

# 2018 ANNUAL REPORT



Bringing together young, creative, entrepreneurial, proven, clergy leaders to support and enhance their missionary call and to spiritually and numerically grow the Episcopal Church.

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## THE RT. REV. DUNCAN M. GRAY, III CHAIRMAN, BOARD OF DIRECTORS



### A LOOK AT LEADING AN ORGANIZATION DEDICATED TO EMPOWERING AND EQUIPPING LEADERS

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As we turn the page on our 13th year as The Gathering of Leaders community, I'd like to reflect for a moment on the extraordinary work of this movement within the Episcopal Church. Bishop Claude Payne's vision of a network of young, creative, hope-filled clergy passionately committed to the missionary call of Jesus Christ has become a reality that has impacted our Church in remarkable ways.

Our focus has always been on mission, evangelism, and the renewal of the Episcopal Church. Over the past year (2018) we have looked at those core concepts through the lens of race and the challenges that our struggles with racial reconciliation present to us as missionaries in this divided culture. Our theme for 2019 expands on the challenges of race and asks us to consider how we can present the saving love of Jesus Christ in the deeply divided cultural context of this moment. The last five sessions have all been filled to capacity. The conversations have been remarkable and life-giving, and those who are finding creative and Spirit-led ways through the challenges of the moment have shared what they are learning. The result has been a renewed energy and renewal within the Church as

we have begun to see even the most painful of experiences as an opportunity for the Holy Spirit to do a new and transformative thing.

Over this past year we have taken the necessary legal steps to become a separate 501(c)3 non-profit corporation, distinct from the Seminary of the Southwest, our home for the past several years. Though we were never financially supported by the Seminary, we have been housed under their non-profit status in order to receive major grants. We are deeply indebted

**THE RT. REV. DUNCAN M. GRAY, III**  
**CHAIRMAN, BOARD OF DIRECTORS**  
**(CONT.)**

to the hospitality of SSW, but the Board of GOL believes it is now time to become a fully independent entity. The final separation will take place May 31.

Much of my energy over the past year has been spent developing new models of financial sustainability for The Gathering of Leaders now that our generous grants from Trinity Church, New York, and the Lilly Foundation have come to an end. Conversations with individuals and institutions both within and outside of the Episcopal Church have been encouraging, and we are hoping to announce within the next few months a new financial model that will ensure the sustainability of GOL into the future. Until that time I will continue my fundraising efforts with a series of conversations with lay persons around the country who wish to contribute to the viability of this community of clergy leaders.

It has been my great joy to have been a part of The Gathering of Leaders since the very beginning and to have served as the Chair of the Board for the past three years. To watch the development of what was once only a gleam

in Bishop Payne's eye mature into a major instrument of transformation in our Church has been a real blessing to me. Mrs. Haley Bankey, our Executive Director for the past 18 months, has brought a youthful vision and energy and a wide array of skills perfectly suited to this moment in GOL's history. Every day I give thanks to her commitment to this ministry.

Finally, it has been a profound gift to me to have been able to get to know so many of you through the years. I am inspired by your devotion and commitment to our Lord, and your desire to be instruments of grace, healing, and hope. May God continue to bless and sustain you. We are here to help you live fully and faithfully into this unique vocation of leadership in Christ's Church.

Faithfully,

+Duncan M. Gray, III  
Chairman, Board of Directors  
The Gathering of Leaders



## A LETTER FROM OUR EXECUTIVE DIRECTOR

### RECONCILIATION, RESEARCH, AND REJUVENATION: A YEAR OF ENGAGING, TOUGH CONVERSATION THAT WILL SHAPE OUR FUTURE

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In response to the Presiding Bishop's call, the theme for 2018 was Racial Reconciliation in the Missionary Church, and we knew it would be a challenging year. Heading into the year, our participants fell into one main demographic category: white. How would we truly discuss and chew on this topic without broader diversity in our own ranks?

Through very targeted recruitment, peer invitation, and quality Gatherings, we increased our participants of color by 174% during 2018 and truly broadened the conversation, allowing for deeper, more effective dialogue over this difficult topic. You can read first-hand accounts later in this report.

From its beginning The Gathering of Leaders has served to connect young, creative, proven clergy-leaders in the Episcopal Church through peer learning. Through this work GOL has impacted hundreds of congregations and thousands of people around the world. But what next?

