



# The 191<sup>st</sup> Annual Convention of the Episcopal Church in the Diocese of Ohio

November 9-10, 2007  
Sawmill Creek Resort, Huron

## Convention Handbook

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Serving the world together as the  
risen body of Jesus Christ

Attendees to the 191<sup>st</sup> Annual Convention: Please bring at least one  
canned good with you to convention to be given to a local shelter.

### Pre-Convention Meetings

*Clergy and delegates, be prepared!*

Tuesday, October 30

6:30 - 9:00 PM

Come talk about the business of this  
year's convention. Bring your questions!

#### *Four convenient locations!*

St. James' Church, Boardman  
St. Paul's, Cleveland Heights  
Grace Church, Mansfield  
St. Michael's-in-the-Hills, Toledo



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# Schedule and Location of Events

## Friday, November 9, 2007

<b>10:00 A.M.- 5:30 P.M.</b>	<b>Children's Program</b>	Granary
<b>11:30 A.M.</b>	<b>Registration Opens</b>	Wilderness Registration Area
	<b>Convention Exhibits Open</b>	Call of the Wild
<b>12:00 NOON</b>	<b>New Delegate Orientation</b>	South Hall
<b>1:00 P.M.</b>	<b>Opening Session</b>	South Hall
	<b>Episcopal Address (early in business)</b>	
<b>4:30 P.M.</b>	<b>Convention Recess/Check-in</b>	
<b>5:00 P.M.</b>	<b>Cocktail Reception</b>	Settler's Cabin/Call of the Wild
<b>6:00 P.M.</b>	<b>Convention Banquet</b>	North Hall
<b>7:00 P.M.- 9:00 P.M.</b>	<b>Children's Program</b>	Granary

## Saturday, November 10, 2007

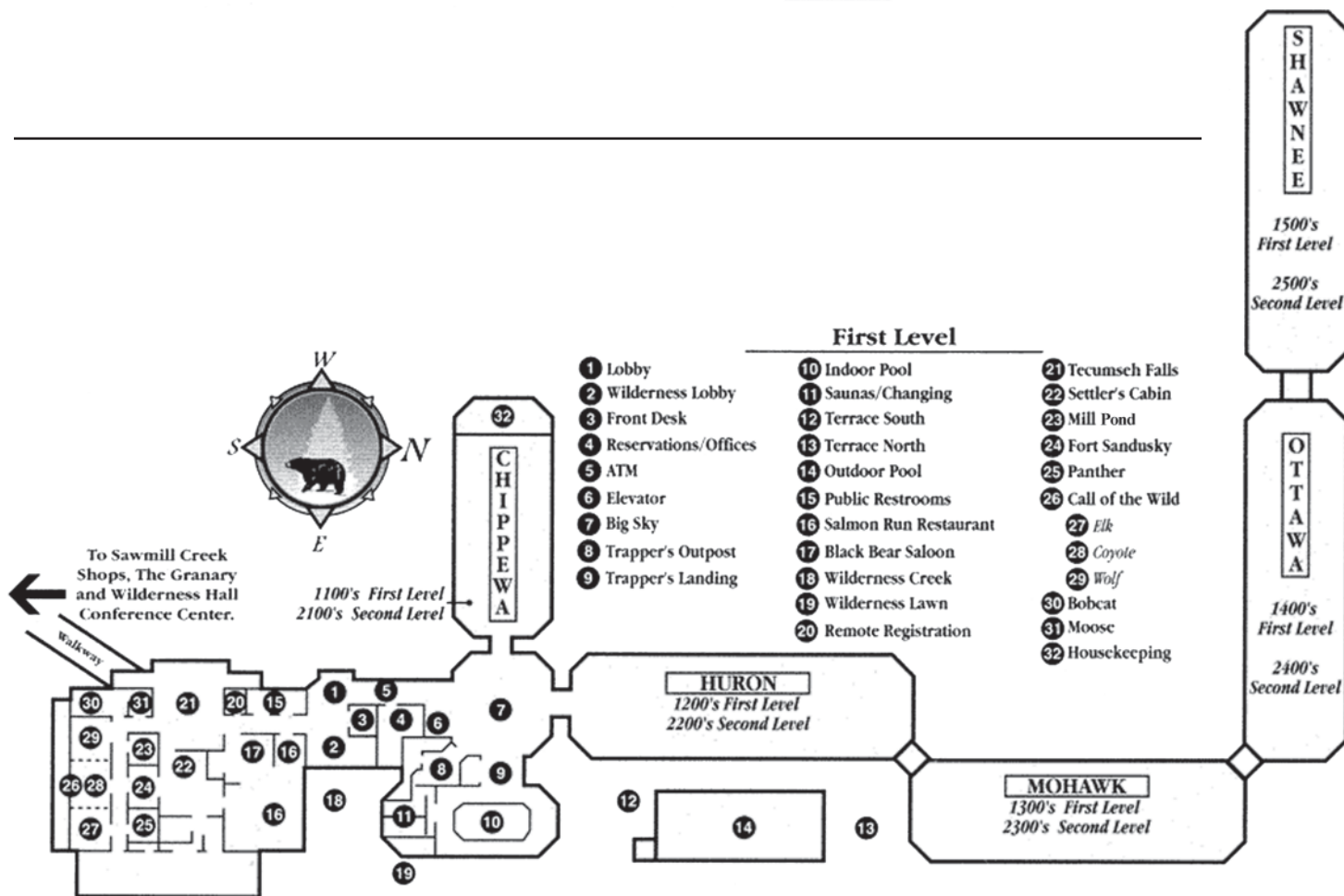
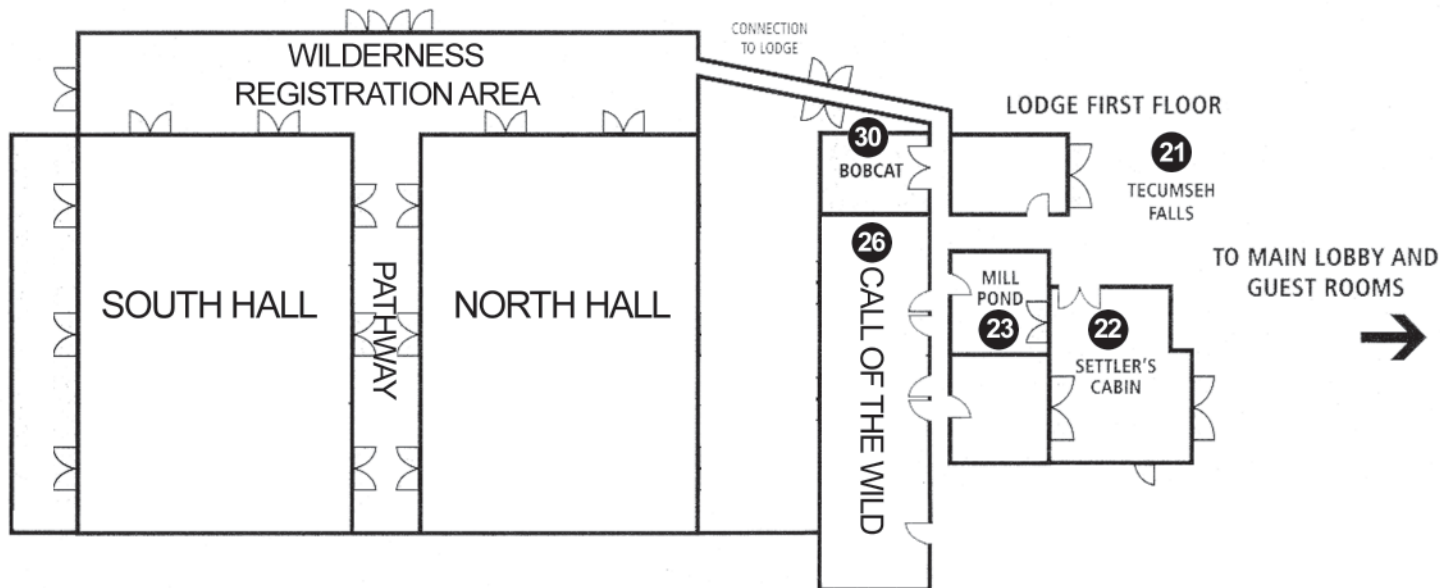
<b>7:00 A.M.</b>	<b>Registration Opens</b>	Wilderness Registration Area
	<b>Continental Breakfast</b>	Wilderness Hall Pathway
	<b>**Hotel guests must check out by 11:00 A.M. to avoid additional fees.</b>	
<b>8:00 A.M.</b>	<b>Children's Program</b>	Granary
<b>8:30 A.M.</b>	<b>Eucharist</b>	South Hall
	<b>Convention Reconvenes After Eucharist</b>	South Hall
<b>12:00 NOON</b>	<b>Lunch Recess</b>	Wilderness Hall Pathway
	(Deaneries caucusing to elect deanery representatives to Diocesan Council: Central East, North Central, Youngstown)	
	<b>Clergy Spouse/Partner Luncheon</b>	Mill Pond
<b>1:00 P.M.</b>	<b>Convention Reconvenes</b>	South Hall

# The Lodge

## OHIO'S WILDERNESS RESORT

AT SAWMILL CREEK RESORT

### WILDERNESS HALL



# General Information

## Registration

- **Registration is in the Registration Area** in the lobby of Wilderness Hall.
- **Registration opens at 11:30 A.M.** on Friday, November 9, and will remain open throughout the business sessions of Convention.
- **Lay delegates register in one area**, which will be organized by the town or city of their parish.
- **Clergy, youth representatives, and others entitled to seat and voice** register at a separate area.
- **Alternate delegates and visitors do not need to register.** Nametags will not be provided for Alternate Delegates or Visitors. Visitors and Alternate Delegates will sit in the marked section at the back of South Hall. Should an Alternate Delegate need to replace a Delegate and be seated, it will be necessary for the Alternate Delegate to go to the Registration Area in order to be certified. This may be accomplished at the appropriate registration table. If an Alternate Delegate is replacing a Delegate on Saturday, they will need to have the nametag and folder of the delegate that they will be replacing.
- **All Delegates, Clergy, Youth Representatives, and those entitled to Seat and Voice will need to bring their nametags and folders back on Saturday.** No replacements will be issued if they are misplaced or left behind.

## Ballots for the Elections

- **Delegates will be provided with enough voting ballots** for all diocesan position elections when they register.
- **Delegates must keep track of their ballots throughout the Convention**, as the ballots *cannot be replaced*.
- **If an alternate delegate needs to replace a delegate**, the delegate must also give the alternate the remaining ballots in order to vote.

## The Episcopal Address and the Convention Eucharist

- **The Episcopal Address** will be given early in convention business on Friday, November 9.
- **The Convention Eucharist** will be held on Saturday morning, November 10, at 8:30 A.M. in South Hall.

## Special Arrangements

- **Special seating arrangements may be made** for persons with disabilities by contacting Kristin Crites at Trinity Commons: [kcrites@dohio.org](mailto:kcrites@dohio.org) or 216-774-0462.

## Childcare & Children's Program

- **Childcare is available for infants to four-year-olds** during registration and when Convention is in session for young children of delegates, volunteers, and visitors at Convention, *although pre-registration is required*. Childcare is available for babies and toddlers during worship, but their presence in worship is most welcome and encouraged!
- **It's an Adventure! Ages 4-12**—During registration and while Convention is in session, children of delegates, volunteers, and visitors are invited to take part in the Children's Program. Pre-registration is required. Age-appropriate Adventure Groups will travel together, staffed by Adventure Guides, as we explore a journey in faith! The children's program will include opportunities for art, music, play, and exploration of the wilderness-themed Sawmill Creek Lodge and its amenities. Children are invited to sit with Adventure Guides or with their parents during worship. *A limited number of drop-in spaces may be available if staffing permits for those who have not pre-registered their children. Please visit the Children's Program registration to inquire about availability.*
- **Friday Evening**—Children are invited to S'mores and More after dinner on Friday evening. We'll enjoy making s'mores, campfire songs and play. Parents are welcome to enjoy this time with their children if they choose.
- **Lunch on Saturday**—Please plan to have lunch with your child on Saturday. You are welcome to enjoy lunch in the Children's Program area. If you have responsibilities during lunch on Saturday, Adventure Guides will be happy to have lunch with your child. Please let us know when you sign your child in that day.

- **To register your child(ren) for childcare or for the Children's Program** please fill out the registration form online at [www.dohio.org](http://www.dohio.org) or contact Kristin Crites by October 31, at [kcrites@dohio.org](mailto:kcrites@dohio.org) or 216-774-0462. Questions? Please contact Susan McDonald at [smcdonald@dohio.org](mailto:smcdonald@dohio.org) or 216-774-0453.

