

1.) *Ministry Information*

**Sponsoring Diocese:** Virginia

**Proposed Ministry Name:** St. Gabriel's Episcopal Church – congregational redevelopment

**Type of Ministry Proposed:** New Church Start

**Site Address:** 14 Cornwall Street NW

City: Leesburg

VA 20176

2<sup>nd</sup> Zip 20147

**Projected start date:** May 1, 2014

**Proposed ELCA partnership?** No

**Projected size of core team at first public worship service:** 15

**Goal for size of first service:** 55

**Years to financial self-sufficiency:** 8

**Anticipated membership in 10 years:** 400

***Required Approvals:***

Proposed by: The Rt. Rev. Susan Goff

**Sponsoring Bishop(s):** The Rt. Rev. Shannon S. Johnston, The Rt. Rev. Susan E. Goff, The Rt. Rev. Edwin F. Gulick, Jr.

***Area Potential - describe the primary service area's target population characteristics Attach a single map locating the primary service area, major housing developments, etc. Attach a MissionInsite Executive Insite report for the two primary zip codes listed on Page 1. Contact the Rev. Tom Brackett at tbrackett@episcopalchurch.org to request an Executive Insite report.***

***Target ethnicity:***

The target ethnicity for our redevelopment is primarily the White (young families with children) and the Hispanic/Latino population in the "target area" bounded primarily by the two zip codes. We are responding to God's urgent call to be a bilingual and multicultural congregation because the growth in Leesburg is *now* and because Latinos are the fastest growing population in the country. While the English speakers have many alternatives to choose from, Latinos do not. That said, the three largest growth groups by ethnicity within a 5 mile radius of our place of worship at the Belmont Ridge Middle School according to pg. 3 of the MissionInsite Executive Insite report (herein referred to as 'the report') are White (62%), Hispanic (12%), and Asian (12%). While 10% of the families at St. Gabriel's are of Asian descent (Filipino), the largest untapped growth populations in Leesburg, VA are White young families (families with heads of household under age 40 with children) and

Hispanic/Latino demographic of diverse generations (in Leesburg the people are primarily Salvadoran, Honduran, and Mexican immigrants that have moved into the area within the past five years and of low socio-economic status).

The Vicar (preparer of this grant) is a bilingual and bicultural Latino, and an experienced church planter who planted a Hispanic ministry at Grace Episcopal Church, an English language congregation in Salem, MA. St. Gabriel's was planted in 2003 and initiated its redevelopment stage in September 2012 with the Rev. Daniel Vélez Rivera. The congregation and clergy intend to target the under-churched White demographic that continues to move into the two target zip codes (note: According to the report, in 2012 the median age of the White population in the target area was 34 and in 2017 it is anticipated to be 36.) Additionally, the Latino population is an untapped demographic by the Episcopal churches in Loudoun County and most mainline churches except one Roman Catholic Church in Leesburg (St. John the Apostle) and one in Sterling (Christ the Redeemer). There are seven Evangelical/Pentecostal congregations in the target zip codes and a Presbyterian ministry. It is imperative to highlight that the outreach to the Latino community will be simultaneous with the growth and development of its English language congregational redevelopment efforts. This is not typical for church plants or congregations in redevelopment, but it is a need for the faithful living in Leesburg/ St. Gabriel's has been given the resources to fill the spiritual gap that both target populations have in our community.

**Site location is primarily:** Suburban

**Ministry emphasis:** We are responding to God's urgent call to be a bilingual and multicultural congregation. Why? The growth of upper middle class and affluent English speakers has been taking place in Leesburg, VA and Loudoun County for the past ten years and it continues to grow. Latinos are the fastest growing population in the country and in Loudoun. While the English speakers have many alternatives to choose from, Latinos do not.

Worship is a primary emphasis for St. Gabriel's. The worship ministry take place in two locations: The Belmont Ridge Middle School and a fifteen acre parcel leased at no cost to St. Gabriel's which is anticipated to be deeded to the Diocese of Virginia on St. Gabriel's behalf by June, 2014 (the deeding of the land has been in process for 3 years).

St. Gabriel's also emphasizes multigenerational formation, social, and outreach ministries including the following: Multigenerational lifelong Christian *faith formation*, inclusivity of *children with learning disabilities and their families* (in partnership with Paxton Campus, [www.paxtoncampus.org](http://www.paxtoncampus.org)), inclusivity of *multigenerational LGBTQ* people (including a ministry to LGBTQ teens, Loudoun Out Loud), *community service* and *outreach to precariously housed teens* (in partnership with Mobile Hope, [www.mobilehopeloudoun.org](http://www.mobilehopeloudoun.org)), *feeding programs* (collaborating ministry with Loudoun Interfaith Relief, [www.interfaithrelief.org](http://www.interfaithrelief.org), and Backpack Buddies), *victims of domestic violence* (collaborating ministry with the Loudoun Abused Women's Shelter, <http://lcsj.org>),

*housing* (Good Shepherd Alliance, <http://goodshepherdalliance.org>), and *an evangelistic community presence* which gives us a chance to invite neighbors into a welcoming and inclusive faith community.

**Socio-economic conditions evident in the ministry context:** In April, 2013 Forbes Magazine declared Loudoun County America's richest county (see <http://www.forbes.com/sites/tomvanriper/2013/04/25/americas-richest-counties/>). The New ExecutiveInsite report for the 5 mile radius centered at the Belmont Ridge Middle School (pg. 8) reports that in 2012, 27.5% of families (the largest percentage) in the target area had Family Incomes in the \$100k - \$149k range followed by families with incomes above \$200k (21.2%). In 2017 it is projected that the Family Incomes for 27.8% of families in the target area will be in the \$100k to \$149k range followed by families with incomes above \$200k (20.9%).

This data coupled with the Forbes report that Loudoun County is ranked the second fastest growing counties in America puts St. Gabriel's in a very favorable place for the redevelopment of this congregation to be viable and vital (see [www.forbes.com/sites/joelkotkin/2013/09/26/americas-fastest-growing-counties-the-burbs-are-back](http://www.forbes.com/sites/joelkotkin/2013/09/26/americas-fastest-growing-counties-the-burbs-are-back)). Although it may seem that such an affluent community would have extensive resources and supports, we highlight in this application the various unmet spiritual needs of the community that exist across socio-economic status and more importantly, St. Gabriel's theological and spiritual core to integrate, feed, and hold *all* of God's people.

While the New ExecutiveInsite report does not break down socio-economic conditions by ethnicity or race, my personal research and observations of the Latino community in and around Leesburg indicates that the family income for a family of four is likely to be under \$50,000 and that the Latino community in the target area is a mostly working class (agriculture, housekeeping, landscaping, child care, construction, food service industries, and retail), marginally bilingual immigrant, with English-dominant speaking children.

