



*We believe that communities are stronger and healthier when citizens, neighborhoods, and organizations work together across boundaries that divide us, and we encourage Jessie Ball duPont Fund eligible organizations to promote and affirm human diversity in its many forms in their governing and organizational policies and practices. The presence or absence of diversity is considered by the Jessie Ball duPont Fund in making grant decisions.*

Request ID: C-201701247

**Status\***

Application Under Review

#### ORGANIZATIONAL DETAILS

<b>Organization:</b>	Diocese of Southern Ohio
<b>Location:</b>	Cincinnati, OH
<b>Primary Grant Contact:</b>	Ann Sabo
<b>Head of Organization:</b>	Thomas Breidenthal
<b>Type of organization:</b>	Religious

#### GRANT DETAILS

<b>Project Title:</b>	Becoming Beloved Community Scholarship Fund for Building the Leadership Capacity of The Episcopal Church
<b>Request Type:</b>	Competitive
<b>Geographic Area Served by Proposal:</b>	The Episcopal Dioceses of Southern Ohio, Delaware, Eau Claire, Florida, North Carolina, Virginia, and Western Kansas
<b>Project Start Date:</b>	3/1/2018
<b>Project End Date:</b>	3/1/2021
<b>Is this a Partnership Grant?</b>	Yes

Please provide the name of the partnering organization.

The Society for the Increase of Ministry

Please provide the Tax ID of the partnering organization  
06-605-3077

### FINANCES AND FUNDING

**Total Cost of the Project:** \$135,000  
**Amount Requested from the Fund\*** \$135,000  
**Amount Applicant is Contributing:** \$0

### AMOUNT SECURED FROM OTHER SOURCES

Please list the secured sources below, and the respective amounts that have been secured.

Source Name	Amount Secured
Source 1	
Source 2	
Source 3	
Source 4	
Source 5	
Total Amount Secured	\$0

### AMOUNT REQUESTED/PENDING FROM OTHER SOURCES

Please list the pending sources below, and the respective amounts you've requested.

Source Name	Amount Pending
Source 1	
Source 2	
Source 3	
Source 4	
Source 5	
Total Amount Pending	\$0

**POPULATION GROUPS SERVED BY REQUEST**

Provide a description of those being served through this grant in the categories provided below.

**Population Group (please select all that apply)**      Students

**Gender:**      Gender-Neutral

**Age Group:**      Young Adults (18-24), Adults (25-64)

**POPULATION SERVED PROFILE**

Please provide a demographic profile of those being served by this grant proposal using the fields below.

Number in each category	African American	%	Asian	%	Caucasian	%	Hispanic/Latino	%	Other	%
Male	1	33%		%		%	1	33%		%
Female		%		%		%	1	33%		%
Subtotals	1	33%	0	%	0	%	2	67%	0	%
Total Population Served	3									

**ORGANIZATIONAL PROFILE**

All applying organizations must use the most recently available data to complete the following profiles:

- Governing Board
- Salaried Staff (unless entirely volunteer run)
- Hourly Staff (unless entirely volunteer run)

**Governing Board**

Number in each category	African American	%	Asian	%	Caucasian	%	Hispanic/Latino	%	Other	%
Male	4	20%		%	10	50%		%	1	5%
Female		%		%	5	25%		%		%
Subtotals	4	20%	0	%	15	75%	0	%	1	5%
Total Governing Board	20									

**Nonprofit and Religious Salaried Staff (unless entirely volunteer run)**

Number in each category	African American	%	Asian	%	Caucasian	%	Hispanic/Latino	%	Other	%
Male	1	33%		%	2	67%	0	%		%

Female		%	%		%	0	%		%	
Subtotals	1	33%	0	%	2	67%	0	%	0	%
Total Salaried Staff	3									

### Nonprofit and Religious Hourly Staff (unless entirely volunteer run)

Number in each category	African American	%	Asian	%	Caucasian	%	Hispanic/Latino	%	Other	%
Male		NaN%		NaN%		NaN%		NaN%		NaN%
Female		NaN%		NaN%		NaN%		NaN%		NaN%
Subtotals	0	NaN%	0	NaN%	0	NaN%	0	NaN%	0	NaN%
Total Hourly Staff	0									