## Convention Exhibits

- **Exhibits will be on display** in the Call of the Wild hall throughout the convention.

## South Hall Access

- **The South Hall will open at 12 noon on Friday** for seating. Water, fruit, and snacks will be available during Convention, but you are encouraged to bring bottled water or additional snacks with you, as seating is tight.
- **During the business of Convention, in accordance with the Rules of Order**, no communications devices, such as cellular phones or PDAs, will be permitted.

## Literature Distribution

- **No literature of any kind may be distributed** on the floor of Convention without the approval of the Presiding Officer.
- **Literature may be displayed** on a designated table in the Exhibit Area.

## Hotel Arrangements

- **The Diocese has reserved a block of rooms** for Thursday and Friday nights, November 8 and 9, at Sawmill Creek Resort in Huron, Ohio.
- **All room reservations must be made** directly with the hotel at 1-800-SAWMILL. Ask for the group rate for the Episcopal Diocese of Ohio Annual Convention.
- **There are other hotels** in the Huron area, and delegates may seek different accommodations, if they wish.

## Parking

- **Sufficient parking is available** at Sawmill Creek Resort. Handicapped spaces are available near the entrance.

## Meals

- **On Friday, if you come early and need lunch**, there is a restaurant on the premises or there are other options near the resort.
- **Friday evening** there will be a reception and dinner. Cost is \$40, reserved through parishes by October 15.
- **Saturday morning**, there will be a continental breakfast in the Wilderness Pathway. Cost is \$11, ordered through parishes by October 15.
- **Box lunches will be provided by Sawmill Creek** on Saturday of Convention. Cost of lunch is \$15, ordered through parishes by October 15. Tickets for the pre-ordered lunches will be distributed at registration.

## For Young People Attending Convention

- **If you are a Special Youth Representative for your Parish:** You will be sitting with your Parish Delegation during Convention. You are to be on Convention Floor during the time that Convention is in session. You have voice on Convention Floor so you may speak about issues.
- **If you are a Delegate from your Parish:** You will be sitting with your Parish Delegation during Convention. You are to be on Convention Floor during the time that Convention is in session. You have voice and vote on Convention Floor.



# How the Convention Organizes for Business

## Where to Sit

- **Every parish may send three lay delegates** and one special youth representative, who has seat and voice but may not vote.
- **Delegations will sit together** in designated sections; these include voting delegates (clergy and lay) and the special youth representative.
- **Official guests of Convention** and other persons having privileges of the floor will sit in designated sections.
- **Alternate delegates and visitors** may sit in the marked area at the back of the South Hall.
- **Only persons in the Delegates' section** will be recognized for voice and/or vote.
- **Special arrangements for seating** or other needs may be made for persons with disabilities by contacting Kristin Crites at Trinity Commons: [kcrites@dobio.org](mailto:kcrites@dobio.org) or (216) 774-0462.

## Certification of Delegates

- **The canons require that all delegates** must be certified by the Secretary of Convention no later than thirty days prior to Convention.
- **Delegate certification forms were due** in the Office of the Secretary of Convention by Tuesday, October 9, 2007. Forms were mailed to parishes in June.

## New Delegate Orientation

- **An orientation session to acquaint new delegates** with the mechanics of Convention will be offered on Friday, November 9, from 12:00 NOON to 12:30 P.M. in the South Hall, led by the Rev. Gay Jennings.

## Business Sessions

- **Clergy and lay delegates sit as one house.**
- **The Presiding Officer rules** on all parliamentary matters upon the advice of the Chancellor.
- **The Convention has three legislative responsibilities:**
  1. To nominate and elect persons to diocesan offices.
  2. To vote on proposed resolutions and proposed changes to the Constitution and Canons of the Diocese.
  3. To adopt the Diocesan Program and Budget.

## Voting

- **Diocesan Office Elections:** By ballot with a majority required to elect. Election by plurality is possible on the third ballot and upon a motion to suspend the rules.
- **Resolutions and Proposed Amendments to the Constitution and Canons:** Ordinarily by voice or by a show of hands, with the exception that a vote by orders may be called for if requested by five members of the Convention. In a vote by orders, clergy and lay votes are tallied separately; a majority in each order is required for passage.



## Nominations for Diocesan Positions

***Candidates may be nominated in one of three ways:***

- By the Convention Nominating Committee.
- By persons who mail names of candidates to the Secretary of Convention.
- From the floor of Convention.

## Changes to the Constitution and Canons

- ***Changes to the Constitution require two-thirds vote*** of both orders, voting separately. If the amendment is approved by a majority of both orders, but not by two-thirds, the amendment shall be tabled and considered for final action at the next Convention. If it is then approved by a majority vote of both orders voting separately at the next Convention, the amendment shall be approved.
- ***Changes to the Canons require a majority vote for approval.*** A Convention may consider a proposed change in the Canons on one-day's notice without complying with the requirements of Title IV. Canon 3, Section 1a. and b. (*"that the proposed change be sent to the Committee on Canons no fewer than three months prior to the Convention with the Committee on Canons sending its recommendation to the Bishop and Vestries no fewer than thirty days prior to the Convention"*) provided that the Convention shall approve such consideration by a two-thirds majority vote. Such a change in the Canons requires a two-thirds majority vote.

## Convention Agenda

- ***The Convention begins with worship.***
- ***The Convention's first official act of business*** is to adopt the Rules of Order by which the delegates will abide. The first Rule of Order lists the specific agenda of the Convention.

# The Order of Business and Other Rules

## 191<sup>st</sup> Annual Convention of the Diocese of Ohio

**The Rt. Rev. Mark Hollingsworth, Jr., Bishop of Ohio**

*Presiding Officer*

**R. Thomas Green, Jr., President of the Standing Committee**

*Assistant Presiding Officer*

**Rule 1:** The following shall be the order of business:

### Friday, November 9

1. The Convention shall begin with opening worship **at 1:00 P.M. in the South Hall.**  
**(Liturgy book)**
2. **Organization of the Convention for Business.** Report by the Secretary whether a quorum is present in the clerical and lay orders.
3. **Adoption of the Rules of Order or some other:**  
Resolution extending the privileges of the floor to:
  - a) the Christian Formation for All Officer,
  - b) the Stewardship and Development Officer,
  - c) the Communications Officer,
  - d) the Finance Officer,
  - e) Assisting Bishops in the Diocese of Ohio,
  - f) non-canonically-resident clergy serving as Interim Pastor or Priest-In-Charge in a cure,
  - g) Lutheran pastors serving in Episcopal Parishes,
  - h) Bishop of Tanga,
  - i) Executive Director, Ohio Council of Churches,
  - j) the President of the Diocesan Episcopal Church Women,
  - k) lay members of the Standing Committee,
  - l) lay members of the Diocesan Council,
  - m) lay members of the Trustees,
  - n) lay Deputies and Provisional Deputies to the General Convention,
  - o) recipients of the Bishop's Medal, and
  - p) Special Youth Representatives.
4. **Report on Parish Compliance with National and Diocesan Canons:**
  - a) Payment of **pension assessments** in accordance with **Title II. Canon 10.** (*Constitution & Canons of the Diocese of Ohio*).
  - b) Payment of **diocesan assessments** for the periods prior to the current year in accordance with **Title I. Canon 13.** (*Constitution & Canons of the Diocese of Ohio*).
  - c) Report on **parish submission of a Certificate of Audit** as required by **Title I. Canon 7. Section 1f.** (*Constitution & Canons of the Episcopal Church*).
  - d) Report on parish submission of a **Parochial Report** as required by **Title I. Canon 6. Section 1.** (*Constitution & Canons of the Episcopal Church*).
5. **Appointment of Assistant Secretaries and Tellers, and Voting Judges.**

6. **The Episcopal Address.**
7. **Report of the Treasurer.**
8. **Election of the Treasurer,** to assume duties upon the close of Convention.
9. **Election of the Secretary of Convention,** to assume duties upon the close of Convention.
10. **Report of the Nominating Committee.**
  - a) Nominations shall be confined to those who, by capacity and experience, are suited for the office to which elections are to be made. The Nominating Committee will present its recommendations. Thereafter, the Secretary of Convention will place in nomination the names of those who have been nominated to office before October 25, 2007. Nominations may also be made from the floor.
  - b) The name of the parish and the city of which a nominee is a member shall be placed on the ballot.
  - c) No one who has allowed his or her name to appear as a candidate for any office may withdraw it during balloting.
  - d) **Offices to be filled:**
    1. **Trustee of the Diocese** (1 person for a 5-year term).
    2. **Standing Committee** (1 clergy and 1 lay person for 4-year terms).
    3. **Diocesan Council** (2 laity and 2 clergy for 3-year terms, 1 clergy for a 2-year unexpired term).
    4. **Episcopal Community Services Foundation Development Council** (3 laity and 1 clergy for 3-year terms).
    5. **Diocesan Judicial Panel** (2 laity and 3 clergy for 4-year terms; 1 clergy for 1-year unexpired term).
    6. **Cathedral Chapter** (1 lay person and 1 clergy for 2-year terms).
    7. **Representative to Ohio Council of Churches** (1 lay person for 2-year term).
    8. **Provincial Synod Deputy** (2 laity and 1 clergy for 3-year terms).
    9. **General Convention Deputy** (4 laity and 4 clergy for 3-year terms).
11. **First ballot,** subject to the rule that all elections shall be decided by a majority vote.
12. **First report of the Committee on Canons** concerning proposed changes to the Constitution and Canons of the Diocese of Ohio.
13. **Report of the Mission Strategy Task Force** (Part I).
14. **First Report of the Committee on Resolutions.**
15. **Report of the Commission on Global and Domestic Mission.**
16. **Address by the Rt. Rev. Philip Baji, Bishop of Tanga.**
17. **Results of the First Ballot, and Second Ballot.**
18. **Conclusion of Business** for the first day.

## **Saturday, November 10, 2007**

19. **Convention Eucharist.**
20. **Conclusion of unfinished business** from the first day, including **results of the Second Ballot, and Third Ballot,** by plurality if authorized.
21. **Mission Strategy Task Force** (Part II).
22. **Report of Diocesan Communications Committee.**

23. **Report of Lay Professional Committee.**
  24. **Introduction of Seminarians and New Clergy, and recognition of Retiring Clergy.**
  25. **Appointment of Members to the Commission on Ministry.**
  26. **Report on the Diaconate.**
  27. **Report of the Hunger and Homelessness Task Force.**
  28. **Report on Flood Assistance.**
  29. **Recess for Lunch:** Caucuses of Deaneries to elect deanery representatives to Diocesan Council during lunch. Deaneries electing council representatives during the 191st Convention shall be Central East, North Central, Youngstown.
  30. **Reports** (by title unless reading is called for by a majority of Convention).
  31. **Report from the Ohio Council of Churches.**
  32. **Report on the Diocesan Bike Ride.**
  33. **Report on Diocesan Youth Mission Trips.**
  34. **Report of the Trustees.**
  35. **Presentation by Diocesan Council of the Proposed 2008 Diocesan Program and Budget.**
  36. **Second Report of the Committee on Resolutions.**
  37. **The Disposal of Any Unfinished Business.**
  38. **Resolutions of Courtesy.**
  39. **Motion for Adjournment.**
- Rule 2:** *When the President takes the chair*, no member shall continue standing or shall afterwards stand unless to address the Chair.
- Rule 3:** *No member shall be absent* from the service of the Convention, unless he or she has leave, or be unable to attend.
- Rule 4:** *Whenever any member is about to speak* in debate, or deliver any matter to the Convention, he or she shall stand, give name and parish, and with due respect, address himself or herself in an audible voice to the President, confining himself or herself to the point in debate.
- Rule 5:** *Debate may continue* upon any Resolution for a period not to exceed ten minutes; each debater is limited to two minutes speaking time on any motion unless such time be extended by a majority of the House, which shall then determine the further time to be allowed.
- Rule 6:** *No member shall speak more than twice* in the same debate, without leave of the Convention.
- Rule 7:** *The President may, at his or her discretion or in response to a request, interrupt* the debate to give the delegates an opportunity to consult with one another on the issue currently under consideration for a period not to exceed five minutes. The time required for this exercise is not to be charged against the ten minutes allowed in Rule 5 above.
- Rule 8:** *While the President is putting any question*, the members shall continue in their seats, and not hold any private discourse. Voting shall be by voice, by show of hands, standing, or count of persons, except for elections, which shall be by ballot. A precise count may be requested by any delegate.
- Rule 9:** *Every member present shall vote.* The Secretary of Convention shall instruct the delegates as to proper voting procedure. Ballots must be cast according to the instruction of the Secretary of Convention in order to be counted as valid. The interpretation of the voting judges as to the validity of any ballot shall be final. A vote by orders must be taken upon petition by any five delegates.