### **Factors potentially affecting population growth/change in the target populations:**

According to the Loudoun County Department of Planning (Loudoun County Planning Subarea Estimates 2000 to 2013 - May2\_2013.xls, [http://va-loudouncounty.civicplus.com/documents/43/10332/10341/10356/Demographic%20Forecast%20Series%20%20-%20Jan17\\_2013\\_201301171302227070.pdf](http://va-loudouncounty.civicplus.com/documents/43/10332/10341/10356/Demographic%20Forecast%20Series%20%20-%20Jan17_2013_201301171302227070.pdf)), the county population growth between the years 2000 to 2013 went from 165,599 inhabitants to 339,123 representing a 204% growth. For that same period the population growth in Leesburg went from 31,840 inhabitants to 58,225 representing a 183% growth. The demographic growth for Loudoun County between 2013 and 2040 is forecasted to increase by 142% primarily driven by a diverse highly educated population relocating from urban/metro areas, one of the two target population St. Gabriel's wants to draw. It is also expected that the need for more houses of worship of all creeds and beliefs will increase in proportion to the population growth.

A risk factor that could potentially decrease the population growth of Anglos and Latinos in Loudoun County and Leesburg would be a drastic plunge in the economy. If that scenario were to occur, homes in the target area would foreclose, and both the higher income English-speaking and lower

income Spanish-speaking target populations would be forced to move from the area. This seems to be an unlikely scenario.

Another factor that could affect the population decrease of Latinos in the target area would be an anti-immigration reform policy requiring mandated deportation for all undocumented people in the United States. This would be a worst case scenario for immigration policy reform and is also an unlikely scenario.

The report projects a small increase of families with incomes between \$35k and \$50k (.05%) and a slight decrease of families with incomes between \$50k and \$75K. This implies that the percentage of families in the most likely socio-economic level of Latino families in Leesburg to remain stable.

My experience planting bilingual multicultural congregations in the Episcopal Church, and the trends of our Latino/Hispanic Ministries across the nation is that the receiving congregation of English speakers financially sustains the new bilingual multicultural congregation. As the report indicates, that demographic is stable in Leesburg and is projected to grow.

**What is the # of other Episcopal and ELCA church in same zips:** Four

**Date last checked:** 1/3/14

**Percentage of Population that attends the Episcopal:** 9.5%

**Percentage of Population that is unchurched?** 52%

**List others doing significant ministry within your target community:**

We believe that churches in our target community do significant ministry but not every church or denomination has an identity and theology that integrates English *and* Spanish speakers. None of the churches in our target community strives to be *one* church worshiping in two languages that respect the dignity of every human being without condemning them or trying to change them.

- 1) Cornerstone Chapel- non-denominational - Koinonia Groups- Small Group ministry that uses the pastor's weekly message in the Bible study portion of the gathering.
- 2) Evergreen United Methodist Church – Multigenerational ministries include service at the Loudoun Emergency Homeless Shelter, LifeLine crisis pregnancy center, Loudoun Free Clinic, and Loudoun Aftercare Program (for those just released from jail).
- 3) St. James, St. David's Episcopal and the International Rotary Club – Meals to Go, a collaborative feeding ministry
- 4) Christian Fellowship Church – A ministry in northern VA that provides birthday presents to disadvantaged children with the hope to improve their self-esteem by making them feel loved and important.
- 5) Potomac Hills Presbyterian – Individual and family counseling center
- 6) McLean Bible Church – Mega-church with a mega program offerings

**What other churches are starting new ministries in this area at this moment? Offer brief description of each.**

- 1) Evergreen United Methodist Church – First Place 4 Health, a public health ministry that integrates biblical teachings, weight loss and healthy living.
- 2) La Iglesia Nueva Rivera, is a new Hispanic ministry funded and launched by the Presbyterian Church several years ago with the collaboration of the National Capital

Presbytery in Washington DC and recently housed at Riverside Presbyterian in Sterling, VA.

List four Episcopal or Lutheran (ELCA) ministries

- 1) St. James Episcopal, Leesburg
  - a. Distance 5.4 miles
  - b. ASA: 392
  - c. Total Membership: 1740
  - d. Denomination: Episcopal
- 2) St. David's Episcopal, Ashburn
  - a. Distance 2.9 miles
  - b. ASA: 350
  - c. Total Membership: 700
  - d. Denomination: Episcopal
- 3) Holy Trinity, Leesburg
  - a. Distance 7.6 miles
  - b. ASA: 175
  - c. Total Membership: 455
  - d. Denomination: ELCA
- 4) Our Savior, Ashburn/Broadlands
  - a. Distance 7 miles
  - b. ASA: 550
  - c. Total Membership: 1200
  - d. Denomination: ELCA

**Identify key assets already present in the primary ministry context that can contribute to this work or with whom you might partner. For example: library, community centers, health clinics, YMCA, YWCA, faith-based organizations, schools, etc.**

Financial support: St. James Episcopal in Leesburg is the primary stewardship and support partner of St. Gabriel's; they have committed time, treasure, talent, and prayer. St. Gabriel's is a parochial mission of St. James which has sustained our church since its inception and has committed \$86,000 towards the Vicar's salary in 2014 and 2015. The Diocese of Virginia's Committee on Congregational Missions has consistently funded St. Gabriel's annually with amounts ranging from \$10,000 to \$42,000. Last year we received \$18,000, an amount approved at Diocesan Council each year. Bp. Shannon Johnston affirmed and approved my hire to redevelop St. Gabriel's in September, 2012 and is an advocate of this ministry.

St. Gabriel's mission is to "Encounter God, build, meaningful relationships, and make a difference in the world". We partner with several community organizations that are assets in Leesburg and Loudoun County: Loudoun Hospital, Mobile Hope, Loudoun Out Loud, Loudoun Cares, Bridges Interfaith Ministries, Loudoun Abused Women's Shelter, The Good Shepherd Alliance emergency and transitional housing for families, Habitat for Humanity, and Loudoun Cares. In addition to partnering and collaborating with St. James, St. Gabriel's is nurturing a relationship with the Rev. Mary Kay Brown - Rector of St. David's, Ashburn and the Rev. Andrew Merrow - Rector of St.

Mary's, Arlington. Both congregations have expressed the desire to continue supporting a new Episcopal congregation and in the case of St. David's a desire to support the development of a Latino/Hispanic worship community.

Another partner in ministry is the Rev. Shannon Kiser, Director of New Church Innovation of the Presbyterian Church (USA) located 8 miles from St. Gabriel's. The Presbyterians are most interested in sharing information and collaborating in outreach and mission opportunities. The Sterling, VA location is the denominational office for New Church Innovation and Rev. Kiser has expressed the desire to partner with ordained and lay leaders to support a new Latino ministry in Loudoun County.

