

Profile of the Anglican Diocese in New England

The ADNE is a united Anglican movement in New England that seeks to demonstrate God's transforming power through Word, Sacrament, and Spirit to draw people into a personal relationship with God in Jesus Christ and help them become members of the Body of Christ, His Church. Our heart is that all in New England might come to know Jesus Christ and be committed to His words: "Love the Lord your God with all your heart, with all your soul, with all your mind, and with all your strength; and love your neighbor as yourself."

We are committed to a 3-streams expression of the Christian Church: having an evangelical faith, charismatic gifting, and catholic order. We are a diocese of the Anglican Church in North America, and a diocese that understands the multinational character of our people. With that understanding, we strive to work in partnership with the worldwide Anglican Communion. We seek to:

1. grow in the love of God and the power of the Spirit through the faith passed down to us.
2. plant new and vibrant churches in New England that will effectively and powerfully make disciples of Jesus Christ.
3. strengthen the unity of Anglican churches in our region, our province, and the Global Anglican Communion.
4. work with other believers, in various denominations and ministries, to advance God's Kingdom in the United States and to the ends of the earth.

The ADNE expresses these four aims through our life and ministry together, as exemplified in the following ways:

I. Growing in the love of God and the power of the Spirit through the faith passed down to us.

The ADNE desires to see all its people, whether young, old, or in the middle growing in the love of God and of neighbor. They are encouraged to acquire a deeper understanding of Christ and the Christian faith through scripture, biblical teaching, and training in the Anglican way. The diocese longs to see its people become thinking Christians, equipped to face the cultural challenges of our time, while hungering more and more for a deeper life and identity in Christ. The diocese encourages its congregations to provide for the spiritual nourishment and growth of its people.

An important aspect of spiritual growth and vitality in the church is through imparting the gospel message of Jesus Christ to our children. As of December 2016, the ADNE has 451 young people up to 30 years of age. Local parishes are engaging in children, youth, and young adult ministries in a variety of ways. Several parishes have well-established Catechesis of the Good Shepherd programs that provide catechetical and liturgical learning in a Montessori-based format for children ages 3-12. Parishes also provide age appropriate discipleship classes, confirmation

classes, Bible studies, VBS, and mentoring opportunities; and, of course, there are fellowship groups and activities, service projects and outreach, and retreats. Young people are also encouraged and welcomed in many parishes to serve as acolytes, readers, ushers and musicians, to help on the altar guild, and to serve as nursery volunteers. Children are important members of our communities and are encouraged to be visible and active participants.

The ADNE has association with several ministries for children and youth including Scripture Union and Young Life. The diocese also has All Nations Christian Church Academy (K-4th grade) in New Haven, Connecticut, a ministry of All Nations Anglican Church, which provides a loving Christian learning environment for inner-city children.

There are also ways that young people can become engaged at the diocesan level as Youth Delegates to Provincial Synod, through opportunities for mission trips and other gatherings. This past summer, twenty-five youth and adult chaperones went to Chicago for the Provincial Youth Gathering. During the first three days they participated in specific youth events at Provincial Synod followed by three days of missions in Chicago with CSM (Center for Student Missions). In February 2018, four churches will participate in the Deep Freeze Winter Youth Retreat at Camp Berea in New Hampshire. A Summer 2018 mission trip is also being planned. As a diocese, we are beginning to network together and share resources to encourage local growth in our ministry to children and young people.

The ADNE serves the young adult population of Greater Boston through *The Boston Fellows*. The program equips young Christian professionals with the intellectual tools, spiritual habits, professional development and community of peers necessary for meaningful vocation. Working ecumenically with other churches in the area, the program emphasizes workplace excellence, the welfare of Greater Boston, and Christ-like living.