- Rule 10:** *Motions shall be handled in accordance* with the appendix immediately following these rules.
- Rule 11:** *No motion shall be considered* as before the Convention unless it be seconded, and submitted in writing when required.
- Rule 12:** *A question, being once determined*, shall stand as the judgment of the Convention, and shall not again be considered during the same session; but a question, being decided, may be reconsidered with the consent of two-thirds of the members present, on a motion to that purpose by one of the majority of the first decision.
- Rule 13:** *All committees and commissions shall be* appointed by the President, unless otherwise ordered.
- Rule 14:** *The reports of all committees shall be in writing*, and shall be entered upon the minutes, unless otherwise ordered. If recommending or requiring action or expression of opinion by the Convention, they shall be accompanied by a resolution or resolutions for its consideration.
- Rule 15:** *All questions of order shall be decided by the President*, in the first instance; but any member may appeal from such decision, and on such appeal shall speak not more than once without leave of the Convention.
- Rule 16:** *No smoking shall be permitted* on the Convention floor. When the Convention is in session, no one shall use communication devices, including, but not limited to, wireless telephones, personal data assistants (PDAs), laptop computers, or pagers, while on the Convention floor, except as approved by the President.
- Rule 17:** These Rules of Order may be suspended by a vote of two-thirds of all members present.

## Motions in Order of Precedence

The following motions shall have priority in the order listed. The mover

- cannot interrupt a member who has the floor;
- must be recognized; and
- the motion must be seconded.

Motions are subject to the following further rules:

(a) ***To Adjourn or Recess***

- (1) Not debatable, if unqualified.
- (2) Not amendable.
- (3) Cannot be laid on table.
- (4) May be renewed after progress.
- (5) Majority vote.
- (6) The motion to adjourn shall always be in order, except that it shall not be offered when another member has the floor.

(b) ***To Adjourn to Time Certain***

- (1) Debatable, as to the time, for two minutes to each speaker.
- (2) Amendable as to the time.
- (3) Cannot be laid on table.
- (4) May be renewed after progress.
- (5) Majority vote.

(c) ***To Lay on Table or to Table***

- (1) Not debatable.
- (2) Not amendable.
- (3) Cannot be laid on table.
- (4) May be renewed after progress.
- (5) Majority vote.

(d) ***To Vote Immediately or at Time Certain, or to Extend Debate***

- (1) Not debatable.
- (2) Amendable, as to time, if a time specified.
- (3) Cannot be laid on table.
- (4) May be renewed after progress.
- (5) Two-thirds majority to vote.
- (6) When applied to a Substitute, covers main Question also, unless otherwise specified.
- (7) At time fixed for vote to be taken, no motion shall be in order except to adjourn.

(e) ***To Postpone to a Time Certain***

- (1) Debatable for two minutes to each speaker.
- (2) Amendable as to time.
- (3) May be laid on table.
- (4) May be renewed after progress.
- (5) Majority vote.
- (6) When applied to a Substitute, covers main Question also, unless otherwise specified.

(f) ***To Commit or Recommit to any Committee***

- (1) Debatable, except as to a Committee.
- (2) Amendable as to the Committee to which to be sent.
- (3) May be laid on table.
- (4) May be renewed after progress.
- (5) Majority vote.

(g) ***To Amend or to Substitute***

- (1) Amendments and Substitutions are debatable only when main Question is debatable.
- (2) One Amendment may be made to each independent or separable portion of a Resolution; and the right to amend extends only to one Amendment of that Amendment and to a Substitute and one Amendment thereto.
- (3) A Substitute and its Amendment may be laid on table, but cannot be otherwise voted on until original matter is perfected.
- (4) May not be renewed.
- (5) Majority vote.
- (6) Amendments and Substitutes must be germane.
- (7) Amendments and Substitutes may be withdrawn by maker, with consent of the seconder, before decision is had thereon.
- (8) If Amendment or Substitute is laid on table the effect is the same as if

it had not been offered.

- (9) Neither the Substitute nor its Amendment shall be voted on (except to lay on table) until the original matter is perfected, and when the Original Question and Substitute are both perfected, the vote comes first on the adoption of the Substitute or the Substitute as amended.
- (10) When a Substitute is pending, the motion to postpone in definitely shall not be in order; but, unless otherwise therein provided, the motions (i) to postpone to a certain time, (ii) to commit or to recommit, (iii) to take a vote immediately or at a certain time, or (iv) to extend limits of debate, shall cover both the Substitute and the main Question.
- (11) No action on an Amendment or Substitute changes the status of the original Question. The original Resolution, as so amended, then remains the Question before the House.

(h) ***To Postpone Indefinitely***

- (1) Debatable, including main Question.
- (2) Not amendable.
- (3) May be laid on table.
- (4) May not be renewed.
- (5) Majority vote.

## **Motions Without Order of Precedence**

The following motions have no order of priority, but are subject to the following rules:

(a) ***Appeal from Decision of Chair***

- (1) Must be made immediately after decision. Mover need not be recognized, but requires a second.
- (2) Debatable for two minutes by each speaker, each speaking once.
- (3) Not amendable.
- (4) May be laid on table.
- (5) Majority vote. A tie vote sustains Chair.
- (6) Cannot be renewed.

(b) ***To Take from Table***

- (1) Mover must be recognized and requires a second.
- (2) Not debatable.

- (3) Not amendable.
  - (4) Cannot be laid on table.
  - (5) Majority vote.
  - (6) May be renewed after progress.
- (c) **To Recall from Committee**
- (1) Mover may be recognized.
  - (2) Debatable.
  - (3) Amendable as to whether to be considered or placed on Calendar.
  - (4) May be laid on table.
  - (5) Two-thirds majority vote.
  - (6) May be renewed after progress.
- (d) **To Create Special Order of Day for a Particular Time**
- (1) Mover must be recognized and requires a second.
  - (2) Debatable.
  - (3) Amendable as to time.
  - (4) Cannot be laid on table.
  - (5) Two-thirds majority vote.
  - (6) May be renewed after progress.
- (e) **Call for Order of the Day**
- (1) Mover may interrupt a member who has the floor and is not required to be recognized or to have a second.
  - (2) Not debatable.
  - (3) Not amendable.
  - (4) Cannot be laid on table.
  - (5) No vote required, but two-thirds majority vote is necessary to suspend general or special order.
  - (6) May be renewed after progress.
- (f) **To Suspend the Rules or Take Up Business Out of Order**
- (1) Mover must be recognized and requires a second.
  - (2) Debatable; two minutes to each speaker.
  - (3) Not amendable.
  - (4) Cannot be laid on table.
  - (5) Two-thirds majority vote.
  - (6) Cannot be reconsidered or renewed.
- (g) **To Divide the Question**
- (1) May be made without being recognized and even though another member has the floor.
  - (2) Not debatable.
  - (3) Cannot be amended.
- (4) Cannot be laid on table.
  - (5) Majority vote, if vote required.
  - (6) Can be reconsidered.
  - (7) If the Question under debate contains several distinct propositions, which are independent of each other, at the request of any member the same shall be divided and a separate vote shall be taken, but the motion to strike out and to insert shall be indivisible.
  - (8) If the propositions relate to the same subject, and yet each part can stand alone, they may be divided only on a regular motion and vote.
- (h) **Objection to Consideration**
- (1) If objection made before debate is begun, the mover may interrupt a member who has the floor and is not required to be recognized or to have a second.
  - (2) Not debatable.
  - (3) Not amendable.
  - (4) Cannot be laid on table, but yields to all privileged motions.
  - (5) Two-thirds majority vote.
  - (6) Negative, but not affirmative, vote may be reconsidered.



# Report of the Nominating Committee

*The Nominating Committee presents to the 191<sup>st</sup> Convention* of the Diocese of Ohio the following slate of nominees.

***Respectfully submitted by the Nominating Committee:***

The Rev. Conrad Selnick, <i>Chair</i>	<i>St. Christopher's-by-the-River, Gates Mills</i>
Denise Caywood	<i>St. Philip's, Akron</i>
The Rev. Lee Domenick	<i>Church of the Ascension, Lakewood</i>
Marie Harkey	<i>Trinity, Toledo</i>
Linda Heitger	<i>St. Paul's, Canton</i>
James Miller	<i>Trinity, Findlay</i>
The Rev. Susan Russell	<i>All Saints, Parma</i>
The Rev. Alan James	<i>Staff</i>

## Nominations

### Trustee of the Diocese

*(Elect one person [clergy or lay] for a five-year term)*

- **John Shelley** *(Christ Church, Shaker Heights)*

### Standing Committee

*(Elect one clergy and one lay for four-year terms)*

#### Lay

- **Ed Metz** *(Trinity Cathedral, Cleveland)*

#### Clergy

- **The Rev. Joe Ashby** *(Grace, Mansfield)*
- **The Rev. Dr. Paul Board** *(St. Paul's, Maumee)*

### Diocesan Council

*(Elect two clergy and two laity for three-year terms, and one clergy for a two-year unexpired term)*

#### Lay

- **Charles Billow** *(St. Paul's, Akron)*
- **Priscilla Hays** *(St. John's, Youngstown)*

#### Clergy

- **The Rev. Donna Maree** *(Christ Church, Warren)*
- **The Rev. Ken Pepin** *(St. Timothy's, Perrysburg)*
- **The Rev. Daniel Schoonmaker** *(St. Hubert's, Kirtland Hills)*

### ECSF Development Council

*(Elect one clergy for a three-year term, three laity for three-year terms)*

#### Lay

- **Meredith Bowen** *(St. Paul's, Cleveland Heights)*
- **David Harmon** *(Grace, Mansfield)*
- **Eugene Stacy** *(Old Trinity, Tiffin)*

#### Clergy

- **The Rev. Joy Caires** *(Rainbow Babies & Children's Hospital, Cleveland)*
- **The Rev. Lisa Hackney** *(St. Paul's, Cleveland Heights)*
- **The Rev. Evelyn Manzella** *(St. James, Wooster)*

### Diocesan Judicial Panel

*(Elect three clergy and two laity for four-year terms, and one clergy for an unexpired one-year term)*

- **The Rev. Evelyn Manzella** *(St. James, Wooster)*

### Cathedral Chapter

*(Elect one clergy and one lay person for two-year terms)*

#### Lay

- **Carol Freund** *(Trinity, Coshocton)*

#### Clergy

- No nominations received at time of printing

### Representative to Ohio Council of Churches

*(Elect one lay person for a two-year term)*

- No nominations received at time of printing

### Provincial Synod Deputy

*(Elect one clergy and two laity for three-year terms)*

#### Lay

- **Robert Bennett** *(Harcourt Parish, Gambier)*

#### Clergy

- **The Rev. Keith Owen** *(St. Peter's, Lakewood)*
- **The Rev. Conrad Selnick** *(St. Christopher's by-the-River, Gates Mills)*

### General Convention Deputy

*(Elect four clergy and four laity for three-year terms)*

#### Lay

- **Robert Bennett** *(Harcourt Parish, Gambier)*
- **Stephen Gracey** *(St. Luke's, Cleveland)*
- **Bill Joseph** *(New Life, Uniontown)*
- **Sam McDonald** *(St. Paul's, Cleveland Heights)*
- **Ed Metz** *(Trinity Cathedral, Cleveland)*
- **Jean Parke** *(St. Luke's, Niles)*
- **Susannah Perkinson** *(Church of Our Saviour, Akron)*
- **Karen Rockwell** *(St. Timothy's, Macedonia)*
- **Rebecca Roth** *(Trinity, Toledo)*
- **Harold Schroeder** *(Christ Church, Hudson)*

#### Clergy

- **The Rev. Dr. C. Eric Funston** *(St. Paul's, Medina)*
- **The Rev. Dr. Pat Hanen** *(Bishop's Staff)*
- **The Rev. Alan James** *(Bishop's Staff)*
- **The Rev. Gay Jennings** *(St. Timothy's, Macedonia)*
- **The Very Rev. Tracey Lind** *(Trinity Cathedral, Cleveland)*
- **The Rev. Conrad Selnick** *(St. Christopher's by-the-River, Gates Mills)*
- **The Rev. Helen Svoboda-Barber** *(Harcourt Parish, Gambier)*
- **The Rev. Dr. Brian Wilbert** *(Christ Church, Oberlin)*
- **The Rev. Jeremiah Williamson** *(St. John's, Youngstown)*

### Treasurer

- **Tom Austin** *(Trinity Cathedral, Cleveland)*

### Secretary of Convention

- **The Rev. Dr. Brian K. Wilbert** *(Christ Church, Oberlin)*

# Trustee of the Diocese

## Position Description

**The Trustees are responsible for the investment management** of endowment funds of the Diocese and funds derived from parishes receiving aid or extinct parishes. The Trustees may, on request, assume investment management of other funds, including other Diocesan funds, and funds of parishes, parish organizations, and other not-for-profit organizations affiliated with the Episcopal Church, through the Joint Investment Fund, now valued at over \$35 million. They may hold title to the property of an imperiled parish as well as other diocesan property. The trustees also maintain custody of the funds for the endowment of the episcopate. There are 5 diocesan trustees. They meet quarterly and are available at other times as necessary.

