

Episcopal Data

Datos episcopales



Panel Discussion

Panel de discusión

September 26, 2023

26 de septiembre, 2023

Presenters | Oradores



**The Rev.
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**Director, Office for
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The Episcopal Church**

Directora, Oficina del
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**Deputy Executive Officer
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Matthew Price

SVP Research & Data

Vicepresidente sénior,
Investigación y Datos





**Statistics in Context:
Understanding the multiple realities
of our Church**

with data from Parochial Reports and other surveys

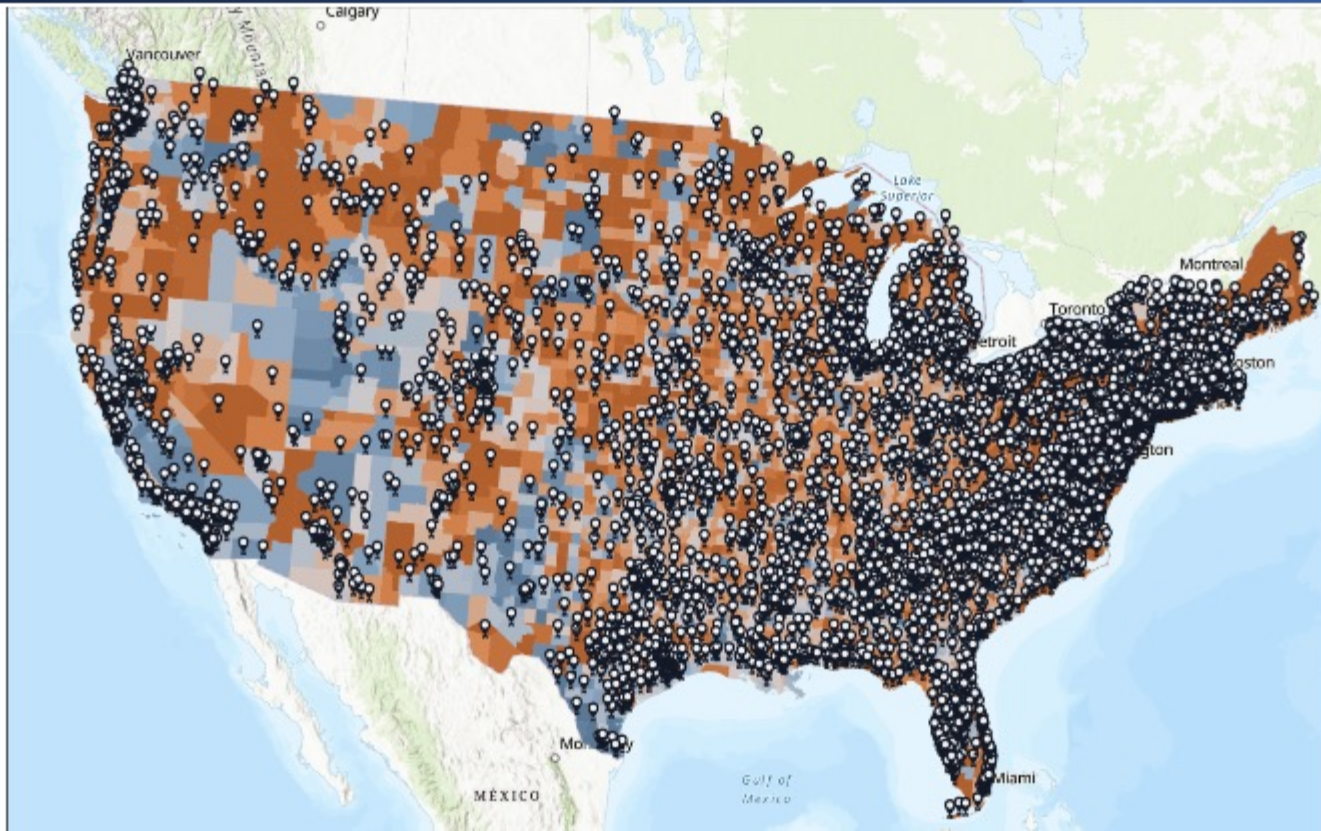
The Rev. Molly F. James, Ph.D.
Deputy Executive Officer of General Convention



Context and Reminders



Context and Reminders





The Parochial Report

- Collection of congregational data, per Canon I.6
- Designed by the House of Deputies' Committee on the State of the Church and approved by the Executive Council of the General Convention
- An annual insight into the life, ministry, finances, and membership of The Episcopal Church
- Has been collected for 100+ years
- A tool for strategic planning



Changes in Operating Revenue

| Year | Operating Revenue | Number of parishes |
|-------------|--------------------------|---------------------------|
| 2010 | \$1.64 billion | 7067 |
| 2015 | \$1.73 billion | 6996 |
| 2019 | \$1.69 billion | 6897 |
| 2022 | \$1.82 billion | 6789 |



Total Income for all Dioceses

| Year | Operating Income | Number of Dioceses |
|------|------------------|--------------------|
| 2018 | \$251 million | 110 |
| 2019 | \$228 million | 110 |
| 2020 | \$230 million | 111 |
| 2022 | \$219 million* | 110 |

* The actual total for 2022 is higher – 29 dioceses still have not completed their 2022 diocesan report.