The diocese also longs to see its people continue to grow in spiritual maturity as they mature in age. One important way to help individuals deepen their spiritual life is through the discipline of spiritual direction. The *Holy Conversation Spiritual Director Training* is a two-year course that trains mature and skilled spiritual directors for the ADNE grounded in the Anglican and contemplative traditions. This program trains directors to help others through developing a rule of life, a pattern of spiritual disciplines, and a habitual attentiveness to the movement of the Holy Spirit in one's life. Over 35 people have completed the training over the past eight years, including 10 of our clergy. There are now about 20 spiritual directors practicing in the ADNE at locations all around the diocese to provide one-on-one spiritual guidance to our people. The course has also brought Anglicans from Virginia, Seattle and even Jamaica to New England to take the course. There have also been participants from other denominations including Roman Catholic, Episcopalian, Baptist and Presbyterian.

II. Planting new and vibrant churches in New England that will effectively and powerfully make disciples of Jesus Christ.

The ADNE emphasizes the development of communities that make disciples and learn what it means to live missionally. Several congregations are jointly pursuing this through 3DM, a global Anglican organization that offers a two-year program to equip leaders and churches to take their faith out to the communities in which they live. The participants meet regularly for training, coaching and immersion experiences.

At the diocesan level the ADNE has placed a focus on planting churches in strategic locations, particularly near university centers. These include churches in Bangor and Portland, ME, in Burlington, VT, churches near Gordon College and Gordon-Conwell Theological Seminary, and others. Currently a new missional community is being planted in Manchester, NH. As yet, ADNE has not planted a church in Boston, which continues to be a desire as we pray and wait upon the Lord's timing.

"Plant New England," a new church planting effort of ADNE which is partnering at the Provincial level, offers a plan and system for missional leader development and church planting. It seeks to plant gospel-centered, sacramental and missional churches throughout New England. Through providing resources to parishes, Plant New England encourages and equips them to launch a church plant from their own congregation. An important challenge for this church planting ministry is to discern what it means to be Anglicans on mission in the post-Christian culture of New England and to identify what are the resources and strategies we need for our context.

Another challenge in post-Christian culture is to determine what is the most effective training for our clergy who need to be church planters. How can they receive theological education that empowers mission, and equips to lead evangelism and church planting? Does traditional seminary training make sense in every case, when ordinands and new clergy often need to be bi-vocational, holding down full-time work while also planting a church? These are questions that we have been facing for several years. At the same time, the ADNE is very pleased to be partnering with Gordon-Conwell Seminary to establish an Anglican Track for their M.Div. program.

At all our larger congregations, the Bishop has organized and led Mission Event weekends in which the congregations are trained, encouraged and inspired to walk the streets of their communities and make connections. The Mission Event, depending on the congregation, has included, concerts, art shows, block parties, prayer walks, and storytelling as ways to strengthen connections within the congregation as well as reaching out beyond themselves to their surrounding communities.

A significant challenge at the parish level is the difficulty of creating cohesion and corporate vision for missional living throughout the diocese. The ADNE encourages congregations to transition from an institutional and programmatic understanding of what it means to be church, and instead to move towards a more organic, missional, and incarnational living out of the Christian life in the community.

III. Strengthening the unity of Anglican churches in our region, our province, and the Global Anglican Communion.

In the past few years, the ADNE, reflecting the diversity of New England, has established Ugandan, Kenyan, and South Sudanese archdeaconries, and a Chinese initiative is in progress. These archdeaconries minister to first and second generation Americans and immigrants with traditional language and culture. Through these archdeaconries, we have been drawn into partnerships with the Anglican provinces of their home countries.

The ADNE in 2016 sent a contingent of priests to Sharing of Ministries Abroad (SOMA) training, held in Kansas City. SOMA is an international mission agency that serves the Anglican Communion through short-term, cross-cultural missions locally and abroad. The Bishop, as well as some of our clergy who took the training, has continued to have missional involvement with SOMA, including mission trips to various sites throughout Africa.