During 2018 we took the time to analyze our numbers, dive into our history, survey our participants, and hear the stories of impact throughout the Church. These learnings, along with deep prayer, are shaping our future.

As you will see, 2018 was one of our most successful program years yet, but we're not ready to stop there. Our offerings and connectivity continue to grow, and with it, the future of the Church.

With hope,

Haley Bankey  
Executive Director

**HALEY BANKEY**

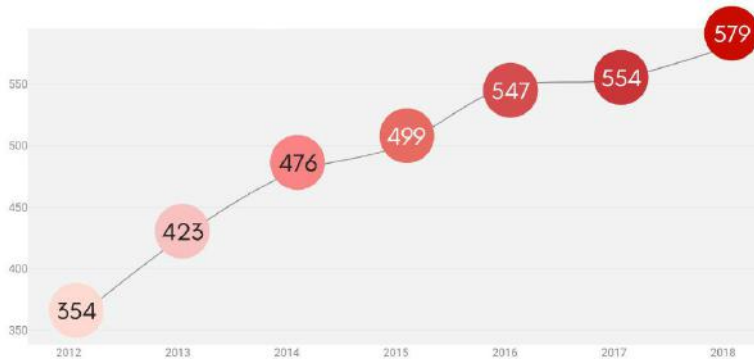
EXECUTIVE DIRECTOR  
THE GATHERING OF LEADERS

# 2018 *at a* GLANCE

AS WE GROW SO DO OUR PARTICIPANTS. THE VOICES FROM AROUND THE COUNTRY SERVE TO DEEPEN THEIR MISSION AND WORK IN THE CHURCH.

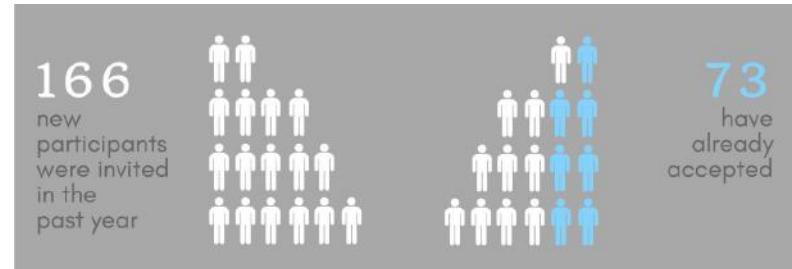
## OUR GROWTH

More and more young, creative clergy participate in our Gatherings as they see value in coming together for peer learning.



## NEW PARTICIPANTS

Our membership grows through peer nomination and approval by Bishops. During 2018, 166 new nominations were approved and almost 45% of those have already registered to attend.



# 2018 *at a* GLANCE

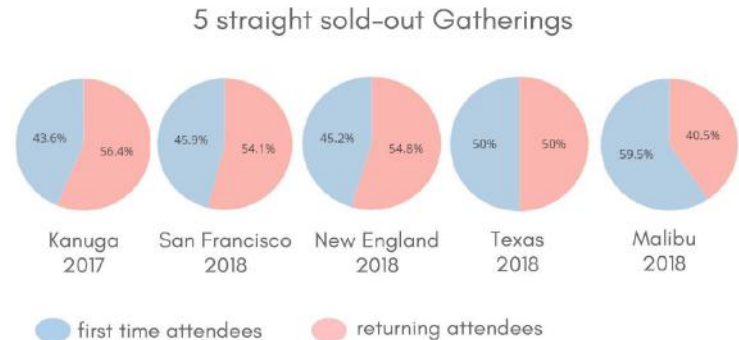
## INCREASING VOICES

Through targeted efforts in 2018 we grew in the number of clergy of color who have attended, deepening the conversation and perspective at each Gathering.



## SOLD OUT GATHERINGS

Demand to attend our Gatherings is growing and our last 5 sold out before the end of 2018. We are also seeing a dramatic increase in the number of first time attendees accepting our invitation.





