

May

- The death of George Floyd at the hands of police on May 25 sparked protests across the country as demonstrators demanded justice and systemic reform. We publicly acknowledged there was not one single pandemic raging in our society, but two: COVID-19 and systemic racism.
- Protests occurred in our own communities as we came together to raise our voices against injustice.

June

- Early June: Diocesan staff, with heroic assistance from leaders in the diocese, coordinated an ongoing presence outside of St. John's, Lafayette Square, offering water and prayers to the protesters in front of the White House.
- June 14: The diocese hosted an [interfaith, ecumenical prayer vigil](#) at St. John's, Lafayette Square, calling for concrete action toward racial justice.
- June 18: The diocese hosted a town hall meeting on racial equity at Washington National Cathedral, organized by young adults for young adults to help us discern where we go next in addressing racism in our diocese and country.

July

- At a two-day strategy session, diocesan staff revisited the first 12-month priorities of the strategic plan. Listening to where God was calling us, we made a key change to our work in the area of equity and justice, committing to viewing all future work of the diocese through the lens of anti-racism.

September

- Interviews for the Missioner for Equity and Justice position begin.
- By September, 17 parishes were engaged in or planning [Sacred Ground](#) circles.

October

- Diocesan staff members begin a Sacred Ground circle.
- October 15: We announced that Bishop Eugene Sutton would speak at a special pre-convention online event on Friday, January 29, 2021 about the Diocese of Maryland's multi-year investigation of the legacy of slavery and racial inequity in church and society that culminated in a diocesan resolution passed at their 2020 convention to establish a Reparations Fund.
- Received a Becoming Beloved Community Rapid Response grant to provide "Seeing the Face of God" anti-racism training in an online format in both Spanish and English.

November

- November 3: Parishioners from 15 congregations participate in Bishop Mariann's invitation to congregations to take part in an EDOW effort to be a [prayerful presence at polling stations](#) within our diocesan bounds on Election Day.



*Black Lives Matter Plaza Protest Presence
at St. John's, Lafayette Square*



Black Lives Matter Protest



*COVID Family Support Food Program,
St. John's, Norwood*



Programs and Operations

Bishop Mariann and diocesan staff devote much of our time to facilitating the work of the diocese--and we don't do this alone. This year, we have been especially grateful to collaborate with diocesan committees, our leadership bodies, our new regional deans, and congregational leaders. Together, we are the eyes, hands, feet and body of Christ, and together, we are listening to where God is calling us so we may experience God's preferred future for us.

- Valuing healthy, ongoing dialogue with our parish leaders, diocesan staff has conducted over 335 parish consultations in 2020.
- Recognizing the crucial importance of steady oversight, we've convened both regular monthly meetings of Diocesan Council and Standing Committee and special sessions when circumstances dictated a rapid response.
- Desiring to support exhausted parish clergy, we created a seven-week post-Easter preaching rota.
- Understanding the need to grow our toolbox in order to better serve you in an era of online engagement and church dispersed, each staff member has undergone training to advance their skills.
- Keenly aware of the extraordinary turmoil this year has placed each and every one of us in, your bishops and diocesan staff have held you in constant prayer.

Bishop's Office

Though constrained by the restrictions brought on by the pandemic, Bishop Mariann was able to conduct the acts required of her episcopate by canon.

- In the initial months of the pandemic, Bishop Mariann temporarily shifted focus away from her Sunday visitation schedule to diocesan-wide crisis management and used the Washington National Cathedral as the platform to address the diocese as a whole.
- After a pandemic-induced hiatus, the bishop visited 17 of parishes, always meeting with the parish vestry as part of her official visit.
- Bishop Mariann confirmed, received, and reaffirmed 62 people from 11 parishes at two confirmation services at Washington National Cathedral in October (one outside and one inside).
- Bishop Mariann ordained 2 people to the sacred order of priests and 9 people to the sacred order of deacons.
- The bishop will ordain 3 people to the transitional diaconate on December 5.
- Bishop Mariann installed 2 rectors (The Rev. Ricardo Sheppard, Church of the Atonement, DC, and the Rev. Richard Weinberg, St. Margaret's, DC).
- The bishop will install 2 Canons and 1 Archdeacon at Washington National Cathedral on December 3.

