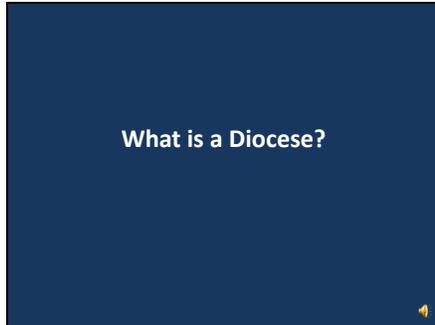


The Diocese of Easton: Who Are We?

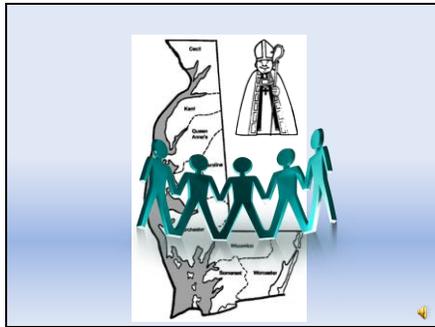
Presentation by the Diocesan Discernment Committee September-October 2014

Slide 1



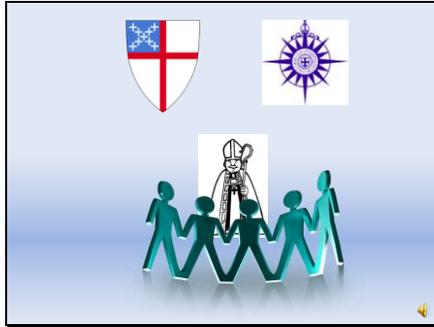
What is a Diocese? In this presentation we will review the basic information about a diocese in general, and then look specifically at the Diocese of Easton.

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A Diocese is a community of people and a Bishop assigned to be their pastoral leader that are located in a particular territory. In the Anglican Church, the Diocese is the smallest unit in the church.

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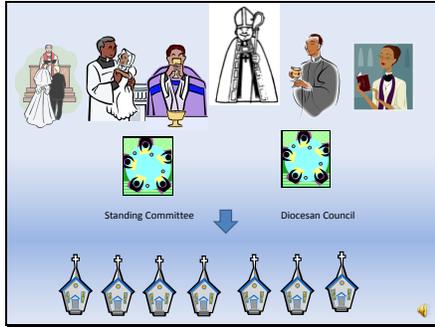
1. A Diocese in the Episcopal Church is a geographical area, often defined within state lines, created by the Church through the General Convention, of people belonging to Episcopal Churches within that area under the oversight of a Diocesan Bishop. The people are organized in parishes that are all part of the Diocese. The Bishop provides unity within the diocese, and unites the diocese to all others in the Episcopal Church and the World Wide Anglican Communion.

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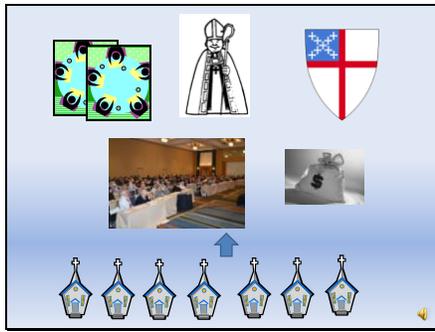
Our Diocese is composed of parishes which are fully functioning congregations, missions which are congregations that receive assistance from the Diocese, and a Cathedral which has the bishop's chair or cathedra. Where the Bishop sits is called the See, and for our Diocese the Bishop's see is in Easton, his cathedra at Trinity Cathedral, Easton. Many Dioceses are named for the Bishop's See, like the Diocese of Easton. Together all the parishes, missions and the cathedral form a community of congregations.

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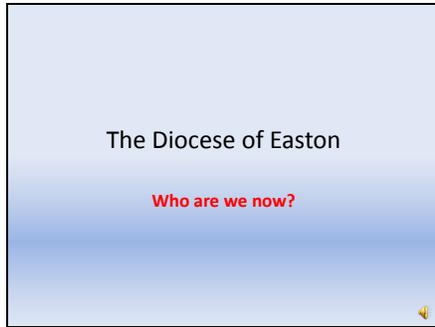
The Bishop is assisted by clergy who are based in congregations and share with the Bishop in carrying out the administration of the sacraments and the care of God's people. The Standing Committee and the Diocesan Council are boards of elected clergy and lay people who work with the Bishop in carrying out the work of the Diocese.

