

The Standing Commission on Stewardship and Development

INTRODUCTION

The Standing Commission on Stewardship and Development is now nine years old, having been established by resolution of the 1979 General Convention in Denver. This is the third report of the commission to the General Convention.

MEMBERSHIP

Ms. Janet Ask (1991)*	Province V—Northern Michigan
The Rev. Richard C. Britton, Jr. (1991)	Province IV—Tennessee
Mrs. Ann P. Burr (1988)	Province IV—Atlanta
The Rt. Rev. William G. Burrill (1991)	Province II—Rochester
Ms. Iris Harris (1988), <i>Vice Chair</i>	Province III—Washington
Ms. Sally T. Head (1988)	Province V—Michigan
Mr. Thomas S. Hutchinson (1991), <i>Secretary</i>	Province VII—Dallas
Mr. Manny G. Mesa (1991)**	Province IV—Southeast Florida
Mr. A. T. Mollegen, Jr. (1991)	Province I—Connecticut
The Rt. Rev. C. Brinkley Morton (1988)	Province VIII—San Diego
Mrs Brenda Richer (1988)***	Province VI—Montana
Mr. Freddie Rios (1991)****	Province VII—Texas
The Rev. Roy W. Strasburger (1988), <i>Chair</i>	Province VIII—El Camino Real

* Executive Council Liaison

** Resigned from commission, March 1987

*** Resigned from commission, January 1987

****Appointed to commission, November 1987, to replace Mr. Mesa

REPRESENTATIVES OF THE COMMISSION AT GENERAL CONVENTION

In the House of Bishops, the Rt. Rev. C. Brinkley Morton is authorized to receive nonsubstantive amendments to the report. In the House of Deputies, the Rev. Roy W. Strasburger (El Camino Real) is authorized to receive such amendments.

STEWARDSHIP

The commission is concerned that the high vision of stewardship is often seen only in part, as the practice of church support. To clarify this issue, the commission offers a theological statement about stewardship written at the request of the commission by the Rev. Dr. Charles W. Taylor, Professor of Pastoral Theology at the Church Divinity School of the Pacific, Berkeley, California.

STEWARDSHIP IS THE MAIN WORK OF THE CHURCH

The Book of Common Prayer teaches us that “The Mission of the Church is to restore all people to unity with God and each other in Christ” and that “the Church

carries out its mission through the ministry of all its members.” The unstated but clear implication of this teaching is that the main work of the Church is involving people in using all that is entrusted to them in carrying out the mission. Said simply, stewardship is the main work of the Church.

Thus, stewardship is more than church support; it is the use of “the gifts given to us to carry on Christ’s work of reconciliation in the world.” Therefore, the way we use or do not use resources to further unity and reconciliation in our homes, our communities, and our occupations is our stewardship. Yet, stewardship is not less than church support. Our worshiping, working, praying, and giving within the Church provide the support that we and others need to engage in the often difficult and lonely tasks of proclaiming the good news, loving our neighbors, and striving for justice and peace.

Stewardship is more than a duty: it is a thankful response to God’s graciousness to us. As such, it is an opportunity to praise God with our lives in thanksgiving—

for the blessings of creation;

for the birth, life, teaching, death, and resurrection
of Jesus Christ and our redemption;

for the gift of the Spirit;

for the Word, sacraments, and fellowship that
sustain and transform us as the Church.

Stewardship is an adventure, an expedition into the kingdom where we find our lives through losing them for the sake of the Gospel. It is an invitation to offer our gifts for the purpose for which we were created—the only purpose that will fulfill us. It is a challenge to refocus our lives by designing our budgets around tithing. It offers us a way to begin breaking the bonds of consumption that involve us, often unwittingly, in perpetuating injustice and oppression.

All of God’s people, within and without the Church, can learn that to be held accountable for our lives as stewards of God’s gifts is to discover our own true great worth before God. We believe that discovery, too, is a gift, a gift that brings unspeakable joy. The main work of the Church is to bring its people, and through them all people, to this joyful knowledge, which will . . . “restore all people to the unity with God and each other in Christ.”