**List particular social needs in this ministry context, especially those not being met and those completely unaddressed.**

Not being met:

- Outreach to older adults – people over 65 are our smallest demographic (under 5% of congregation). This is the opposite of most faith communities. The younger families are sought by many churches yet having a multigenerational church makes it a richer and more life giving community. The older adult population is more likely to be churched but not yet aware of the invitation of St. Gabriel's.
- An inclusive, affirming, welcoming, and loving worship community for Spanish speaking immigrants

Completely unaddressed:

- Older Adult day care to address the needs of the baby boomer population
- Tutoring programs for English Language Learners in elementary, middle and high school.
- The integration of people who worship in two different language being one church and not silo ministries under one roof.

## **2. Clear vision and ownership**

a) **Describe your vision by answering the following questions:**

**What are the most compelling reasons for developing this new ministry in this area and at this time?**

St. Gabriel's is responding to God's urgent call to be a bilingual, multicultural church in Leesburg and Loudoun County, the second fastest growing county in America. Approximately half of the target population is churched, therefore half of the population that has moved to the area in the past ten years are ripe for mission and evangelism by The Episcopal Church. Additionally, 12% of the population is Latino/Hispanic and this population has very few church options. With funding from this grant St. Gabriel's hopes to be a new inclusive, bilingual (English and Spanish), and multicultural congregation in the Diocese of Virginia. Our Vicar is Puerto Rican and completely bilingual, he has already established a bilingual, multicultural congregation in the Diocese of Massachusetts prior to moving to Virginia, which is also why this is the right time for this ministry. The demographic in our target area is religious and politically conservative, St. Gabriel's inclusive and welcoming presence is critically needed at this time.

According to Forbes Magazine, in 2013 Loudoun County and the Town of Leesburg were the second fastest growth areas in the United States (see: <http://www.forbes.com/sites/tomvanriper/2013/04/25/americas-richest-counties>) and Leesburg is the largest town in the county with a population of 43,879 people (U.S. Census Bureau, 2010 Census; Loudoun County Department of Planning, June 4, 2013; [http://va-loudouncounty.civicplus.com/documents/43/10332/10341/10358/Loudoun%20County%20Incorporated%20Town%20Estimates%202000%20to%202013%20-%20June4\\_2013\\_201306041306495132.pdf](http://va-loudouncounty.civicplus.com/documents/43/10332/10341/10358/Loudoun%20County%20Incorporated%20Town%20Estimates%202000%20to%202013%20-%20June4_2013_201306041306495132.pdf); pg. 4). The demographic boom continues here and that coupled with a culture of “church going” in Virginia (including Northern Virginia) are the most compelling reasons for developing our ministry in this place at this time.

Furthermore, 37 of 86 public schools in Loudoun County rent space to church plants like St. Gabriel’s for Sunday worship. It is therefore anticipated that a percentage of those churches, including Saint Gabriel’s, will build a church campus in the future. The Diocese of Virginia and St. Gabriel’s were given a 15 acre parcel of land three years ago which will be deeded to the Diocese in 2014. With this land (which is presently leased to St. Gabriel’s at no charge) we envision building a multipurpose church campus that will serve the spiritual and community service needs of the diverse people hungry for the knowledge and presence of Jesus Christ in their lives and in the lives of their families.

Another compelling reason for developing this ministry in Leesburg, which was addressed ten years ago when St. Gabriel’s was formed and continues to be relevant today, is that there are fewer Episcopal Churches within a ten mile radius than any other mainline church in Loudoun County. There are four Episcopal churches within a ten mile radius of St. Gabriel’s, two Anglican, five Lutheran, eight Roman Catholic, six Presbyterian, six United Methodist, and dozens of Pentecostal/Evangelical congregations. Of the more open and inclusive churches in the target area there is one United Church of Christ within 21 miles from St. Gabriel’s and a Unitarian Universalist Church (10 miles). Of these faith communities, St. Gabriel’s intentionally markets it’s identify of inclusivity, affirmation and dignification of all people. The report indicates that 42.8% of the population in the target area identify as Conservative Evangelical Christians (pg. 15), yet as the general population continues to grow so will the need for alternative worship choices that include a diverse, affirming, inclusive, and welcoming Episcopal worship community.

**What is going to happen over the next 12 months? What will be the results that an outside observer will be able to notice?**

We need to continue helping God by telling the story of St. Gabriel’s in Leesburg and Loudoun County as an inclusive, affirming, and welcoming worship community. With the exception of three Sundays in the past seven months at least one new family (defined as family of one person to a large or extended family unit) has walked through our doors to worship and “check us out”. The primary draw is attributed to new signage in different locations, our newsprint and web presence (new website as of September, 2013, and community presence/evangelization).

In the next twelve months we want to double the ASA to 100 people. Evangelizing is not the priority of all established mainline churches but it is how we tell our story, one soul at a time! St. Gabriel’s has been creative about telling others of the transformation we experience and the ways we help transform the community by attending community events, sponsoring an ecumenical spirituality and

support group for parents of children with learning disabilities, worshiping on the land. We need to do more of this and more in order for our neighbors to know that we are a church that will be in the community for the long run, and not a fly by night. Attendance grew 112% since September, 2012, and we are projected to grow 100% in 2014 from 51 to 100 ASA. This spring we will have three community forums, Rev. Daniel accepted the invitation to lead the invocation at the Martin Luther King, Jr. Day service, and we will continue to publicize worship on the land which is a unique experience for unchurched, under-churched, and church people.

An outsider will see a variety of representatives of St. Gabriel's ministering in the community. By inviting seminarians from Virginia Theological Seminary to train at St. Gabriel's we will provide a "lab" experience on church planting and congregational redevelopment. With the continued growth of our English-speaking community we anticipate being able to hire a part-time bilingual lay person or clergy to reach out to Latinos in Loudoun County, and with the Vicar, build the foundation of a bilingual, multicultural congregation.

In the next 12 months we plan to install a large permanent sign at a highly trafficked intersection. Newcomers inform us that the St. Gabriel's logo is widely recognized in the community, so we will pursue making our identity/branding more visible. We are exploring advertising on the public transportation system of buses locally, which this grant would help fund. Additionally, adult forums about integrating people with disabilities, multiculturalism, ministering to older adults and LGBTQ people in our churches gives us visibility to the wider community and we believe this is a draw for new families moving into the community. As the congregation grows, more church goers (evangelizers) will spread the joy of Christ taking place at St. Gabriel's.

Ultimately, the results that an outsider will see is very diverse people of all ages, ethnicity, languages and cultures in the pews as a result of our presence in the community. This grant will help us reach the underrepresented populations that the demographics point us to in our target area: young English speaking families and Latinos. We are in the right place at the right time!