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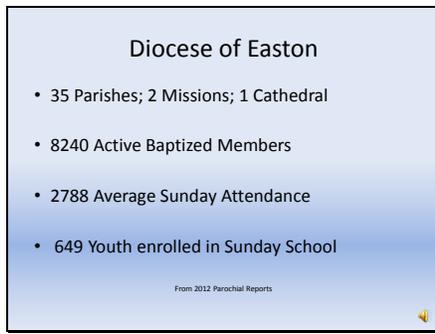
The Episcopal Church was founded in 1789 on American Democratic Principles, and so the people have a say in electing church leaders and having a voice in the governance of the church. Parishes elect delegates to Diocesan Convention which is the legislative body of the Diocese. The Convention is responsible for electing the Bishop, the Standing Committee and the Diocesan Council. And the Convention elected Deputies to the General Convention, which is the governing body for the entire Episcopal Church. Besides electing representatives, it is the people that are the stewards of God's church and provide the funds needed to carry out the church's mission. Pledges received from the pews go to Parish, Diocese and the Episcopal Church.

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Let's take a closer look at our Diocese, the Diocese of Easton, which is the Episcopal Church on Maryland's Eastern Shore.

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The territory of the Diocese of Easton composes all nine counties on Maryland's Eastern Shore. Today, there are 35 Parishes, 2 missions and 1 cathedral. The Diocesan offices, called Bray House, are located on Trinity Cathedral's grounds in Easton, Maryland.

Figures released from 2012 indicated that there are 8,240 active baptized members in the Diocese of Easton. The total average number of people who attended services on any given Sunday was 2,788. The Diocese had 649 youth enrolled in religious education programs throughout the Diocese.

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MINISTRIES AND BOARDS ASSOCIATED WITH THE DIOCESE OF EASTON
Camp Wright
Camp Agape
Children's Home Foundation
Commission on Ministry
Compensation and Personnel
Constitution and Canons
Department of Finance
Department of Missions
Diocesan Archives
Disaster Preparedness
Disciplinary Board
Eastern Shore Episcopalian Quarterly News Magazine
Education for Ministry
Environmental Ministries Commission
Episcopal Church Women

By coming together as a Diocese we are able to undertake many ministries as Episcopalians on the Eastern Shore. Here is a list of ministries, programs, groups and boards that are currently active in the Diocese. Most all of them are led by volunteers.

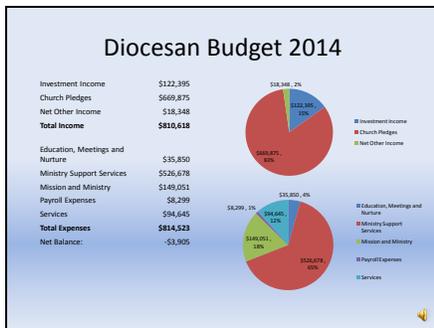
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Paid Staff of the Diocese of Easton

-  • The Bishop
-  • Canon to the Ordinary (vacant)
-  • Administrator of Finance
-  • Administrative Assistant
-  • Director of Communications (part-time)

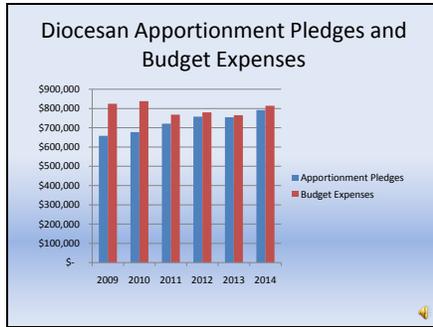
The Diocese of Easton maintains a small staff to carry out the work of the Diocese. In addition to the Bishop, the Diocese has a Canon to the Ordinary, who is a clergy person that assists the Bishop. There is also a fulltime Administrator of Finance, fulltime Administrative Assistant, and a part time Director of Communications.

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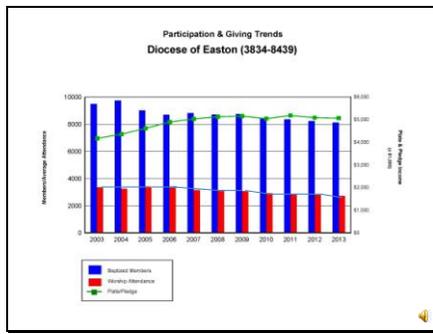
The Diocese receives over 80 percent of its income from the pledges of its parishes. Investment income covers the remaining amount. The largest Diocesan expense is staffing to carry out the mission and ministry of the Diocese. Mission and Ministry expenses and education, meetings and nurture take up the much of the remaining expenses. The Budget is required to be balanced within 1%, which is the case for this year's budget. The Diocesan budget is approved every year by the Diocesan Convention.

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Pledges income from parishes to help fund the Diocese noted in blue decreased in 2009 when the recession hit. Pledge income has been rising slowly in the years since. Diocesan expenses noted in red had to be cut back in response. Less giving has meant that the Diocese has had to concentrate more on maintenance, leaving less funds available for mission.

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Giving in the Diocese represented by the green line has remained relatively flat over the last few years, while costs of maintaining the Diocesan structure and parishes continue to rise. The Average Sunday Attendance, depicted on the graph in red, has been slowly declining over the past ten years.