## Continuing Trustees:

Michael Bickerton	<i>St. Peter's Church, Lakewood</i>
Lael Carter	<i>St. Paul's Church, Cleveland Heights</i>
The Rev. Margaret C. D'Anieri	<i>North Central Episcopal Shared Ministry</i>
The Rev. Meghan F. Froelich	<i>Church of Our Saviour, Akron</i>

**Elect one person (clergy or lay) for a five-year term:**



**John Shelley** (*Christ Church, Shaker Heights*)—Mr. Shelley is completing a five-year term as a Diocesan trustee and previously served as a trustee of the Episcopal Community Services Foundation. In his home parish, he has served as clerk of the vestry; member of the vestry; and junior and senior warden. He has also served as director, trustee, or

active volunteer for a number of charitable and nonprofit organizations, including the Child Guidance Center of Cleveland, New Life Community, and the Cleveland Institute of Music. In addition to his general experience as a trustee, Mr. Shelley is an attorney who frequently serves as an unpaid legal advisor on matters coming before the trustees. He also has significant experience in charitable fundraising and planned giving, which can be useful to the Diocese and its member parishes.

# Standing Committee

## Position Description

*The Standing Committee serves as the Bishop's Council of Advice*, and in the absence of the Bishop, is empowered to assume ecclesiastical authority within the diocese should there be no Bishop Coadjutor or Bishop Suffragan. All petitions to sell or encumber property must be approved by the Standing Committee. The Standing Committee may, from time to time, exercise a role in disciplinary proceedings related to ordained persons under the provisions of Title IV of the national Canons. The Standing Committee consents to the ordination of deacons and priests in the diocese and also consents to the election of bishops in the several dioceses of The Episcopal Church. Whenever the election of a Bishop is required in this diocese, the Standing Committee establishes the process for the nomination and election of such Bishop. There are 4 clerical and 4 lay members of the Standing Committee. Meetings are held on the third Monday morning of each month except during July and August.

### Continuing Members of the Standing Committee:

#### Laity

Robert Bennett	<i>Harcourt Parish, Gambier</i>
Lois Maio	<i>New Life Episcopal Church, Uniontown</i>
Celia C. Smart	<i>St. James's Church, Wooster</i>

#### Clergy

The Rev. Marie Phillips	<i>Church of the Epiphany, Euclid</i>
The Rev. A. Bradford Purdom, III	<i>Church of the Good Shepherd, Lyndhurst</i>
The Rev. Margaret Holt Sammons	<i>St. Michael's-in-the-Hills, Toledo</i>

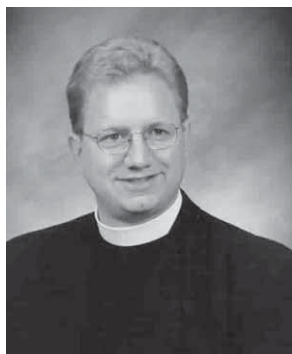
*Elect one clergy and one lay for four-year terms:*

## Clergy



**The Rev. Joe Ashby** (*Grace, Mansfield*)—I served parishes in Kentucky, Arkansas and Michigan before coming to Grace, Mansfield, in September 2006. I have served in numerous capacities including Christian Education Commissions in three dioceses (chair in one), Stewardship Commission in two dioceses (chair in one), Evangelism Commission, Anti-Racism Team, and Executive Council member.

I also have served on the Boards of numerous church outreach agencies and community boards. Currently I am a member of the Church Development Commission. I bring a wide experience of the Church and parish ministry to this position along with a deep commitment to justice and social issues. In regards to the issues facing the Church today, I try to look at the big picture and ask what are the ramifications of the decisions and actions we take today for future debate and issues in the Church.



**The Rev. Dr. J. Paul Board** (*St. Paul's, Maumee*)—I have served in the Diocese of Ohio for 12 years. During this time I have been a member of the Commission on Ministry, the Diocesan Council, the Episcopal Search Committee for Diocesan Bishop, and the Shared and Strategic Ministry Committee. In my local community, I am the chaplain to the Maumee Fire

Department, board member (past president) of the Substance Abuse Intervention League, and rector of St. Paul's Church. My recent doctor of ministry degree in congregational development has brought me to a new awareness in the church's mission. Put simply, the church does not have a mission. Rather, the church is God's mission and the local community is the mission field. For this reason, my work in diocesan ministries is oriented towards mission as it benefits and supports the local congregation.

## Laity



**Ed Metz** (*Trinity Cathedral, Cleveland*)—I am the Head Verger of Trinity Cathedral with 4 other vergers working under my direction. I also mentor 3 others who have expressed an interest in becoming vergers. I serve on a regular basis at Diocesan functions as verger and part of the liturgical planning committee. I have led workshops for vergers, acolytes, and Eucharistic Ministers throughout the diocese.

My commitment to liturgy is unequalled and I work extremely well with all clergy and laypersons in the planning and execution of services. I would bring to this position my liturgical knowledge and dedication to our church, as well as 35 years of business experience. I have been a faithful member of all the varied committees that I have been on and have quickly learned what is expected. My vast administrative knowledge makes me an exceptional leader who works with compassion and integrity.

# Diocesan Council

## Position Description

**The Diocesan Council is responsible for the development, implementation, and oversight** of the diocesan program and budget. Between diocesan Conventions, the Council functions much like the “vestry” of the diocese, establishing policies and programs for congregational management in the form of business policies and practices. The Council screens and acts on all requests for capital funding and grants. The Diocesan Council is also responsible for the initiation and development of new work between sessions of the Annual Convention. Council members may be asked to serve on an additional diocesan commission or committee. Meetings of Council are held on the third Thursday afternoon seven times each year.

### Continuing Members of Diocesan Council:

#### Laity

Lyn Baker	<i>Grace Church, Mansfield</i>
Ned K. Brooks	<i>St. James Church, Wooster</i>
Linda Heitger	<i>St. Paul's Church, Canton</i>
Catherine Huber	<i>St. Andrew's Church, Toledo</i>
Lee Irving	<i>Christ Church, Hudson</i>
Donald R. Meyers	<i>Trinity Cathedral, Cleveland</i>
Laura Nielsen	<i>St. James Church, Painesville</i>
Sandy Rockwell	<i>St. Timothy's Church, Massillon</i>

Mary Jane White	<i>St. Thomas' Church, Berea</i>
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#### Clergy

The Rev. John M. Atkins	<i>St. Patrick's, Brunswick</i>
The Rev. Dena Cleaver-Bartholomew	<i>St. Paul's Church, Akron</i>
The Rev. W. Lee Domenick, Jr.	<i>Church of the Ascension, Lkwd.</i>
The Rev. Gretchen H. Green	<i>Christ Church, Hudson</i>
The Rev. Kelly A. O'Connell	<i>St. Mark's Church, Toledo</i>
The Rev. Christine E. Schutz	<i>Trinity Church, Findlay</i>

**Elect two clergy for three-year terms, one clergy for a two-year, unexpired term, and two laity for three-year terms:**

#### Laity



**Charles Billow** (*St. Paul's, Akron*)—Charles “Chip” Billow is a former senior warden of St. Paul's vestry and the chair of the search committee for our recent rector. He was appointed to the Mission Strategy Task Force of Diocesan Council but had to resign due to responsibilities with the search process. He is also a student in the

Education for Ministry program. Chip is president of a family-run funeral home business and has had leadership positions in Akron's business, banking and service industry. He is interested in contributing his talents to the greater church.



**Priscilla Hays** (*St. John's, Youngstown*)—Priscilla Hays is a member of St. John's, Youngstown, where she serves as Christian Education Director, responsible for the Church School, Youth Group, Vacation Bible School, newsletter and hospitality. Community ministry includes Interfaith Home Maintenance (board Vice-President),

Interdenominational Youth Coalition and Continuum of Caring. Priscilla is actively involved in St. John's and in Youngstown, particularly with children and youth. She gives herself wholeheartedly to whatever she undertakes. Her previous service on Diocesan Council gives her an understanding of Council's purpose and workings.



## Nominations

### Clergy



**The Rev. Donna Maree** (*Christ Church, Warren*)—Donna is the rector of Christ Church, Warren. A graduate of Episcopal Divinity School, she has served as Youth Missioner at Indian Hill Episcopal Presbyterian Church and at Trinity, Buffalo, bringing new members into that urban church. She is a board member of the YWCA. Donna's en-

ergy and commitment to spread the Good News of Jesus and to work for racial and social justice in the church and beyond make her an excellent candidate for Diocesan Council.



**The Rev. Ken Pepin** (*St. Timothy's, Perrysburg*)—My ministry experience covers over 20 years of service in parish, mission and retreat type settings. Over this time my opportunities were rather eclectic. Serving in youth ministry, retreat work, inner city ministry, interfaith rural ministry, pastor of a parish for 8 years as a Roman Catholic priest,

serving in the mission of Argentina and Bolivia; in Charlottesville, VA, worked as a social worker with teenage foster kids and child protective services, mentored families in efforts to break the bonds of poverty, served as Episcopal priest in ministry to Mexican crab workers, parish ministry in Alabama, and presently as rector of St. Timothy's in Perrysburg. A wealth of ministerial experience. A lived knowledge of mission and the struggle of doing ministry with little resources at hand. Caring, compassionate and concerned, with a dash of humor.



**The Rev. Daniel Schoonmaker** (*St. Hubert's, Kirtland Hills*)—Dan came to the diocese in 1998; interim at St. Paul's, East Cleveland, rector of St. Hubert's, Kirtland Hills, since 2000. Dan served the Board of Governors then the Development Council of ECSF, including as chair. Other diocesan service: Jubilee Of-

ficer, convener of several clergy discernment committees, Personnel Committee, Clergy Continuing Education Committee, Stewardship Council, and on taskforce assessing the West Side Shared Ministry and the Committee for Congregational Development. Dan holds an M.B.A. The work of Diocesan Council reflects the day-to-day theology of how we as a community allocate our gifts of time, talent, treasure more effectively, faithfully. He offers Diocesan Council more than 20 years of experience in non-profit management and board service. The intertwining of training in business and theology has proven a solid background for effective ministry in the Church. The Diocese is a vital hallmark for all of us as Episcopalians.

# Episcopal Community Services Foundation Development Council

## Position Description

**The ECSF Development Council serves actively** in ECSF fundraising, allocations, and strategic planning. It sets policies, criteria, and guidelines for the consistent allocation of grant funds. The council oversees the annual campaign and distributes the resulting funds, along with money from the Diocesan Trustees, as grants to worthy recipients. The Development Council meets an average of six times each year, in addition to grant team meetings.

### Continuing Members of the ECSF Development Council:

Lydia Bailey	<i>Trinity Cathedral, Cleveland</i>
Mary Ann Caston	<i>Trinity Cathedral, Cleveland</i>
The Rev. Carol S. Evans	<i>Grace Church, Ravenna</i>
Frank Harvey	<i>St. Paul's Church, Akron</i>
The Rev. G. Kelly Marshall	<i>New Song Shared Ministry</i>
Ann McConnell	<i>St. Hubert's, Kirtland Hills</i>
Suzanne Palmer	<i>St. Timothy's, Macedonia</i>

Kenneth Robinson, III	<i>St. Paul's Church, Maumee</i>
The Rev. T. Conrad Selnick	<i>St. Christopher's-by-the-River, Gates Mills</i>
Lori Webster Skinner	<i>St. Luke's Church, Cleveland</i>
Janet Smart	<i>St. Andrew's Church, Canfield</i>
Vicky Tornes	<i>St. Paul's Church, Marion</i>
The Rev. Kurt Wiesner	<i>Trinity Cathedral, Cleveland</i>

**Elect three laity for three-year terms, one clergy for three-year term:**

## Laity



**Meredith Bowen** (*St. Paul's, Cleveland Heights*)—I have participated on the Global and Domestic Mission Commission since its inception and led the Youth Stewardship Committee at St. Paul's for over a year, organizing weekly meetings, offerings, and events. I recently traveled to Kogwe, Tanzania, with Sophie Hollingsworth in order to visit Bishop

Baji and the Diocese of Tanga. I spoke at the Diocesan Convention last year on my experience at an orphanage in Tanzania. My father was the director of the Salvation Army for greater Cleveland for 10 years during my childhood. I spent my weekends at soup kitchens and shelters. This opportunity afforded me a wonderful perspective on the needs of the city of Cleveland, and I would bring that experience and perspective to this Council. My passion for Africa is only outdone by my passion for the city of Cleveland and the ways in which we as Clevelanders can help to make it better.