# 2018 Theme

# RACIAL RECONCILIATION

## IN THE MISSIONARY CHURCH



Our Presiding Bishop has called us into a deeper understanding of the relationship between evangelism and racial reconciliation. It has been said that Sunday morning is the most segregated time in America, because our worshipping communities often reflect the dividing lines of race rather than the unity of Christ's Body or the glorious diversity of God's creation. At this year's gathering we wish to explore the connection between discipleship, mission, and racial reconciliation. We understand ourselves, as Christians, to be called to reconciliation. How does making disciples facilitate and celebrate racial reconciliation in our particular contexts? How are the church's legacies of racial division and racial healing affecting your work of evangelism and mission? What signs of hope do you see? Within the context of the Great Commission, what roles do confession, repentance, forgiveness and reparation play in the work of racial reconciliation within ourselves, our congregations and the Episcopal Church?



# 2018 Gathering Reflections

## Gathering at San Francisco



The retreat topic of Racial Reconciliation and Discipleship in the Missionary Church is timely and is definitely where I spend some contemplation as a church planter...I learned so much because I was able to encounter other national thought leaders on the subject, as well as colleagues in ministry who are also working on creative solutions.

**THE REV. LESLIE STEWART**

**VICAR, RESURRECTION EPISCOPAL, PLANO, TX**



I especially appreciated the shared experience from both black and white clergy working in multi cultural mission, and felt the white, dominant culture clergy listened, deeply listened, to the challenges and sometimes pain of their fellow clergy of color living and ministering beside them in our deeply divided, institutionally racist society. The response of the participants to the shared experiences gave me hope for our common future and work in the Church.

**THE REV. ERIC METOYER**

**ASSOCIATE FOR CONGREGATIONAL MINISTRIES, DIOCESE OF CALIFORNIA**



This year's theme, Racial Reconciliation and Discipleship in the Missionary Church, is timely and centers entirely around building relationships and seeking justice. In the presentations, Bible studies and discussions we wrestled with the questions, "How do we build relationship and reconcile inequalities? More importantly, how does this work expand or change our discipleship and ministries?"

**THE REV. J. DEVIN RODGERS**

**RECTOR, ST. ALBAN'S EPISCOPAL, BEXLEY, OH**

# 2018 Gathering Reflections

## Gathering at New England



...We dared to have honest conversations about the issue of racial reconciliation as a must, if we are truly going to engage in effective ministry as the body of Christ. It is not hard to recognize that when the topic of race comes up, so do heart palpitations, blood pressures, and emotions...What I encountered during my time with these colleagues in ministry is that no one shied away from telling their truth and listening to that of the others in the room.

**THE REV. DR. MAURICIO WILSON**

**RECTOR, ST. PAUL'S EPISCOPAL, OAKLAND, CA**



Their backgrounds, ministry contexts, and experiences were diverse and yet they all exuded hope. It was a hope derived from the transformative power of our faith in Jesus. It was a hope that stemmed from rootedness in scripture and prayer. It was a hope that was and remains contagious. I left the Gathering knowing that the Holy Spirit is stirring up amazing things in the Episcopal Church, knowing that as we continue to address those opportunities for growth and repentance head-on we will continue to be a place where all of God's people find a place to belong.

**THE REV. CANON SHAWN WAMSLEY**

**CANON TO THE ORDINARY AND CHIEF OF STAFF, DIOCESE OF PENNSYLVANIA**



I am beholden to my courageous colleagues who accompanied me on this short journey. It was one of the most powerful and honest meetings I've attended. In a short time, we were able to trust each other enough to speak the Truth. That is what makes GOL a positive and necessary part of our continued formation.

**THE REV. VALERIE BALLING**

**RECTOR, ST. BARNABAS' EPISCOPAL, MONMOUTH JUNCTION, NJ**

# 2018 Gathering Reflections

## Gathering at Texas



..During this season I am called to listen to people of color as to what they consider reconciliation to be, and then to work towards their vision. In the months to come, as I continue to listen and reflect on these questions, I am confident that the things I learned at this Gathering will continue to inform my ministry. I am grateful that the Gathering of Leaders is a challenging and life-giving source of formation.

**THE REV. DARYL HAY**

**RECTOR, ST. ANDREW'S EPISCOPAL, BRYAN, TX**



The peer leadership format allowed me to share my personal struggles around the conversations on racial reconciliation, as well as having the opportunity to listen to others. While engaging in those conversations, I learned that my colleagues had similar struggles or successful ministries with this topic in the Episcopal Church or other communities.

