**New Episcopal Community Definition**

*The Church pursues its mission as it prays and worships, proclaims the Gospel, and promotes justice, peace, and love. – BCP, p. 855*

A **New Episcopal Community (NEC)** is:

**New**

*Unique and responsive to the specific mission field and dedicated to making disciples of Jesus Christ*

* NECs are created in response to the Great Commission and reflect the needs of the community where they are located. Witnessing in word and deed (1 John 3:18), NECs are where followers of Jesus share God’s love to their communities in accessible, inclusive and compelling ways.

*New, distinct and different from existing churches and institutions*

* NECs are not programs of existing churches or dioceses or restarts. NECs have entrepreneurial leadership, a pioneering and creative spirit and seek to bring into being a ministry that was not there before.

**Episcopal**

*Grounded in the faith, doctrine and discipline of the Episcopal church*

* NECs are clearly, distinctly and overtly Christian in character, approach and identity. They can be churches, mission enterprise zones, or anything in between! While not all will have a worshipping aspect, NECs operate out of and give opportunities to know Jesus’ love.

*Connected and accountable to a local diocese and to the church at large*

* NECs are under the oversight of the Bishop and governance of the diocese. They reflect the mission of their diocese and TEC.

**Community**

*Designed to be a place of encouragement, care and accountability*

* NECs commit themselves to love one another in relationships of mutual care and accountability. Patterned after the life and teachings of Jesus, NECs seek to help people grow in faith and life.

*Intentionally sustainable in leadership development and finances*

* NECs are committed to long-term growth and sustainability. While not all will be able to become sustainable from the communities they serve, NECs intend to grow in leadership and financial support with proper stewardship, development, facilities and accounting.

**Guidelines & Types of Grants**

These grants are intended to support operating/program purposes such as salary and benefits, insurance, rent, educational materials, and other operating needs. They are not intended to fund significant capital improvements or building projects. These grants are limited to New Episcopal Communities that are related to The Episcopal Church and a local diocese. **All applications will require an endorsement form from the Diocesan Bishop. Awarded grants are received by a Diocesan fiscal agent to be distributed to the New Episcopal Community.**

Please note the following requirement for dioceses of The Episcopal Church: It is the policy that should a ministry’s local diocese fail to pay its assessment in full or to apply for and receive a waiver, the diocese and the applicant shall be ineligible to receive grants or loans from the Domestic and Foreign Missionary Society unless approved by Executive Council~~.~~  Church planters in every diocese, however, are invited to be part of the Genesis Movement, offer their wisdom to our community, and take advantage of other resources for discernment and training offered by the Office of Church Planting and Redevelopment.

 Applicants may apply for a one-time **Discernment Grant** of up to *$5,000*. These grants are for people discerning a call to start a new ministry. Funds can be used for assessment, research and feasibility studies.

Applicants may apply for a one-time **Seed Grant** of up to *$30,000* and may do so without previously having applied for a Discernment Grant.  Matching funds are not required, however, proof of significant Diocesan support is necessary. NEC leaders applying for Seed Grants should have successfully completed or have scheduled the “Discerning Missional Leadership” assessment retreat or have had an assessment done by other means, approved by Church Center staff. Leaders must have an established relationship with a NEC coach or equivalent, reviewed and approved by the diocese.

One year after receipt of a Seed Grant, a NEC may apply for a **Growth Grant** of up to *$30,000*. Approval of Growth Grants is conditioned upon real progress toward completing the discernment process set forth in their Ministry Plan. Growth Grants require significant and resource appropriate support from the local diocese or partnering congregations*.* Ordinarily, a dollar-for-dollar match provided by the combined contributions of the partner congregation and/or diocese is required.  In-kind contributions for the match are acceptable. Waivers of the match will be considered on a case-by-case basis, upon request. When there is not a dollar-for-dollar match, a copy of the diocesan budget is required. NEC leaders applying for Growth Grants should have successfully completed or have scheduled the “Discerning Missional Leadership” assessment retreat or have had an assessment done by other means, approved by Church Center staff. Leaders must have an established relationship with a NEC coach or equivalent, reviewed and approved by the diocese.

Eighteen months after receipt of a Growth Grant, a NEC may apply for a **Harvest Grant** of up to *$40,000*. Harvest Grants require significant and resource appropriate support from the local diocese or partnering congregations*.* Ordinarily, a dollar-for-dollar match provided by the combined contributions of the partner congregation and/or diocese is required.  In-kind contributions for the match are acceptable. Waivers of the match will be considered on a case-by-case basis, upon request. When there is not a dollar-for-dollar match, a copy of the diocesan budget is required. NEC leaders applying for Harvest Grants should have successfully completed or have scheduled the “Discerning Missional Leadership” assessment retreat or have had an assessment done by other means, approved by Church Center staff. Leaders must have an established relationship with a NEC coach or equivalent, reviewed and approved by the diocese.

