

# GATHERING OF LEADERS

CREATIVITY  
SUPPORT  
LAMENTATION  
PERSISTENCE



# CONTENTS



Youth Events - Diocese of Ohio  
Rev. Canon Anna Sutterisch



Covid Wedding - St. Luke's, Metuchen  
Rev. Ed Zelley



Outdoor Worship - St. Margaret's, Baton Rouge  
Very Rev. Tommy Dillon II



Faith Boxes - St. Aiden's, Boulder  
Rev. Mary Kate Rejouis

---

03

LETTER FROM BOARD CHAIR

---

04

LETTER FROM EXEC. DIRECTOR

---

05

COMMITMENT TO RACIAL HEALING

---

06

ALBUQUERQUE GATHERING

---

07

SEEKING RESILIENCE

---

09

VIRTUAL GATHERING

---

11

ADAPTIVE CONVERSATIONS

---

12

ECF PARTNERSHIP

---

13

STATEMENT OF FINANCIAL POSITION

---

14

STATEMENT OF FINANCIAL ACTIVITIES

---

16

DONORS AND CONTRIBUTORS

---

18

BOARD OF DIRECTORS



Outdoor Worship - St. Margaret's, Baton Rouge  
Very Rev. Tommy Dillon II

# LETTER FROM THE CHAIR

## My dear friends:

To state the obvious, this has been a difficult year. The challenges for clergy, programmatically and emotionally, have been dramatic. Things that we had always taken for granted could no longer be assumed. In some ways the challenges were unprecedented, but in other ways these dramatic changes were the next chapter in the dramatic changes taking place within our church compressed into 14 months.

It's important to remember that it was in the context of these dramatic institutional changes that The Gathering of Leaders was conceived almost two decades ago. Thus, GOL had within its collective DNA the resources to respond to the challenges posed by COVID-19. Elsewhere in this report you will read of the creative ways the GOL was able to respond to the unique challenges of this particular moment. I am deeply appreciative of the creativity shown by The Gathering of Leaders board and our Executive Director, Haley Bankey, in revisioning how we could sustain and encourage clergy leadership in a season when previous GOL models no longer worked.

The new trial partnership between The Gathering of Leaders and the Episcopal

Church Foundation was renewed for another year. This will give each organization an opportunity for reflection and evaluation under more "normal" conditions.

The GOL Board said farewell with great appreciation to several board members who had contributed much to our spirit and vitality: Katharine Jefferts Schori, Greg Rickel, Jeff Fisher and Ollie Rencher. At the same time the board welcomed several new board members this year, deepening our diversity and giving us the capacity to be helpful in parts of the Church where GOL was either unknown, or seemed irrelevant. I am forever grateful for the ongoing work and creativity of our Board of Directors.

Thanks, as always, to the creativity and energy of Haley Bankey, our Executive Director. She makes being Chair of the Board a joy-filled adventure. I am looking forward to the return of what is being called the "new normal", but know that there are new challenges and opportunities just around every corner!

"May the God of hope fill us with all joy and peace..."

Faithfully,

Duncan M. Gray III  
Board Chair  
The Gathering of Leaders





Youth Events - Diocese of Ohio  
Rev. Canon Anna Sutterisch

2020 is not a year that anyone could have planned for, expected, or ignored, and through it all the Holy Spirit did wonderful things. We spent time mourning the loss of lives and ‘norms’, both from COVID-19 and racial injustice. Yet many found deeper connection to their faith through this time of fasting that the multiple pandemics have forced upon us.

Creativity surged throughout the Gathering of Leaders’ network, and though the circumstances were both mentally and physically exhausting, the Spirit was present as new and innovative ministry rose up across the wider church. GOL Participants’ dedication to the Episcopal Church’s growth in both numbers and spiritual depth allowed for breaking new ground, learning from failures, and succeeding through new methods of spreading the enduring love of Jesus Christ.