### **What other area ministries are already reaching out in similar ways as those that you propose?**

Most mainline congregations offer programs that draw English-speaking young families and St. Gabriel's intends to offer similar programs with the distinction of integrating and not judging who comes to St. Gabriel's.

While there are faith communities ministering to Latinos in Spanish those communities are restrictive about its sacraments. Loudoun County includes two Roman Catholic churches (St. John the Apostle and Christ the Redeemer) and seven Evangelical/Pentecostal congregations (see: [www.ethnicarvest.org/regions/states/DCchurches.htm#Virginia](http://www.ethnicarvest.org/regions/states/DCchurches.htm#Virginia)). These churches reach out to our



target population but do not welcome all people as we do. What distinguishes St. Gabriel's' is our identity of complete inclusion of all people.

**In what ways does this new ministry initiative fit in with the diocese's mission strategy? (Please attach a copy of the Diocesan Mission Strategy if there is one.)**

In his pastoral address to the 215th Annual Council of the Diocese of Virginia in 2010, Bishop Shannon Johnston outlined the mission of the Diocese, and indicated five areas of mission that will be priorities for the shared work of the Diocese for the next several years. The mission of the Diocese is "worshiping our Lord and serving the world in unity and diversity" and the priorities of the Diocese are: Youth and Young Adult Formation, Strengthening Our Congregations, Evangelism & Proclamation, Multiculturalism and Ethnic Ministries, and Mission Beyond Ourselves.

St. Gabriel's congregational redevelopment initiative targets all five of the diocesan priorities in the following ways:

### **Young Adult Formation**

While the number of young adults is small at St. Gabriel's at this time, we are intentionally reaching out to this demographic to be part of our community. We are building a relationship with the local Community College (NOVA - Leesburg). We are just beginning the process of engaging undergraduate students through the Dean of the School of Early Childhood Education for our Sunday school ministry so that students can help St. Gabriel's develop a better program to serve children with learning disabilities and also help our volunteer teachers learn how to better serve this population of children who are already part of our community. We want to be deliberate about living into the identity of inclusion that distinguishes us from other churches.

Secondly, St. Gabriel's was recently approached by the diocesan director of Christian Formation Paris Ball to invite the Vicar to forge a new relationship between St. Gabriel's and ARISE, an ecumenical campus ministry at George Mason University, Fairfax campus.

Thirdly, St. Gabriel's currently offers an adult formation program called "Bible on Tap" which takes place in a non-traditional setting. In the pilot phase, which has not yet been extended into an official small ministry, it was determined that this venue and mode of being church outside the walls of the church breaks down the institutional apathy of young adults. The Bible on Tap ministry takes place every other week at a local brewery which we hope will make "church" more accessible to under-churched people wanting to explore Christ without becoming part of a Sunday worship congregation. In the pilot phase three young adults participated in Bible on Tap.

### **Strengthening Our Congregations**

The purpose of this congregational redevelopment grant application and my ministry at St. Gabriel's is to strengthen St. Gabriel's and help it grow and draw a diverse group of Christians. We are strengthening our congregation by training lay leaders to be more accountable to the church through evangelism, lay ministries, outreach to the community, and by teaching our member practical ways to testify without scaring people off by expectations about the ways they should claim belief of Jesus Christ as Lord and Savior.

We strengthen the religious values of our members and the community around us through worship, programs, ministries, and being present as concerned Episcopalians and not passively waiting for individuals to come to us.

St. Gabriel's has its finger on the pulse of the community. We do this by asking community partners and stakeholders what they need from the church instead of dictating or assuming how the church can best serve them. For example, in this past year three recent members of St. Gabriel's volunteered to start three new ministries that they learned were important for the community: Backpack Buddies (a weekend feeding program for poor children in partnership with the Smarts Mill School, a local public schools), Bible and Tap – an adult Bible study at the Vintage 50 bar, and an ecumenical spirituality and support group for parents of children with learning disabilities in partnership with the Ally Center of Paxton Campus, a school for learning disabled children, adolescents, and Young adults.

### **Evangelism & Proclamation, Multiculturalism and Ethnic Ministries, and Mission Beyond Ourselves:**

Our Vicar was hired for his entrepreneurial expertise as a church planter who in his former secular career worked with start-up. He launched a Hispanic ministry in the Diocese of Massachusetts at a monolingual Episcopal congregation in Salem, MA. For a church plant to survive it must have an ethos of evangelism, proclamation and mission beyond itself or else it fails. At Grace Church~Iglesia de Gracia and St. Peter's ~ San Pedro in Salem, MA the laity were trained to have this ethos. These were multicultural and bilingual (English-Spanish) ministries. The Hispanic Ministry was developed at Grace Church and moved to its permanent home after three years at St. Peter's ~ San Pedro where it flourished and continues as one of that diocese's multicultural and bilingual congregations. The Hispanic ministry flourished because of the basic evangelism and community organizing tactics used to become part of the fabric of that community; for example, Bible studies were held in public venues, priest and church volunteers tutored immigrants preparing for their citizenship classes, Spanish language spirituality and support groups were created for women in the community, Spanish tutoring groups for English speakers were created, and meeting the community stakeholders was a critical piece to create trust and visibility.

The same thing will be done at St. Gabriel's in Leesburg in order to fulfill the need for an inclusive and welcoming Spanish language worship service. In the past 16 months Fr. Daniel has started to learn about the Latino community and the services that meet their needs while pastoring to the existing and growing English-speaking members of St. Gabriel's. For example, Fr. Daniel took ashes on Ash Wednesday where the day laborer's gather every morning; he is the only Spanish speaking volunteer chaplain (two hours a week) at the Loudoun Hospital where 35% of the census is monolingual Spanish. This matching grant will help St. Gabriel's increase its presence and ministry to this underserved target population in Leesburg.

**b) Provide a one page narrative that explains why it matters for you to offer this ministry at this time. (This is to be used as a starting place for the development of a public relations and funding strategy.)**

In this second phase of St. Gabriel's ministry it is important to start thinking of ourselves as a self-sustaining, bilingual, and multicultural congregation worshiping in a permanent church instead of a school auditorium. At the same time we have to grow in average Sunday attendance and pledging members in order to sustain the expansion we envision for ourselves. That translates into gradual growth. I am passionate about integrating outsiders into The Episcopal Church. St. Gabriel's is encircled by the Latino community, which lives in the vicinity of the Belmont Ridge Middle School and the land that is being given to us. One of our tasks is to continue reaching out and spreading the Good News about St. Gabriel's to the middle- to upper-class younger English-speaking families that live in Leesburg or are moving into the community. They have more church alternatives to choose from, but they are integral to the growth and sustainability of our faith community. As I said earlier, we are responding to God's urgent call to be a bilingual and multicultural congregation because the growth in Leesburg continues to accelerate, and because Latinos are the fastest growing population in the country. In contrast to the English speakers, Latinos have few church alternatives to choose from.