**Previous grant recipients** are encouraged to apply for grant funds to continue their New Episcopal Community. Previous grant recipients should find themselves in the following categories, from the date of the receipt of first grant funding:

* One year to 30 months – Seed Grant
* 30 months to 48 months – Growth Grant
* 48 months and older – Harvest Grant

**Requirements for Funding**

Any new worshiping community may receive a cumulative grant amount of no more than *$200,000* from any combination of TEC church planting/MEZ and NEC grants.

It is a condition of funding for Seed, Growth and Harvest Grants that the leader be connected with a coach. If the project does not already have a coach, staff from the Office of Church Planting and Redevelopment can help with a referral. Please contact [Krengers@episcopalchurch.org](mailto:Krengers@episcopalchurch.org) for more information.

It is a condition of funding for Seed and Growth Grants that the leader(s) attend a Discerning Missional Leadership assessment retreat or its equivalent.  If a leader has attended a retreat for a Seed Grant, attending another one for a Growth Grant is not required. For more information about the assessment process, please contact [Krengers@episcopalchurch.org](mailto:Krengers@episcopalchurch.org)

Grant recipients will be required to submit a complete Statement of Grant Accounting at the end of the granting period before applying for the next phase of grant funding.

**How to Apply**

Each new applicant will complete a Funding Portfolio identifying basic information about the NEC and surrounding area, in addition to the grant application. Applicants who have previously received funding should review their previous grant applications (email Krengers@episcopalchurch.org for a copy) and use that information to create a new portfolio using the online form. Once you have created a new portfolio you will receive an editable copy that you can use to submit updates as you apply to the next phases of funding.

Please use the following pages to plan your work before completing the online application. Applicants may create a portfolio and submit their grant applications at <https://www.episcopalchurch.org/new-episcopal-communities/grants>.

**Funding Portfolio Worksheet**

*Portfolios must be submitted via the online form at* [*https://dfms.formstack.com/forms/nec\_portfolio*](https://dfms.formstack.com/forms/nec_portfolio)

Your name:

Title:

Email:

Phone:

Name of ministry:

How do you identify the ministry you envision?

Church Plant

Church plants are new communities that will have a normal worshiping component. These are often the new ministries that worship on Sunday morning and are headed from mission to parish status within their diocese. They could be in places where no Episcopal church has existed in the past or in places where a diocese is seeking to re-establish an Episcopal presence where a church has dwindled or closed. Church plants are new ministries, however, not attempts at revitalizing struggling congregations.

Missional Community/ Community of Discipleship

These communities do not necessarily have a worshiping component to them. They seek to gather people in innovative ways. They are uniquely Christian in character and designed to connect people to God and to The Episcopal Church

Other (please describe)

Site address:

Sponsoring diocese:

Projected start date:

Is this a partnership with another denomination? Yes No

If yes, briefly describe the partnership:

Describe the new ministry in 200 words or less:

Define the MEZ - is this a geographic area, a group of congregations, or a diocesan initiative to underrepresented groups?*(Mission Enterprise Zones only)*

Select a *Diocesan Advocate* for your ministry. A Diocesan Advocate is a person well connected in the diocesan system, not necessarily clergy or diocesan staff. This person is responsible for helping this ministry navigate the diocesan system and for advocating for the ministry with the various public in the diocese.

Name:

Title/Position:

Phone:

Email:

Select a *Fiscal Agent* for your ministry. A Fiscal Agent is a member of the diocesan staff who has agreed to receive the grant funds and disperse them to the new ministry, assuring that proper financial controls are in place.

Name:

Title/Position:

Phone:

Email:

The primary service area is:

Rural

Urban

Suburban

Other:

Describe the primary service area’s population characteristics:

What percentage of the population is unchurched?*(Church Plant and Hybrid grants only)*

What group (or groups) will this ministry target?

*(With whom will you be working? MEZ’s should also specify how this target group is underrepresented in the Episcopal Church, i.e.; youth, young adults, people of color, poor and working class people, people with high school or less, or people with little or no church background)*

If this initiative focuses primarily on Latino, Asian American, Native American, or Black Ministries have you consulted with the Episcopal Church staff supporting these ministries? Yes No

If yes, comment on the consultation:

List the particular social needs in this ministry context, especially those un- or under- addressed by other groups:*(Church Plants do not need to answer this question)*

Describe the socioeconomic conditions of the service area:*(Church Plants do not need to answer this question)*

What demographic changes are expected over the next ten years?