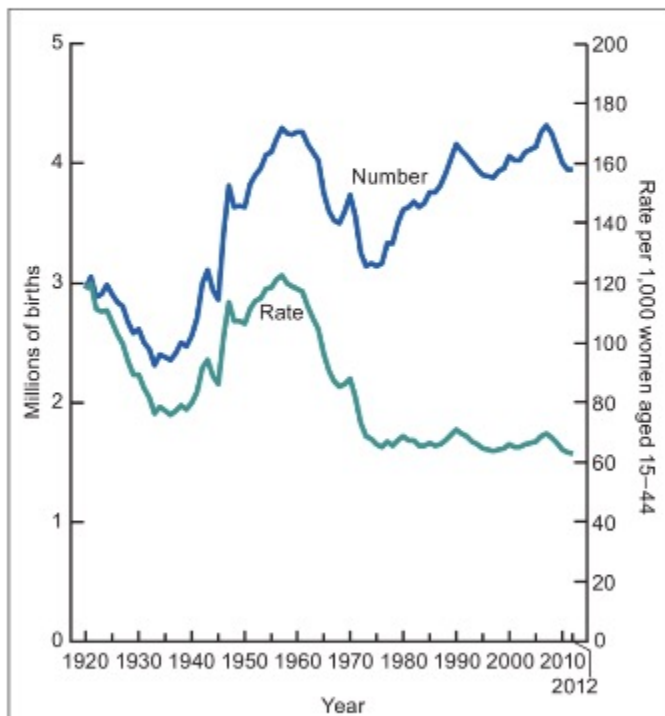


Sacramental Trends, 1980 - 2022

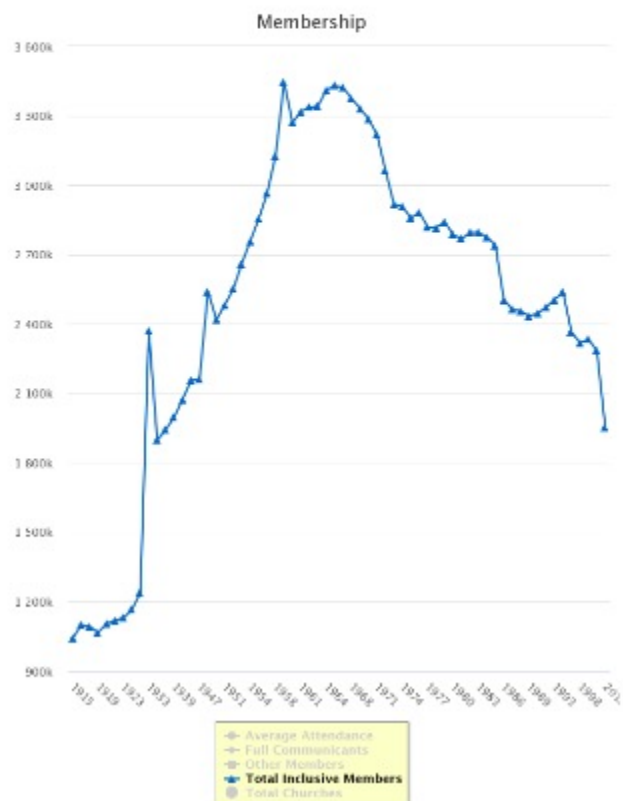
| Year | Baptisms | Marriages | Burials |
|--------------------------|---------------------------------|-----------|---------|
| 1980 | 64,367 children 8,611 adults | 39,862 | 50,070 |
| 2000 | 49,904 children 7,259 adults | 24,054 | 40,117 |
| 2019* (pre-Covid) | 19,716 children 3,866 adults | 6,484 | 26,667 |
| 2022 | 15,272 children 2,147 adults | 5,562 | 25,905 |



Population and Membership



NOTES: Beginning with 1959, trend lines are based on registered live births; trend lines for 1920–1958 are based on live births adjusted for underregistration.
SOURCE: CDC/NCHS, National Vital Statistics System.





Membership, ASA, and Plate and Pledge Comparisons (Average Sunday Attendance)

| ASA Range | % Total Congregations (6789) | % Total Membership (1,584,785) | % Total Plate and Pledge (\$1,340,925,582) |
|-----------------|------------------------------|--------------------------------|--|
| Under 25 | 30% | 7% | 1% |
| 26-50 | 25% | 17% | 16% |
| 51-150 | 28% | 42% | 43% |
| 151-250 | 4% | 15% | 17% |
| 250+ | 2% | 14% | 17% |



Themes from Narrative Questions

Returning to Worship: A desire to re-engage former parishioners in worship & ministry.

Sustaining Growth: A vision for how to incorporate newcomers into the parish.

Recovering Generations: A plan for supporting generational growth in parishioners.

Planning for Longevity: An uncertainty in how to grow financially and invest in buildings.

Full report available at: <https://www.generalconvention.org/parochialreportresults>



Diocesan Structure

| Time Period | # of Dioceses Founded | % of Total (110 in 2023) |
|-------------|-----------------------|--------------------------|
| 1780-1800 | 10 | 10% |
| 1800-1850 | 19 | 18% |
| 1851-1900 | 36 | 32% |
| 1901-1965 | 23 | 20% |
| 1965-2023 | 22* | 20% |

**Note there are 25% more dioceses in 2023 than there were at our numeric peak (in terms of membership) in 1965.*



Diocesan Financial Support & Assessments

Support

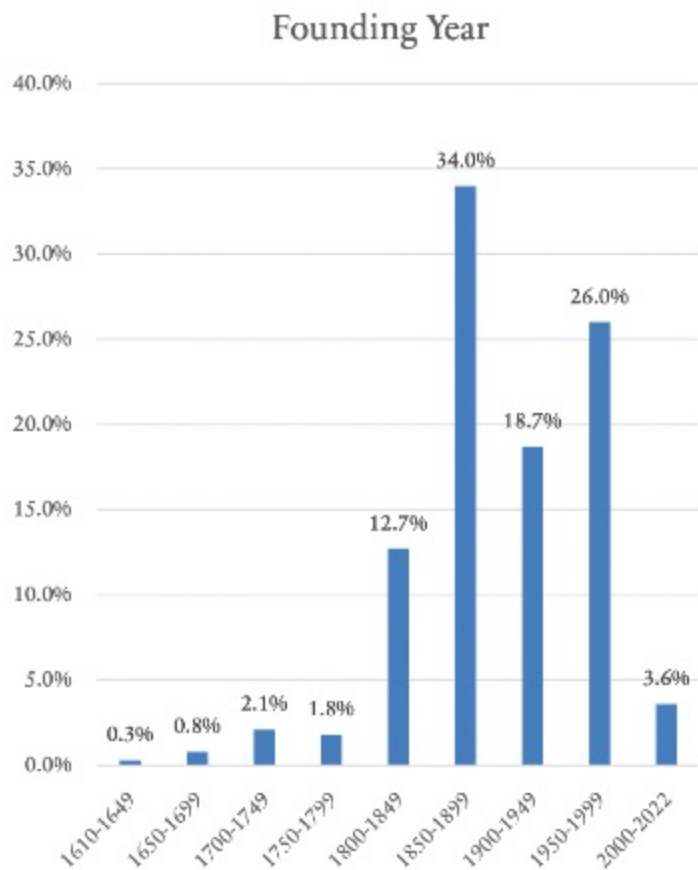
- Just over 1,000 parishes receive diocesan support
- Support ranges from \$100 to \$4 million
- Median is \$13,000

Assessment

- Ranges from voluntary to 25%
- Most common is 10-15%
- Most dioceses provide a staggered/tiered assessment with some exemptions for parishes with lower incomes



Founding of TEC Parishes



≡ Today's Agenda



-
- 01** CPG and Data Collection

 - 02** Clergy Demographics

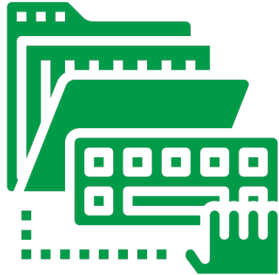
 - 03** Ordination, Receptions and Consecrations, 2010–2021