Because of the importance of this statement, we recommend the following resolution to the 69th General Convention:

Resolution #A163

Resolved, the House of _____ concurring, **That the statement “Stewardship is the Main Work of the Church” be adopted by this General Convention and affirmed as a theological stewardship statement for the Church; and be it further**

Resolved, **That this General Convention call upon the stewardship committee or commission of each diocese of the Church to publish this statement with an invitation for study and discussion at diocesan and congregational levels.**

OUR CHARGE

We have found it helpful to constantly keep before us our charge from the 66th General Convention (1979), which called us into being. We have consistently used this charge to organize our work. It is also the outline of this report:

1. *To hold up before the Church the responsibility of faithful stewardship.*

We wish to point to the work of the Stewardship Unit at the Episcopal Church Center, under the able leadership of the Rev. Dr. Thomas H. Carson, Jr., in the matter of holding before the Church the responsibility for faithful stewardship. The commission has always had the fullest support and cooperation from Dr. Carson and his staff and enjoys a unique relationship of shared planning and work in seeking to meet all points of the charge related to the commission as well as the goals and objectives of the unit.

Although the work of the Stewardship Unit will be mentioned more fully in the next section on stewardship education, it must be pointed out that the most significant single instrumentality for "holding up before the Church the responsibility of faithful stewardship" is the ministry of the unit.

Two specific matters of importance must be noted in the work of the commission in regard to this first part of our charge:

STEWARDSHIP AND CHURCH SUPPORT WITNESS STATEMENTS
BY THE LEADERSHIP OF THE CHURCH

It has been the custom of the commission since its inception for its membership to write a personal stewardship and church support witness statement at the beginning of each triennium and to sign and publish that statement as a way of sharing with the Church convictions and practices in stewardship.

A current witness statement was made by the commission and expanded at its October 1987 meeting. It includes members of the professional staff of the Stewardship Unit, as follows:

"The Standing Commission on Stewardship and Development and the staff of the Office of Stewardship met on October 28-30, 1987, at the Bishop Mason Conference Center, Grapevine, Texas. At that time the chair of the commission, the Rev. Dr. Roy W. Strasburger, proposed that we survey ourselves as regards our personal financial stewardship. While all members present were known to each other and to the Church at large to be tithing, the group had not assessed its own giving levels.

"The level of giving of the commission and staff averaged 14.5 percent among 15 people present. In discussion following the survey, the group expressed gratitude for various signs of faithful progress in stewardship among themselves and the Church. Only six years ago, in 1981, the commission struggled about personally accepting tithing and recommending it to the General Convention of 1982. The commission and staff expressed their thanksgiving to God for the sense of mutual support to which the survey results witnessed."

(Signed by the 16 members and staff)

At the request of the commission, stewardship and church support witness statements have been made by the leadership of the Church. This is the tithing statement written by the Presiding Bishop:

"Patti and I have, almost from the beginning of our marriage, accepted for our life together the practice of the tithe as a minimum of our financial offering to the Church. This year our tithe (10%) is given in several different areas: pledges made last year in Hawaii, including one to a capital fund project, as well as to a parish in New York and the Presiding Bishop's Fund for World Relief." (February 1987)

In June 1987, the Executive Council of the Church met in Cleveland and adopted and signed the following statement, authorizing it to be published:

STEWARDSHIP AND DEVELOPMENT

“We the undersigned members of the Executive Council of the Episcopal Church individually and corporately affirm the tithe of 10% as a minimum standard of our giving.

“Each of us is either already tithing or has adopted a personal program which will bring us to this standard of giving in the next three years.

“We do this joyfully and in thanksgiving because of our conviction that each of us is created in the likeness of God who is a God of giving and creating.

“We are able to respond by being givers and sharers ourselves.

“While the stewardship of what has been given to us involves far more than money, we recognize that the tithing of our money is a critical and necessary way of witnessing to our faith and to sharing with others.

“This statement of commitment is to be reviewed and renewed each triennium and a copy of this shall be sent to each Executive Council member prior to the first meeting of the triennium for their consideration.

“We invite the whole Church to join us in this witnessing of faith.”

It is becoming a pattern throughout the Church for bishops and executive councils in each of the dioceses to adopt stewardship or tithing witness statements similar to those above and to publish them for the people of the Church in their jurisdiction.

Increasingly in the congregations of the Church, clergy and vestries (or bishop's committees) are writing and publishing witness statements, signing them, and circulating them among the people whom they serve. These efforts are often accompanied by oral witness statements that are given at Sunday worship or in congregational meetings.