*(What groups are increasing/decreasing in your target area? What factors may lead to demographic shifts?)*

List others doing significant ministry within your target community:

*(Church Plants do not need to answer this question)*

Identify key assets already present in the community that can contribute to this work:

*(i.e.; libraries, community centers, nonprofit organizations. Church Plants do not need to answer this question)*

How will you establish partnerships with other groups?

What other new churches launched in the past five years or are currently being launched?

*(For Church Plants and Hybrid grants only)*

List the four closest TEC and ELCA congregations, including their average weekly attendance and distance from the primary service area:

Congregation

Attendance

Distance (miles)

Congregation

Attendance

Distance (miles)

Congregation

Attendance

Distance (miles)

Congregation

Attendance

Distance (miles)

**Discernment Grant Worksheet**

*Applications must be submitted online at* [*https://dfms.formstack.com/forms/nec\_discernment\_grant*](https://dfms.formstack.com/forms/nec_discernment_grant)

Required: Portfolio

Required: Diocesan endorsement (pg. 12)

Amount requested:

Provide a 1-page narrative explaining why it matters to offer this new ministry at this time. This is to be used as a starting point for a public relations and funding strategy.

In what ways does this initiative fit with the diocesan mission strategy?

Is there any other evidence of diocesan support? *(i.e.; diocesan budget line item, diocesan council or standing committee approval)*

What are your plans for this discernment grant? How will the funds be used and what do you hope to discover?

Please upload a budget for how you plan to use your Discernment Grant. If you are considering applying for a Seed Grant in the future, we suggest budgeting about $1,000 for your point leader to attend a Discerning Missional Leadership Retreat to help assess their gifts for this kind of ministry.

**Seed Grant Worksheet**

*Applications must be submitted online at <https://dfms.formstack.com/forms/nec_seed_grant>*

Required: Portfolio

☐ Required: Diocesan endorsement (pg. 13)

Amount requested:

Provide a 1-page narrative explaining why it matters to offer this new ministry at this time. This is to be used as a starting point for a public relations and funding strategy.

How does this ministry fit the definition of a New Episcopal Community? You can find a working definition of an NEC here: https://episcopalchurch.org/new-episcopal-communities/glossary

In what ways does this initiative fit with the diocesan mission strategy?

Is there any other evidence of diocesan support? *(i.e.; diocesan budget line item, diocesan council or standing committee approval)*

**Ministry Plan and Funding**

* Describe the proposed First Year Plan of Action for the developer, including desired results and naming who else is involved.
* Give a brief description of the plan for years 2-4.
* Please upload your annual budget for the first 3 years of this ministry, including the names of each expense category and funding source.

**Portfolio Update: Core Team, Staff, and Key Volunteers *–*** *submitted online*

Has the missioner or church planter been identified? ☐ Yes ☐ No

Name of person selected:

Email:

Phone:

How has this leader been assessed? By what means?

Has the feedback from the assessment been shared with your Bishop and Coach? How has that feedback influenced your strategy for leadership?

What relevant training has the leader received?

Has a core team been identified? ☐Yes ☐NoIf so, how many people are on the core team and what experience and strengths do they bring to the new church start? If not, how will a core team be recruited and formed to assist in starting this new congregation?

How is the target population (whether a particular ethnicity or socio-economic group) represented by the church planter and/or the core team?

What other people, paid or unpaid, will bring professional skill to this new ministry? *(i.e.; musicians, administrative support, financial management, or other ministry specialties)*

**Growth Grant Worksheet**

*Applications must be submitted online at* [*https://dfms.formstack.com/forms/nec\_growth\_grant*](https://dfms.formstack.com/forms/nec_growth_grant)

Required: Portfolio update

Required: Diocesan endorsement (pg. 13)

Required: Diocesan evaluation (see pg. 14)

Please describe what you’ve accomplished during the Seed Grant including your partnerships with other congregations, community organizations and your diocese.

How did you use the Seed Grant funds?

What are your current resources?

* Develop an itemized and balanced income and expense operating budget for the full grant period. Include income from TEC grants, diocesan support, other grants and local giving. Capital expenses should be displayed separately from the operating budget. Describe how the Growth Grant funds will be utilized.
* What additional resources other than financial do you need? (Training, coaching, educational assistance, etc…)

Tell us about what you’ve learned in your first year of ministry~~.~~

* How has the feedback you received at your assessment influenced your strategy for leadership?
* Describe some of your experiments in mission that succeeded, as well as some which failed.
* Describe your vision for reaching those whom you feel called to reach.
* What resources do you wish you had had when you first started this ministry?
* What wisdom from this first year of NEC leadership do you want to share with the Church at large?