**THE REV. RANDY CALLENDER**

**RECTOR, ST. PHILIP'S, ANNAPOLIS, MD**

# GOOD BOOK CLUB



## REFLECTIONS ON ROMANS

THOUGHTS ON LEADERSHIP, TRANSFORMATION, AND GROWTH



This year the Gathering of Leaders' participants took part in The Good Book Club initiative through Forward Movement. During the season of Epiphany there were thousands of people around the country and the globe reading Romans as part of this effort, and almost 700 people daily were reading the reflections offered by GOL participants.

While GOL is primarily a network to bring together clergy leaders, we strive to make a wider impact on the faithful, and bring people closer to the love of Christ.

It is our hope that the Good Book Club offering this year did just that.



Download Printable Booklet



Download Printable Non-Booklet

## HEAR FROM OUR PARTICIPANTS

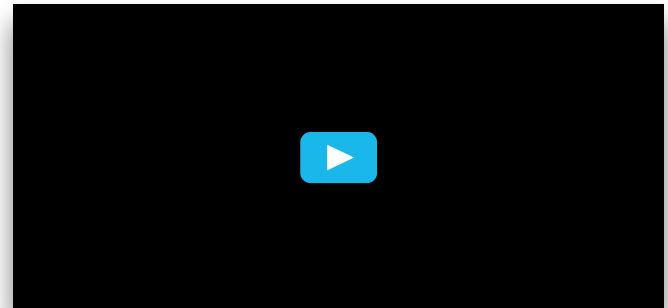
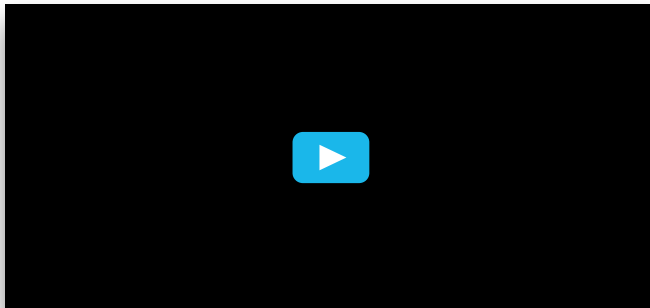
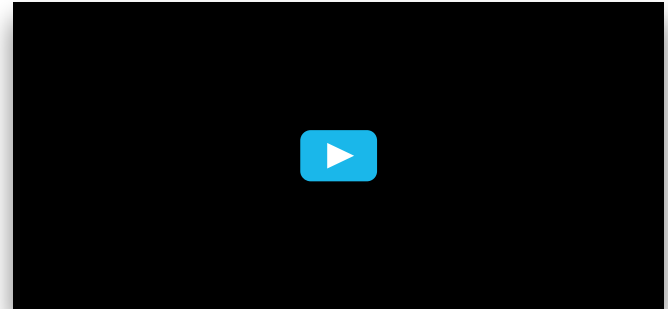


## EQUIPPING LEADERS

**CLERGY WHO PARTICIPATE SHARE PRACTICAL, SPIRITUALLY-BASED STRATEGIES TO IMPACT GROWTH.**

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Beyond grappling with the annual theme, our participants connect deeply over their shared work and ministries, collaborate on cutting edge projects, and support one another through our peer network. Hear directly from some our participants:

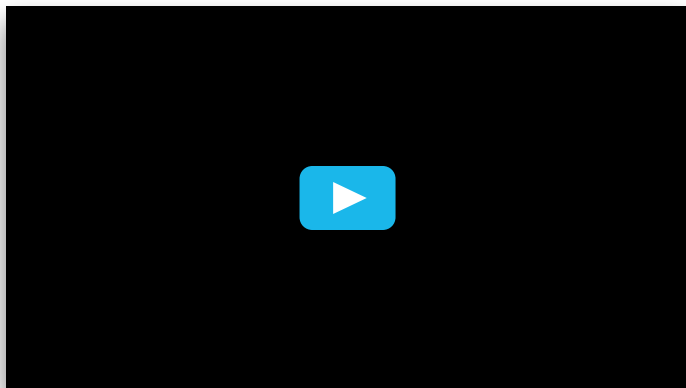




## DIOCESE BENEFIT AS BISHOPS PARTICIPATE

### THE BISHOPS WHO PARTICIPATE IN GATHERING OF LEADERS SEE A DIRECT IMPACT ON THE CLERGY AND CONGREGATIONS IN THEIR DIOCESE.