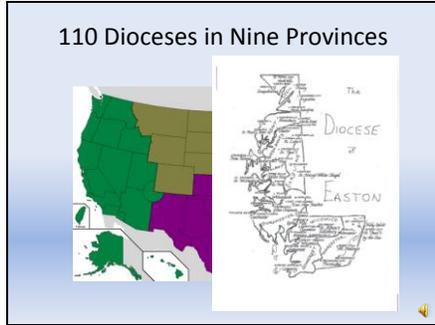
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The Episcopal Church Establishes Original Dioceses in 1789

- Episcopal Diocese of Massachusetts
- Episcopal Diocese of Connecticut
- Episcopal Diocese of Pennsylvania
- Episcopal Diocese of Virginia
- Episcopal Diocese of New York
- Episcopal Diocese of Maryland
- Episcopal Diocese of New Jersey
- Episcopal Diocese of Delaware
- Episcopal Diocese of South Carolina

The Diocese is part of the larger church. When the Episcopal Church was established in 1789 there were only nine Dioceses recognized, and they are represented in the Episcopal shield by the nine crosses on the blue field. The Diocese of Maryland from which the Diocese of Easton was established, was one of the original nine Dioceses.

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Today there are 110 Dioceses organized into nine provinces in the Episcopal Church. The Diocese of Easton is located in Province III. The Diocese of Easton divided from the Diocese of Maryland in 1868 and has been led from then until now by a progression of 10 Diocesan Bishops.

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How Do We Compare?

- 77th out of 110 Dioceses for Average Sunday Attendance (ASA)
- Maryland ranks 20th; Delaware Ranks 68th

DIOCESSES WITH SIMILAR AVERAGE SUNDAY ATTENDANCE

Rochester	Nebraska	Nevada	Puerto Rico
Vermont	Pittsburgh	Northern Indiana	Spokane
Eastern Michigan	South Dakota		

How does the Diocese of Easton compare with other Dioceses in the Episcopal Church? We are one of the smaller dioceses in both territory and members. In average Sunday attendance we rank 77th out of 110 dioceses. We are one of the few Dioceses without a major metropolitan center. Demographically we are more rural than many dioceses.

Our neighbor to the west, the Diocese of Maryland, is one of the largest Dioceses in the country, ranked 20th in ASA, while our neighbor to the east, the Diocese of Delaware, is ranked 68th.

A number of Dioceses are similar in membership size to us, including the Dioceses of Rochester, Nebraska, Nevada, Puerto Rico, Pittsburgh, Northern Indiana, Vermont, Eastern Michigan, South Dakota and Spokane.

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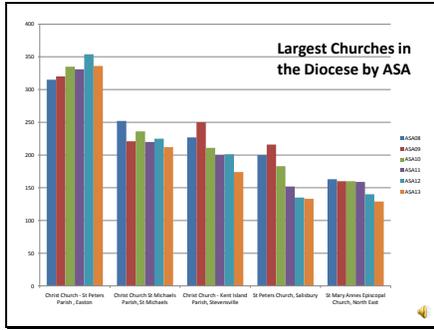
Towns & Churches on the Eastern Shore
 Top 25 towns in order of population (Source: U.S. Census Bureau 2012 est.)

* Indicates an Episcopal Church located in the town

Salisbury	31,243	**	Delmar	3,037
Easton	16,598	**	Rising Sun	2,870
Elkton	15,579	*	Federalsburg	2,697
Cambridge	12,503	*	Crisfield	2,672
Ocean City	7,089	**	Snow Hill	2,111
Chestertown	5,368	*	Hurlock	2,068
Fruitland	5,089		Ridgely	1,616
Berlin	4,563	*	Pittsville	1,434
Centreville	4,451	*	Rock Hall	1,318
Perryville	4,302	*	Hebron	1,099
Denton	4,372	*	Trappe	1,067
Pocomoke City	4,168	*	St. Michaels	1,020
North East	3,678	*		
Princess Anne	3,308	*		

The Eastern Shore is composed of many small towns and in most of the larger ones you'll find an Episcopal Church or two. Salisbury is the largest town on the Shore, in the south, with the other large towns, Easton in the middle and Elkton in the north, not far behind.

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The largest churches in the Diocese are located near these population Centers. Christ Church Easton has an average Sunday attendance of well over 300; Christ Church St. Michaels and Christ Church Kent Island have experienced attendance of over 200 on a Sunday and St. Peter's Church Salisbury and St. Mary Anne's North East see Sunday average attendance of over 125. Note that all these churches have seen decreasing attendance in the past year.