In this annual report, you will see where GOL as an organization also tried new methods for connecting and supporting our clergy through offerings such as Seeking Resilience and Adaptive Conversations

## LETTER FROM THE EXECUTIVE DIRECTOR

You will also see pictures showcasing the ministries and communities who pivoted faith and fellowship practices in a COVID-19 reality.

You will also see GOL’s firm and ongoing commitment to racial healing and justice that began years ago, but is a long way from being unnecessary.

While I write this, I see more and more people getting vaccinated and I hear more and more people saying they feel more confident breathing the air around them. I hope with that fresh breath, we breathe in the Holy Spirit and give thanks for the hard work and perseverance of all those, not just GOL clergy, who supported and saved us in this time, as well as to the work ahead of us.

-Haley Bankey, Executive Director, GOL



# COMMITMENT TO RACIAL HEALING & JUSTICE

[Click to read the  
full statement  
from GOL's Board  
of Directors.](#)

[Click to find  
additional  
resources on racial  
healing and justice  
from GOL.](#)

The Gathering of Leaders unites in solidarity with the leadership of The Episcopal Church in condemning the murder of George Floyd at the hands of law enforcement Memorial Day 2020. His tragic death is a reminder of the legacy of white supremacy that infects our systems, even the Church, the Body of Christ. Our mission statement underscores our reason for existing: "to assist in the empowerment, support and development of transformational leaders." As Presiding Bishop Michael Curry stated in his letter of May 30: "Our longterm commitment to racial justice and reconciliation is embedded in our identity as baptized followers of Jesus. We will still be doing it when the news cameras are long gone."

The Gathering of Leaders encourages its members to pray, teach, preach, and work toward being agents who will continue the work of leading The Episcopal Church to welcome the diversity manifested by the Holy Spirit.

## **Racial Reconciliation and Discipleship 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?



# 2020: ALBUQUERQUE GATHERING

## Money & Mission: The Practice of Stewardship in the Missionary Church

Jesus spoke of money as a component of discipleship and mission perhaps more often than any other topic. How have our individual and corporate practices of earning, saving, giving, and spending affected our ability to proclaim the gospel? How do we as leaders not only talk about money, but help our congregations live into the spiritual and sacrificial practice of stewardship for God's mission? How do we challenge the cultural idolatries of money and reclaim the compelling sacrificial spirituality of money that Jesus proclaimed?



# 2020: SEEKING RESILIENCE

In the early months of the COVID-19 Pandemic, as churches were forced to close their doors to in person events and worship, the clergy in the GOL network, like the rest of the world, were reeling from the emotional toll.

Clergy in the Gathering of Leaders network were at the front line of the pastoral response to the COVID-19 pandemic, and it was critical for them to care for their own resiliency in this unprecedented time. It was easy to over-function as if in a sprint, but this would be a marathon.

## SEEKING RESILIENCE

LOSS - HOPE - FAITH



In response to the need, Gathering of Leaders consulted with Episcopal Relief and Development and the staff of CPG's CREDO to build the Seeking Resilience sessions designed to allow GOL participants to join together via Zoom, with trained facilitators to guide the conversation.

**Funded through special contributions:**

Diocese of Central Gulf Coast

Episcopal Church in Minnesota | Diocese of Arizona

St. John's Episcopal Church, Jackson Hole, WY | St. Luke's Episcopal Church, San Antonio, TX



# 2020: SEEKING RESILIENCE



“GOL is a fantastic resource, so I wasn't surprised, but I was impressed with the response. I am grateful for the thoughtful work and the conversation that was cultivated via Zoom in this bizarre time. Keep up the good work.”

– **The Rev. Paul Klitzke, Church of the Ascension, Dallas, TX**

“Thank you, GOL for providing time and virtual space for clergy to share concerns about our communities as we navigate church closures and the future of the church after reopening. It was particularly interesting to hear the perspective of clergy in rural communities whose challenges are very different from my suburban context. We are not alone. We are in this together!”

– **The Rev. Alison Harrity, St. Richard's Episcopal, Winter Park, FL**

“I found the seeking resilience session helpful because it allowed me to connect with clergy from outside my own diocese which helped put the larger context of this unprecedented time into focus (hard to really grasp when we're all stuck at home). In addition, some very good resources were shared that I otherwise would not have been exposed to.”