## CASE STATEMENT

**The case statement provides an opportunity for the CEO or head of an eligible organization to make a compelling case for support and explain why this work is a priority and how it will benefit the organization.**

The Episcopal Church's first African American Presiding Bishop, The Most Rev. Michael B. Curry, has made an historic commitment to increasing the number of congregations practicing reconciliation and justice making and to diversifying the leadership of the Episcopal Church. This is leadership urgently needed in our current culture given shifting national demographics.

To address these needs, a team of seven Episcopal dioceses, in partnership with The Society for the Increase of the Ministry [SIM], seeks to establish the Becoming Beloved Community Scholarship Fund. This fund would be a strategic resource to supply our denomination with ordained leaders from under represented racial ethnicities who are also highly versed in the practice of the Episcopal Church's "Four Pillars of Beloved Community:"

- Telling the truth about our Church's historic and present story around race;
- Proclaiming the dream of God by casting a compelling vision of Beloved Community, and doing work necessary to aid the flourishing of all;
- Repairing the breach of institutions and systems broken by racism and multiple forms of exclusion;
- Practicing the way of love, by listening for the voice of God in others, and helping all to honor the presence of Christ in all those they meet.

Scholars would be required to bring experience repairing brokenness in our communities. In exchange for a tuition scholarship, they would covenant to focus seminary coursework on honing the Four Pillars practices.

This effort would:

Bring SIM's scholarship guidelines, seminarian coursework, and the church's Beloved Community leadership formation strategy into alignment;

Redirect SIM's needs-based scholarships and unrestricted endowment funds to support this model;

Fund the launch of a \$1.5 million capital campaign so that in 3 years 5% of Episcopal seminarians received Beloved Community scholarships;

Lead to a significant culture shift in Episcopal leadership over time.

## PROPOSAL NARRATIVE

---

**Instructions:** The prompts below are limited to a shared character count of 10,000 characters with spaces, which equates to approximately three pages. You may spend your character count as you see fit to tell the best story for your proposal. If you are using Microsoft Word's word count feature, please be sure you use the "characters (with spaces)" to count your 10,000 available characters for the prompts below.

**NOTE:** If you work outside the portal and are pasting information into the below fields, please do one of the following:

- Use commands to paste the text into the field ('command + v on a Mac, control +v on a PC)
- If using a mouse to right click and paste, please add a space at the end of the text

You will notice the character count will change after doing this. If the character count has not changed, please click back in the field, add an additional character or space, and then remove it. This will force the character count to update.

### **PROJECT SUMMARY**

**In one sentence, tell us the following: 1) the amount you are requesting; 2) the duration of the grant request in years; 3) the proposed project or activity; and 4) what you hope to accomplish or change and for whom.**

***For example: Organization X requests \$XX,XXX over X years to pilot Project Y in order to increase academic performance and retention rates for first-generation college students.***

The Episcopal Dioceses of S. Ohio, Delaware, Eau Claire, Florida, N. Carolina, Virginia, and W. Kansas, in partnership with The Society for the Increase of Ministry, request \$135,000 over three years to pilot the Becoming Beloved Community Scholarship Fund, a strategic resource to supply the Episcopal Church with diverse leaders skilled in leading peace and justice ministries through the practice of the Four Pillars of Beloved Community.

### **RATIONALE**

**Set the context for the work by clearly defining a need, problem, or opportunity. When possible, include data, research, and demographic/population information to support the rationale for undertaking the work.**

The Episcopal Church needs to recruit and educate a more diverse body of ordained leaders. Americans are more racially and ethnically diverse than in the past, and the U.S. is projected to be even more diverse in the coming decades. In a study by the Auburn Institute, The Episcopal Church was used as a prime example of the challenge facing main line Protestant churches in the U.S., to bring the racial/ethnic profile of our leadership into line with demographic shifts in the U.S. population. Failure to do this was correlated with a decline in denominational membership. The need to make strides in this area of challenge is urgent. [Auburn report attached]

There are also new attributes important for success in increasing the ministry of the Episcopal Church. In the "Clergy Into Action Study" of effective clergy leadership, Dr. David Gortner reports that "the dominant model of pastoral/priestly leadership...de-emphasizes (and even seeks to avoid) the facets of ministry having to do with organizational leadership and community-building."