 - 04** Deployment Patterns

 - 05** Significant Findings and Conclusions from In-Depth Analysis

CPG and Data Collection

Background: Research and Data at CPG



Recorder of Ordinations

- Ordinations
- Receptions
- Canonical transfers, removals, and deaths



Newly Collected Data

- Race
- Ethnicity
- Gender identity
- Sexual orientation

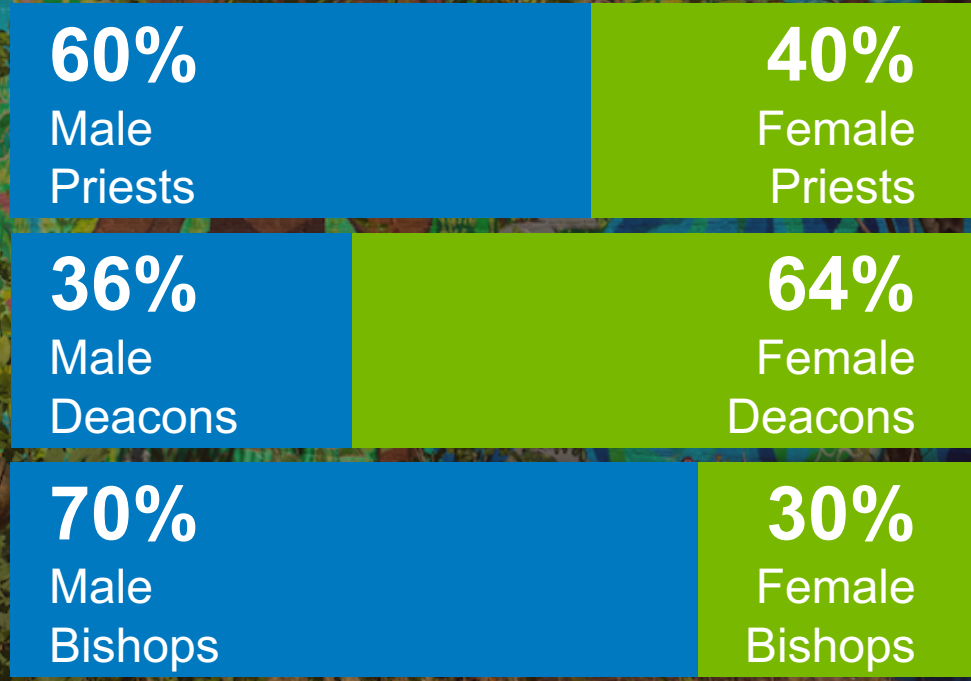


Benefits Administrator

- Age
- Gender
- Compensation
- Dependents

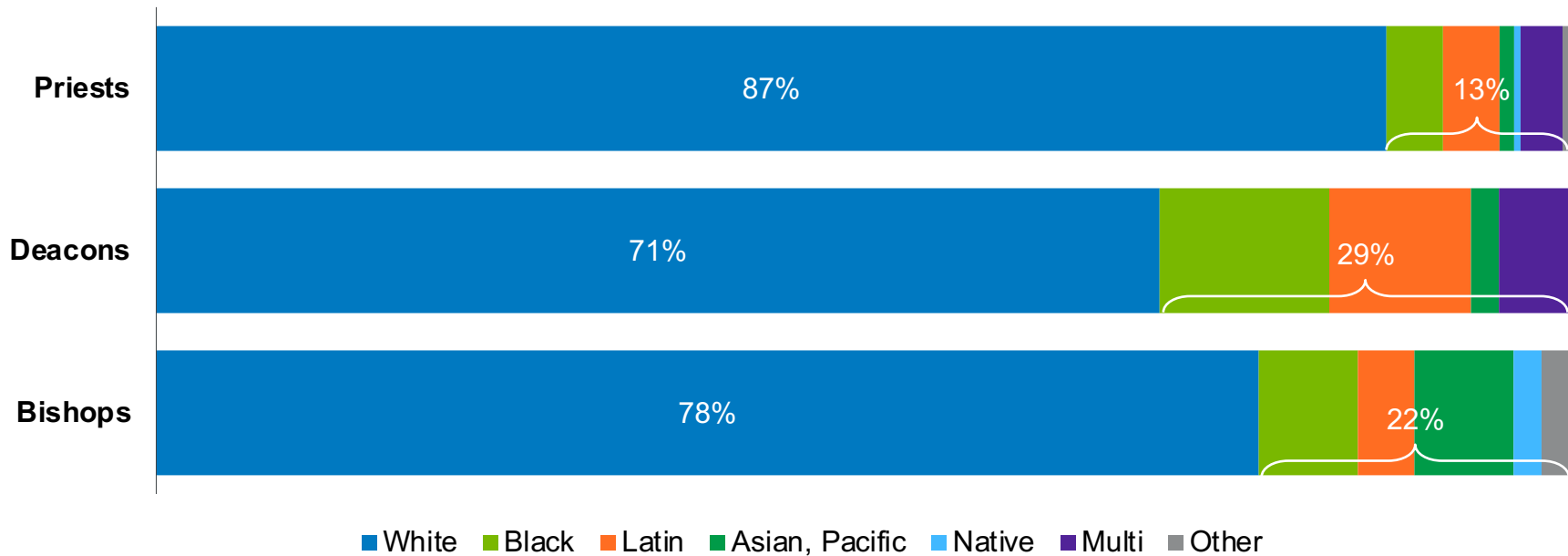
Clergy Demographics

Active Clergy by Gender

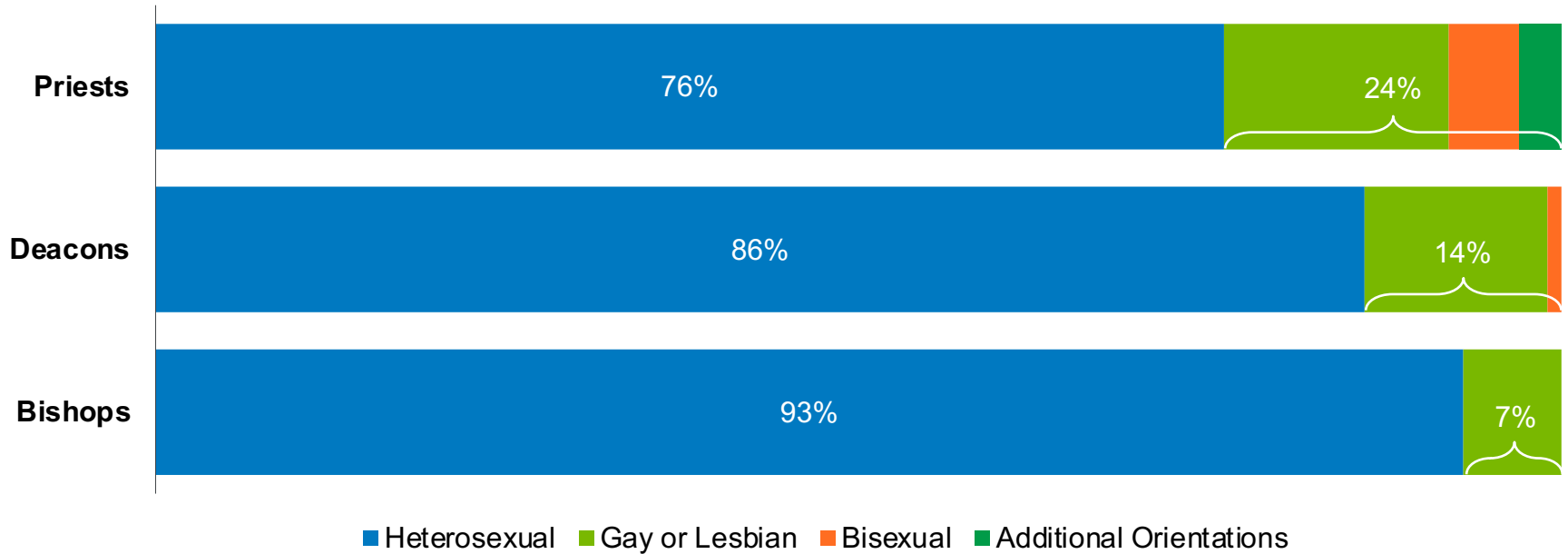


Active clergy as of July 2022, including domestic and non-domestic.