Participating Bishops find that Gathering of Leaders is an essential part of their work, and way a to strengthen and enhance their own diocesan clergy. The Rt. Rev. Ed Konieczny explains:



For Bishops our Gatherings

- Connect them to the most creative, energetic Episcopal clergy from all over the country.
- Renew their sense of hope and passion for Jesus' love in the world.
- Give them practical and implementable ideas to grow their dioceses' mission and evangelism



GATHERING AT TEXAS 2018



PLANS FOR 2019

## LOOKING AHEAD AT A BRIGHT 2019

### COMMITTED TO ENHANCING THE WAYS OUR PARTICIPANTS CAN CONNECT AND COLLABORATE IN BETWEEN GATHERINGS.

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At the beginning of 2018, we conducted a survey of all our participants to find out what they value about Gathering of Leaders and where they felt we could improve in our mission to connect them and enhance their missionary call.

This survey highlighted we were clearly missing an opportunity to connect our clergy participants in between the times when they are able to attend an in person Gathering.

Already in 2019 we've launch our brand new Participants' Directory, and later in 2019 we will launch peer-led webinars focused on creative methods of ministry and an online community forum with shared resources sourced from our participants and their congregations.

Our Gatherings will stay the primary way of supporting, connecting, and encouraging our participants in their missionary call, but these additional resources will serve to keep us all connected in between those time when we can come together in person.



# STATEMENT *of* FINANCIAL POSITION

AS OF 12/31/2018  
(UNAUDITED)



## ASSETS

### CURRENT ASSETS

Cash and Cash Equivalents	\$47,371.28
Accounts Receivable	\$85,800.00
Prepaid Expenses	\$9,057.94

**TOTAL CURRENT ASSETS** \$142,229.22

**TOTAL ASSETS** \$142,229.22

## LIABILITIES & FUND BALANCE

### LIABILITIES

Accounts Payable	\$11,019.35
Due to SSW	\$72.99
Deferred Income	\$29,450.00

**TOTAL LIABILITIES** \$40,542.34

### NET ASSETS

Fund Balance - Unrestricted	\$96,131.68
Fund Balance - Temp. Restrict.	\$5,555.20

**TOTAL NET ASSETS** \$101,686.88

**TOTAL LIABILITIES AND FUND BALANCE** \$142,229.22

# 2018 STATEMENT *of* FINANCIAL ACTIVITIES

## REVENUES

### GIFTS, CONTRIBUTIONS, GRANTS

Gifts	\$70,000.00
Annual Fund Contributions	\$53,416.00

**TOTAL GIFTS, CONTRIBUTIONS** \$123,416.00

### OTHER REVENUE

Gathering Fees	\$37,995.38
Unfunded Scholarship Discounts	(\$1,700)

**TOTAL OTHER REVENUE** \$36,295.38

### NET ASSETS RELEASED FROM RESTRICTION

Gathering Fees by Scholarships	\$3,825.00
Scholarship Distribution	(\$4,444.80)
Other Releases	\$10,619.80
Other Distributions	(\$10,000.00)

**TOTAL NET ASSETS RELEASED** \$0.00

**TOTAL REVENUES** \$159,711.38



JAN. 1, 2018 - DEC. 31, 2018  
(UNAUDITED)

# (CONT.) 2018 STATEMENT *of* FINANCIAL ACTIVITIES

## EXPENSES

### LEADERSHIP TRAVEL

Travel	\$8,697.10
<b>TOTAL LEADERSHIP TRAVEL</b>	<b>\$8,697.10</b>

### ADMINISTRATIVE

Supplies & Office	\$3,185.18
Contract/Temp Labor	\$295.00
Professional Fees	\$90,729.93
Storybranding	\$10,000.00
Website/Social Media	\$5,023.74
Wellness Funds	\$2,479.41
<b>TOTAL ADMINISTRATIVE</b>	<b>\$111,713.26</b>

## CONFERENCES/GATHERINGS

Conference Center	\$37,377.56
Conference Meals	\$1,787.88
Conference Supplies	\$1,396.60
Theologians	\$2,000
Travel - Conferences	\$8,078.98
Bank/Merchant Fees	1,377.36
<b>TOTAL CONFERENCES/GATHERINGS</b>	<b>\$52,018.38</b>

## OTHER EVENTS

General Convention	\$16,394.70
<b>TOTAL OTHER EVENTS</b>	<b>\$16,394.70</b>

<b>TOTAL EXPENSES</b>	<b>\$188,823.44</b>
<b>NET SURPLUS/(DEFICIT)**</b>	<b>(\$29,112.06)</b>

\*\*The 2018 budget planned for use of \$80,525.94 of cash reserves, utilizing remaining grant funds from Trinity Wall Street. Controlled expenses and increased pledging kept deficit below \$30,000.