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AVERAGE SUNDAY ATTENDANCE IN THE DIOCESE OF EASTON

ASA 100+ (9 Parishes)	ASA 50+ (11 Parishes)
Christ Church, Easton	Shrewsbury, Kennedyville
Christ Church, St. Michaels	Holy Spirit, Ocean City
Christ Church - Kent Island	St Albans, Salisbury
St. Peter's Church, Salisbury	Wye Parish, Wye Mills
St. Mary Anne's, North East	St. Paul's, Berlin
St. Paul's Parish, Centreville	Christ Church, Cambridge
Emmanuel, Chestertown	St. Paul's, Kent
Trinity Cathedral, Easton	St. Pauls by-the-Sea, Ocean City
Holy Trinity Church, Oxford	Trinity Church, Elkton
	St. Stephens, Earleville
	All Hallows, Snow Hill

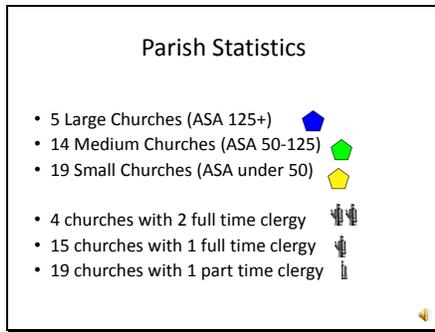
There are 9 parishes in the Diocese with Sunday attendance over 100 and 11 more parishes with Sunday attendance exceeding 50 worshippers.

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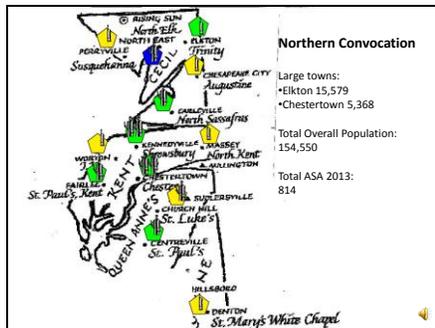
The Diocese of Easton does have a number of smaller churches, with 18 churches experiencing less than 50 people at worship on a Sunday. That figure is almost half of all the churches in the Diocese. Numbers alone may not tell the story, since there are many creative ways that small churches have found to survive and thrive. But they also help define who we are today as a diocese.

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Most of the churches in the Diocese of Easton are small and middle sized. Fifteen churches have one full time clergy and four additional churches employ two full time clergy. The remaining half of the churches get by with a part time or retired clergy person.

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Let's look finally at where are churches are located. The Diocese is divided up into three sections, called convocations. In the Northern Convocation, there is one large church, 6 middle sized churches and six small churches. Seven churches have at least one full time clergy person; 6 have a part time clergy person. The population centers in the North are Elkton and Chestertown. The Northern Convocation has a total average Sunday attendance for all its parishes at 814, which puts it second behind the Middle Convocation and ahead of the Southern Convocation.

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“Status Quo is Not an Option”

- The cost of **maintaining** the Diocesan structure (and many churches) exceeds income
- Our call is not just to **maintenance**, but to **mission**
- We are a **missional** community. We exist because the mission exists – the mission of Jesus Christ for the healing of the world.

Given what we know, the status quo is not an option.

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Population Trends on the Eastern Shore

“Population on Maryland’s Eastern Shore is projected to increase by 37 percent between 2005 and 2030, adding an additional 160,000 people. This rate of growth is significantly higher than the projected 19 percent increase projected for the rest of the state over the same period.” –from *A Shore for Tomorrow 2008*, MD Dept of Planning

Figure 1
Population Growth for the Eastern Shore, 1900 - 2030

Year	Population
1900	150,000
1910	160,000
1920	170,000
1930	180,000
1940	190,000
1950	200,000
1960	220,000
1970	240,000
1980	260,000
1990	280,000
2000	300,000
2005	320,000
2010	350,000
2015	380,000
2020	420,000
2025	460,000
2030	500,000

Source: 1990-2000, from the U.S. Census Bureau, Decennial Census; 2010 to 2030 from Maryland Department of Planning Projections October 2007

The Eastern Shore is in a period of anticipated growth. The Maryland Department of Planning is projecting the population on the Eastern Shore to increase by 37 percent between 2005 and 2030, which amounts to 160,000 people moving within our Diocesan boundaries, at a rate significantly higher than the statewide 19% increase for Maryland. Those moving in will add more diversity to the area. How are we as the Diocese taking advantage of this population increase?

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Statistics tell some of the story about who we are right now as the Diocese of Easton, but along with quantitative evidence of who we are, what are the stories we can tell about the Episcopal Church on Maryland's Eastern Shore that statistics alone cannot reveal? What other information is needed to bring our full image to light and to complete the mosaic of who we are right now as a community of congregations? What more can we say about who we are and how we are spreading the gospel, celebrating the ministries of the people of God, and growing God's church on Maryland's Eastern Shore?