Additionally future priests cannot engage the ministries they are called to lead if they are saddled with educational debt. There are approximately 439 Episcopal seminarians pursuing M.Div. degrees annually. The gap in funding for these students is an average of \$10,000 per student annually. Our ultimate goal is to fill that gap for 5% of Episcopal seminarians, ensure this 5% is drawn from underrepresented racial/ethnic groups, and direct them into the covenanted focus for developing Beloved Community leadership described in the "Four Pillars". This would require approximately \$220,000 annually in scholarships for a target of 21 students, and an endowment of \$4.5 million. SIM would begin to redirect funds from its \$3 million endowment away from small needs based scholarships and for this purpose, and raise the additional \$1.5 million over three years. In this proposal we are seeking funds for three initial scholarships to demonstrate the effectiveness and importance of this model, and funds to plan and promote both the model and the capital campaign, in order to launch this effort and attract additional investors.

### **DESCRIPTION OF THE WORK/SOLUTION**

**Describe specifically and succinctly what you propose to do and how it addresses the need, challenge or opportunity. Please describe who will benefit from the work and how.**

**Tell us whether or not other organizations in your community, region, or nationally are doing similar work and, if they are, explain if you have sought information from them or will work with them in any way.**

We plan to establish a scholarship fund, publicize its existence, award scholarships to outstanding candidates from under represented racial ethnicities in these dioceses, promote it as a model for the denomination as a whole, measure our success, and launch a campaign to fund it in perpetuity.

This fund will incentivize diocesan and seminary structures, providing motivation and support for making organizational and cultural changes necessary to develop this new model of church leaders. The Society to Increase Ministry will provide \$78,000 of in-kind contributions for developing the fund and its sustainability, as well as begin the internal processes to change guidelines and reallocate approximately \$100,000 in scholarships for this purpose. The \$44,100 diocesan in-kind contributions of time and other resources by bishops, administrators, and commissions on ministry will collectively shape and model the reorganization and reallocation for recruitment required.

Benefits:

- Scholarship recipients - by funding their seminary education and graduating without educational debt
- Seminaries - by having gifted and committed students coming to seminary with substantial funding which incentivizes them to adapt their curriculum and program offerings to new realities and reflects how the Church is choosing, educating, and training its future leaders along lines of mission rather than maintenance.
- Congregations and communities they serve in the nominating dioceses - by having leaders with gifts, commitment and preparation for ministries that are important to the future of church and society
- The denomination as a whole - by having a fund that promotes and supports inspired leadership

## **ACTIVITIES**

**Describe the specific activities that you will undertake to implement the work. We encourage the use of a list format.**

**Make certain that the activities you describe clearly correlate with the proposal budget. (*Helpful hint: We suggest that you create a chronological list of specific action steps you will take to implement the work, identifying target dates.*)**

- Seven dioceses fine-tune the criteria for scholarship awards and application
- SIM creates materials to advertise the scholarship
- Dioceses & SIM publicize the opportunity; post the application
- Dioceses & SIM enhance the composition of the current scholarship committee
- Scholarship committee narrows to finalists; covenants with them regarding course work/the "Four Pillars" guidelines/practices; captures baseline data
- SIM, dioceses, and Financial Aid Officers maximize the distribution of funds
- Dioceses and SIM publicize recipients' stories, calling attention of the denomination to this initiative
- SIM distributes scholarship checks
- Recipients to write about their calling and vision for the church on SIM's website; SIM tracks their contributions to justice ministries
- SIM plans capital campaign; redirects unrestricted endowment funds to support additional scholarships; leverages opportunities with other funders to add capacity
- SIM, the dioceses, and denominational leadership increase awareness and repeat the process of recruitment, selection, and award
- Year 3 data collected to measure impact