**David Harmon** (*Grace, Mansfield*)—David currently serves as a vestry member, Lay Eucharistic Minister, and Food Pantry board member at Grace Church. His wife, Virginia, is director of the Food Pantry. David also serves on numerous committee boards including the Renaissance Center for Performing Arts. He previously served as a

vestry member in other parishes and as a member of the Finance Committee for the Diocese of Southern Ohio. He works in the Express Loans Service Division of CIT Group. David brings both a passion for mission and justice and a wealth of business and financial services experience. He is insightful and direct and understands the reality of mission work. He is an effective planner and dependable worker.



## Nominations



**Eugene Stacy** (*Old Trinity, Tiffin*)—I work for ODOT as a realty specialist. I have been an Old Trinity member since my 8th year, starting as a choirboy; 18 years as treasurer, on the vestry several times. I was senior warden during the last transition of rectors, when we created the shared ministry with Trinity, Fostoria. I was on the search

committee for the Diocesan Missioner and have served on the Mission Committee, Congregational Development, Diocesan Council and ECSF. I reside in the western part of the Diocese and have been involved with several of the small parishes in this region. The strengths and needs of these parishes and this region are near and dear to me. I have experience with the ECSF and would like to serve my own complete term to solidify this experience. I have always felt strongly about the work of the ECSF and have for several years made memorials through ECSF.

## Clergy



**The Rev. Joy Caires** (*Rainbow Babies & Children's Hospital, Cleveland*)—I am a recently ordained priest currently serving as the pediatric chaplain at Rainbow Babies and Children's Hospital. My ministry has consistently included the creation and implementation of new programming in a variety of settings—pastoral-sized parish, shared

ministry, and hospital. I am well familiar with the work involved in creating, funding and running programs and have experience with a variety of grant-making bodies, including ECSF, in implementing programming in parishes and institutions. I would bring a passion for innovative program design, a commitment to the outreach of our church into the world on all levels (local, national and international), and a strong awareness of what the human benefit to a well-placed dollar can be. I have experience in diversity training, pluralism, grant writing and a strong interest in promoting grass roots projects.



**The Rev. Lisa Hackney** (*St. Paul's, Cleveland Heights*)—I serve as associate rector at St. Paul's, Cleveland Heights, where my primary responsibility is for the coordination and development of outreach ministries. I serve among a faith community that prioritizes 'apostleship' (the ways in which God sends us out into the world) as a key dimension

of our Christian identity and practice. I currently sit on the board of InterAct Cleveland; prior service includes Diocese of Ohio Mission Strategy Taskforce and leadership positions in my former diocese (Chicago). If elected, I will bring my passion for building the identity of the Episcopal Church as a vibrant bearer of the message of God's care for those in need. I would value learning about the ways in which this is already taking place in our diocese, both in our parishes and in the agencies we support, and doing what I can to strengthen this body in its charge.



**The Rev. Evelyn Manzella** (*St. James, Wooster*)—I have served as rector of St. James, Wooster, for the last nine and a half years. In the diocese, I have served on the ECSF Development Council, Mission Strategy Task Force, the Commission on Ministry, Fresh Start, Nominating Committee, and various other convention committees. I

serve on the board of the Viola Startzman Free Clinic in Wooster. I would like to continue on the ECSF Council. I am committed to the mission and work of ECSF and I would work for its growth and breadth of involvement in our Diocese.

## Diocesan Judicial Panel

### Position Description

**The Diocesan Judicial Panel** is the pool of individuals from which members of an Ecclesiastical Trial Court are drawn in the event that the Diocese has an Ecclesiastical Trial. The Judicial Panel is comprised of five clergy and four lay members.

### Continuing Members of the Judicial Panel:

The Rev. Gayle L. Catinella    *St. Thomas, Berea*  
 Ute Vilfroy    *Trinity Cathedral, Cleveland*  
 William F.B. Vodrey    *St. Paul's, Cleveland Heights*

**Elect three clergy (ordained at least 5 years) and two laity for four-year terms, and one clergy (ordained at least 5 years) for an unexpired one-year term:**



**The Rev. Evelyn Manzella** (*St. James, Wooster*)—I have served as rector of St. James, Wooster, for the last nine and a half years. In the diocese, I have served on the ECSF Development Council, Mission Strategy Task Force, the Commission on Ministry, Fresh Start, Nominating Committee, and various other convention committees. I serve on the board of the Viola Startzman Free Clinic in Wooster. I was a member of the Judicial Panel in my former diocese. I bring with me a dedication to the health and order of the Church.

## Cathedral Chapter

### Position Description

**The Cathedral Chapter** which meets at least once a year, serves as the council of advice to the Cathedral. In addition to the clergy and lay persons elected by Convention, the Chapter also includes the Bishop, the Dean, the residentiary canons, the Chancellor, the chair of the Cathedral Trustees, the Cathedral's senior and junior wardens, the clerk and treasurer of the Cathedral vestry, two members of the Diocese appointed by the Bishop, and two persons from the Greater Cleveland community appointed by the Dean in consultation with the Bishop.

**Elect one clergy and one lay person for two-year terms:**



**Carol Freund** (*Trinity, Coshocton*)—Carol is an interim consultant working with congregations in transition. She is a lector and chalice bearer. During the years when she was a member of Trinity Cathedral, she served on the vestry and as a chalice bearer. Active in the community and the diocese for many years, her responsibilities have included a variety of committees and commissions including Diocesan Council, deputy to General Convention, Standing Committee, and the Transition Committee. Carol brings a broad perspective of knowledge and experience of the Church and the world to the Cathedral Chapter.

## Representative to Ohio Council of Churches

### Position Description

**The Ohio Council of Churches** is a partnership of twenty-seven Christian faith bodies working together in service to God. Its seventeen denominations encompass some six thousand congregations and more than three million members. The General Assembly is composed of members from the judicatories and meets in Columbus three times a year in February, May, and October.

**Elect one lay person for two-year term:**

### Laity

No nominations received at time of printing.

# Provincial Synod Deputy

## Position Description

**The Diocese of Ohio is one of 15 dioceses that constitute Province V of the Episcopal Church.** Representatives from each diocese are required by national canon to meet regularly to consider subjects referred to the Synod by General Convention, provide program, budget, and administration for the province, and elect representatives to the Executive Council of the Episcopal Church. Clergy and lay members elected to this position serve at any Provincial Synod held at least once during the triennium, at a time in the same year of, but prior to, General Convention.

**Elect one clergy and two laity for three-year terms:**

## Laity



**Robert Bennett** (*Harcourt Parish, Gambier*)—A retired Classics Professor, Kenyon (Ph.D., Yale), my ministry experiences include Standing Committee member, Registrar-Kenyon 2007 Conference, Integrity Midwest Vice-President, EFM diocesan co-coordinator and mentor, former parish senior warden, treasurer and 55 years church choirs. I volunteer with Hospice, Humane

Society, drive patients to hospitals, perform in Community Theater, and am a board member of Ohio Religious Coalition for Reproductive Choice. As a cradle Episcopalian, I would bring new blood, energy, faith, and experience. I worked the Integrity Booth at the 2003 General Convention, have been active in seven Ohio parishes, and know the diocese well. A seminary graduate (Trinity Lutheran, Columbus) in 1986, I am a team player.

## Clergy



**The Rev. Keith Owen** (*St. Peter's, Lakewood*)—The Rev. Keith Owen has served as rector of Saint Peter's, Lakewood, since August 2004. Prior to that he served parishes in Albany, New York (10 years), and Newport News, Virginia (6 years). In our Diocese, he serves on Diocesan Council and its Finance Committee, as an Examining Chaplain, as a senior high camp chaplain at Cedar

Hills, and as a spiritual director for youth "Happening" weekends. In the wider church, he serves as executive secretary for the North American Regional Committee of Saint George's College, Jerusalem. Keith is interested in serving on Provincial Synod as a way to reflect with others upon how we can support thriving churches in this economically struggling part of the country. Province V, once the economic engine of the nation, now the "rust belt," is hurting. How can our churches promote hope and healing in Jesus' name?



**The Rev. Conrad Selnick** (*St. Christopher's by-the-River, Gates Mills*)—I have served as General Convention Provisional Deputy, on Diocesan Council, ECS, Congregational Development, Personnel Committee, Eucharistic Minister trainer. I have been in this diocese for 17 years – rector in two congregations, interim rector in another. I have concentrated education in

organizational development and counseling. I consult throughout the Church, mostly as an interim consultant for parishes, and for dioceses seeking bishops. I have worked with many parishes in this diocese. My interim consulting work has taken me to the regional and national level of the Church. As an Episcopal Election Consultant, I get a broad perspective on the Church. Over almost two decades here, I have gotten to know this diocese. We experience Church in the congregation, but the ties, accountabilities, and shared perspectives we have in the broader Church need good stewardship, and a lively faith. The Provincial Synod is a useful link in that.



# General Convention Deputy

## Position Description

**Clergy and lay members elected to this position serve as deputies from the Diocese of Ohio** to the General Convention of the Episcopal Church in 2009 and any Special General Convention between their election and the election of their successors. At Convention, the deputies consider amendments to the church's constitution and canons, resolutions on ecclesiastical matters and social issues, adopt a budget for the ministry of the Episcopal Church, and elect people to various national offices.

**Elect four clergy and four laity for three-year terms (General Convention 2009):**

## Laity



**Robert Bennett** (*Harcourt Parish, Gambier*)—A retired Classics Professor, Kenyon (Ph.D., Yale), my ministry experiences include Standing Committee member, Registrar-Kenyon 2007 Conference, Integrity Midwest Vice-President, EFM diocesan co-coordinator and mentor, former parish senior warden, treasurer and 55 years in church choirs. I volunteer with Hospice, Humane

Society, drive patients to hospitals, perform in Community Theater, and am a board member of Ohio Religious Coalition for Reproductive Choice. As a cradle Episcopalian, I would bring new blood, energy, faith, and experience. I worked the Integrity Booth at the 2003 General Convention, have been active in seven Ohio parishes, and know the diocese well. A seminary graduate (Trinity Lutheran, Columbus) in 1986, I am a team player.



**Stephen Gracey** (*St. Luke's, Cleveland*)—I've been a member of the Episcopal Church for ten years, serving on vestry, the shared ministry governing board, the diocesan staff, and as a deputy to the 2006 General Convention. My prior experience as deputy, my six years of diocesan staff service, and my experiences in building urban ministry on Cleveland's West Side give me a broad

perspective on the issues facing the Church at the parish, diocesan, national, and international levels. I have also sponsored legislation that was adopted by General Convention, and so I have experience in navigating the process successfully. I continue to feel passionately about the issues of technology, justice, and the democratic gifts the Episcopal Church has to offer the world; I would continue to strive for them at the 2009 General Convention.

**Bill Joseph** (*New Life, Uniontown*)—Bill Joseph is a member of New Life Church, Uniontown. At the diocesan level, he's cur-



rently finishing terms on Diocesan Council, its Executive Committee, and ECSF Development Council, serves on the Committee for Global and Domestic Mission, is chair of the newly formed Technology Committee and sits on the Sacred Path Advisory Board. At the parish level, he's served multiple terms on vestry and on various committees, been a delegate to Diocesan Convention, and has taught Confirmation Class. A full-time stay-at-home dad to four kids, and part-time website designer/consultant, Bill is concerned for the future of the Episcopal Church, and for its continuing commitment to diversity and inclusion. He is also passionate about passing on these core values to our children through the church. He will take seriously the task of assisting in discerning God's will for our church's future.



**Sam McDonald** (*St. Paul's, Cleveland Heights*)—Sam McDonald has staffed Youth and Young Adult Ministries full-time for 11 years, at St. Martin's, Chagrin Falls, and now St. Paul's, Cleveland Heights. He has served on diocesan Program and Budget, College Work, Ministry with Young People, Lay Professionals, and Resolutions; as Deputy to General Convention 2003, 2006

(member of Education Committee for 2006); leadership in Provincial, National Gatherings, and Consortium of Endowed Episcopal Parishes; serves on the Forward Movement Board (spearheading their new Young Adult Initiative). Sam brings a wealth of experience of church polity mixed with connection with today's youth and young adults. He approaches ministry with an emphasis on building relationships. Sam's faith, hope and enthusiasm are contagious. He is a collaborator, willing to go the extra mile to include everyone at the table without compromising himself. He is not afraid of disagreement, new ideas or hard work. He has been a bridge-builder at previous Diocesan and General Conventions.