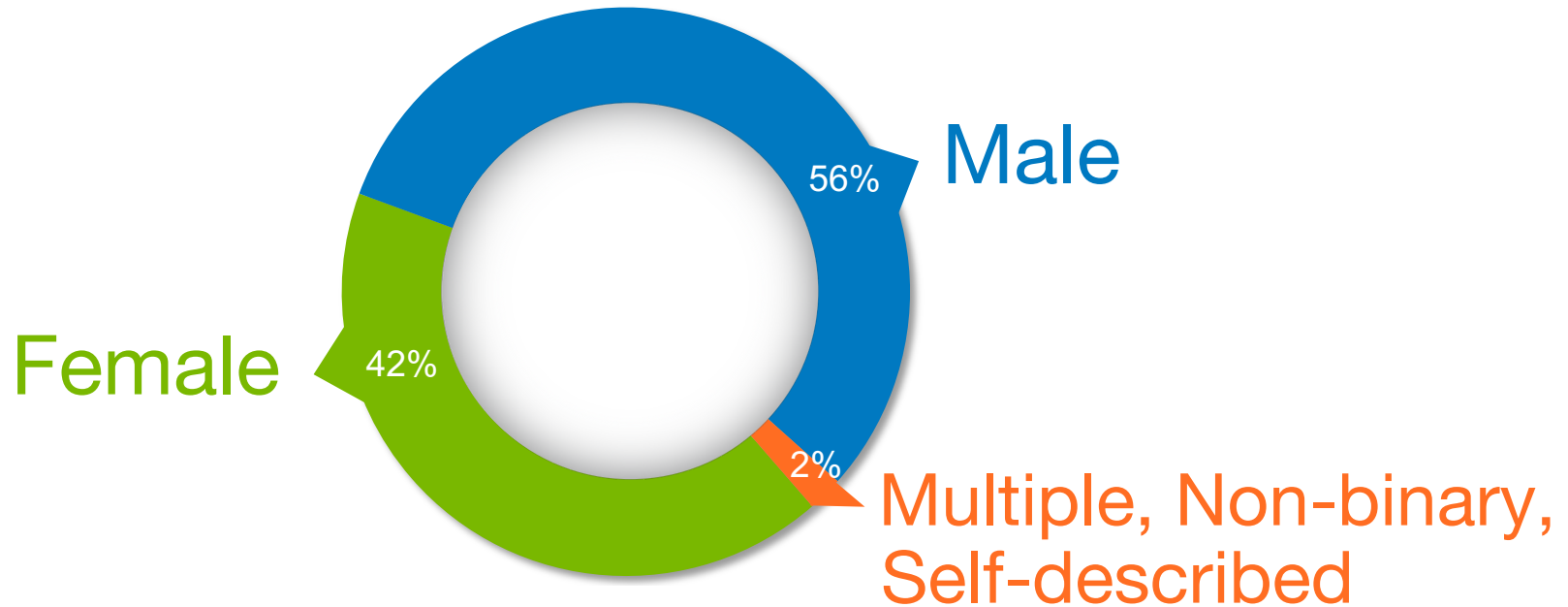
Active Clergy by Race and Ethnicity



Active Clergy by Sexual Orientation

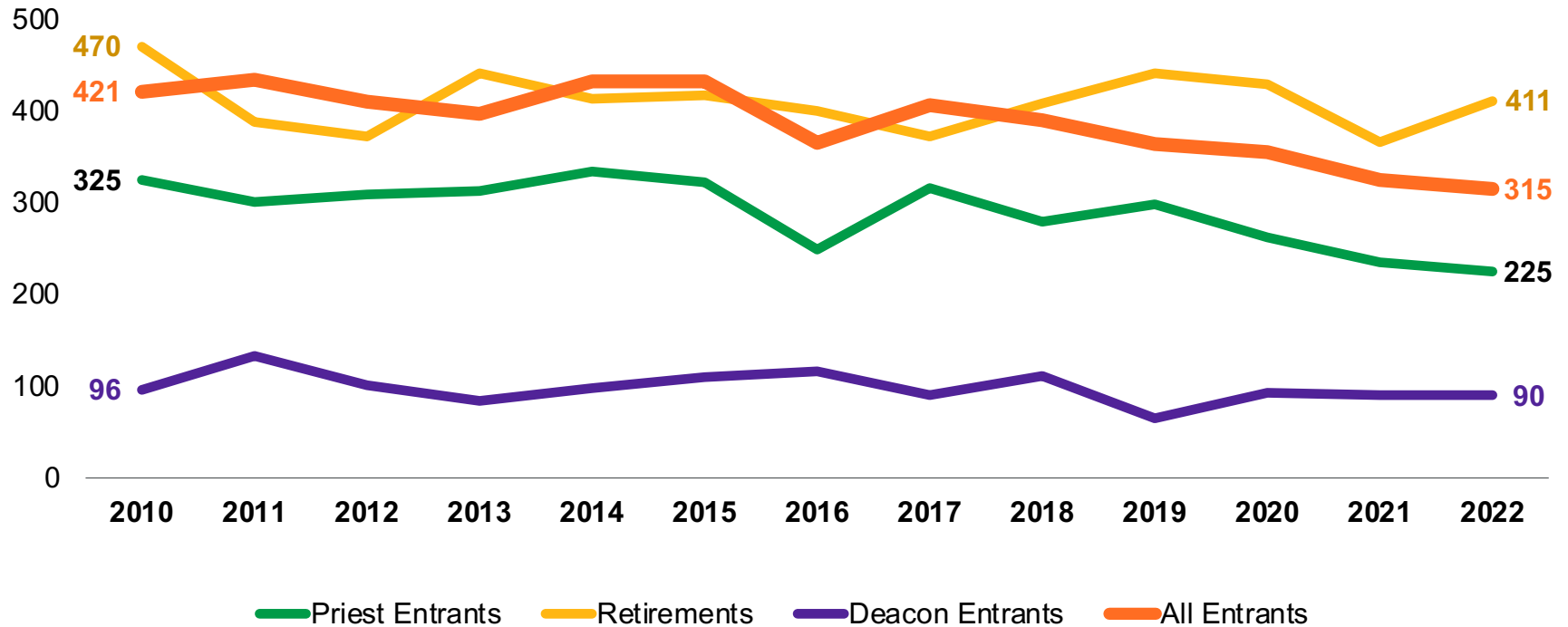


Active Clergy by Gender Identity



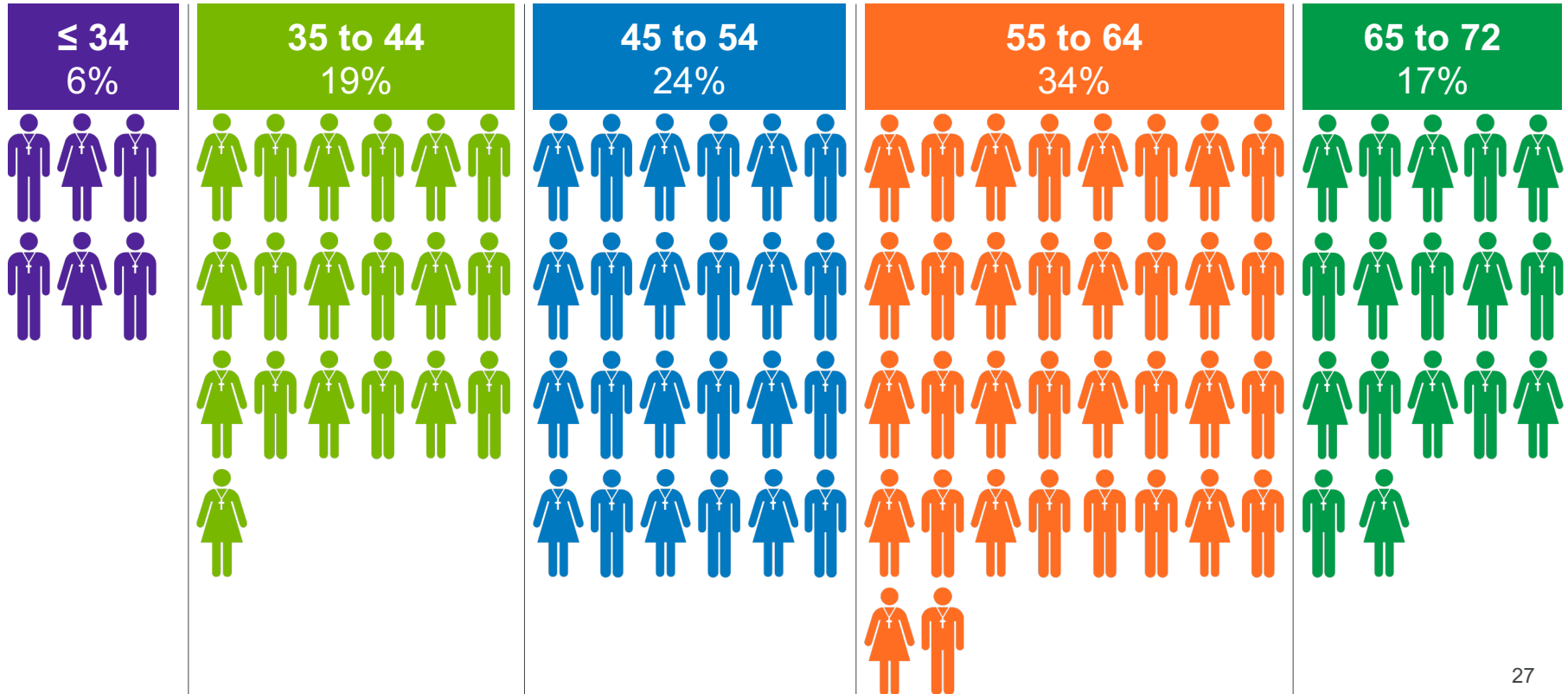
Ordination, Receptions, and Consecrations (2010–2022)

Entrants* and Retirements, Priests, and Deacons