Ordination Process

As in all other aspects of diocesan life, the pandemic affected our ordination process. The Rev. Dr. Robert Phillips, Canon for Leadership Development and Congregational Care; the Ven. Sue von Rautenkranz, Archdeacon and Diocesan Liturgist; and the Rev. Yoimel González Hernández, Dean of the Latino Deacons' School, worked diligently to mitigate the impact of the disruption on the formation of our next generation of ordained leaders.



Priesthood formation process

- We accepted 4 new people into the priesthood formation process.
- There are 5 postulants in the process, studying at 4 different seminaries.
- We held 1 priesthood ordination service at St. Paul's, K Street on 6/13.
- We will hold 1 transitional deacon ordination service at St. Paul's, K Street on 12/5 for 3 persons.

Diaconal formation process

- 25 people attended an informational workshop in October to learn more about hearing the call of diaconal ministry.
- We expect to have between 3-5 new nominees enter the process for the diaconate.
- There are 11 postulants in the process.
- 9 people were ordained on 11/14 at Washington National Cathedral.

Latino Deacons' School

- We are continuing to develop a Spanish-language version of our Deacons' School that will not only allow us to form greater numbers of Spanish speaking deacons, but to share this tool with the wider Church providing much needed access and equity for our Latino brothers and sisters.
- We have 3 postulants being formed through the Latino Deacons' School.
- 5 attendees at the October diaconal informational workshop were from Spanish-speaking congregations.

Clergy Transitions

Canon Robert Phillips continues to guide congregations and clergy through leadership transitions.

- 11 number of parishes will have experienced a change in clergy leadership in 2020.
- 18 priests were called to new parish ministries
 - 8 rectors/priests-in-charge
 - 4 interims
 - 6 assistants/associates
- 13 priests participated in Genesis 2020-2021, the diocesan program designed to onboard priests in new calls to better equip them for success. 10 priests completed Genesis 2019-2020.

Latino Ministry

Latino communities have been disproportionately impacted by the pandemic, yet our Latino congregations quickly got to work feeding the hungry--with some now distributing up to 650+ boxes of food per week.

Other diocesan initiatives in Latino Ministry this year included:

- The launch of the Latino Deacons' School.
- An increased commitment to translation and interpretation of regular communications, most especially of Bishop Mariann's reflections and letters to diocesan parish leadership.
- Interviewed all seven Latino Missioners in response to the impact of the pandemic and how they have adjusted to online worship, published on YouTube and Facebook.



- In December, Latino Ministry will host an online Posada, an Advent celebration of hospitality symbolizing Mary and Joseph's long, frustrating search for a place to stay where Jesus could be born.
- In October, we highlighted Latino Ministry in the [Diocesan Bulletin](#) newsletter.

Regional Deans

In the brief time since the 10 regional deans were commissioned at Diocesan Convention in January, the regional dean structure has shown great promise. The deans serve as a point of connection, not only between diocesan staff and the regions, but within the leadership of the regions themselves. The deans have:

- Been a key communication link in the regions and around the Diocese.
- Convened over 60 monthly meetings with regional parish clergy.
- Brought parish wardens together in some regions to discuss common challenges and shared opportunities.
- Served as hosts for the fall online regional gatherings.

Diaconal Ministry

The pandemic has reinforced our conviction that deacons are an essential part of our diocesan ministry.

- With their help, diocesan staff was able to identify families and individuals with food insecurities and other needs and assist them for grants from our COVID-19 Emergency Relief Fund.
- Many deacons are engaged with food pantries, feeding programs, and supplying schools with resources for students.
- Other deacons are deeply involved in advocacy efforts around homelessness, immigrant and refugee rights, and voter registration.
- In September, we highlighted the ministry of deacons in the [Diocesan Bulletin](#) newsletter.

Diocesan Liturgies

The Ven. Sue von Rautenkranz not only serves as archdeacon of the diocese, directing the formation and placement of deacons, she is also the diocesan liturgist. We give thanks for her steady hand in the development of the services that fueled our communal life this year.