This grant would allow us to pull St. Gabriel's faithful vision to become a bilingual worship community with my experience developing and sustaining a church plant, and then redeveloping the congregation into a bilingual and multicultural congregation, as was accomplished at St. Peter's ~ San Pedro in Salem, MA. In this model, St. Gabriel's will learn to be one church worshiping in two languages. At the same time, we must expand our community presence as we have in the past sixteen months so that English-speaking families will learn about our welcoming and inclusive congregation and join us. We are in the unique situation of being on the brink of having a congregational redevelopment and an ethnic ministry church plant. As with every new endeavor there will be a learning curve for the congregation to prepare for change, the change will be to become more ethnically and socio-economically diverse. The first community forum on ethnic and socio-economic diversity will take place this spring, 2014 when the Rev. Canon Anthony Guillén, Hispanic Missioner for The Episcopal Church, will lead a forum on integrating Latinos into the Episcopal Church.

Every Sunday since June, 2013, St. Gabriel's has had at least one new family "check us out". Our vision to reach out to Latinos will be realized by hiring a lay or ordained bilingual outreach worker ten hours/week to start having a presence in the community as a representative of Christ's and of St. Gabriel's Church. I will also seek to create a ministry team from our core members to reach out to our new neighbors. In addition, seminarians will be instrumental in working with the laity and the Vicar to reach out to a new population of English-speaking families in the community.

Most Episcopalians fear doing evangelization – it comes with the fear of being uncomfortable with oneself in order to make an "outsider" more comfortable and an integral part of one's church. In the past sixteen months many of our parishioners have witnessed me evangelizing and we will continue to "train" the laity to be ministers of presence and telling the story of love and salvation through Christ. The goal of moving from the school auditorium to our own rented location for worship, meetings, and offices will help the congregation realize that we are growing and changing. There is no better time than now to pave the way for 2015 when these changes will begin to take place – 2014 is the year of preparing the ground to expand in new ways.

I have invested sixteen months nurturing and pastoring this congregation and demonstrating how we can be present in our community, earning the trust of the people as a congregation that believes in the love of Christ and honors the dignity of *ALL* human beings.

### **St. Gabriel's Funding Strategy**

St. Gabriel's is a parochial mission of St. James in Leesburg. The vestry of St. James approved to support the Vicar's salary for three years between September, 2012 and through December 31, 2015 (see the attached MOU) as follows:

\$33, 000 Sept. 1 – Dec. 31 2012; \$86,000 in 2013; \$58,000 in 2014; and \$29,000 in 2015.

The \$87,000 commitment for 2014 and 2015 are part of St. Gabriel's \$100,000 commitment toward the matching grant. The Diocese of Virginia proposed granting St. Gabriel's \$19,000 as its commitment to this mission congregation in 2014 subject to approval at annual Diocesan Council which will take place in Richmond, VA on January 23-25, 2014. Additionally, St. Gabriel's has a balance of \$52,000 in savings (see attached 2014 budget) which could also be attributed toward the \$100,000 matching grant commitment.

In 2013, St. Gabriel's annual budget was \$228,240 with a total pledge commitment of \$78,000. In 2014, the proposed annual budget is \$228,570 with a pledge goal of \$100,000 based on the growth in the past 15 months (we are at 90% of goal). This budget shows a planned deficit of \$35,274; \$19,000 was received as unrestricted gifts from non-parishioners in December, 2013 with the possibility of another grant from Region 13 of \$20,000 and the hope that newcomers will pledge during our yearlong stewardship campaign.

In 2016, when St. James' financial commitment to St. Gabriel's concludes, we anticipate needing financial support from the Diocese of Virginia and other external sources in the diocese but instead of 66% of our budget coming from outside sources we anticipate having less than 30% of our budget coming from external sources, in other words shifting the financial dependence on our own stewardship instead of external sources in the next two years. The average pledge in our congregation is approximately \$3,200 per pledging unit and with the projected growth in the next three to five years we anticipate becoming financially independent as St. Gabriel's was in 2009, six years after it was planted.

It is the Vicar's experience that financial sustainability of a bilingual congregation serving English and Spanish speakers relies primarily on the stewardship of its English speaking members. Part of our funding strategy for the sustainability of our bilingual congregation is that with a full-time bilingual priest already we will be able to sustain the Hispanic ministry with a part time clergy. Having a bilingual lay or ordained person in the community, "feet on the street", in the beginning of 2014 will give St. Gabriel's a presence among the Latinos in Leesburg that we care and can be trusted by serving their spiritual and some of their social needs. It is important to remember that the outreach to the Latino community will be simultaneous with the growth and development of its English language congregational redevelopment efforts.

A funding plan will be proposed for endowed churches in the Diocese of Virginia to consider pledging part of their outreach and mission budgets to St. Gabriel's. For example, St. James, Leesburg is on the end of its pledge, and we have recently approached St. Mary's, Arlington to have them

consider supporting us in the future, but the plan requires having several endowed parishes make a multi-year financial gift to give St. Gabriel's the opportunity to become a vital worship community. Additionally, if we stagger multiple congregations to support us financially over a number of years we will build relationships beyond our parishioners who might be interested in sustaining St. Gabriel's capital campaign in the next 3-5 years when we become ready for that phase of our development to build a church on the land we have been given.

c) Consultations held to seek endorsement for this mission redevelopment (indicate dates for each):

- a) With leaders in your local deanery (or synod):
  - The Rev. Robert Banse – Dean, Region 13 (since December 2012)
  - Mrs. Ursula Baxley – President, Region 13 (since December 2012)
  - The Rev. Mary Kay Brown, Rector, St. David's, Ashburn (since September 2012)
  - The Rev. Kate Bryant, Sr. Associate Rector, St. James, Leesburg (since September 2012)
- b) With diocesan mission team (or equivalent agency)
  - Mrs. Linda Bailey, Liaison to the Committee on Congregational Missions (since September 2009)
  - Diocese of Virginia, Hispanic Ministries Committee
- c) With ecumenical partners:
  - The Rev. Shannon Kiser, Director East Coast Director of the Presbyterian Center for New Church Innovation (August, 2013)
- d) With Missionary Society, ethnic missionaries: The Rev. Canon Anthony Guillén, Missioner for Hispanic Ministries (since September, 2012)

Consultation notes: (listed for each category above)