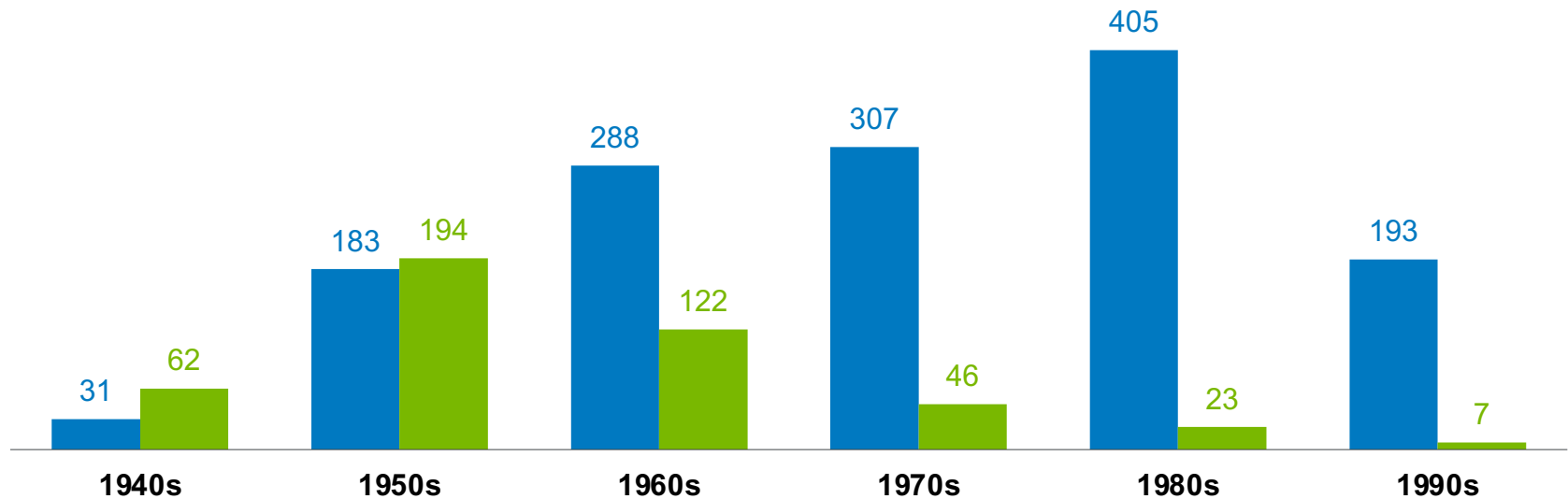
*Entrants includes all those who become clergy in TEC either through ordination or reception.

Active Clergy by Age Group



All TEC Clergy Entrants by Decade of Birth

Priests and Deacons—2018 to present



Ordinations, Receptions, and Consecrations by Gender (2010–2022)