The *Inspire! Arts Ministry* is an annual conference with participants from around the diocese to celebrate, share, and inspire God's creative gifts through the arts and through special worship events. The ADNE arts ministry and the *Inspire!* annual arts events are for visual artists, musicians, writers, fabric artists, actors, pastors and anyone seeking inspiration from the Holy Spirit and resources from the Church. The ADNE recognizes that the arts are not only a way to strengthen the unity and worship within the diocese, but they are also an important way to reach out to the larger communities outside of our parishes through concerts, art shows, and workshops.

The Hive Intercessory Prayer Ministry is a monthly gathering of clergy and laity at the Cathedral for four hours of corporate prayer and intercession as well as opportunity for praise and prayer, small group intercession, words from the Lord for common edification, and the celebration of Holy Eucharist.

Two of our diocesan Canons participated in the Anglican Leadership Institute, a three-week teaching developed by the Diocese of South Carolina. The Institute brings together Anglican bishops and leaders from around the world. The program resulted in stronger connections for our diocese with bishops from Uganda and South Sudan, which helped to establish ADNE congregations to serve immigrants and refugees from those countries.

As a diocese that ordains women priests, our ties and unity are strengthened with the majority of Anglican Churches of Gafcon and the Global South that ordain women to the priesthood, including the countries represented by our archdeaconries.

The ADNE also had representation on the ACNA Liturgy Task Force. One of our Canons served on the Liturgy Task Force Committee and another Canon served on one of the sub-committees. They had the distinction of being the only women serving on the Liturgy Task Force Committees.

IV. Working with other believers, in various denominations and ministries, to advance God's Kingdom in the United States and to the ends of the earth.

At the parish level, there are many kinds of interdenominational outreach taking place. Several of our parishes share worship space with non-Anglican churches, and some congregations have been invited to enfold a smaller non-Anglican congregation into their own church family.

Since the inception of the ADNE, six churches have hosted Alpha courses and together have held collaborative Alpha Holy Spirit Weekends. Recovery ministries are supported, including Celebrate Recovery at one parish, while another parish is purchasing a building for their addiction recovery ministry. A Church Army USA chapter in Connecticut is currently being facilitated by an ADNE priest. Encounter God, a testimony and confession based healing prayer weekend, is offered by one of our parishes in collaboration with 12 area churches. Another parish works with Amirah House, a faith-based non-profit for abused and trafficked women, and with Family Promise, an interfaith hospitality network to provide shelter and meals for homeless families.

There are also many parishes that hold healing prayer services, offer healing prayer at other times, or partner with Christian counseling services to provide trained prayer ministry for the whole person. The ADNE also has an association with the *Isaiah 40 Foundation*, whose President is a priest and Canon in the ADNE. Headquartered in Montreal, Canada, this ministry has held several conferences at parishes in the ADNE. The Foundation provides integrated full-life Christian discipleship for individuals and leaders, through conferences and teaching, healing prayer and coaching, to galvanize the local Church to live out Jesus Christ's ministry of healing and wholeness.

The ADNE has healthy working relationships with parishes from overlapping ACNA jurisdictions. For instance, the rector of a church in the Diocese of Christ Our Hope Church in Lisbon, ME, meets for fellowship with the ADNE clericus gatherings in Maine, and other ACNA clergy of overlapping jurisdictions are also invited to clericus gatherings in other areas. The Church of the Cross in Boston, another Diocese of Christ Our Hope church, is a participant in the ADNE Boston Fellows program, and their Rector, Mark Booker, works with the ADNE leadership in certain areas of ministry. Clergy from Christ our Hope, CANA, and ADNE met for collaboration of ministry in Connecticut in fall of 2017.