- a) Leaders in your local deanery: Prior to Rev. Daniel Vélez-Rivera's tenure in September, 2012, the lay and ordained appointed representatives of Region 13 have supported and advocated for St. Gabriel's congregational redevelopment. His ministry and presence at regional meetings and at the Clericus gatherings have kept others informed of the congregation's vision, progress, growth and redevelopment plans. As a result, the Region 13 leaders have advocated for the annual financial support of a grant for St. Gabriel's as follows: 2013: \$20,000; 2012: \$20,000; 2011: \$10,000; 2010: \$10,000; and 2009: \$10,000
- b) With diocesan mission team: Mrs. Linda Bailey was appointed by Bishop Shannon Johnston as St. Gabriel's overseer through the Committee on Congregational Missions (CCM). She attends vestry meetings and as the Bishop's liaison Linda keeps the bishops and diocesan commissions informed of our redevelopment activity and ministries.
- c) With ecumenical partners: The Rev. Shannon Kiser and I met and continue to be in contact regarding our mutual congregational development and growth ministry efforts in Loudoun Country, we rely on one another as partners in mission. Her local presence has been a providential blessings given that her office is located in Loudoun County, one town east of where St. Gabriel's meets and the location of my office. St. Gabriel's lay and ordained leaders are able to participate in educational forums on congregational development sponsored by the Presbyterian Church (with the blessing and approval of the Rt. Rev. Susan Goff). For example,

members and clergy of St. Gabriel's will attend a two-day "New Congregation Leadership Retreat". My philosophy is that there is no reason to reinvent the wheel, and because some of their programs are local, our lay leaders are able to attend, learn, and grow.

d) With Missionary Society, ethnic missionaries

I have known The Rev. Canon Anthony Guillén since he became Missioner for Latino/Hispanic Ministries of TEC. We have not only collaborated in ministry but I served as consultant for his office in 2011-2012. Anthony has supported my ministry as a planter and throughout the integration of a Latino and English speaking ministry at St. Peter's in Salem, MA, and he has endorsed my ministry at St. Gabriel's. In the spring 2014 he has accepted the invitation to present a forum on multiculturalism and inviting Latinos to The Episcopal Church.

### 3) Outreach ministry plan

a.) Describe the proposed first year plan of action for the developer. This will be used in the selection, training and support of the mission developer. It is expected that this plan will be reviewed and adjusted by the developer in dialogue with the Missioner for New Church Starts and Missional Initiatives and the diocesan staff responsible for mission development. This plan will correspond with the developer's first six month plan.

St. Gabriel's began its redevelopment phase in September, 2012 when it hired the Rev. Daniel Vélez Rivera. A plan of action for the congregation's redevelopment was implemented then; first some history for context. St. Gabriel's was envisioned in collaboration with St. James Episcopal Church in 2001 by the Rev. Jeunée Godsey and the Rev. John Ohmer, its first service in 2003. She moved to the Diocese of Southern Virginia in 2008. At the time of her departure the ASA was 115. The congregation was served by various supply clergy for two years at which time they hired a full-time clergy in 2010 who remained until October, 2011. At the time of her departure ASA was 63.

Milestones: Attached is the recorded ASA for St. Gabriel's since based on parochial report filings:

2008= 115 (last year of Rev. Cunningham ministry)

2009= 68

2010= 63 (last year of Rev. Schroeder's ministry)

2011= 53

2012= 39

2013= 45

(Monthly ASA = 24 September, 2012; present monthly ASA = 54 as of November, 2013).

The first year plan with the Rev. Daniel Vélez-Rivera included:

- 1) Year-long one-to-one dialogues with each family identified as a member of the parish by phone, email, and in person. These dialogues were an opportunity to provide pastoral care to all parishioners past and present who experienced the transitions of inconsistent clergy leadership; to introduce the new vision, hopes, and plans for St. Gabriel's; and to welcome people back who had not yet found a new church home.

- 2) Community dialogues to keep the parish “in the loop” – annual parish meeting in 2013 and a “Town Hall Meeting” in September, 2013.
- 3) Leadership development of vestry, laity, and parish staff – St. Gabriel’s elected a Vestry in July 2012 prior to Rev. Daniel’s hire. In the first 16 months there have been three retreats including half day business/administrative and vision meetings; monthly Vestry meetings including the liaison to the Committee on Congregational Missions from the diocese and the vestry liaison to St. James. There are other lay ministries continuing to grow as the parish grows (Altar Guild, Music Ministry, Youth Ministry, multigenerational lifelong faith formation, Outreach/Mission).
- 4) Invitation is so important in ministry. As part of the new program development three new parish members have taken on three new ministry program coordination: Interfaith spirituality and support group for parents of children with learning disabilities in collaboration with Paxton Campus (local private institution), Bible on Tap (an adult Bible study), and Backpack Buddies (a feeding program for public school children who qualify for the free lunch program at a local school).
- 5) Requested and was granted a deacon in July 2012 (The Rev. Emmetri Beane, Deacon) whose secular vocation is family law.
- 6) Community presence, marketing, local service opportunities: With the assistance of a communications team we launched a new website [www.saintgabriels.net](http://www.saintgabriels.net), we place 6 foot signs every weekend on the primary highway, we participate in community parades, have a table at community movies/concerts, erected a Chapel in the Woods on the land that is presently leased to St. Gabriel’s and that will be deeded to us in 2014; have consistent press coverage, and more!
- 7) Vicar sought a support team of leaders who understand church planting and congregational redevelopment:
  - a. The Rt. Rev. Susan Goff and the Rev. Canon Pat Wingo (Canon to the Ordinary). Bp. Susan has oversight of the diocesan mission churches and convenes the three church plant clergy. The Rev. Canon Pat Wingo (Canon to the Ordinary) with experience in congregational development.
  - b. Diocesan staff: Julie Simonton (Officer for Congregational Development and Stewardship) and Stephanie Higgins (Bishops Assistant and Congregational Support).
  - c. Coach: The Rev. Canon Tom Brackett.
  - d. Clergy partners: The Rev. Stephanie Spellers (Diocese of Long Island), The Rev. Canon Greg Jacobs.

**Six month plan for 2014:** Desired results (Objectives), Who is involved? Timeline?

The developments in the past year have given the Vestry and Vicar the opportunity to envision a plan and set goals for the upcoming year.

Six month plan for Community, Outreach, and Programs: The following plan is a continuation of what has already been implemented in the past year and what has been planned for in the next 6 to 12 months:

- 1) **Objective:** The realignment of St. Gabriel’s mission to (“Encounter God, build meaningful relationships, and make a difference in the world”) and the ministries, outreach and programs

of the church. Three vestry meetings and a special vestry retreat helped align our ministries, programs, and budget with the vision to reach the target populations that are moving into Leesburg. Goals include training lay leaders and the congregation to be evangelizers, expanding children, tweens and youth programs which appeal to young families, broaden adult faith formation options, use the Chapel in the Woods to provide outdoor liturgies and connect overworked and busy people of all ages with God's creation while worshiping (i.e., Taizé, healing service, youth worship, evening prayer, etc.). **Who is involved?** Vestry, Sunday school teachers, liturgy team, and communications team on an ongoing basis.