55%
Male
Priests

45%
Female
Priests

41%
Male
Deacons

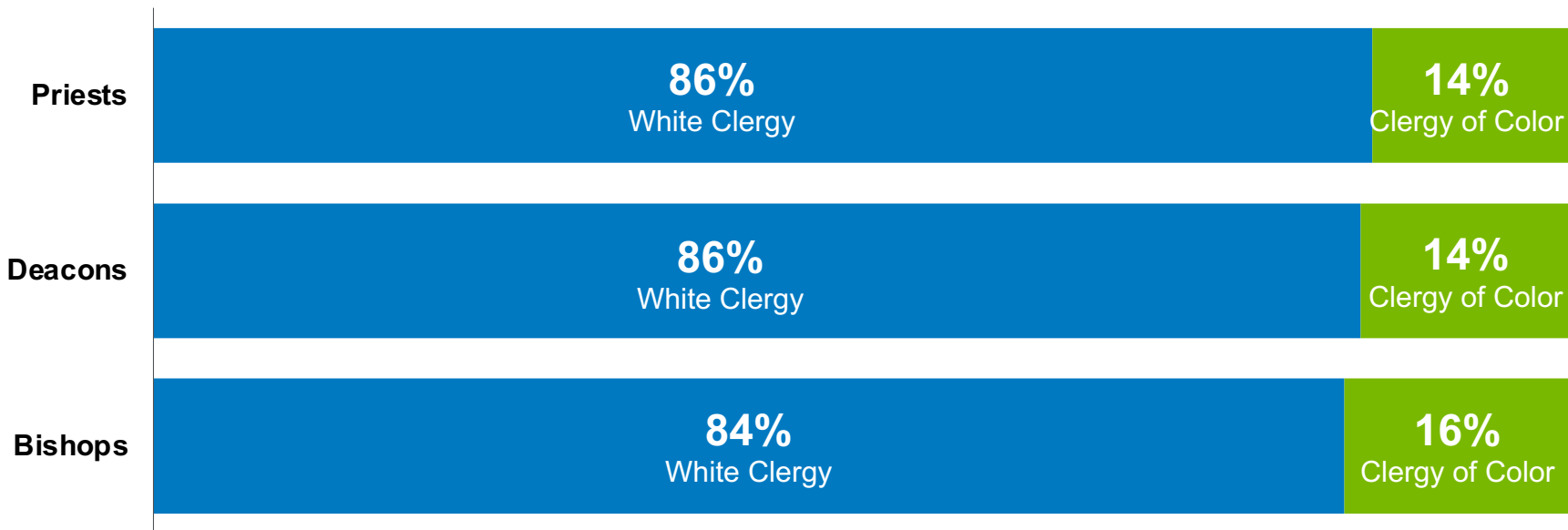
59%
Female
Deacons

69%
Male
Bishops

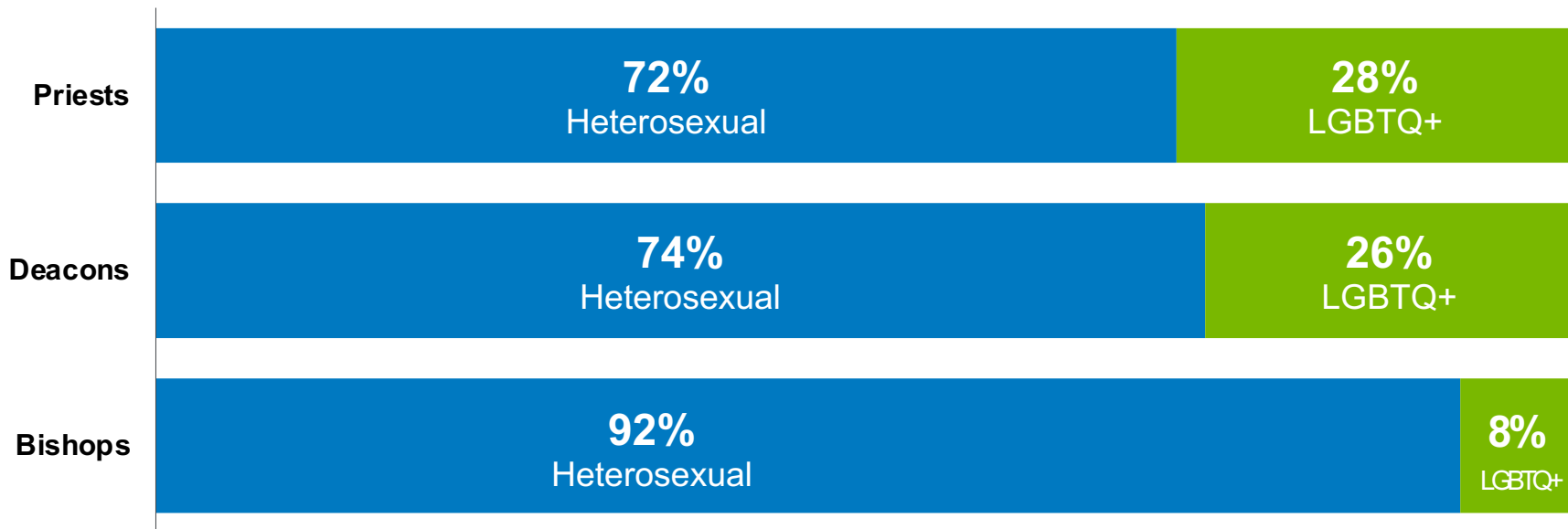
31%
Female
Bishops



Ordinations, Receptions, and Consecrations by Race/Ethnicity (2010–2022)

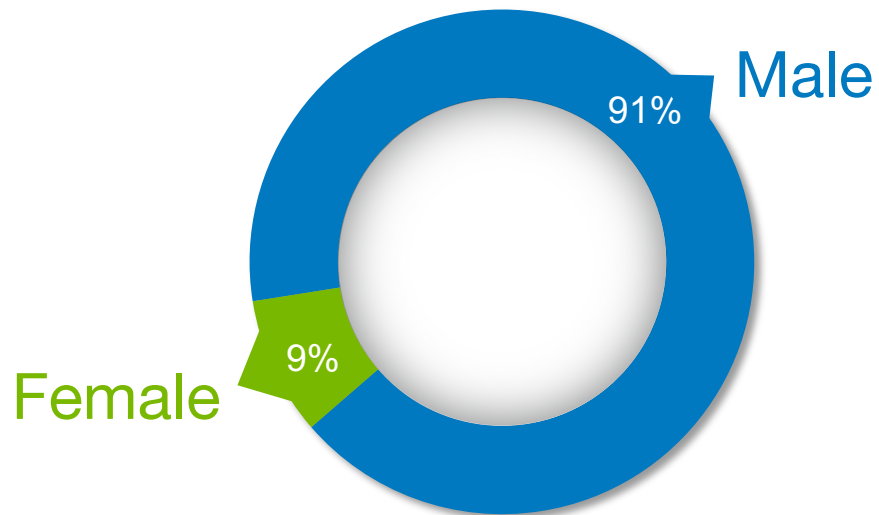


Ordinations, Receptions, and Consecrations by Sexual Orientation (2010–2022)

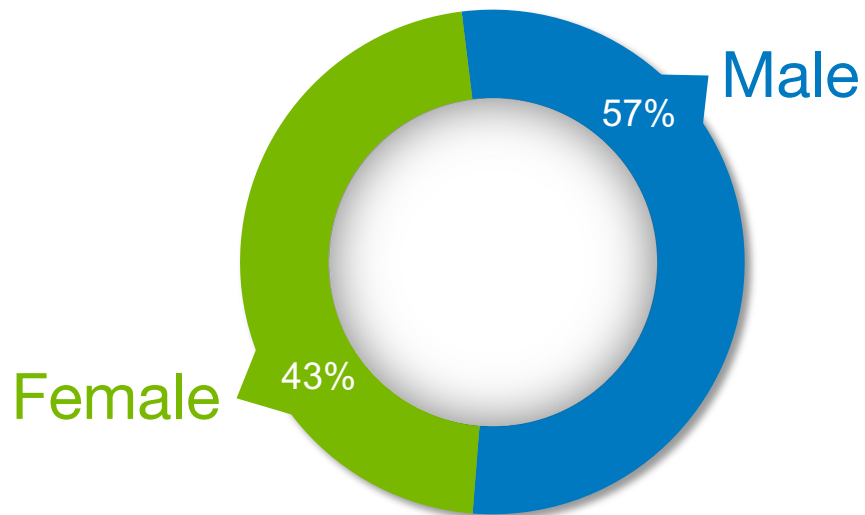


≡ Bishop Consecrations 1989–2022 ≡

Consecrations 1989–2015



Consecrations 2016–2022



Deployment

What Does Deployment Look Like?

Emerging vs. Traditional

Emerging Models



Part-time employment



At multiple employers



Work outside TEC



Interrupted service



Non-linear compensation patterns



Traditional Models

Full-time employment



At a single employer



Work inside TEC



No fixed-term or end date



Gradually increasing compensation



Emerging Models: Part-Time

| | | |
|-----------------|------------------|------------------|
| Male | 80% Full-time | 20% Part-time |
| Female | 72% Full-time | 28% Part-time |
| Clergy of Color | 75% Full-time | 25% Part-time |
| White Clergy | 77% Full-time | 23% Part-time |
| LGBTQ+ | 74% Full-time | 26% Part-time |
| Heterosexual | 77% Full-time | 23% Part-time |



Traditional Model: Senior Rector



73%
Male

27%
Female

93%
White Clergy

7%
Clergy
of Color

82%
Heterosexual

18%
LGBTQ+

Traditional Model: Non-Parochial



52%
Male

48%
Female

79%
White Clergy

21%
Clergy
of Color

75%
Heterosexual

25%
LGBTQ+

*Not including bishops.



1.

Episcopal clergy are gradually becoming more diverse.

2.

Significant change in the House of Bishops in the last five years.

3.

Shortage of clergy may be situational, not absolute, but still very real

4.