– **The Rev. Nic Mather, St. Stephen's Episcopal, Longview, WA**

“What I found was a community of spiritual leaders I respect, all struggling with the same issues I was facing. I'm not sure we found any answers, but there was sustaining grace to know that dedicated, faithful servants of God are seeking good pathways together. I look forward to learning from one another as this continues, so that we may share Christ effectively even in this rapidly-changing context.”

– **The Rev. Deborah Meister, Christ Church Cathedral, Montreal, Quebec**

“The antidote to isolation is community. Our GOL virtual gatherings in 'Seeking Resilience' help break the isolation by being online with my colleagues across the country, sharing our hopes and concerns, and vulnerability. By being with my colleagues in ministry I find my community, my people, and have discovered new ways to become resilient in this time of isolation and stress. Thank you friends, for being there, and thank you GOL for connecting us.”

– **The Rev. Eric Metoyer, Diocese of California, San Francisco, CA**

“I am grateful for a space to be no-holds-barred honest about the challenges and frustrations of ministry right now. It's cathartic and redemptive to talk and to hear what my colleagues are also facing. The collective wisdom is gracious and compassionate. Our sessions end with me feeling calmer and more focused to do the work I have been given to do. Thank you”

– **The Rev. Canon Valerie Balling, St. Peter's Episcopal, Medford, NJ**

# 2020: VIRTUAL GATHERING

3 DAYS



18 HOURS



27 PEOPLE



In response to the needs of the network, GOL offered our first ever Virtual Gathering in August of 2020. In the true spirit of GOL, we embraced the creative and designed it to be as 'un-Zoom' as possible. There mixed Zoom time, phone calls, personal reflection, shared experiences, stretching and movement, and online community collaboration. New agenda elements included time for deeper connection and small group time. Virtual Gatherings are now here to stay as an offering of GOL to better connect our clergy and the church.

## Special Theme: Relationship and Evangelism in a Distanced World

Our usual habits of connection have been disrupted by the COVID-19 pandemic, and many of the ways we are used to responding to Christ's call to make disciples, share good news, and love one another are changing, too. What skills and gifts emerging from this change will strengthen the church to grow into the future? What are the new ways in which we are called to build holy, hope-filled, life-giving connections at a physical distance? What practical innovations for this time have led to new opportunities for evangelism and mission that will endure beyond the crisis?



# 2020: VIRTUAL GATHERING



During the Virtual Gathering, participants were asked to write an 'I Will' statement that was formed based on the conversations and learnings during the event. Below is a selection that served as a litany during our time together.

---

## **Litany for Pandemic Leadership**

I will keep an eye on the horizon while the ground around me changes. I will trust the Holy Spirit.

I will embrace my creativity, leadership, and boundaries.

I will let my dreams go from the theoretical to the concrete, even if I can't enact them anytime soon.

I will invite more people into the conversation.

I will continue to invest in relationships across difference.

I will fail miserably and learn to be content with my imperfections, trusting in the truth that God doesn't waste anything.

I will be on the balcony a little bit longer for a clearer view. I will continue to throw spaghetti against the wall and see what sticks.

I will think expansively about church, even when my training tries to drive me into a constrictive view of tradition, and even when my emotional needs try to drive me into a place of comfort and security.

I will remain hopeful knowing that God is faithful and continues to be my guide.

I will both utilize my strengths and expose my vulnerabilities, so I can find God in the light and in the dark.

I will keep praying, dreaming, experimenting, and leading with "Both/And."

I will stay curious and keep working with God's help to connect with new people in new ways.

I will be open to the movement of the Holy Spirit, even when it's not what I "want".

I will watch with hope for where the Spirit is blowing and moving.

I will lean into the truth that I am not alone. I have Jesus. I have you all through GOL. And I have Jesus in the folks in the people I serve with. I will seek God's voice in the "we the people, we the children of God, and we the leaders and staff God as assembled for this time."