A new spirit is moving across the Church to enable us to share with one another the responsibility for holding up the practice of faithful stewardship. To that end the following resolution is offered to the 69th General Convention:

Resolution #A164

Resolved, the House of _____ concurring, **That the members of this Convention affirm the tithe as the minimum standard of giving for Episcopallians; and be it further**

Resolved, **That we the deputies and bishops of this Convention do hereby affirm that we are tithing, or that we have adopted a plan to within the next three years; and be it further**

Resolved, **That we do call all members of the Church to join us in accepting the tithe as the minimum standard of Christian giving.**

EXPLANATION: In support of this resolution we offer the growing practice throughout the Church that each leadership body, at the beginning of its term of office, makes a witness statement about stewardship and church support that will serve as a model and inspiration for those whom it serves. It is appropriate that each General Convention do this inasmuch as 40 percent to 60 percent of the membership of the Convention is new and has not participated in a direct call to the Church for spiritual fidelity in the matters of stewardship and church support.

1987 TITHING SURVEY

The commission surveyed by mail 1,120 clerical and lay deputies to the 1985 General Convention on the subject of tithing, and that survey is summarized in this report by Commission Secretary Thomas S. Hutchinson.

Introduction

For some time the standing commission has felt that the supporters of the tithing resolution unanimously passed at the New Orleans General Convention (1982) should be asked to witness to their voted conviction. A tithing questionnaire was designed and with the approval of the Presiding Bishop and the President of the House of Deputies was sent to all members of both Houses at the 1985 Convention.

The results from the return of that questionnaire are the basis of commission's report and are summarized here. The full report contains detailed tables of responses and a listing of the many written comments. It is available for \$5.00 from commission member Mr. Freddie Rios, 1709 Florida Street, Baytown, Texas 77520.

Results

Member	Number of responses	Percent response	Now tithing	Percent tithing	Tithing in 1982	Tithing a goal
Lay	257	57%	170	66%	122	73
Clerical	277	62%	224	81%	189	52
Active bishop	102	73%	92	90%	89	10
Retired bishop	68	69%	65	96%	62	3
Totals	704	62%	551	78%	462	138

A very large percentage (78%) of responding bishops or deputies to the 1985 General Convention are tithing. Sixty-two percent of those surveyed responded.

Almost all of the rest say they are working toward the tithe.

There is considerable variation as to the definition of a *tithe*; it can mean parish, church, or all charitable giving.

Because of the importance of this survey, we offer the following resolution to the 69th General Convention:

Resolution #A165

Resolved, the House of _____ concurring, **That the portion of the 1988 report of the Standing Commission on Stewardship and Development entitled "1987 Tithing Survey" be circulated as broadly as possible throughout the Church and that it be commended as a model for discussion and action in the various dioceses of the Church. Each diocese is encouraged to conduct a similar survey of its leadership.**

The report on progress of stewardship committees and planned giving units in various dioceses is made by Ann Burr:

Stewardship standards have given the Episcopal Church a framework for Christian mission, teaching, and authority. Since the 1982 and 1985 resolutions encouraging dioceses to establish stewardship committees to serve the diocesan structures and congregations, and to teach the principle of tithing and the goal of 50/50 giving, stewardship activities have increased dramatically. The establishment of these committees has continued the strengthening of our witness to the world of our gratitude for God's bounty in our lives. Eighty-nine dioceses have stewardship commissions or committees, and one-third of these have bishop and council stewardship and leadership statements. Most of these dioceses are working on plans for implementing stewardship principles or have a program in place for leadership and congregational support.

The 1985 General Convention passed a resolution encouraging dioceses to establish

subcommittees or stewardship committees to educate and encourage local congregations and individuals in planned giving. Thirty-seven dioceses have some form of planned giving program. Twenty-five of these programs are subcommittees on stewardship.

Our progress in stewardship represents tremendous effort on the part of the Office of Stewardship, the Standing Commission on Stewardship and Development, stewardship area representatives, consultants, and diocesan lay and clergy leadership. This leadership has moved forward, effectively teaching stewardship as life-converting, demonstrating that stewardship is the main work of the Church. It is good stewardship that supports the mission of the Church.

2. To recommend a strategy for stewardship education throughout the Church.

The Rt. Rev. William G. Burrill reports on conversations with deans of the seminaries of our Church:

Our goal for the Standing Commission on Stewardship and Development for the 1986-1988 triennium was to "continue our efforts to heighten the awareness of our seminaries to their need to broaden and deepen their teaching of stewardship through their regular curricula." To help us assess the present state of stewardship education and practice in our seminaries, we conducted a study through the deans.