Clergy of color and LGBTQ+ more likely to serve outside the parish than white clergy.

≡ Important Disclosures



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Episcopal Business Administration Conference

September 2023

**What are we hearing
about clergy transitions from
provinces and dioceses?**



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OFFICE FOR
TRANSITION
MINISTRY



Topics

- Department overview
- Regional transition groups
- Data on position openings and clergy currently searching
- Contextual factors
- Discussion and questions



Department Overview

The Office for Transition Ministry is staffed by 2 people.

The Office provides support to all

- bishops
- diocesan staff
- clergy
- lay leaders
- seminaries and other groups

Assists in the orientation and training of most new Diocesan Transition Ministers

Serves as a resource for regional groups of dioceses



Four Regional DTM Groups

self-organized

- Province VIII
- Provinces V, VI, VII
- Province IV
- TMC - “Transition Ministry Conference” - Provinces I, II, III, parts of IV and V
- Province IX handles transitions differently than domestic dioceses
- Each meet twice yearly and also share resources within and among groups

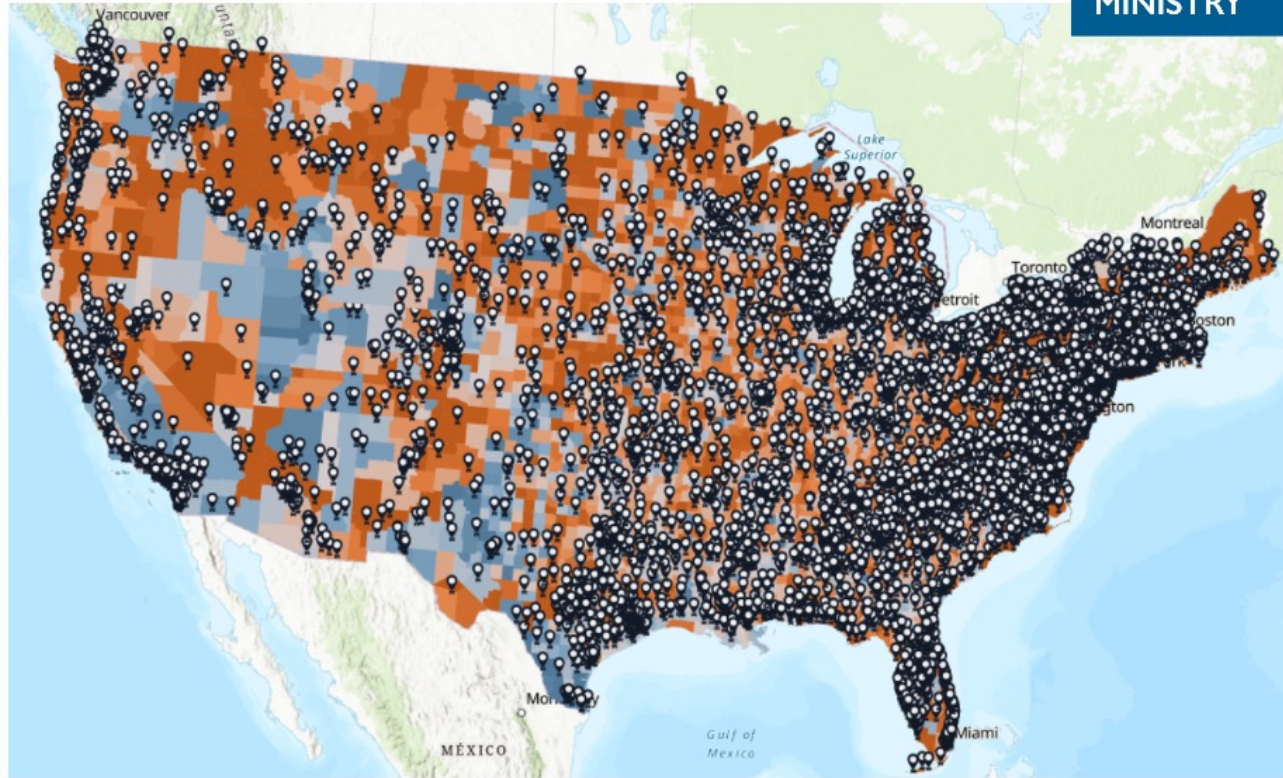
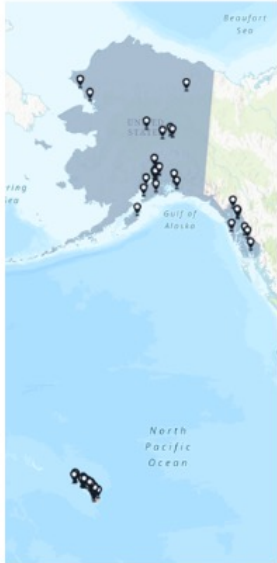
DTM - Diocesan Transition Minister



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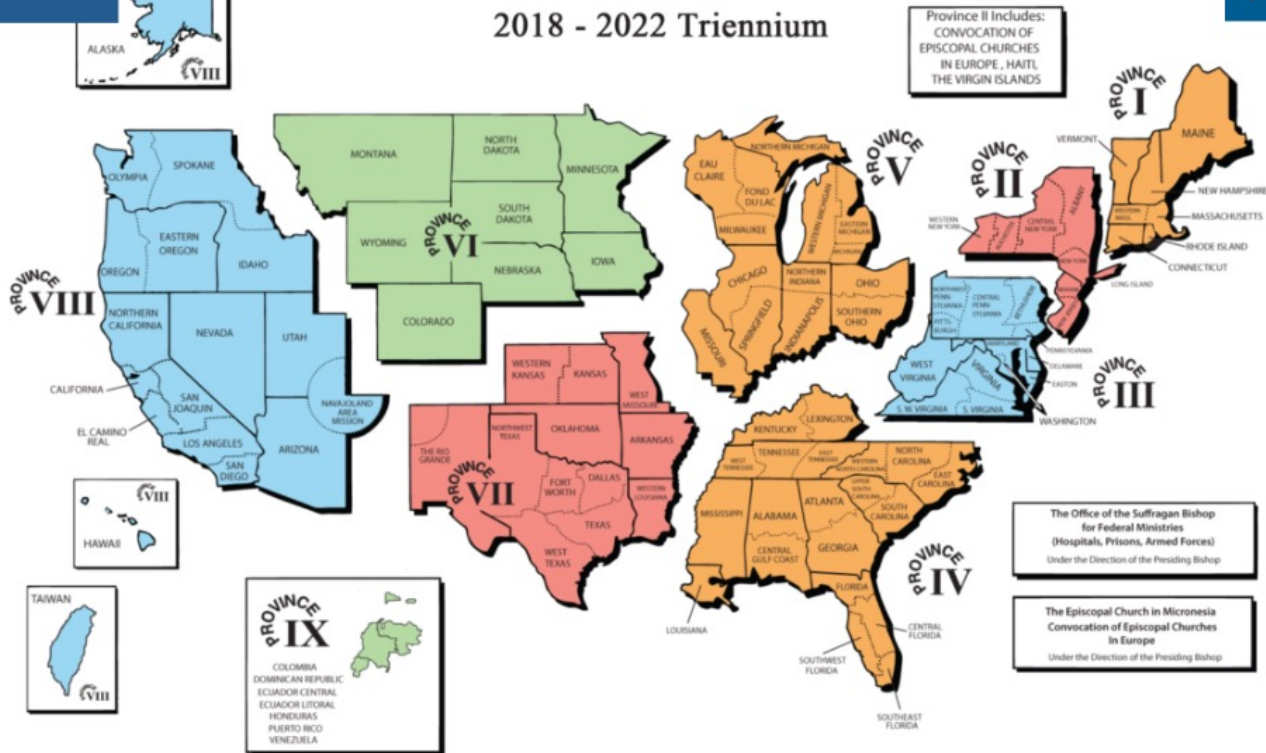
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Provinces of the Episcopal Church