# THANK YOU *for* YOUR GIFTS

## GIFTS LISTED ALPHABETICAL BY CATEGORY

### DIOCESE

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DIOCESE OF ARIZONA  
DIOCESE OF CENTRAL GULF COAST  
DIOCESE OF CONNECTICUT  
DIOCESE OF EL CAMINO REAL  
DIOCESE OF MARYLAND  
DIOCESE OF MINNESOTA  
DIOCESE OF NEW HAMPSHIRE  
DIOCESE OF NORTHWEST TEXAS  
DIOCESE OF OKLAHOMA  
DIOCESE OF OLYMPIA  
DIOCESE OF PENNSYLVANIA  
DIOCESE OF SPOKANE  
DIOCESE OF TEXAS  
DIOCESE OF WESTERN MASSACHUSETTS  
DIOCESE OF WESTERN NORTH CAROLINA

### CONGREGATIONS

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ALL SAINTS' EPISCOPAL CHURCH, CONCORD, NC  
CHRIST EPISCOPAL CHURCH, GROSSE POINT, MI  
CHRIST EPISCOPAL CHURCH, TEMPLE, TX  
CHRIST CHURCH CATHEDRAL, CINNCINNATI, OH  
CHURCH OF THE HOLY SPIRIT, HOUSTON, TX  
EPISCOPAL CHURCH IN JACKSON HOLE, JACKSON HOLE, WY  
ST. AMBROSE EPISCOPAL CHURCH, RALEIGH, NC  
ST. AUGUSTINE'S EPISCOPAL CHURCH, METAIRIE, LA  
ST. CHRISTOPHER'S EPISCOPAL CHURCH, GLADWYNE, PA  
ST. JOHN'S CATHEDRAL, JACKSONVILLE, FL  
ST. JOHN'S EPISCOPAL CHURCH, TALLAHASSEE, FL  
ST. MARK'S EPISCOPAL CHURCH, SAN ANTONIO, TX  
ST. PHILIP EPISCOPAL CHURCH, COLUMBUS, OH

### INDIVIDUALS

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THE REV. CANON BILL CARROLL  
THE REV. JOHN & MRS. MARY COLEMAN  
THE REVS. GAR & KELLY DEMO  
THE VERY REV. KURT & MRS. CATHLEEN DUNKLE  
THE RT. REV. DUNCAN & MRS. KATHRYN GRAY  
THE REV. CANON SCOTT GUNN  
THE REV. AMY HAYNIE  
THE RT. REV. KATHARINE JEFFERTS SCHORI  
THE VERY REV. DR. CYNTHIA BRIGGS KITTREDGE  
THE REV. REED LOY  
CANON MARY MACGREGOR  
THE REV. BONNIE & MR. MATTHEW MCCRICKARD  
THE REV. EMILY MELLOTT  
THE REV. DR. STEVE PANKEY  
THE RT. REV. CLAUDE PAYNE  
MS. DIANE POLLARD  
THE REV. REBECCA TANKERSLEY  
THE REV. MITCHELL & MRS. CAMILLE TOLLETT  
THE REV. VICKIE ZUST

### FOUNDATIONS

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DALLAS FOUNDATION  
EPISCOPAL CHURCH FOUNDATION  
EPISCOPAL FOUNDATION OF TEXAS

### IN KIND SUPPORT

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THE RT. REV. DUNCAN M. GRAY, III  
K & L GATES

# 2018 BOARD *of* DIRECTORS

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<b>THE REV. RONALD BYRD</b>	CHURCH MISSIONER FOR BLACK MINISTRIES, NEW YORK, NY
<b>MR. JOHN CASTLE</b>	FOUNDING MEMBER, DALLAS, TX
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