## **ANTICIPATED CHANGE / RESULTS**

**Tell us what you expect will change because of the work. Explain what will be different—for whom and how many. Tell us how you will know if change occurs.**

***You must predict at the outset of the work what you expect to be different, who will be affected, and to what degree. You must describe your method of tracking the results of the work. Please include baseline data—both numbers and percentages—in addition to your targets.***

In three years the Episcopal Church will be providing sustained tuition support to 5% of our seminarians enabling Beloved Community recipients to graduate debt free.

SIM will have increased and redirected its capacity to align with the national church's goals: to diversify the racial ethnicities of our denominational leadership and form a leadership cohort in the practices of the Four Pillars.

The seven participating dioceses will be better positioned to lead in the context of changing U.S. demographics, and have taken important strategic steps to insure a healthy future.

The Episcopal Church will have taken note of the leadership of these seven dioceses and made plans to follow their wise example.

Seminary education will have begun to include the skills and practices of the Four Pillars of Beloved Community - a paradigm for leadership that has only emerged conceptually in the past year of our denomination's life.

The Becoming Beloved Community leaders, drawn from under represented racial ethnicities will embody a new and compelling model of ministry that heals societal wounds, reconciles people who have been historically divided, and builds justice and peace.

The number of leaders funded, the absence of seminary debt, and their racial ethnicity will be documented and quantified.

Donors who care about the health of the Episcopal Church and the education of our leaders will be educated in the value of reducing seminary debt, diversifying our leadership, and equipping seminarians with a new set of vital 21st century ministry skills.

The extent to which these scholars have intentionally developed the thinking and approaches to ministry represented in the Four Pillars of Beloved Community will be measured and known. We will use the *Clergy Into Action* research of Dr. David Gortner, its 360-style surveys, in-depth interviews, and detailed online surveys, to establish a baseline at the time the recipients enter seminary and again when they leave.

The extent to which this model is inspiring support on a systemic denominational level will have been measured by tracking how successful we are in motivating our church membership to support efforts to establish the endowment for the fund.

### **CONTINUATION FUNDING**

**Explain how the work will continue. Describe your plans for sustaining the work beyond the Jessie Ball duPont Fund grant period, including your organization's and/or others' financial commitment to the work.**

The Diocese of Southern Ohio and six sister dioceses will partner with SIM to not only launch and administer this new scholarship fund in its pilot phase, but also in leading a national capital campaign to ensure the Becoming the Beloved Community Scholarship Fund's sustainability.

### **ORGANIZATIONAL CAPACITY**

**Provide a brief overview of the organization's/staff capacity to undertake the work. Explain what, if any, experience your organization/staff members has had doing the type of work for which you seek support. If you are working in partnership, explain the expertise/resources the partner(s) bring(s) to the work.**

The Constitution and Canons of the Episcopal Church define the requirement of dioceses to actively recruit and build the leadership capacity of the church. However, the cultural shifts of the past 30 years have outpaced the diocesan church structures adaptive capacity to address the systemic challenges to recruiting leadership needed by the Church.

The Society to Increase Ministry was established in 1857 as a general fund for theological education for the Episcopal Church and has administered scholarships for 160 years. Given its history as a trusted partner of dioceses and seminaries, SIM is positioned to play several roles including recruitment of applicants, evaluation of applications, selection of recipients, distribution of scholarship funds, general administration, fundraising, and management of an endowment. The Society will enhance its scholarship committee for the oversight of the Becoming Beloved Community Scholarship Fund adding diverse leaders with specialization in ministries of reconciliation and justice-making to evaluate nominees, and to work with ethnic missionaries of the Episcopal Church headquarters in New York to support the diversity targets.

The Society to Increase Ministry is experienced in working with Financial Aid Officers in all Episcopal seminaries to maximize the strategic distribution of funds to assist as many candidates as possible, and structured to support the timely distribution of the scholarship funds.