The Very Rev. Richard Reid, the Convener of the Seminary Deans, collated the answers of the deans of 11 seminaries and then, with the Rev. G. Bradford Hall, Convener of the Presidents of the Boards of Seminary Trustees, discussed these answers with the standing commission. To oversimplify our findings, there is increasing attention being given to the theology of stewardship in almost all our seminaries. This emphasis is occurring within classes in theology, scripture, and pastoral practice. To the question about the witness and practice of stewardship by faculty, trustees, and students, we received a much less encouraging response. The witnessing to the tithe as the minimum standard of giving for all Episcopalians is basically ignored in most of our seminaries. At most of our seminaries a student's budget submitted for financial aid is not expected to include the student's giving.

Although we give thanks for the new intellectual attention being given to stewardship within our seminaries, we are convinced that unless this mental exercise is expressed in sacrificial giving of time, talent, and treasure, we will be continuing to create clergy for this Church who are unable to teach stewardship because they themselves do not sufficiently practice it. In all too many congregations in this Church the main block to stewardship education is the parish priest.

We would therefore offer this resolution:

Resolution #A166

Resolved, the House of _____ concurring, **That this 69th General Convention request the seminaries of this Church to make stewardship practice an integral part of seminary life. This practice would include stewardship statements by trustees, faculty, and students. It would also require a change in financial aid criteria so that the giving of treasure by students would be expected as well as the giving of time and talent.**

A highlight in stewardship education was the first national Stewardship Consultation, gathered under the auspices of the Stewardship Unit of the Episcopal Church Center. The following is a report by the Rev. Thomas H. Carson, Jr., Stewardship Executive:

"A group of national stewardship leaders came together during the last week of October 1987 to examine what the Episcopal Church had done in its stewardship program for the past eight years, and to offer suggestions for future direction. The consultation was held at the request of the Stewardship Unit of the Episcopal Church Center. Its purpose was to explore ways that national, diocesan, and congregational leadership could instill stewardship in their structure and life so that every Episcopalian would embrace the mission of the Church. The Rev. Dr. M. Douglas Meeks, professor of systematic theology and philosophy at Eden Theological Seminary in St. Louis, was the keynoter.

"Dr. Meeks, in his provocative addresses, directed the attention of the conference to the distinction between the economy of God and the economy of the world. He noted that the task of the stewards was to respond to the economy of God by using all of their resources to bring people into the household of God, which would enable them to celebrate their humanity. The analogy of family as household was used, noting the identity bestowed in baptism, the meal for all family members in Eucharist, confrontation and forgiveness expressed through confession and absolution, and then sending forth members to search for others who have been excluded.

"This vision of the life of a steward assisted greatly in focusing the attention of the conference members on the task ahead.

"In summary, the following recommendations were made for the Stewardship Unit's work and the work of the Standing Commission on Stewardship and Development during the coming triennium.

(1). Assist the national church structures in reorganizing themselves to reflect the fact that "Stewardship is the main work of the Church."

(2). Work to attain a common definition of stewardship from the many definitions currently being set forth.

(3). Stress and work for voluntary giving at all levels of church life.

(4). Strive to obtain mission statements at each level of church organization.

(5). Produce materials that will assist congregations and dioceses in developing mission statements.

(6). Focus educational materials on life-changing situations, e.g., baptism, confirmation, and marriage.

(7). Continue the emphasis on stewardship as far more than the giving of money.

(8). Provide theological materials that deal with the stewardship of accumulated wealth.

"Tapes of Dr. Meeks's addresses and plenary sessions are available from the Office of Stewardship at the Episcopal Church Center for a nominal charge."

We are indeed blessed by the energetic and creative work of the Stewardship Unit. Its efforts in stewardship education during the past triennium have been tremendous. Witness these details:

With the exception of nine dioceses, the whole Episcopal Church has been visited by the staff of the Stewardship Unit. The majority of these dioceses (90%) have stewardship commissions, 35 percent have planned giving committees, and most are moving toward year-round stewardship education.

In the last three years, 15 regional conferences for stewardship leadership have been held, with a total attendance of approximately 450 participants.

There have been six stewardship practicums for clergy, with a total attendance of approximately 330, and three practicums for bishops, with an attendance of 29.