ADNE Background Information

A Brief History

The Anglican Diocese in New England began with a meeting of a few Episcopal priests and laity who gathered to organize a group that would work together in New England for the sake of the Gospel. Fr. William Murdoch stepped forward to be the regional leader of what became the Anglican Communion Network in New England. We also appointed a clergy and lay representative for each state that wanted to participate. In many churches in New England, the gospel had not been preached in several generations, leaving people vulnerable to believing that heresy was truth. For five years, Fr. Bill led the Network in New England to work for reform from within the Episcopal church, and when that was shown to be impossible, to form the core of a new diocese. The congregations that chose to leave The Episcopal Church walked away from

property and all past entanglements, choosing to value mission above property. This enabled the ADNE to begin with a clean slate and focus on contending for the Gospel in New England.

The diocese was created in 2009, and was officially recognized by the Anglican Church of North America (ACNA) on June 10, 2010, during the annual Provincial Council and College of Bishops meeting which took place in Amesbury, Massachusetts. The Rev. William Murdoch, Dean of the ACN in New England, was consecrated Suffragan Bishop of the Archbishop of the Anglican Church of Kenya in 2007 to assist in the formation of a new Anglican province in the United States and Canada. He was elected the first bishop of the Anglican Diocese in New England in 2009 and was installed in 2010.

The Lord placed a great trust and exciting opportunity before the ADNE. The New England region that once gave rise to the Great Awakening now holds, according to the Barna Group (2017), 8 of the “10 Most Post-Christian Cities in America.” While these conditions place difficult challenges before the ADNE, we have learned over the past ten years that God’s faithfulness is unfailing and we have, through God’s grace, been able to grow and gain stability as a diocese.

Demographics of the Anglican Diocese in New England

The six states of New England (Maine, New Hampshire, Vermont, Massachusetts, Connecticut and Rhode Island) are home to 14.5 million people. Each state and region has its own cultural history. Overall, New Englanders tend to be proud, independent, and determined. Over the past few decades, much of the region is struggling with employment challenges and high taxes (five of the six states are in the highest 15 U.S. states for local and state taxes).

The Diocese of New England includes congregations and missions in all six New England States [See Appendix A]. This diversity is reflected in the character of our worship fellowships. The largest city, by far, in the region is Boston, with a population of 4.5 million in the metro area. Throughout the rest of New England, there are smaller cities, suburbs, and rural communities. New England is also graced with a beautiful coastline and beaches as well as mountains and lakes in the north.

The Diocesan offices are on the campus of the recently consecrated cathedral in Amesbury, MA, which is centrally located between northern and southern congregations. In addition, there are 6 parishes (ASA over 99), 9 missions (ASA 25-99), 6 mission fellowships (ASA under 25), 5 mission initiatives (no average ASA), and 3 chaplaincies (non-parish centered ministry). As noted above, we also have three archdeaconries and a fourth in the process of being formed. Most parishes and missions within the ADNE are new church plants rather than congregations that left the Episcopal Church. A fifty-mile radius around Boston is home to the bulk of our parishes and missions located in smaller cities and suburbs, with a few in more rural settings.

The diocese is home to two bishops (one active, one retired), 59 priests (50 active, including archdeacons, canons, and the dean, and 9 retired), and 10 deacons. Our diocese ordains women to both the diaconate and the presbyterate and currently we have 11 women priests.