## Nominations



**Ed Metz** (*Trinity Cathedral, Cleveland*)—I was an alternate deputy to the 2006 General Convention gaining experience in the polity of our church. I have also served as a delegate and alternate from Trinity Cathedral at several Diocesan Conventions. I have twice been a deputy to the Provincial Synod, which has given me exposure to the workings of the wider church. I would bring

to this position my experience and knowledge from being involved with the workings of our church and my dedication to its goals and mission. I would also bring 35 years of business experience as a senior executive involved with people and policy management.



**Jean Parke** (*St. Luke's, Niles*)—Jean has been a faithful member of St. Luke's, Niles, for 58 years. Currently, she is Senior Warden and serves on the Outreach Committees, is Eucharistic Minister and Visitor, member of Youngstown ECW Board, member of the Youngstown Deanery Core Committee, serving as Liaison to the Diocesan Council. Jean has served in the past as Clerk of Vestry,

Treasurer of St. Margaret's Guild, has attended several Diocesan Conventions, Triennial twice, and served as a volunteer at General Convention, Detroit, Michigan. Jean is keeping the Episcopal community alive and in the forefront of her many tasks. She serves as secretary to Niles Interfaith Banquet Committee, volunteers during the Niles Community Services Christmas Baskets for the needy, is director of the show "Seniors on Parade", sang in the Niles Bicentennial Chorus, and this spring received an award for Niles Theatrical Shows by SCOPE of Trumbull County.



**Susannah Perkinson** (*Church of Our Saviour, Akron*)—General Convention Deputy 2003 and 2006; member of Committee on the Diaconate; BACAM evaluator for the diocesan ordination process; past president of The Standing Committee, and member of the Commission on Ministry. I believe the Episcopal Church, our way of being in community, our way of organizing ourselves, and respond-

ing to God's call to work for peace and justice is a great gift to us and to the greater Anglican Communion. I would be honored to serve again as a deputy to General Convention.



**Karen Rockwell** (*St. Timothy's, Macedonia*)—The strength of the Episcopal Church, Anglican Communion lies in our gift, "big tent" church – value of scripture and creed, moving as part of society. "Words must be taken according to the matter whereof they are uttered" (Richard Hooker). We balance history with a reasoned approach to present and future – and to our

duty to viability for "this fragile earth, our island home." I have experience as a volunteer in parishes large and small, urban and suburban. A full time volunteer in the office of the General Secretariat Office for General Convention in 2006, I want to become a delegate to General Convention to combine a love of history and of the Episcopal Church while working to ensure that the ECUSA continues to be a vital, vibrant and inclusive home for all. A cradle Episcopalian, I have been an active member of each of the parishes to which I have belonged.



**Rebecca Roth** (*Trinity, Toledo*)—Trinity, Toledo, constantly offers me ministry opportunities. I have been on vestry for five years and senior warden for four. I am a worship leader and lector, and I bake bread for our Sunday Eucharists monthly. I've served on several deanery vocations committees for those exploring a vocation to ordained ministry.

I support our ministry partners

including Feed Your Neighbor, Partners in Education, Equality Toledo's Safe Schools Project, and the Juvenile Detention Center. My skills are from elementary school – I arrive on time, work hard, do my homework, treat others fairly, and tell the truth. My gifts are a deep sense of curiosity and a reasonable facility with language. I am passionate about a faith community that is inclusive, creative, loving, and focused on the world outside our walls. I know that no matter how progressive I am, I will always be far more conservative than Christ.



**Harold Schroeder** (*Christ Church, Hudson*)—Harold Schroeder, Ph.D., Professor Emeritus of Psychology at Kent State University, was Associate Director of its Clinical Psychology Ph.D. program and currently is on the medical staff of St. Vincent's Hospital, Cleveland. He served Christ Church, Hudson, as senior warden and as teacher of numerous adult education courses. At the



diocese, he has served on Commission on Ministry, BACAM, Diocesan Council, Congregational Development Commission, Diocesan Judicial Panel, and ad hoc committees appointed by our Bishop. Dr. Schroeder gained experience with the issues of the national church as a Provisional Deputy to the General Convention in Columbus, which gives him a head start on the complex problems we will face in Anaheim. He hopes to represent the entire breadth of the diocese rather than a single issue or interest group. His membership on boards of ecumenical organizations, which face similar challenges to those of our Episcopal Church, lends him a broad perspective.

## Clergy



**The Rev. Dr. C. Eric Funston** (*St. Paul's, Medina*)—Eric has served the Church in a variety of positions (in addition to being rector of St. Paul's, Medina, and previously St. Francis, Stilwell, Kansas and associate rector of Christ Church, Las Vegas, Nevada) including: Diocese of Nevada – Diocesan Council, Trustee of Camp and Conference Center, Chancellor, Delegate to General

Convention; Diocese of Kansas – Diocesan Council, Convener of Clergy Wellness Task Force, Constitution and Canons, Ecclesiastical Court, Commission on Liturgy and Music, Commission on Ministry, Alternate Delegate to General Convention; and Diocese of Ohio – Diocesan Council, Convener of Consecration Liturgical Space Committee (for consecration of Bishop Hollingsworth), convener of Camping & Conference Center Ministry Task Force, Judicial Panel, Commission on Liturgy and Music, Commission on Congregational Development, Commission on Grants and Loans, Communications Commission, General Convention Volunteer, and Fresh Start mentor. He brings legal and business acumen, and a widespread familiarity with the church and its governance processes.



**The Rev. Dr. Pat Hanen** (*Bishop's Staff*)—For the last thirteen years it has been my privilege to serve the congregations of the Diocese of Ohio as a member of the Bishop's staff. I have tried to listen carefully, and to help parishes see new possibilities and plan for health and growth. As your Deputy to General Convention in 2003 and 2006, I

have expressed the convictions of our diocese in the committee work, hearings, and floor debates of our national assembly. Both before and after those Conventions, I have helped our congregations examine and discuss the issues considered and the actions taken. I would continue to bring to this position my long love for The Episcopal Church's intelligent

openness to Jesus Christ risen in the power of the Spirit, my care and hope for our congregations, my experience as a deputy, my sense of humor, and my honest hard work.



**The Rev. Alan James** (*Bishop's Staff*)—My ministry experience has included nine years as a parish priest and two years as Executive Officer. My diocesan activities have included Commission on Ministry, spiritual director for several diocesan youth events, Order of St. Luke healing ministry, Vocations Discernment Committee, convener of the diocesan Mission Strategy Task

Force, staff liaison to Diocesan Council, Standing Committee, Personnel Committee and deanery deans. One of my primary interests throughout my ministry has been developing collaborative relationships. A broad perspective of the church is one of the main things I would bring to this position. Initially formed by my parish experience, I now travel to different parishes across the diocese and serve with many people from those congregations. Working with the Mission Strategy Task Force has added to my understanding of our common identity and obstacles, as well as the gifts and challenges that make us unique.



**The Rev. Gay Jennings** (*St. Timothy's, Macedonia*)—I am the Associate Director of CREDO working to enhance the wellness of clergy and lay employees. I served this diocese as Canon to the Ordinary for 17 years and at St. Peter's, Lakewood, for 6 years. A six-time deputy to General Convention, I have chaired two legislative committees, Canons and Communications. I am

a member of the Executive Council for the Episcopal Church, Standing Commission on Structure, and a consultant for diocesan election processes. I would bring my commitment to the Risen Lord, our Savior and Redeemer – whom I love and serve; my love for the Diocese of Ohio and The Episcopal Church along with deep appreciation for the privilege and opportunity to serve; unending hopefulness about the many gifts the Episcopal Church has to share – with one other and the world; my appreciation for and knowledge of canons, polity and structure; my pledge to serve with integrity, energy, and faithfulness.

**The Very Rev. Tracey Lind** (*Trinity Cathedral, Cleveland*)—I have been ordained 20 years and have worked in urban and suburban congregations in the Diocese of New York, Newark, and Ohio. I have been the Dean of Trinity Cathedral since 2000. Over the past two decades, I have served in a variety of church

## Nominations



leadership capacities. Currently, I am a member of the Commission on Ministry, the Sacred Path Advisory Board, and The Episcopal Church Publishing Company. I also volunteer on a variety of inter-faith and civic boards in Greater Cleveland. I was a deputy to the 1997 General Convention from Newark where I served on the Prayer Book, Liturgy and Music Committee. I was elected

a deputy from Newark to the 2000 GC. However, I relinquished my seat when I came to Trinity and attended as a Legislative Aid for the Ministry Committee. I also attended GC 2003 and GC 2006 as a visitor and volunteer. I now would like to offer my experience as a deputy from our diocese.



**The Rev. Conrad Selnick** (*St. Christopher's by-the-River, Gates Mills*)—I have been in this diocese for 17 years – rector in two congregations, interim rector in another. I started a new congregation in Southern Ohio. I have been to two General Conventions, including last year's as a provisional deputy. I was a voting deputy in several sessions. I consult throughout the

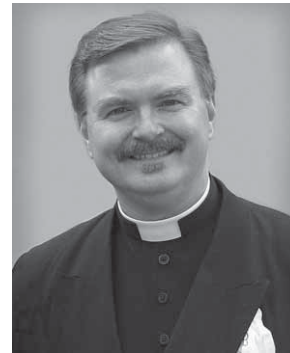
Church, mostly as an interim consultant for parishes and for dioceses seeking bishops. I have worked with many parishes in this diocese. I enjoy getting to know so many congregations and making friends in the diocese as an interim consultant. Over almost two decades here, I have gotten to know the diocese well. That work has also taken me to the regional and national level. As an Episcopal Election Consultant, I get a broad perspective on the Church. One thing that I am continually reminded of, the Holy Spirit is active in this Church.



**The Rev. Helen Svoboda-Barber** (*Harcourt Parish, Gambier*)—Helen first attended General Convention in 1985 as a youth observer. She was a deputy or provisional deputy for the 2000, 2003, and 2006 conventions. She served as a member of the Council of Advice for the President of the House of Deputies, 2000–2006, coordinated the Octave of Prayer for General Convention

2006, and is an active member of La Leche League and is part of the Artful Quilters Web Ring. Six years on the Council of Advice helped her create connections with many deputies around the Episcopal Church. She seeks out those with different views and

invites them into conversation about GC Resolutions. She prays about each resolution before voting and is always open to the call of the Spirit. More than once, she has changed her vote because of this prayerful discernment. Oh, and her preschool children keep her grounded in the “real world!”



**The Rev. Dr. Brian Wilbert** (*Christ Church, Oberlin*)—Forty-seven years as a child of God, 46 as a baptized Christian, 21 years as a priest. I have lived in the Diocese of Ohio my entire life, growing up at St. Andrew's, Elyria, and attending Harcourt Parish while at Kenyon. I have served St. Michael-in-the Hills, Toledo; Grace Church, Ravenna; Christ Church, Oberlin. In the Diocese I

served two terms on Diocesan Council, am finishing my fourth year on Standing Committee, worked with the Episcopal Peace Fellowship, Integrity, on Spiritual Formation, and Diocesan Program and Budget. As a life-long Episcopalian who has served God and God's Church exclusively in the Diocese of Ohio, I bring 47 rich and grace-filled years of experience as well as appreciation, respect and affection for those with whom I've journeyed and shared ministry. I have attended every General Convention as a visitor since 1988. I have a good working knowledge of our church canons, constitution and structures.



**The Rev. Jeremiah Williamson** (*St. John's, Youngstown*)—Jeremiah Williamson has served as curate at St. John's, Youngstown, since October 1, 2006. His responsibilities include leadership of Thinking Christians, a discussion group which meets weekly on the Youngstown State University campus during the school year, and the Youngstown Initiative, which

coordinates visiting groups doing urban ministry. He is on the board of Volunteer Services Association and works with the Interdenominational Youth Coalition. Jeremiah's experience of working in two churches in the Diocese of Newark, St. Paul's, Chatham, and Grace, Madison, while attending Drew Theological School and General Theological Seminary, gives him a broad perspective on issues. He is a young, gifted priest, with a passion for the Episcopal Church and for campus and urban ministry, and an unjaded view of the issues facing us.



# Treasurer

## Position Description

**The Treasurer of the Diocese** receives, disburses, and accounts for all monies collected under authority of the Convention, unless collection and distribution are not otherwise regulated. The Treasurer is an ex-officio member of the Convention, who reports to the Convention an accounting of all funds for which the Treasurer is responsible. The Treasurer of the Diocese is the Treasurer of the Diocesan Council and receives, disburses, and accounts for all moneys collected under authority of the Diocesan Council, unless the collection and distribution are not otherwise regulated. The Treasurer is an ex-officio member of the Diocesan Council and reports to the Diocesan Council an accounting of all funds for which the Treasurer is responsible.