Twelve issues of *Stewardship Reports* have been published during this triennium, with an average circulation of 18,000.

Four stewardship resource catalogs have been printed and distributed, presenting approximately 60 new resource pieces for use in congregations.

3. To plan and recommend a program of long-range development.

In 1987 the Presiding Bishop asked that recommendations be given by the commission and the Stewardship Unit to identify ways in which funding might be obtained to support the portions of the mission of the Church that are not currently provided for by the General Convention program budget.

In response to the Presiding Bishop's request an ad hoc committee gathered in August of that year, composed of three members of the Standing Commission on Stewardship and Development, three members of the Standing Commission on World Mission, and three staff members from the Episcopal Church Center.

The reports and recommendations of this ad hoc committee are reprinted below:

An ad hoc committee, composed of three members of the Standing Commission on Stewardship and Development, three members of the Standing Commission on World Mission, and three staff members, met in Chicago, Illinois, on August 24- 25, to explore possible options for our Church, as we seek to develop a vehicle that will provide extra-budgetary funding for the mission of the Church.

The meeting began with a review of the history of mission funding that noted the strengths and weaknesses of the Venture in Mission campaign as well as focusing on current extra-budgetary programs, namely, the Presiding Bishop's Fund for World Relief, the United Thank Offering, and other agencies, such as the Episcopal Church Foundation.

The overwhelming consensus of the group was that the Episcopal Church needed, and perhaps was beginning, to rethink its theology of mission. Agreement on the following principles emerged from the conversations:

(a) That we need to move from a pastoral stance to a mission stance as the prime focus of our ministry and mission.

(b) That most Episcopalians do not understand and, furthermore, are not committed to mission as the Church's reason for being.

(c) A massive educational program is needed to bring about this conversion. It should be based on our baptismal promises and catechetical statements.

(d) Specificity of mission objectives is essential if we are to release human and financial resources to reach our stated objectives.

(e) The mission imperatives adopted by the Executive Council and to be presented to the General Convention, along with the Presiding Bishop's value statements, will be the basis for future resource development efforts.

(f) That in all of our work, partnership principles, at home, in the Anglican Communion, and ecumenically, should be given top priority.

We respectfully recommend the following:

That a mission education and resource development group be appointed by the Presiding Bishop, to plan a strategy for the continuous development of educational and financial resources for the mission of the Church.

It is recommended that this committee be constituted of at least the following:

- (a) Representatives from the Executive Council;
- (b) Representatives from appropriate standing commissions;
- (c) Representatives from current extra-budgetary bodies;

(d) Representatives from the Church at large who have specific talents for developing the financial resources to implement our mission.

The 68th General Convention passed Resolution A148, which directed appointment of a select committee drawing its membership from the Standing Commission on Stewardship and Development and the Committee on Program, Budget and Finance to study and report on the subject of funding the national Church with particular attention to be paid to voluntary giving. The Select Committee on Funding the National Church was duly appointed under the leadership of the Rt. Rev. C. Brinkley Morton, a member of the commission, and its separate report is found elsewhere in this Blue Book.

4. *To recommend a joint strategy for the various Church agencies in their fund-raising efforts.*

In the previous triennium, the commission took the first steps toward developing a joint strategy for the various agencies of the Episcopal Church relative to their fund-raising efforts and gathered representatives of the seminaries, colleges, Presiding Bishop's Fund, Episcopal Church Foundation, and numerous other Episcopal agencies for a conversation in the fall of 1984. The purpose was to explore the readiness of these agencies to seek together a joint fund-raising strategy.

Following that meeting, a steering committee was established in 1985, and the first national conference of fund-raising agencies of the Episcopal Church was held in Menlo Park, California, in 1986.

This conference was held at the Vallebrosa Conference Center in Menlo Park, California, on June 9-11, 1986. The conference was entitled "People, Perils and Potential: A Fund-Raising Conference for Episcopal Church Agencies." The purpose of the conference was "to explore areas of mutual professional interest and make plans to improve and expand fund-raising abilities by taking advantage of our Episcopal Church affiliations."

The agenda of the conference covered such areas as major gifts and personal solicitation, planned giving, marketing and fund-raising concepts, effective use of volunteers and how to get and share them. The conference and agenda were planned under the auspices of the Standing Commission on Stewardship and Development and a steering committee from that group.

The leaders of the conference were people with expertise in the various areas covered.