# 2020: ADAPTIVE CONVERSATIONS



## Adaptive Conversations

CHALLENGE YOUR PERSPECTIVE-  
ADAPT YOUR CONTEXT



A third pivot and experiment offered in 2020 was the Adaptive Conversations sessions. Adaptive Conversations were three-hour, structured events that allowed participants to share an adaptive challenge from their current context and to receive feedback and inquiries to help broaden their understanding of the challenge and work towards a solution. This activity was not meant to produce a solution, but instead was designed to help participants see their challenge from different perspectives.

"In just a few short hours, I was able to share with colleagues two adaptive challenges I am facing and get really helpful feedback. I feel new energy. Thank you."

"A great format for leadership conversation. I will be using it with my own leadership team in the future."

"I feel affirmed in the direction that we are heading and I have some good ideas to take back to my leadership team for further exploration."

"It was a great reminder to not see things as "for or against" and rather we are all trying to achieve the same purpose, how do we come alongside of each other in ministry rather than seeing each other as us them."

"It was such a great method of presenting and getting feedback. Very much worth the time. I came away with some really good insights and some ideas for moving forward."

# Partnership - GOL & ECF

As announced in fall 2019, GOL has been in partnership with the Episcopal Church Foundation for over a year and a half. Both ECF and GOL share a common mission to identify, empower, network and support innovative and entrepreneurial leaders who will help shape the future direction of the Church.

In addition to numerous webinars and articles built using the GOL network and made available through ECF's communication platforms, many collaborative efforts are being felt widely in the Episcopal church.

GOL clergy have participated in many discovery efforts being undertaken through ECF for large scale resources and initiatives, members of GOL have participated as faculty in the Congregational Leadership Initiative, and produced curriculum for new seminary graduates attending the Success After Seminary program through CPG, among other projects.

Looking ahead, post-pandemic, leadership at both ECF & GOL see a continued impact on both organizations as well as the wider church.

## WEBINARS

Re-entry: A careful not fearful task - Mario Conliffe

Servant Leadership in a Time of Crisis - Martin Darby

How are congregations being affected by COVID-19? - Manoj Zacharia

Dealing with Loss and Grief in the Midst of a Pandemic - Haley Bankey

## ARTICLES

Surfing and Spirituality - Scott Claassen

Branding Can Help You Tell Your Story Better - Beth Wyndham

Antiracism as a Developmental Effort - Alissa Newton and Arienne Davison

Enough Love to Go Around - Jimmy Bartz

Stewardship and Abundance During a Pandemic - Mark McKone Sweet and Demetreus Gregg

## RESOURCES

Vital Practices Digest: How to Use ECFVP.org - Paul Klitzke

**“Though the year-long trial of the new partnership was skewed by the pandemic experience, there were many positive signs that pointed to the great synergy between these two organizations. I am delighted that we’ve recommitted ourselves to another year of discernment and look forward to the joint networking and programming possibilities of this potentially transformative relationship.”**

**-Rt. Rev. Duncan M. Gray, GOL Chair**



Youth Events - Diocese of Ohio  
Rev. Canon Anna Sutterisch

# STATEMENT OF FINANCIAL POSITION

AS OF 12/31/2020 (UNAUDITED)

## Assets

### Current Assets

|                             |                    |
|-----------------------------|--------------------|
| Cash & Cash Equivalents     | \$39,672.96        |
| Accounts Receivable         | 16,749.99          |
| Prepaid Expenses            | 3,388.24           |
| <b>Total Current Assets</b> | <b>\$59,811.19</b> |

### Other Assets

|                             |             |
|-----------------------------|-------------|
| Long Term Pledge Receivable | \$20,000.00 |
|-----------------------------|-------------|

---

### Total Assets

---

---

**\$79,811.19**

---

## Liabilities & Equity

### Liabilities

|                          |                    |
|--------------------------|--------------------|
| Deferred Income          | \$25,005.00        |
| <b>Total Liabilities</b> | <b>\$25,005.00</b> |