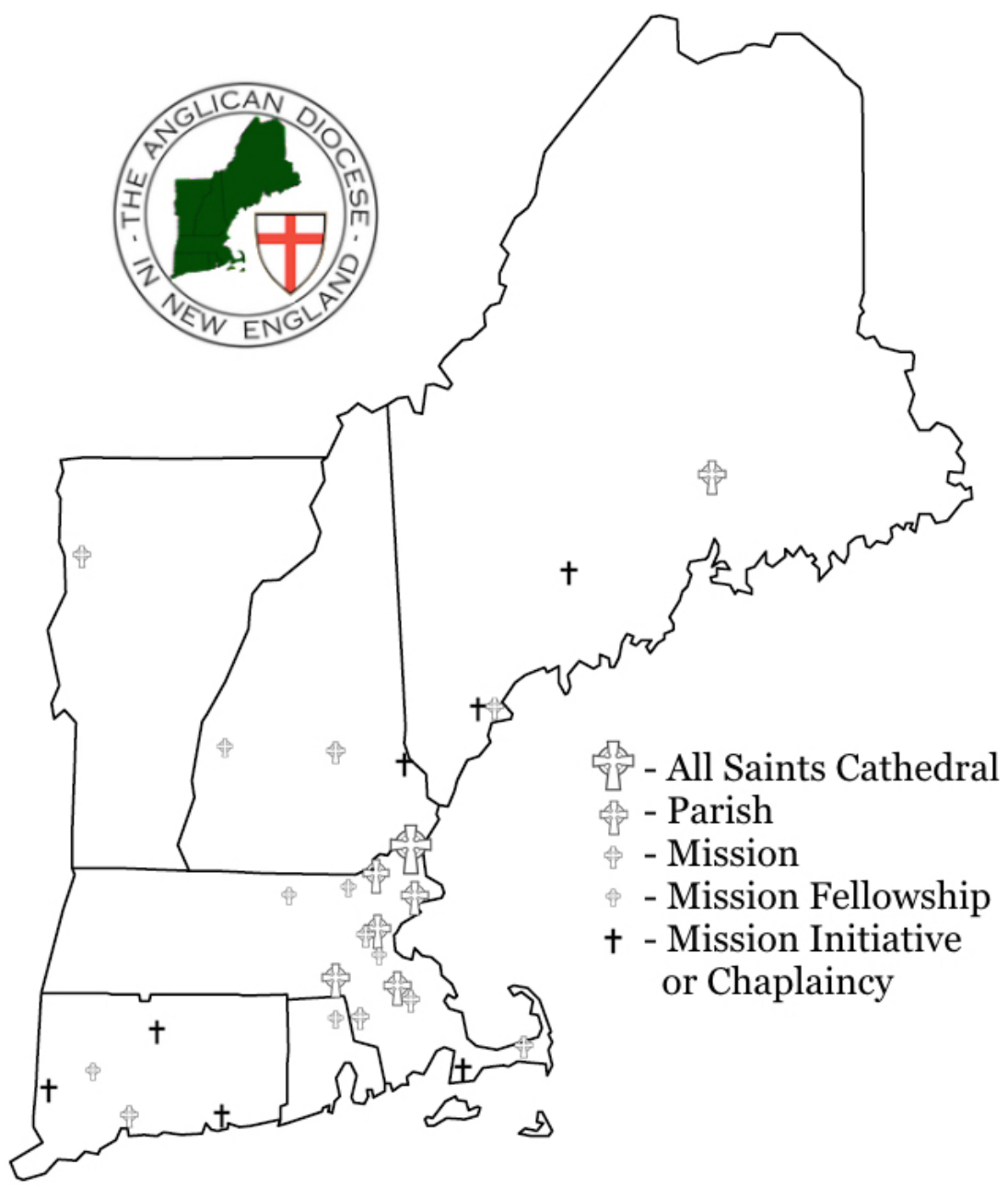
The worship culture varies among our parishes. All exhibit the three streams of ACNA Anglicanism, though none identify as “Anglo-Catholic”. Our parishes would be described as gospel and mission oriented. Many have a strong charismatic or renewal culture underlying the liturgy. Some parishes embrace a high sense of tradition and ceremony. A surprising number of our clergy were raised or came to faith in non-liturgical traditions.

A Financial Snapshot

In general, the diocese has been making steady progress toward financial stability [See Appendices B, C, D]. Contributions from both congregations and individuals are slowly increasing and we are able to meet our financial obligations as they come due. The ACNA diocesan contribution list for 2016-17 shows that the ADNE is among its top supporters [See Appendix E].

One cautionary note: a large percentage of our donations come from personal sources, which often require outreach from the bishop. However, as time goes on and our newly planted congregations mature, this should become less of an issue.