- **January:** Convention Eucharist, which offers a spiritual opening for the business of the diocese.
- **January:** [More Jesus, More Love revival Eucharist](#), the largest diocesan gathering in our history, filled with joy and hope for moving forward in our strategic plan.
- Two ordinations to the priesthood combining in-person attendance and live-streaming in compliance with social distancing requirements (the Rev. Savannah Ponder, serving at St. John's, Lafayette Square and the Rev. Kevin Antonio Smallwood, serving at Grace, Silver Spring).
- **May:** Clergy Renewal of Vows services, our first online gathering of clergy for prayer and renewal of ministry
- **August:** Diocesan-wide service at WNC, allowed for many rectors to take their first Sunday off in 6 months
- **September:** Clergy retreats, offering an opportunity for clergy to come together with their bishop and each other for prayer, refreshment and conversation.



- **October:** Confirmation services both in the Cathedral and the All Hallows Amphitheater, provided an opportunity for persons to make an adult affirmation of their baptismal vows.
- **November:** diaconal ordination at Washington National Cathedral increased diaconal ministry in the diocese to 28 active deacons serving in 32 congregations.
- **December:** transitional deacon ordination, at St. Paul's, K Street will move 3 seminarians into their next phase of ministry toward the priesthood.

Youth and Young Adult Ministry

Youths and Young Adults are an integral part of our diocesan community and increasingly adding their voices and wisdom to how we enact our strategic priorities.

Youth

- As part of the More Jesus, More Love revival weekend, diocesan youth participated in Dusk 2 Dawn II held at the Bishop Walker School for Boys. The theme, building on The Way of Love, was Go, Witness, and Build and Presiding Bishop Michael Curry was the featured speaker to 119 youths
- In conjunction with the National Day of Unplugging, during Lent, the diocese invited youth to enter into a sacred space where they could unplug, unwind, and do things other than using today's technology, electronics, and social media
- In November/December, we will gather youth leaders for peer to peer conversations to help us envision youth ministry in our diocese

Young Adults

- As part of the More Jesus, More Love revival weekend, Young Adults gathered at the newly reopened St. Thomas', DC for a Q&A and Eucharist with Presiding Bishop Michael Curry; 120 people attended
- Responding to the pandemic, the Rev. Todd Thomas, Missioner for Revitalization and Young Adult Ministry began gathering young adults online for Sunday night compline and Monday night Bible study and providing support for other diocesan young adult groups meeting online
- Rev. Thomas has provided support for Campus Ministers, including moving American University's Tuesday night evening prayer online and launching a confirmation class for the university's young adults
- On June 18, diocesan staff supported a group of young adult facilitators in planning and leading a town hall at Washington National Cathedral with Bishop Mariann and a panel of young adults to discuss anti-racism

Operations

Business Affairs Office

In addition to attending to the financial and human resource needs of daily diocesan life, our business affairs office has played a significant role in our crisis response to the pandemic. Kathleen Hall, Director of Administration and Human Resources, and Kelly Cooper, Financial Analyst, in collaboration with the Human Resources and Finance committees and supporting staff have:

- Assisted 14 parishes in securing clergy pension assessment waivers.
- Distributed \$120,000 to families, food banks, and feeding programs under the auspices of the COVID-19 Emergency Relief Fund.
- Provided 10 parishes with over \$160,000 in assistance to maintain staffing and operations.

- Researched safe church operations, hosted information sessions and shared best practices in the context of the pandemic.
- Monitored legislation and guided churches through the PPP and CARES Act loan application processes.