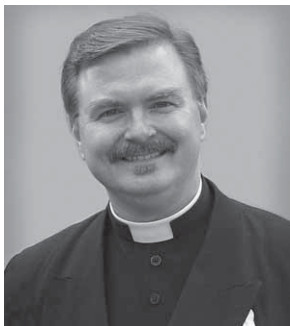
**Tom Austin** (*Trinity Cathedral, Cleveland*)—I have had the honor of serving my parish and my diocese in several capacities. I have served as a lay reader and chalice bearer and as parish treasurer and vestry member of two parishes and as Senior Warden and Trustee at Trinity Cathedral. I have also been a member of parish committees on

finance, insurance, social outreach, planned giving, rector search, and companion parish. I taught church school for several years including four years of confirmation classes. I would bring to the position of Treasurer my experience as a CPA in public practice, parish treasurer, Assistant to the Bishop for Planned Giving, service on both parish and diocesan finance committees, five years as Treasurer of the Diocese of Michigan, and several years on the finance faculty of CREDO conferences for Episcopal clergy. I have a strong commitment to my parish, my diocese, ECSF and other diocesan ministries.

# Secretary of Convention

## Position Description

**The Secretary of Convention** oversees a proper recording of Convention; attests to its public acts, preserves its records, notifies the Clergy and Congregation of the times and places of all Annual and Special Conventions as provided by the Constitution; oversees the printing and distribution of a correct reporting of the proceedings of the Convention, including the reports submitted to the Convention.



**The Rev. Dr. Brian K. Wilbert** (*Christ Church, Oberlin*)—Forty-seven years as a child of God, 46 as a baptized Christian, 21 years as a priest. I have lived in the Diocese of Ohio my entire life, growing up at St. Andrew's, Elyria, and attending Harcourt Parish while at Kenyon. I have served St. Michael-in-the Hills, Toledo; Grace Church, Ravenna; Christ Church, Ober-

lin. In the Diocese I served two terms on Diocesan Council, am finishing my fourth year on Standing Committee, worked with the Episcopal Peace Fellowship, Integrity, on Spiritual Formation, and Diocesan Program and Budget. As a life-long Episcopalian who has served God and God's Church within the borders of the Diocese of Ohio, I bring rich years of experience, appreciation, respect and affection for those with whom I've journeyed and shared ministry. As an amateur church historian and archivist, it would be my honor to serve our Diocese in the capacity of Convention Secretary.

# Report of the Committee on Canons

## *Proposed Amendments to the Constitution and Canons of the Episcopal Diocese of Ohio to be Considered at the 191<sup>st</sup> Convention of the Diocese of Ohio.*

***The Committee on Canons proposes two amendments to the Canons of the Diocese of Ohio.*** No proposed amendments to the Constitution or the Canons of the diocese were submitted by members of the diocese.

Language proposed for elimination is denoted by a ~~strike-through~~. New language proposed is denoted by **bold-face type and underlined**.

As required by our Constitution and Canons, changes to the Constitution of the Diocese must be approved by a two-thirds majority of the clerical and lay delegates voting by orders (see Article X of the Constitution).

Proposed changes to the Canons require a simple majority vote of the clerical and lay delegates voting as a single house (see Title IV. Canon 3 of the Canons).

In addition to the two proposed canonical amendments, the committee commends the availability of a new model form of parish bylaws as described in this report.

Finally, Article XII of *The Constitution and Canons* of The Episcopal Church states that no alteration or amendment of the Constitution shall be made unless the same shall first be proposed at one regular meeting of the General Convention and be sent to the Secretary of the Convention of every Diocese, to be made known to the Diocesan Convention at its next meeting, and be adopted at the next General Convention at its succeeding regular meeting.

Two such proposed Constitutional amendments are included at the end of this report. The Secretary of the Diocese of Ohio shall certify to the Secretary of General Convention that the proposed Constitutional amendments have been made known to the Diocesan Convention. Proposed new language is italicized. Should any delegate have concerns about the proposed Constitutional amendments, it is appropriate to convey such concerns to the Deputies to General Convention elected at this Annual Convention of the Diocese of Ohio.

*Respectfully submitted,*

The Rev. Gay C. Jennings, *Chair*

The Hon. Ute Lindenmaier Vilfroy, *Vice-Chair*

Patricia B. Kilpatrick

Robert L. Larson, Esq.

The Rev. A. Bradford Purdom, III

Stuart Theis, Esq.

The Hon. William F. B. Vodrey

*St. Timothy's Church, Macedonia*

*Trinity Cathedral, Cleveland*

*Christ Church, Hudson*

*St. Paul's Church, Cleveland Heights*

*Church of the Good Shepherd, Lyndhurst*

*St. Hubert's Church, Kirtland Hills*

*St. Paul's Church, Cleveland Heights*

The Rt. Rev. Mark Hollingsworth, Jr., *ex-officio*

Richard T. Watson, Esq., *ex-officio*

The Rev. Alan C. James, *ex-officio and staff*

# Model Bylaws Available to All Congregations

All parishes are encouraged to maintain current bylaws (referred to as a Code of Regulations by the State of Ohio) that are in conformity with the *Constitution and Canons* of The Diocese of Ohio, the *Constitution and Canons* of The Episcopal Church, and other applicable law.

The Committee on Canons is pleased to offer a model form of bylaws to the parishes of the diocese. The committee expresses its deep gratitude to Stuart Theis, Esq., who is a member of St. Hubert's Church in Kirtland Hills. Stuart was the primary architect of the model bylaws, working countless hours researching existing bylaws and crafting a model designed to foster fair and efficient internal parish governance.

Perhaps the least important reason parish bylaws are important to the life of a parish is the one most commonly given: that they are required by church and state law. The most important reason is that our Church believes God speaks to and through all our members, and bylaws are the fundamental means we use to ensure all voices are honored and heard in our parishes.

Bylaws specify how and by whom meetings can be called; how the agendas for such meetings are set; who can speak; and how decisions are made. They decide how people are elected to positions of leadership and for how long. They decide how significant conflicts and decisions will be handled. In so doing, they provide the foundational organization by which members of a parish shape their ongoing common life and ministry.

Bylaws seem to some a dry and technical subject, but a comprehensive and sound set of bylaws, decided upon thoughtfully, prayerfully, and in a calm and reasoned manner, make a substantive difference in the ways parishes operate and live out their mission and ministry in both good times and difficult times.

The model form is available from the diocesan office and by download at the diocesan web site found at [www.dohio.org](http://www.dohio.org).

# A Report from the Committee on Canons to the 191<sup>st</sup> Annual Convention of the Diocese of Ohio Concerning the Closing of Trinity Episcopal Church, Fostoria

On November 30, 2006—after the 190th Diocesan Convention—the Vestry of Trinity Episcopal Church, Fostoria, wrote to the Bishop requesting “that the Diocese of Ohio close our parish and declare it extinct under the provisions of Title II, Canon 7, of the Canons of the Diocese of Ohio.” In that letter, the Trinity Vestry noted that they had ceased holding services (on September 10, 2006), and that the congregation had begun worshipping as a part of the parish of Old Trinity Episcopal Church, in Tiffin.

In 1995, Trinity, Fostoria, and Old Trinity, Tiffin, had covenanted to form the Trinity Episcopal Shared Ministry, and in the eleven years of that relationship the two congregations had come to know one another well and to understand the value of sharing ministry in Seneca County. Coming to worship and work together as one congregation is, in a sense, the natural outgrowth of those years of shared ministry.

The Committee on Canons recommends that Trinity Episcopal Church in Fostoria be declared extinct, while celebrating the life and ministry that the members of that congregation will continue to share with the members of Old Trinity, Tiffin.

## Resolution

**Be it resolved,** that the 191<sup>st</sup> Annual Convention of the Diocese of Ohio accept the report of the Committee on Canons with respect to Trinity Episcopal Church, Fostoria; and be it further

**Resolved,** that the 191<sup>st</sup> Annual Convention of the Diocese of Ohio commend the mission and ministry lived out in the history of this parish, and memorialize the courage and creativity of the congregation in continuing its worship and witness in Seneca County as a part of the parish of Old Trinity.

# First Proposed Amendment to the Canons

## ***The Committee on Canons proposes the amendment and recommends Adoption.***

### **Text of Proposed Amendment:**

Title I. Canon 9: Of the Deputies to General Convention

Sec. 1        The Annual Convention shall elect, in the year following each General Convention, ~~by the joint ballot of the Members of Convention,~~ four clergy canonically resident in the Diocese, and four members of the laity who shall be adult communicants in good standing of the Church in the Diocese, to act as Deputies from this Diocese to the General Convention. The next Annual Convention shall elect, in like manner, four clergy and four members of the laity, with like qualifications, as Provisional Deputies. These Provisional Deputies shall fill any vacancy in the order of their election. The Deputies and Provisional Deputies shall hold their respective office(s) until their successors are elected, and shall be Deputies, or Provisional Deputies, for any General Convention which may be held during their continuance in office.

**Sec. 2.        If there are one or more vacancies at the time of the election of Provisional Deputies, the Annual Convention shall elect additional Provisional Deputies to fill any such vacancies.**

### **Rationale of the Proposer**

The purpose of this amendment is to clarify the procedure for filling vacancies of Deputies by the election of Provisional Deputies.

# Second Proposed Amendment to the Canons

## ***The Committee on Canons proposes the amendment and recommends Adoption.***

### **Text of Proposed Amendment:**

Title II. Canon 10. Of Lay Pensions

Sec. 1. Every Parish, Diocesan Organization, and Institution shall provide lay employees who work a minimum of 1,000 hours annually retirement benefits through participation in the Episcopal Church Lay Employees' Retirement Plan (ECLERP) or an equivalent plan, the provisions of which are at least equal to those of ECLERP.

Sec. 2. Every Parish, Diocesan Organization, and Institution shall make a report of compliance relative to Sec. 1 of this Canon for each lay employee. The report shall include eligibility, enrollment, and plan description. A report form provided by the Office of the Treasurer shall be used for this purpose and shall be submitted not later than October 1 of each year, prior to the Annual Convention.

**Sec. 3. Congregations that, on October 1 of any year, have not fully funded a lay pension plan as described herein, shall have seat and voice, but no vote at any Convention of the Diocese until any delinquency has been cured. There is no power entrusted to the Convention or any committee thereof to waive this failure.**

### **Rationale of the Proposer**

The 1991 General Convention mandated employers in the Episcopal Church to provide a pension plan for lay employees who work a minimum of 1,000 hours. Further, the 1997 General Convention adopted a resolution recommending parity between clergy and lay employees serving in equivalent positions with regard to salary, pension, insurance and benefits, including medical and professional development. In past years, much of the emphasis on employment standards has been on behalf of clergy. With these resolutions, The Episcopal Church clearly states that lay employees are to be accorded respect, honor, and appropriate employment provisions including pension.

A resolution on this matter came before the 190<sup>th</sup> Annual Convention of the Diocese and was subsequently referred back to the Committee on Canons for further consideration and review. The committee sought a way to ensure the appropriate and canonically mandated provision of lay pensions for lay employees serving in the diocese, while at the same time keeping the highest degree of participation possible at Conventions of the Diocese of Ohio.

# Resolutions Referred to Dioceses from the 75<sup>th</sup> General Convention

January 1, 2007

## **Proposed Constitutional Amendments, First Reading**

The following Constitutional amendments shall be read by the Secretary of the Diocesan Convention preceding the final vote at the 76<sup>th</sup> General Convention in 2009, such reading to be certified by the Diocesan Convention with the Secretary of the General Convention. Proposed new language is *italicized*.

### **A020: Amend Article I.2**

**Resolved,** That Article I, Section 2, of the Constitution be amended as follows:

*All Bishops of this Church, except any excluded by canon or under the Rules of the House, shall have seat and voice in the House of Bishops. Each Bishop of this Church having jurisdiction, Bishop Coadjutor, Bishop Suffragan, Assistant Bishop, and every bishop holding an office created by General Convention shall have a vote in the House of Bishops. A majority of all Bishops entitled to vote shall be necessary to constitute a quorum for transaction of business.*

And be it further

**Resolved,** That this amendment to Article 1, Section 2, shall take effect immediately upon passage.

### **A021: Amend Article VIII**

**Resolved,** That the last paragraph of Article VIII of the Constitution be amended to read as follows:

*A bishop may permit an ordained minister in good standing in a Church with which this Church is in full communion as specified by the Canons who has made the foregoing declaration, or a minister ordained in the Evangelical Lutheran Church in America or its predecessor bodies who has made the promise of conformity required by that Church in place of the foregoing declaration to officiate on a temporary basis as an ordained minister of this church.*

And be it further

**Resolved,** That a copy of this resolution shall be sent to the Secretary of the Convention of every Diocese to be made known to the Diocesan Convention at its next meeting, and be adopted by the General Convention at its next succeeding regular meeting.