- 2) **Objective:** Three "pilot" ministries started at St. Gabriel's in September 2013 and will continue to be coordinated by the three new parishioners who initiated them (Interfaith spirituality and support group for parents of children with learning disabilities, Bible on Tap, Backpack Buddies, Women's Bible Study). The objective is to engage newcomers in leadership roles resulting in more ministry presence to the community– **Who is involved?** Lay coordinators/leaders: Dawn Dombroski, Carlos Canales, and Eileen Shaffer, Rev. Emmetri Beane, Deacon
- 3) **Objective:** Expand the youth ministry to include tweens both in faith formation and involvement in church life with the objective to form our youth and draw newcomers with children to St. Gabriel's. **Who?** Parent leaders: Hollis Kara and Anne Denzin and supportive parents.
- 4) **Objective:** Include children with learning disabilities. We have reached out to special needs teachers to help train our Sunday school teachers and nursery care providers to minister more effectively to our children with diverse learning abilities. **Who is involved?** Dr. Stacy Baron (Sunday school coordinator), Sunday School teacher Erin Himstedt Rice, Clair Castillejos and Mildred Lewis (child care providers).
- 5) **Objective Short term:** Presence to Latinos in the community through Spanish language chaplaincy services at Loudoun Hospital 2 hours/week. Latino patients at Loudoun Hospital (approximately 35% of the patients are native Spanish speakers) and as a result more Latinos are learning about St. Gabriel's plans to start a Hispanic Ministry.  
**Long term:** Reach out to the stakeholders serving Latinos on Loudoun and members of the community through community events and programs in order to learn about the spiritual and social needs of Latinos in Leesburg and Loudoun County.  
**Who:** Short term plan (through chaplaincy): The Rev. Daniel Vélez Rivera. Longer term plan: VTS bilingual and culturally fluent seminarians, a lay or ordained bilingual and culturally fluent person.
- 6) **Objective:** Multicultural awareness and knowledge. The Vicar's experience planting a Latino worshiping community in an English-speaking congregation taught him the importance of educating the receiving and the invited communities to honor diverse cultural norms and behaviors, hospitality, and the gradual pace of integrating change. The receiving congregation will be provided tools to live into and integrate change in the church. This process has been started at St. Gabriel's through informal conversations with parishioners, and it has also been talked about with the congregation, Vestry, clergy of our mother church St. James, bishops of Virginia, and with the lay and ordained delegates of Region 13 (deanery). We have started with very small liturgical changes such as including the Lord's Prayer in English and Spanish in the weekly Sunday bulletin as well as occasionally incorporating Spanish language hymns.



**Who is involved?** The Rev. Daniel Velez Rivera, Vestry, Peter Schweitzer (Non-stipendiary music minister).

- 7) **Objective:** To create strategies for congregational growth and development the next six to twelve months to reach the English-speaking and Spanish-speaking target populations. First, the young English-speaking families that come to discern whether we are the right church for them and their families have many church options in the community. What distinguishes us more than anything else is our inclusivity (specifically of children with learning disabilities and their families and of LGBTQ people). We don't just welcome people, we integrate people who want to make St. Gabriel's their church home which allows our congregational mission of inclusivity to be an incarnation of how our members live into their personal Christian journeys. **Who?** The congregation and ordained leaders

**Objective:** To offer a Spanish language worship service. Depending on how long the Spanish-speaking immigrants have lived in this country and in the target area they want to worship in Spanish or they are English dominant and can worship in English. The Latino demographic in our target area is generally a new immigrant who is not fluent in English. Their children are "New Generation Latinos" and part of the fastest growing population in the USA who are foreign and US born, bilingual and bi-cultural, between the ages of 14 and 34. Latinos in Loudoun County continue to move here because of the work opportunities in this growing community and because of its agricultural zoning.

At St. Gabriel's we will have to serve the monolingual parents, grandparents. The bilingual children integrate easier with English-speaking peers but they still want the Latino flavor (culture) in worship, especially in music. Latino immigrants in our churches seek community and they need help to find social and community resources that will help them live in this new home environment. A bilingual multicultural church provides this environment.

**Who?** The Rev. Daniel Velez Rivera, VTS bilingual and culturally fluent seminarians, a lay or ordained bilingual and culturally fluent person.

The next steps regarding the integration of the Latino families in the next six months: vision, possibilities

- 1) Community forum led by the Rev. Anthony Guillén on multiculturalism and Hispanic Ministries and invite members of the congregation to attend Nuevo Amanecer 2014.
- 2) Invite St. Gabriel's parishioners to worship at the largest Latino Episcopal congregation in the Diocese of Virginia and one of the largest in TEC, Iglesia Santa Maria. Propose a "story sharing" forum between Santa Maria parishioners and St. Gabriel's parishioners. This is the type of event that a seminarian or a part-time outreach person would coordinate.
- 3) Funding from this grant will allow us to invite a bilingual seminarian from Virginia Theological Seminary for a two year placement to help reach out to the community stakeholders and make a St. Gabriel's presence in the comunidad (community).
- 4) Funding from this grant will allow us to hire a part-time bilingual lay or ordained outreach person that can serve as liaison between St. Gabriel's and our Latino neighbors, to meet the stakeholders in community organizations, and organize events where St. Gabriel's and our new neighbors can learn about each other. Some of the local community organizations and events include:

- a. Loudoun Free Clinic (medical services), Loudoun Cares (non-profit community resources), Loudoun Mobile Hope (services for precariously housed youth), Casa Virginia (community organizers), Virginia New Majority (community organizers).
  - b. Attend the annual Leesburg Latino Festival to meet stakeholders in the community and learn more about the Latino demographic in our community.
  - c. Ashes to Go – Ash Wednesday ministry to meet our Latino members in their environment.
- 5) Build our financial base through congregational growth and community presence in order to sustain the bilingual resources required to create the bilingual and multicultural congregation we want to be.

The next steps regarding the integration of the English-speaking families in the next six months: vision, possibilities

- 1) Offer adult formation opportunities through forums and Bible study groups
- 2) Create a new segment for St. Gabriel’s Inquirer’s Class curriculum on the theology and praxis of being a bilingual and multicultural congregation and our culture of inclusion.
- 2) Provide faith formation opportunities for children, tweens, adolescents, i.e. catechism for Holy Communion, Confirmation, Reception; worship leadership training (acolytes, ushers, readers, LEM’s, Sunday school teaching assistants).
- 3) Funding from this grant will allow us to invite a bilingual seminarian from Virginia Theological Seminary to help offer #2 and to help the parents of these children learn to be evangelizers and spokespersons for St. Gabriel’s.
- 4) Build our financial base through congregational growth and community presence in order to sustain the bilingual and multicultural congregation we want to be.

b.) Model of ministry plus description

St. Gabriel’s was launched as a parochial mission of St. James in Leesburg. We follow a traditional model of ministry where the vicar is hired full time in order to help grow this faith community into a financially self-supporting and bilingual multicultural congregation. It is important for the growth of St. Gabriel’s to have a full time priest in order to reach out to its members and keep them engaged while at the same time be in the community. Because the vicar is bilingual, St. Gabriel’s will not follow the expensive traditional model of bilingual multicultural ministry of hiring two priests, one for English speakers and one for Spanish speakers. Having a bilingual priest will allow us have one congregation worshiping in two languages and avoid the “silo” model of English and Spanish language ministry under the same roof.