### Equity

|                             |                    |
|-----------------------------|--------------------|
| Fund Balance - Restricted   | \$3,310.20         |
| Fund Balance - Unrestricted | 43,731.32          |
| Net Income                  | 7,764.67           |
| <b>Total Liabilities</b>    | <b>\$54,806.19</b> |

---

### Total Liability & Equity

---

---

**\$79,811.19**

---



# STATEMENT OF FINANCIAL ACTIVITIES

1/1/2020 - 12/31/2020 (UNAUDITED)

## Income

|                                |             |
|--------------------------------|-------------|
| Gifts                          | \$10,000.00 |
| Annual Fund Contributions      | 25,773.25   |
| COVID-19 Response Support      | 3,300.00    |
| Gathering Fees                 | 15,870.50   |
| Adaptive Conversations Fees    | 315.00      |
| Unfunded Scholarship Discounts | -495.00     |

---

**Total Income**

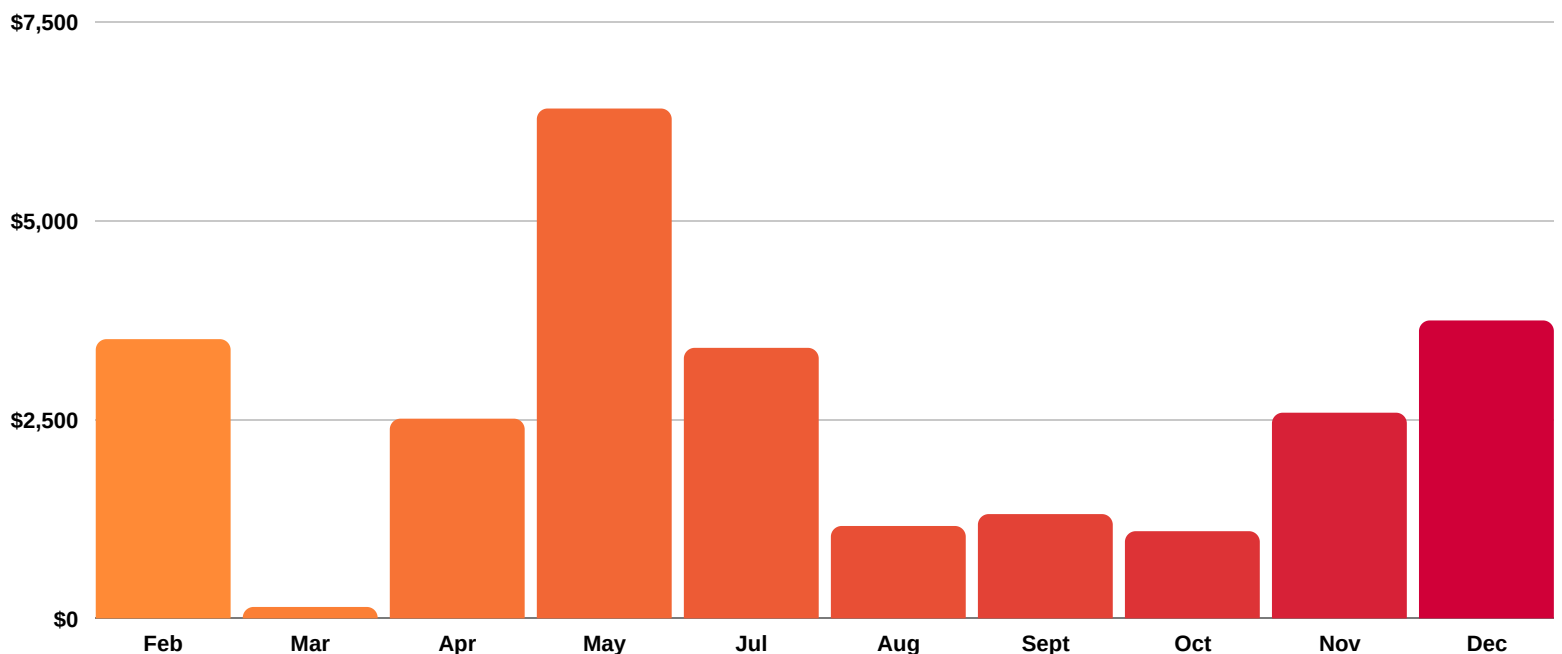
---

---

**\$54,763.75**

---

## Annual Fund Contributions 2020



# STATEMENT OF FINANCIAL ACTIVITIES

1/1/2020 - 12/31/2020 (UNAUDITED)