Technology, Communications, and Data Management

In many respects, the pandemic has been a trend accelerator, pushing both individuals and institutions to adopt new technologies far more quickly than we might have under normal circumstances. Diocesan staff has responded by doing our best to equip our leaders with the tools and skills they need to thrive in an online environment. Since March, we have:

- Offered 10 online classes/trainings, including worship and technology, a series on using Realm for reaching new members, managing, hybrid worship attendance, and managing volunteers, holding parish annual meetings, and online giving.
- Collected resources into a robust [resource hub](#) that, among other things, included information about the Federal Government's CARES Act loans for parishes, guidelines for holding online worship, and a use of church facilities policy in one easy to access location.
- Offered a primer on essential communications strategies, followed by a four-session course on effective communications.
- Launched a new look and layout for [The Bulletin](#) newsletter to help us better communicate our diocesan good news.
- Conducted a webinar on completing annual parochial reports.
- Negotiated lower cost online giving platform for congregations.
- Created an online worship calendar for congregations.
- Created analytical reports on community demographics and psychographics for congregations.



*Regional Deans with Bishop Mariann
and Canon Andrew Walter*



More Jesus More Love Revival



Ordination at St. Paul's, K Street

Finance and Budget

Diocesan staff took decisive action to ease the financial impact on normal operations.

- We cut discretionary spending, renegotiating contracts and suspending expenditures in a broad cross section of budget areas from ministry development and deployment to governance and administration.
- With approval from Diocesan Council, we created a parish assistance program with \$250,000 to provide parishes with financial support during the pandemic
- We redirected funds to congregational support
- We redirected the Bishop's Appeal to establish the [COVID-19 Emergency Relief Fund](#), distributing \$120,000 to over 300 individuals and families and 6 food banks/feeding programs
- We worked with parishes to update annual giving commitments to the diocese
- We guided parishes through Paycheck Protection Program (PPP) loan application process

Finance Committee

Over the summer, the Finance Committee began drafting various budget scenarios for 2021 so that Diocesan Council and the Convention of the Diocese of Washington could make informed decisions about next year's spending priorities in light of the ongoing economic uncertainty caused by COVID-19.

Financial Resources Committee

Established in January 2019, the Financial Resources Committee (FRC) is the newest permanent diocesan committee. Individual and parish finances can be a source of much uncertainty and stress in congregational life, and the FRC is pleased to have offered a number of helpful resources this year:

- Understanding that congregations would need a different approach to annual giving campaigns this year, the FRC prepared materials for its annual giving campaign toolkit with the needs of an online campaign in mind. Inspired by the preaching and writing of Presiding Bishop Michael Curry, the committee chose [Doing What Love Requires](#) as the theme this year.
 - At least 15 of our parishes used the theme and materials (we're aware of at least 10 parishes from other dioceses and denominations who also used the theme and/or materials!).
 - The resources of the toolkit have been accessed by over 1,000 users since it was published in June.
- The FRC conducted 10 webinars on a wide-variety of topics including finances for young adults, parish-based planned giving, financial resources for individuals and families, and best practices for virtual stewardship campaigns.
- FRC offered individual consultations and annual giving campaign support to more than 10 congregations across the diocese.

Grants received

The diocese was graced by a number of important grants in 2020.

- \$6,000 Becoming Beloved Community Rapid Response grant to provide “Seeing the Face of God” anti-racism training in an online format in both Spanish and English.
- \$25,000 United Thank Offering grant to support [Charlie's Place](#) operations.
- \$1m [Lilly Endowment Inc.](#) grant to help establish a thriving congregations initiative called Tending Our Soil: Thriving in Our Time and Place.

Impact of pandemic on diocesan 2020 budget | Implications of pandemic on 2021 budget

- Because of the pandemic, congregational giving to the Diocese is anticipated to drop to \$2 million for the year, down from \$2.6 million in the original 2020 budget approved at Diocesan Convention.
- The Diocese received a \$408,000 "forgivable" loan from the U.S. Government Paycheck Protection Program, greatly helping to limit the projected deficit caused by the loss of giving revenue.
- Cost reductions of \$200,000 were also implemented to cover the remaining shortfall.
- For 2021, Congregational Giving is at \$2 million, the same level the Diocese anticipates to receive this year.
- Additional cost savings, beyond those adopted in 2020, have been implemented.
- Total projected revenue for 2021 still falls short of anticipated expenses by \$160,000.
- To bridge this gap, the Diocese will draw on accumulated Diocesan assets as an investment in the strategic plan and preserving the human capital of the Diocese.