The following is the objective and results for the next 6 to 12 months:

The next steps regarding the integration of the Latino families in the next six months: vision, possibilities

- 1) Community forum led by the Rev. Anthony Guillén on multiculturalism and Hispanic Ministries and invite members of the congregation to attend Nuevo Amanecer 2014.
- 2) Invite St. Gabriel’s parishioners to worship at the largest Latino Episcopal congregation in the Diocese of Virginia and one of the largest in TEC, Iglesia Santa Maria. Propose a “story sharing”

forum between Santa Maria parishioners and St. Gabriel's parishioners. This is the type of event that a seminarian or a part-time outreach person would coordinate.

- 3) Funding from this grant will allow us to invite a bilingual seminarian from Virginia Theological Seminary for a two year placement to help reach out to the community stakeholders and make a St. Gabriel's presence in the comunidad (community).
- 4) Funding from this grant will allow us to hire a part-time bilingual lay or ordained outreach person that can serve as liaison between St. Gabriel's and our Latino neighbors, to meet the stakeholders in community organizations, and organize events where St. Gabriel's and our new neighbors can learn about each other. Some of the local community organizations and events include:
  - a. Loudoun Free Clinic (medical services), Loudoun Cares (non-profit community resources), Loudoun Mobile Hope (services for precariously housed youth), Casa Virginia (community organizers), Virginia New Majority (community organizers).
  - b. Attend the annual Leesburg Latino Festival to meet stakeholders in the community and learn more about the Latino demographic in our community.
  - c. Ashes to Go – Ash Wednesday ministry to meet our Latino members in their environment.
- 5) Build our financial base through congregational growth and community presence in order to sustain the bilingual resources required to create the bilingual and multicultural congregation we want to be.

The next steps regarding the integration of the English-speaking families in the next six months: vision, possibilities

- 1) Offer adult formation opportunities through forums and Bible study groups
- 2) Create a new segment for St. Gabriel's Inquirer's Class curriculum on the theology and praxis of being a bilingual and multicultural congregation and our culture of inclusion.
- 3) Provide faith formation opportunities for children, tweens, adolescents, i.e. catechism for Holy Communion, Confirmation, Reception; worship leadership training (acolytes, ushers, readers, LEM's, Sunday school teaching assistants).
- 4) Funding from this grant will allow us to invite a bilingual seminarian from Virginia Theological Seminary to help offer #2 and to help the parents of these children learn to be evangelizers and spokespersons for St. Gabriel's.
- 5) Build our financial base through congregational growth and community presence in order to sustain the bilingual and multicultural congregation we want to be.

**Is this new ministry sponsored from an existing ministry?**

Yes

**Name of existing ministry:** St. Gabriel's Episcopal Church (note this is a congregational redevelopment)

**Is there a covenant of agreement for use of the facilities?**

Yes - we have a lease with the Belmont Ridge Middle School. We use the auditorium and various rooms and cafeteria as needed for a fee.

4.) Leadership selection

a.) Given the vision, context and ministry plan for this congregational redevelopment, check the FOUR most important leadership characteristics needed for this initiative.  
Commitment to church growth, Responsiveness to community, Fosters lay ownership of ministry, Multi-cultural ministry

Briefly describe any other unique qualifications and skills required in the mission developer for this ministry.

Charismatic, extrovert, comfortable with people of all socio-economic levels, a visionary leader who can also implement the vision, entrepreneurial and creative, leader developer, administrative and financial management, intergenerational minister, fund raiser, networker, community organizer.

**Is the search process underway through the Office of Transition Ministries?**

Already selected

**What is the name of the leader selected?**

The Rev. Daniel Velez Rivera who has been Vicar since September, 2012

**What is the leader's phone number?** C: 571-293-0070, W: 703-779-3616

**What is the leader's e-mail address?** fr.daniel@saintgabriels.net

5.) Funding the new church start/Mission Enterprise Zone Funding sources

Local parish name: St. James Episcopal Church

Local parish contact: Mr. Henry Stribling, Senior Warden of Saint James. \*Note: St. James new rector started 1/5/14 and Mr. Stribling has been the primary liaison during the vicar's tenure for the past 16 months.

Local parish contact phone: 571-238-5992

Local parish contact e-mail: hdstribling@gmail.com

Local parish pledged support amount in dollars for 1st year: \$86,000 (2014-2015).

Please attach a complete budget for the first year and show how this proposed funding will be used. Funding from St. James is restricted to the Vicars salary.

Diocese name: The Episcopal Diocese of Virginia

Diocesan staff contact: Ms. Julie Simonton

Diocesan staff contact phone: 804-622-3175

Diocesan staff contact e-mail: jsimonton@thediocese.net

Diocesan pledged support amount in dollars for 1st year: The Commission on Congregational Mission has granted financial support to St. Gabriel's since 2003 with amounts ranging from \$18,000 to \$45,000 annually. In 2013 St. Gabriel's received \$18,000 from this source, we anticipate at least the same amount in 2014 subject to vote at Diocesan Council on January 25, 2014.

Other funding entity name: St. Gabriel's Church

Three one-time unrestricted gifts totaling \$14,000 to St. Gabriel's was received in December 2013 from "friends of St. Gabriel's" who are not church members nor do they attend: 2 gifts in the amount of \$5,000 and 1 gift in the amount of \$4000.

St. Gabriel's is concluding its 2014 stewardship campaign with a goal of \$100,000. \$82,000 has been pledge to date.

Total other funding entity pledged support amount in dollars for 1st year: \$204,000

Name of diocesan contact who has agreed to act as fiscal agent: Michael Kerr

Title: Treasurer

Fiscal agent phone: 804-622-3186

Fiscal agent e-mail: mkerr@thediocese.net

What else would you like to tell us about your plans for this ministry? With God all things are possible, and there is so much possibility in Loudoun County and specifically in Leesburg to proclaim the Good news of our Lord Jesus Christ. St. Gabriel's is blessed to be the face, hands, feet and heart of Christ to people outside our church doors. What a privilege for us!

Name of Preparer: The Rev. Daniel Vélez Rivera

Date of Signature: 1/6/14

Click to select a date.

Preparer's e-mail\* fr.daniel@saintgabriels.net

Preparer's phone # 571-293-0070