## Expense

### Program Services

|                               |                    |
|-------------------------------|--------------------|
| Conference Center & Meals     | \$17,669.87        |
| Conference Travel             | 1853.30            |
| Conference Supplies           | 378.57             |
| Theologians                   | 500.00             |
| Website/Social Media          | 2,084.49           |
| Seeking Resilience            | 1,650.00           |
| <b>Total Program Services</b> | <b>\$24,136.23</b> |

### Management & General

|                                       |                    |
|---------------------------------------|--------------------|
| Marketing                             | \$952.43           |
| Database Manager                      | 468.89             |
| Episcopal Church Foundation           | 10,000.00          |
| Director Travel                       | 1,671.89           |
| Director Meals/Lodging                | 968.57             |
| Bank Fees                             | 1,304.16           |
| Contract Services                     | 3,655.43           |
| D&O Insurance                         | 1,102.00           |
| Printing/Mailing                      | 664.99             |
| Supplies & Office                     | 454.45             |
| Computer Equipment                    | 824.12             |
| Dues & Subscriptions                  | 43.32              |
| Expenses for Uncollectable A/R        | 1,100.00           |
| <b>Total Management &amp; General</b> | <b>\$23,210.25</b> |

---

### Total Expenses

---

**\$47,346.48**

---

### Net Operating Income

---

**7,417.27**

---

### Other Income

|              |          |
|--------------|----------|
| Other Income | \$347.40 |
|--------------|----------|

---

### Net Income

---

**\$7,764.67**

---

# 2020 DONORS - INSTITUTIONS

GIFTS LISTED ALPHABETICALLY



Covid Baptism - St. Paul's, Williamsville  
Rev. Vicki Züst

## Dioceses

Diocese of Arizona  
Diocese of Central Gulf Coast  
Diocese of East Tennessee  
Diocese of Kansas  
Diocese of Los Angeles  
Diocese of Maryland  
Diocese of Minnesota  
Diocese of New Hampshire  
Diocese of Olympia  
Diocese of Spokane  
Diocese of Texas  
Diocese of West Tennessee  
Diocese of Western Massachusetts

## Congregations

Christ Episcopal Church - Bowling Green, KY  
Church of the Nativity - Scottsdale, AZ  
Grace Church in the Mountains - Waynesville, NC  
Grace Episcopal Church - Concord, NH  
St. Andrew's Episcopal Church - Encinitas, CA  
St. Gregory's of Nyssa - San Francisco, CA  
St. James Episcopal Church - La Grange, TX  
St. John's Episcopal Church - Jackson, WY  
St. Luke's Episcopal Church - San Antonio, TX  
St. Michael's Episcopal Church - Yeadon, PA  
St. Paul's Church in the Village of Flatbush - Brooklyn, NY  
St. Peter's Episcopal Church - Del Mar, CA  
St. Richard's Episcopal Church - Winter Park, FL  
St. Thomas Episcopal Church - Terrace Park, OH  
Trinity Episcopal Church - Houston, TX  
Trinity Episcopal Church - New York, NY