Appendix A: ADNE Map 2017



Appendix B: 2012 Budget vs. Actual for December

Anglican Diocese in New England
Budget vs. Actuals
January - December 2012

	<u>Actual</u>	<u>Budget</u>
Income		
400 Individual/Congregation Donations		
401 Individual Donations	224,335.00	170,000.00
404 Congregation Tithes	213,562.31	250,000.00
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Total 400 Individual/Congregation Donations	437,897.31	420,000.00
408 Interest Income	2,438.28	0.00
409 Ordination Discernment Fees	1,955.00	0.00
410 Conference Fees	10,742.00	5,000.00
411 Honorariums	200.10	0.00
415 ADF from Ind/Parish	289.98	0.00
416 Special Income	856.00	0.00
430 Boston Fellows Rent	9,000.00	9,000.00
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Total Income	463,378.67	434,000.00
Gross Profit	463,378.67	434,000.00
Expenses		
500 Payroll		
501 Salaries	124,087.76	117,500.00
502 Benefits Health/Dental	37,169.14	30,812.00
503 Benefit Housing	85,000.08	85,000.00
504 Pension	29,307.00	29,700.00
505 Employer FICA	1,790.50	2,517.00
507 QuickBook Payroll Fees	895.29	1,000.00
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Total 500 Payroll	278,249.77	266,529.00
5001 Tithe to ACNA	21,079.26	42,000.00
600 Administration		
602 Conferences & Meetings	12,816.31	2,000.00
604 Dues & Subscriptions	79.38	300.00
605 Equipment Purchase	477.34	1,000.00
606 Equipment Rental & Maint.	79.95	0.00
607 Miscellaneous	252.09	0.00
608 Postage & Shipping	1,092.03	2,000.00
609 Printing	89.48	500.00
610 Accounting & Audit	9,000.00	6,000.00
611 Legal Services	8,757.44	1,000.00
612 Rent	44,526.00	44,526.00
613 Insurance	5,230.55	2,500.00
614 Office Supplies	3,587.80	2,000.00
615 Telephone & Internet & Conference calls	5,181.84	4,000.00
616 IT Support	203.33	2,000.00
618 Ordination Discernment Expense	975.41	0.00
620 Church Ministry Support	322.18	0.00
623 Bank Fees/Finance Charges	3,001.38	100.00
624 PayPal Service Fees		800.00
625 Key Man Insurance	3,477.80	3,500.00
626 Office/General Administrative Expenses	23.16	0.00
635 Archdeacon's Discretionary Fund	289.98	0.00
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Total 600 Administration	99,463.45	72,226.00