Describe the gifts of your leadership team. How are you developing missionary leaders?

If you have a worship component, how does worship happen? Where are you worshipping and how is it going?

How are you engaged in your community?

What have you learned since this New Episcopal Community began?

How will you determine if your efforts are effective?

**Harvest Grant Worksheet**

*Applications must be submitted online at* [*https://dfms.formstack.com/forms/nec\_harvest\_grant*](https://dfms.formstack.com/forms/nec_harvest_grant)

☐ Required: Portfolio update

Required: Diocesan endorsement (pg. 13)

☐ Required: Diocesan evaluation (pg. 14)

What joys and celebrations have taken place since receiving the Growth Grant or previous grant funding?

What concerns does the NEC currently have?

What have you learned since receiving the Growth Grant or previous grants? How did you use those funds?

How has the ministry plan been implemented? Be specific about goals achieved and those yet to be met.

Develop your ongoing Ministry Plan. The plan should include appropriate and measurable goals and objectives that address, but are not limited to, the following:

* Describe the specific outreach and evangelism plans for being Christ’s body in the community;
* Describe the current mission team, ordained or not, their responsibilities and gifts for ministry;
* If you are a worshiping community, provide the appropriate plans regarding attendance and participation in worship and non-worship activities, communication, education, hospitality, leader training and development, location, stewardship, etc. Please include realistic membership, worship and non-worship attendance & participation figures for the term of the grant.
* If you are a non-worshiping community, describe the current scope of your ministry, the services provided and the number of people that are benefiting from the ministry. Provide appropriate plans regarding leadership development, communication and fundraising.
* Develop an itemized and balanced income and expense operating budget for the full grant period. Include income from TEC grants, diocesan support, other grants and local giving. **Describe how the Harvest Grant funds will be utilized.** Capital expenses should be displayed separately from the operating budget. For Harvest Grants, NEC applicants should clearly demonstrate mission giving beyond the local community, with at least 5% of the annual budget being paid as a diocesan assessment or equivalent.
* How will you evaluate the effectiveness of your efforts on an ongoing basis? Describe the measures and benchmarks you will use and include how you will adapt if your expectations are not being met.



**Diocesan Endorsement**

*For Discernment Grant applicants*

*To be completed by the Diocesan Bishop*

Name of New Episcopal Community seeking funding:

Bishop’s Name:

Diocese:

Please answer the questions below, feeling free to use additional space if necessary.

What are your hopes for the discernment process for this applicant?

How would this project fit into your overall diocesan vision?

Signature:

Date:



**Diocesan Endorsement**

*For Seed, Growth, and Harvest Grant Applicants*

*To be completed by the Diocesan Bishop*

Name of New Episcopal Community seeking funding:

Bishop’s Name:

Diocese:

Please answer the questions below, feeling free to use additional space if necessary.

How does this project fit in with your Diocesan vision?

Tell us about your support and enthusiasm about this idea for a New Episcopal Community.

Tell us about your support and enthusiasm for the mission developer that will lead this NEC.

Has your mission developer been assessed, and have you had a conversation with them about the feedback they received?

How do you intend on supporting this NEC?

Will there be a possibility for financial support after the grant cycle is completed?

Is there anything else you’d like to tell us?

Signature: Date:



**Diocesan Evaluation**

*For Growth and Harvest Grant Applicants*

*To be completed by the Bishop or Diocesan leadership*

Name of New Episcopal Community seeking funding:

Diocese:

Date of Diocesan representative meeting with NEC:

Name of Diocesan representative present:

Signature:

The diocese participating and giving oversight and assistance must provide on a single separate page, a concise and independent evaluation of the current status of this NEC. Also, describe how you are maintaining regular contact with the NEC and your plan for continued support to help ensure sustainability in the following areas. Topics to include:

* + What arrangements have been made for liability / indemnity insurance for the NEC?
  + How will the NEC receive charitable donations and their donors receive acknowledgement for their gifts?
  + What is the plan for sustaining leadership and resources in the NEC, such as finances and talent?
  + Who is the NEC coach and has the appropriate person or committee of the diocese approved the relationship?
  + How effective is the coach’s work with the NEC leader? How is the link between the NEC coach and the sponsoring session being maintained?
  + Does the NEC’s long-term goal include becoming a contributing member of the larger diocesan and TEC family? If not, in what ways will this NEC contribute to the hopes and energy of the larger church?