PopUp Pastor - Trinity Cathedral, Tempe  
Rev. Holly Herring



# 2020 DONORS - INDIVIDUALS

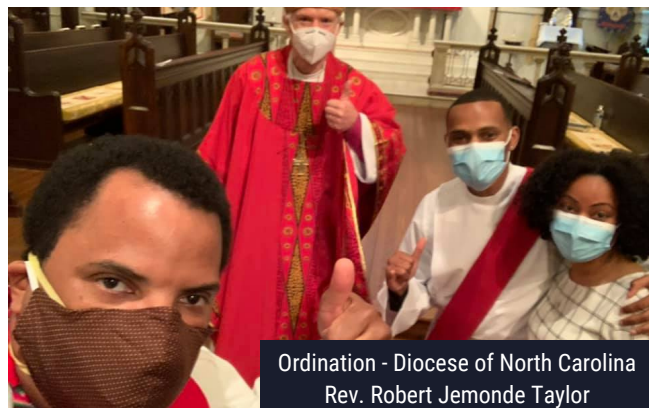
GIFTS LISTED ALPHABETICALLY

## GOL Participants

Alvarez, The Rt. Rev. David  
Baker, The Rev. Dr. Brian  
Balling, The Rev. Canon Valerie  
Bennett, The Rev. Debra  
Canady, The Rev. Paul  
Carroll, The Rev. Diana  
Churchwell, The Very Rev. Katie  
Condon, The Rev. Josh  
Dillon, The Rev. Tommy  
Dunkle, The Very Rev. Kurt & Mrs. Cathleen  
Fulton, The Rev. Jennifer  
Godfrey, The Rev. Steve  
Gray, The Rt. Rev. Duncan and Mrs. Kathryn  
Gunn, The Rev. Canon Scott  
Haynie, The Rev. Amy  
Hord, The Rev. Christine  
Jefferts Schori, The Rt. Rev. Katharine  
Kim, The Rev. Yein  
Kittredge, The Very Rev. Dr. Cynthia  
Mellott, The Rev. Emily  
Metoyer, The Rev. Eric  
Odderstol, The Rev. Sarah  
Painter, The Rev. Scott  
Poling, The Rev. Dr. Jason  
Rau, Rev. Mike & Ms. Melissa  
Razim, The Rev. Geneveive  
Rencher, The Rev. Ollie  
Sramek, Jr., The Rev. Tom  
Taylor, The Rev. Jemonde  
Van Niel, The Rev. Noah  
Watkins Jr., The Rev. Dr. Tommie  
Zelley, The Rev. Ed  
Zust, The Rev. Vicki



Dismantling Racism - Diocese of Ohio  
Rev. Canon Anna Sutterisch



Ordination - Diocese of North Carolina  
Rev. Robert Jemonde Taylor

## Other Individuals

Bader-Saye, Dr. Scott  
Cristiano, Mr. Kevin  
Darby, Mr. Martin  
Emeny, Ms. Mary  
Martin-Currie, Mrs. Jamie  
Piedfort, Mr. Mark & Mrs. Pam  
Pollard, Ms. Diane

# Board of Directors

2020 GATHERING OF LEADERS



## **Dr. Scott Bader-Saye**

Academic Dean, Seminary of the Southwest, Austin, TX

## **The Rev. Jimmy Bartz**

Rector, St. John's Episcopal Church, Jackson Hole, WY

## **The Rev. Ronald Byrd**

Episcopal Church Missioner for Black Ministries, New York, NY

## **The Rt. Rev. Jeff W. Fisher**

Bishop Suffragan, Diocese of Texas, Tyler, TX

## **The Rt. Rev. Duncan M. Gray, III (Chair)**

Bishop (Resigned), Diocese of Mississippi, MS

## **The Rt. Rev. Katharine Jefferts Schori**

Presiding Bishop (Resigned), The Episcopal Church

## **The Rev. Emily Mellott**

Rector, Trinity Episcopal Church, Moorestown, NJ

## **Ms. Diane B. Pollard**

New York, NY

## **The Rev. Ollie Rencher**

Rector, Grace-St. Luke's Episcopal Church, Memphis, TN

## **The Rt. Rev. Gregory H. Rickel**

Bishop, Diocese of Olympia, Seattle, WA

## **The Rt. Rev. Phoebe Roaf**

Bishop, Diocese of West Tennessee, Memphis, TN

## **The Rev. Robert Jemonde Taylor (Treasurer)**

Rector, St. Ambrose Episcopal Church, Raleigh, NC