Additional documents documenting SIM capacity are attached in the "Uploads" section, including financials, history of awards, and organizational chart.

### **LEARNING FROM THE WORK**

**Explain what your organization hopes to learn from this work. Why is it important to your organization and how will it be used to increase the organization's capacity?**

**Share if you believe others could benefit from this work. If so, how and with whom will you share what was learned from doing this the work.**

The Diocese of S. Ohio and our partner dioceses will learn to develop a structure for collaborating on recruitment, formation, education, and training to develop a vision of church leadership that prepares us to more effectively lead transformational change, reconciliation, and justice-making.

We will be learning while leading a shift in emphasis from the traditional ministerial model of Christian religion that centers attention on the priest or pastor rather than on the community. This learning will enable each diocese and the wider Episcopal church to adapt our leadership development capacities to a changing American culture.

SIM will learn if this type of scholarship is compelling to donors, and how to leverage our scholarship granting role in more strategic ways to further leadership goals of the denomination.

### **Add Trustee Specific Questions?**

### **UPLOAD DOCUMENTS**

**Please upload the following using the green plus symbol:**

- 1. Proposal Budget (1 page):** Submit a fully allocated, line-item budget of expenses and revenues related to the work. **Make certain that your budget reflects all activities and all sources of revenue listed in the proposal, including support provided by your organization.** *Excel*

budget templates are available for download here for [one-year](#) and [multi-year](#) grants.

**2. Most Recent Audited Financials:** Please be sure the submitted document does not require a password.

**3. List of Board Members:** Attach a list of your current board members.

**4. Phase II Grants Only:** A 1-2 page listing of at least three projects as identified by a credible source (e.g., energy service company, energy audit, facilities management, etc.) that the college plans to finance through its green revolving fund. The listing should include project descriptions, associated costs, estimated payback periods, and timelines for funding.



#### UPLOAD DOCUMENTS



SIM Budget Performance 10-17.xlsx

Added by Ann Sabo at 5:35 PM on November 27, 2017



SIM Org CHRT.pptx

Added by Ann Sabo at 5:35 PM on November 27, 2017



EPISCOPAL SEMINARY DATA.docx

Added by Ann Sabo at 11:35 AM on November 27, 2017



SIM Statistics 2010-2017 (1).pdf

Added by Ann Sabo at 11:34 AM on November 27, 2017



Bright Spots in Theological Education- Hopeful Stories in a Time of Cris...

Added by Ann Sabo at 8:21 AM on November 27, 2017



Proposed Budget for Becoming Beloved Community Leadership Capacity Build...

**b - Final Budget**

Added by Ann Sabo at 7:52 AM on November 9, 2017



Trustees Roster - October 2017.doc

**c - List of Trustees**

Added by Ann Sabo at 4:22 PM on November 7, 2017



Episcopal Diocese of Southern Ohio - FS - 12-31-16.pdf

**d - Most Recent Financial Audit**

Added by Ann Sabo at 4:16 PM on November 7, 2017

UPLOAD DOCUMENTS



Proposed Budget for Becoming Beloved Community Leadership Capacity  
Build...

**a - Draft Budget**

Added by Ann Sabo at 2:45 PM on November 7, 2017



Proposed Budget for Becoming Beloved Community Leadershp Capacity  
Build...

**a - Draft Budget**

Added by Ann Sabo at 1:02 PM on November 7, 2017



Proposed Budget for Becoming Beloved Community Leadership Capacity  
Build...

Added by Ann Sabo at 1:01 PM on November 7, 2017

**APPLICATION ACKNOWLEDGEMENT**

*Please review the Acknowledgement Statement below, indicate its correctness, and provide your name and title in the space provided below.*

My submission of this application is made as a person who is authorized to do so on behalf of the applying organization. I certify that the organization named above has tax exemption under Internal Revenue Service Code Section 501(c)(3) and is classified as "not a private foundation" as defined under section 509 (a).

**By checking this box, I certify that the above statement is true.**      Yes

**Head of Organization's Name:**      Thomas E. Breidenthal

**Title:**      Bishop