Appendix C: 2016 Budget vs. Actuals

Anglican Diocese in New England
Budget vs Actuals
January - December 2016

	Actual	Budget
Income		
400 Individual/Congregation Donations		
401 Individual Donations	228,954.61	183,000.00
404 Congregation Tithes	228,045.61	216,996.00
Total 400 Individual/Congregation Donations	457,000.22	399,996.00
408 Interest Income	174.13	
409 Ordination Discernment Fees	510.00	996.00
410 Conference Fees	9,733.00	8,196.00
411 Honorariums	200.00	
435 St. Aidan's Community House	3,100.00	6,000.00
Total Income	470,717.35	415,188.00
Gross Profit	470,717.35	415,188.00
Expenses		
500 Payroll		
501 Salaries	120,172.24	126,312.00
502 Benefits Health/Dental	16,688.88	15,096.00
503 Benefit Housing	40,000.08	39,996.00
504 Pension	12,000.00	12,000.00
505 Employer FICA	3,670.22	4,104.00
507 QuickBook Payroll Fees	1,063.06	1,200.00
Total 500 Payroll	193,594.48	198,708.00
5001 Tithe to ACNA	44,292.39	39,996.00
5002 Church Plant Tithe 6%	27,420.01	24,000.00
600 Administration		
602 Conferences & Meetings	17,997.75	7,992.00
603 Consulting	88.19	5,004.00
604 Communications and Media	2,247.97	996.00
607 Miscellaneous	2,836.13	
608 Postage & Shipping	314.79	
609 Printing	301.50	504.00
610 Accounting & Audit	9,750.00	9,000.00
611 Legal Services		996.00
612 Rent	33,369.00	33,732.00
613 Insurance	5,448.63	4,992.00
614 Office Supplies	1,583.08	3,348.00
615 Telephone & Internet & Conference calls	7,158.51	6,996.00
617 E Tapestry Software	3,387.68	3,000.00
618 Ordination Discernment Expense	1,644.97	996.00
623 Bank Fees/Finance Charges	2,635.36	3,996.00
625 Key Man Insurance	3,477.80	3,504.00
Total 600 Administration	92,241.36	85,056.00
700 Travel		
701 Other Travel Expenses	727.24	504.00
702 Meals	1,631.49	2,004.00
704 Lodging	4,417.95	3,996.00
705 Conference Travel/Registration	3,253.21	3,996.00
800 Transportation		
801 Air Fare	12,868.50	9,504.00
802 Auto Rental	160.86	1,500.00
803 Local Transportation	2,037.66	996.00
804 Mileage Reimbursement		996.00
805 Auto Lease	7,145.92	4,440.00
806 Auto Repair/Maint	131.81	

Appendix D: 2018 Proposed Budget

Anglican Diocese in New England Proposed Budget 2018

	2018 Budget	
Income		
400 Individual/Congregation Donations		
401 Individual Donations	214,000.00	
404 Congregation Tithes	230,000.00	
Total 400 Individual/Congregation Donations	444,000.00	
409 Ordination Discernment Fees	1,000.00	
410 Conference Fees	11,000.00	
Total Income	456,000.00	
Gross Profit		
Expenses		
500 Payroll		3.16 Percent for
501 Salaries	144,150.00	14,400.00 Church Plant Stipend
502 Benefits Health/Dental	15,315.00	
503 Benefit Housing	40,000.00	
504 Pension	18,000.00	
505 Employer FICA	5,355.00	
507 QuickBook Payroll Fees	1,200.00	
Total 500 Payroll	224,020.00	
5001 Tithe to ACNA	44,400.00	10%
5002 Church Plant Tithe	31,080.00	7%
600 Administration		
602 Conferences & Meetings	20,000.00	
604 Communications and Media	3,000.00	
605 Equipment Purchase	3,000.00	
607 Miscellaneous	420.00	
608 Postage & Shipping	700.00	
609 Printing	500.00	
610 Accounting & Audit	9,000.00	
612 Rent	26,280.00	
613 Insurance	5,000.00	
614 Office Supplies	3,000.00	
615 Telephone & Internet & Conference calls	7,500.00	
617 E Tapestry Software	3,500.00	
618 Ordination Discernment Expense	2,000.00	
620 Church Ministry Support	2,500.00	
623 Bank Fees/Finance Charges	5,000.00	
625 Key Man Insurance	3,500.00	
Total 600 Administration	94,900.00	
700 Travel		
701 Other Travel Expenses	1,000.00	
702 Meals	1,200.00	
704 Lodging	5,000.00	
2018 Gafcon Conference	15,000.00	2018 only, 5 attendees
2018 New Bishop Interviews	5,000.00	
705 Conference Travel/Registration	8,000.00	
	35,200.00	
800 Transportation		
801 Air Fare	17,000.00	
802 Auto Rental	1,000.00	
803 Local Transportation	2,000.00	
805 Auto Lease	4,900.00	
Total 800 Transportation	24,900.00	
Total Travel and Transportation	60,100.00	
856 St. Aidan's Repairs & Supplies	1,500.00	
Total Expenses	456,000.00	