The conference was attended by 18 individuals representing national and diocesan organizations, private schools, seminaries, and parishes.

The evaluations of the conference by those who participated were encouraging and positive. They found the conference, on the whole, to be very informative. They also found the time together for networking to be an extra plus. Most of the participants indicated a desire to have another conference. They expressed the need to form an association of development officers. Others suggested that an effort be made to at least investigate this possibility. There was unanimous agreement to develop a brochure, directed toward parishes of the Episcopal Church, explaining the various church-affiliated organization with national constituencies. It was recommended that in response to the problem of having access to information about Episcopalians for contact and solicitation, that a presentation be made at the House of Bishops by a qualified fund-raising consultant about the advantage of sharing these data.

A Committee on Fund-raising Agencies has been formed to help implement and follow-up on the suggestions and proceedings of the conference.

The Rev. Richard C. Britton, Jr., reports on further work in this field:

A change in staff in the Office of Stewardship at the national Church Center, new members on the Standing Commission on Stewardship and Development, and the need for a new convener caused a time of transition that saw minimal activity since the fund-raising conference held at Vallebrosa Conference Center in June 1986.

The Committee on Fund-raising Agencies will continue the work and planning with new individuals in place. It will convene under the direction of an original committee member and temporary convener, Herbert Thomas of the General Theological Seminary, New York City. The new liaison on the Commission on Stewardship and Development is the Rev. Richard C. Britton, Jr. The Rev. Thomas Carson will help provide assistance from his staff at the Episcopal Church Center.

A meeting of the committee is being planned in early 1988 to evaluate its current status and to discuss its direction and future plans.

5. To consider all national fund-raising proposals for its recommendations.

There have been no national fund-raising proposals submitted to the commission for consideration.

OBJECTIVES FOR 1989-1991

During the next triennium the commission will:

1. Seek to clarify and proclaim that "Stewardship is the main work of the Church" and that the tithe is the minimum standard of giving for the members of this Church.
2. Seek to encourage every person holding a position of leadership and responsibility in this Church to make a personal witness statement that reflects specifically "Stewardship as the main work of the Church" and the tithe as the minimum standard of giving.
3. Encourage the acceptance by congregations of the principle of spending as much on others as on themselves, commonly known as 50/50 giving, with at least 25 percent of income to be given through the diocese for its mission and ministry.
4. Continue to encourage cooperation among the agencies of the Church in their public education programs and fund-raising.
5. Establish a stronger liaison with the theological seminaries of the Church, with the aim of strengthening the teaching and practice of stewardship theology and church support in the seminary communities.
6. Strive to improve all aspects of our church support data base to deepen our understanding of where we are in church support and to improve our effectiveness in church support in the future.
7. Address the fact that it is estimated that approximately 42 percent of those who consider themselves members of the Church do not make a stewardship pledge.
8. In response to a general concern for a definition of a tithe, how a tithe is to be computed, and where a tithe is to be given, the commission vows to continue to assist in work on theology and motivation that will help all Christians grow in their willingness to give.

THE BLUE BOOK

FINANCIAL REPORT 1986-1988

	1986	1987	1988
<i>Income</i>			
Convention appropriation	\$23,000.00	\$20,000.00	\$13,000
<i>Expenses</i>			
Travel	\$ 7,920.70	\$10,126.00	
Housing and meals	5,361.00	4,524.00	
Subcommittee expenses	1,972.00	1,623.00	
Office expenses and miscellaneous	133.00	848.00	
<i>Total expenses</i>	\$15,386.70*	\$17,121.00**	

* \$7,613.30 unused and returned to expense budget

**Final 1987 expense accounting not available at time of printing deadline.

Resolution #A167

Resolved, the House of _____ concurring, **That the sum of \$47,680 be appropriated for the work of the Standing Commission on Stewardship and Development during the next triennium.**

REQUESTED TRIENNIAL BUDGET 1989-1991

	1989 (3 meetings)	1990 (3 meetings)	1991 (1 meeting)
Travel	\$10,500	\$11,025	\$3,875
Housing and meals	5,280	5,430	2,840
Subcommittee activities	2,110	2,210	2,310
Office expenses and miscellaneous	900	900	300
<i>Total income request for triennium</i>	\$18,790	\$19,565	\$9,325

Respectfully submitted,

The Rev. Dr. Roy W. Strasburger
Chairman