2018 - 2022 Triennium





For the following slide

PLEASE NOTE:

- Not all dioceses attended Spring meetings
- Each diocese/region reports slightly differently
- Slide is meant to give a general sense of the transition landscape



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Approximate Snapshot - Spring 2023

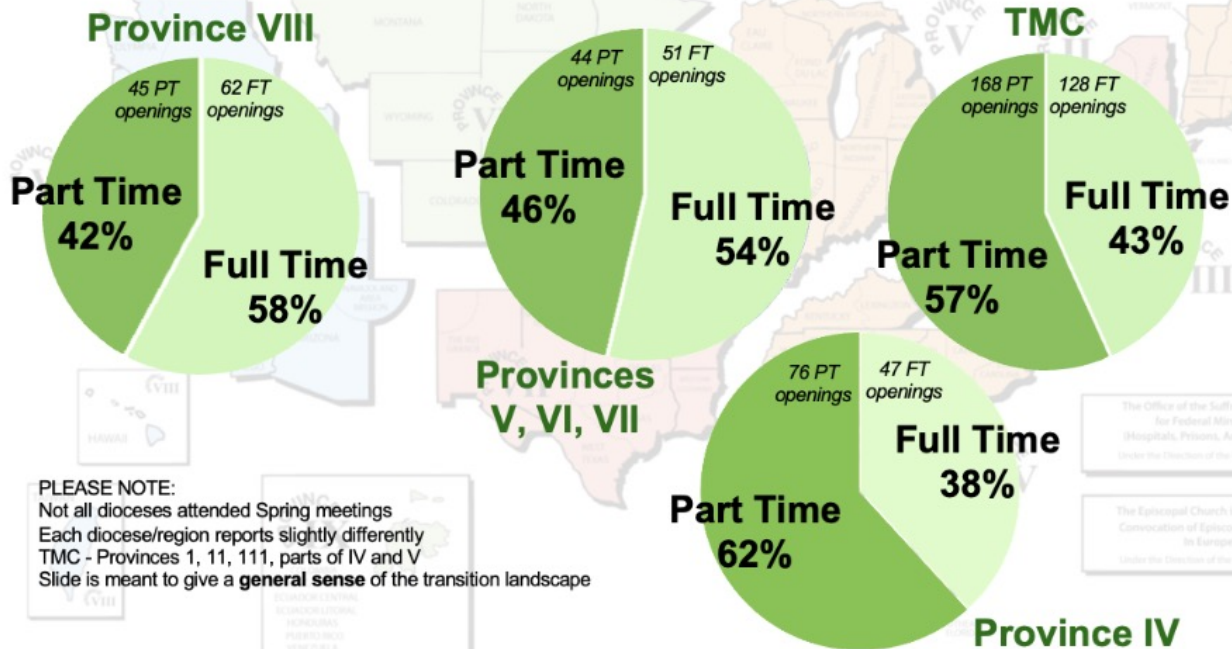
POSITION OPENINGS

Full Time and Part Time

Percentages by Regional Group



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PLEASE NOTE:

Not all dioceses attended Spring meetings
 Each diocese/region reports slightly differently
 TMC - Provinces 1, 11, 111, parts of IV and V
 Slide is meant to give a **general sense** of the transition landscape

The Office of the Suffragan Bishop
for Federal Ministries
(Hospitals, Prisons, Armed Forces)
Under the Direction of the Presiding Bishop

The Episcopal Church in Micronesia
Convocation of Episcopal Churches
in Europe
Under the Direction of the Presiding Bishop



For the following slide

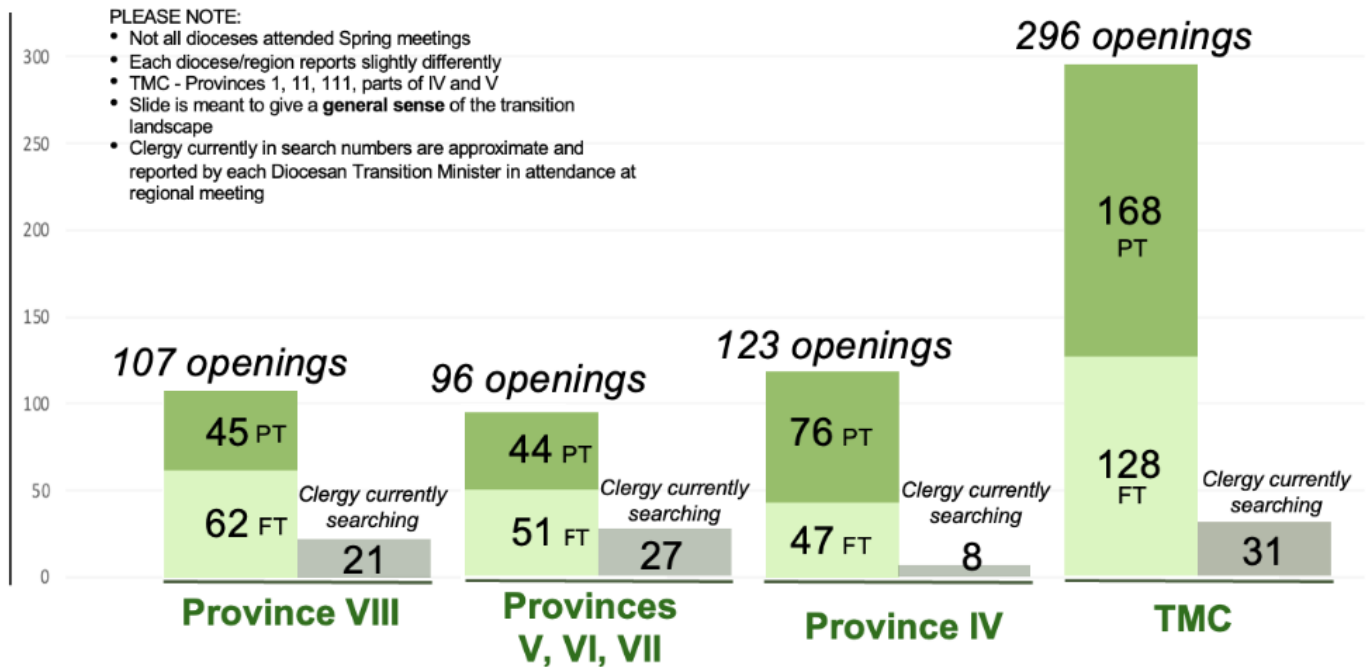
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- Clergy currently in search numbers are approximate and reported by each DTM in attendance at regional meeting



Approximate Snapshot - Spring 2023 POSITION OPENINGS and CLERGY CURRENTLY SEARCHING Full Time and Part Time by Regional Group





Contextual Factors

- Family
- Financial
- Geographical
- Housing market
- COVID-tide learnings
- Political climate
- Cultural factors
- More...

Episcopal Business Administration Conference

September 2023

THANK YOU



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