# Report of the Resolutions Committee

**The Resolutions Committee** considered and adopted the following resolutions for submission to this Convention. The resolutions have been submitted according to Canon and during the First Report of the Resolutions Committee will be placed before Convention for debate subject to the Rules of Order adopted by Convention at its organization.

The Resolutions submitted this year are as follows:

- R1: Resolution on Minimum Clergy Compensation for 2008
- R2: Resolution Concerning Diocesan Support for Youth Attendance at the 2009 General Convention
- R3: Resolution in Opposition to the Institutions of Slavery and Human Trafficking

*Respectfully submitted,*

The Rev. R. Stephen Sedgwick, <i>Chair</i>	<i>Church of the Redeemer, Lorain</i>
The Rev. J. Paul Board	<i>St. Paul's, Maumee</i>
Mr. Samuel A. McDonald	<i>St. Paul's, Cleveland Heights</i>
Ms. Lisa O'Rear-Lassen	<i>St. Peter's, Lakewood</i>
Ms. Dorothy Rieman	<i>St. Matthew's, Brecksville</i>
The Rev. Dr. Patricia L. Hanen	<i>Staff</i>

# R1: Resolution on Clergy Compensation for 2008

**Be it resolved**, that the minimum standard of full-time pension-based compensation (cash salary, utilities, housing, and Social Security tax reimbursement) for clergy serving congregations in the Diocese of Ohio during 2007 be established as follows:

- At least \$46,600 for clergy ordained less than five years;
- At least \$55,000 for clergy in charge of congregations with an annual Normal Operating Income (NOI) of no more than \$180,000, and for assistant clergy ordained more than five years;
- At least \$55,000 + 10% of NOI greater than \$180,000 up to \$360,000, for clergy in charge of congregations with an annual NOI greater than \$180,000;
- At least \$73,000 for clergy in charge of congregations with NOI greater than \$360,000; and be it further

**Resolved**, that in addition to the above minimum standard, it is understood that each employer of clergy in the Diocese of Ohio shall:

- Make pension assessment payments as the Church Pension Fund shall determine;
- At minimum, provide to clergy and eligible dependents full funding for the least expensive medical insurance plan offered through the Diocese in the area where the clergy person resides, or an amount equivalent to cost of the least expensive plan offered through the Diocese toward a more expensive option. If the parish offers medical insurance coverage directly, and not through the Diocese, the benefits must equal those provided by the least expensive plan available through the Diocese.
- Provide appropriate reimbursement for expenses incurred in the course of fulfilling the responsibilities of the position, including the actual cost of the use of a personal automobile;
- Allow no fewer than four weeks of paid vacation annually;
- Allow annual professional education/development leave, of no fewer than two weeks, with a minimum allowance of \$750, and be it further

**Resolved**, that each employer of clergy in the Diocese of Ohio be encouraged to:

- Offer additional benefits either fully funded, or on a pre-tax salary reduction basis (e.g., dental insurance, reimbursement for routine dental care, annual medical examination, child-care allowance, etc.);
- Provide for sabbatical and parental leave; and be it finally

**Resolved**, that the provisions of this resolution be applied on a pro-rata basis to the minimum compensation and benefits related to positions that are less than full-time and more than one-quarter time.

## Proposer

The Commission on Ministry

## Rationale

Title II, Canon 8, of the Canons of the Diocese of Ohio directs the Annual Convention to establish a minimum standard of compensation for clergy employed in the Diocese. The minimum standard for 2008 represents a 2% adjustment from the minimums established by the 190<sup>th</sup> Annual Convention for 2007. This figure reflects the annual increase in the Consumer Price Index projected from the most recent statistics compiled by the Bureau of Labor Statistics.

The 183<sup>rd</sup> Annual Convention of the Diocese of Ohio set a goal of raising the median clergy compensation in the Diocese to the median level for the Episcopal Church as a whole. In 2006 the Diocese ranked 36<sup>th</sup> of 100 dioceses in median clergy compensation. In 2006 the Diocese also had, for the first time since the Commission on Ministry undertook this comparison, the highest median compensation among the contiguous dioceses of Ohio, Southern Ohio, Michigan, Indianapolis, and Pittsburgh. This is a particularly useful comparison because these dioceses are similar in size and demographics.

The annual Net Operating Income at which parishes are required to provide the minimum standard of compensation has also been adjusted. This is necessary so that the growth in actual compensation for full-time clergy does not consume an ever larger

## Resolutions

share of the parish's income, leaving less and less for other purposes.

The cost of medical insurance and health care continues to outpace the increase in the cost of living as a whole. The Commission on Ministry is aware that this poses a real hardship for many parishes, which must pay in full the cost of health insurance for their clergy. Accordingly, the Commission's subcommittee on Clergy Compensation plans to study this issue further in preparation for the 2008 annual Convention.

### Definition of Pension-based Compensation

"For pension purposes, your compensation consists of cash salary, Social Security tax reimbursements, utilities, and housing.

- **Cash salary** is the stipend you are paid, including bonuses, one-time cash payments, tuition paid for your dependents, severance and any salary reduction arrangements used to fund an annuity or other deferred benefit, such as a tax sheltered annuity or 403(b) plan.
- **Social Security** tax reimbursement is compensation your employer provides to offset your self-employment (SECA) taxes.
- **Utilities** are allowances you receive to cover the cost of your utility bills, such as fuel, gas, and electricity, or the amount your employer pays for utilities on your behalf.
- **Housing** is the allowance you receive for this purpose."

*from "A Guide to Your Benefits," The Church Pension Fund, July 2003.*

# R2: Resolution Concerning Diocesan Support for Youth Attendance at the 2009 General Convention

**Be it Resolved**, that the Diocese of Ohio respond to the need for innovative ways to reach the hearts and minds of young people to bring them to Jesus Christ and form them into active members of the Episcopal Church, and be it further

**Resolved**, that the 191<sup>st</sup> Convention of the Diocese of Ohio urge the Ministry with Young People Cluster to explore and implement ways to encourage the participation of high school students in the General Convention of 2009; and be it further

**Resolved**, that the Ministry with Young People Cluster include in its 2009 budget request the funds necessary to support the attendance of ten (10) high school students, and two (2) adult chaperones, at the 2009 General Convention.

## Proposer

The Rev. Gayle Catinella, St. Thomas, Berea

## Rationale

So often, young people lose interest in their church during their teen years. The Diocese of Ohio needs to be proactive in getting our youth more involved in church leadership at an early age and keeping them involved, so that they will continue to grow in faith and support the Church as they move into adulthood. Our youth need to know that the Episcopal Church truly welcomes them and invites their gifts into our governance as well. Sending a cross-section of our youth to the General Convention will present an opportunity to go beyond the surface, gaining a better understanding of current events and issues and the workings of the Episcopal Church. We live in an “experience” driven culture. At the convention, our youth will experience a variety of learning formats, including observation, small group discussion, participation in hearings, new styles of worship, and much more. It will present a specific opportunity and challenge to them. It will help strengthen their knowledge of God and further establish them as servant leaders in their own churches. Finally, it will assist them in gaining the skills they need to lead their peers and their churches in this crucial time in the life of our church community. The youth who attended the General Convention in Columbus in 2006 were deeply moved and changed by the experience. It is important to find funding that does not compromise the current budget of the Ministry to Young People Cluster.

# R3: Resolution in Opposition to the Institutions of Slavery and Human Trafficking

**Be it resolved**, that the 191<sup>st</sup> Annual Convention of the Episcopal Diocese of Ohio declares the Diocese of Ohio to be an Abolitionist Diocese, opposed to the institutions of slavery and human trafficking, and be it further

**Resolved**, that the 191<sup>st</sup> Convention of the Diocese of Ohio urge each parish to learn about the scope and status of slavery and human trafficking, especially as it is perpetrated in the United States, in order that they can fully understand the issues and join the new generation of abolitionists, and be it further

**Resolved**, that the 191<sup>st</sup> Convention establish a Task Force on Slavery and Human Trafficking, appointed by the Bishop, to prepare and provide educational information and tools to assist parishes in their understanding of the issues and their ability to prevent slavery and trafficking in the areas where our churches minister, and be it further

**Resolved**, that this Task Force on Slavery and Human Trafficking submit a report of its activities to the 193<sup>rd</sup> diocesan convention; and be it further

**Resolved**, that the Secretary of Convention send a copy of this resolution to every diocese in the Episcopal Church, urging them to become Abolitionist Dioceses also.

## Proposer

Sherry A. Watts

The Rev. Cathy B. Horton, Esq

## Rationale

The 73<sup>rd</sup> and 74<sup>th</sup> General Conventions of the Episcopal Church recommended every diocese bring to its members the domestic and international problem of [human] trafficking (73<sup>rd</sup>, Resolution 2000-A057) and condemned domestic and international trafficking in all persons as an affront to human dignity and human rights (74<sup>th</sup>, Resolution 2003-D034).

The 75<sup>th</sup> General Convention of The Episcopal Church passed Resolution A123 declaring unequivocally that the ongoing institution of slavery in the United States and in other parts of the world, an institution based on the “ownership” of some individuals by other individuals, was and is a sin and fundamental betrayal of the humanity of all involved persons.

The Coalition to Abolish Slavery & Trafficking defines slavery as labor or services that are performed or provided by another person and are obtained or maintained through an actor by cause and/or use of threats, physical threats and/or restraints, abuse of the law and/or legal process, withholding of documents, use of blackmail, and/or use of financial control over any person. The Victims of Trafficking and Violence Protection Act of 2000 states that severe forms of trafficking in persons always include the recruitment, harboring, transportation, provision or obtaining a person for one the following three purposes:

1. Labor or services through the use of force, fraud, or coercion, AND resulting in involuntary servitude, peonage, debt bondage or slavery, OR
2. Commercial sex act, through the use of force, fraud, or coercion, OR
3. If the person is under the age of 18, any commercial sex act, whether or not the use of force, fraud, or coercion is involved.

The institutions of slavery and human trafficking now rival the arms and drug trades as the largest criminal activity in the world. There are an estimated 27 million people being held as slaves in the world. Of these, approximately 80% are female and 50% are children under the age of 18. No country is immune; there are about 200,000 slaves here in the United States, with another 17,500 trafficked into the US annually and yet another 30,000 trafficked through the US to other destination countries.



This problem infects not just every country, but virtually every state and large city in the United States. A woman was grabbed while waiting for a bus on Ontario Street in downtown Cleveland and forced to work as a sex slave in Detroit. Two Cleveland teenage girls were trafficked via fraudulent claims and sold into sexual slavery in Florida. Toledo, Youngstown and other Ohio cities have their own stories. Agricultural communities are also impacted.

There are many nongovernmental organizations working on various aspects of this problem, from rescuing and rehabilitating victims to bringing the perpetrators to justice. Yet the number of victims continues to grow. The Not For Sale Campaign started the Abolitionist Church Initiative, which encourages churches to engage in modern day abolitionist work by equipping their congregations with the knowledge and the collective strength to stand with the 27,000,000 people enslaved worldwide and with the growing number of emancipated slaves in the United States. The overall goal of the Campaign is to galvanize a new generation of abolitionists. To date, over 1500 hundred churches have signed onto this program.

# Grow, Give, and Serve: Overview of the 2008 Diocesan Program and Budget

The 2008 budget more fully incorporates the mission statement of the Diocese: to GROW in faith, numbers, and resources for mission, to GIVE sacrificially as a spiritual surrender of self to God, and to SERVE the world together as the risen body of Jesus Christ. As we anticipate the report of the Mission Strategy Task Force at this year's convention and its implementation in future years, we share with you the 2008 budget priorities in the three mission areas. These priorities were developed by the Program and Budget Committee and approved by Diocesan Council.

## **GROW in faith, numbers, and resources for mission**

- Provide resources for building community and establishing identity as Episcopalians in the Diocese of Ohio (this includes developing and expanding communication models for reaching out to both current Episcopalians and non-Episcopalians),
- Develop and employ creative models for congregational ministry—comprehensive revitalization, Natural Church Development, urban congregations, college work, and provide support for parochial advertising
- Provide Christian formation opportunities and resources for children, youth and adults to grow in faith and understanding, recognizing that the spiritual journey is never ending.

## **GIVE sacrificially as a spiritual surrender of self to God**

- Develop culture of giving through Annual Appeal, planned giving, gift development
- Invest in ministries of service and justice—commission for Global and Domestic Mission, Millennium Development Goals funding
- Encourage and assist congregational teaching in giving as a spiritual discipline

## **SERVE the world together as the risen body of Jesus Christ**

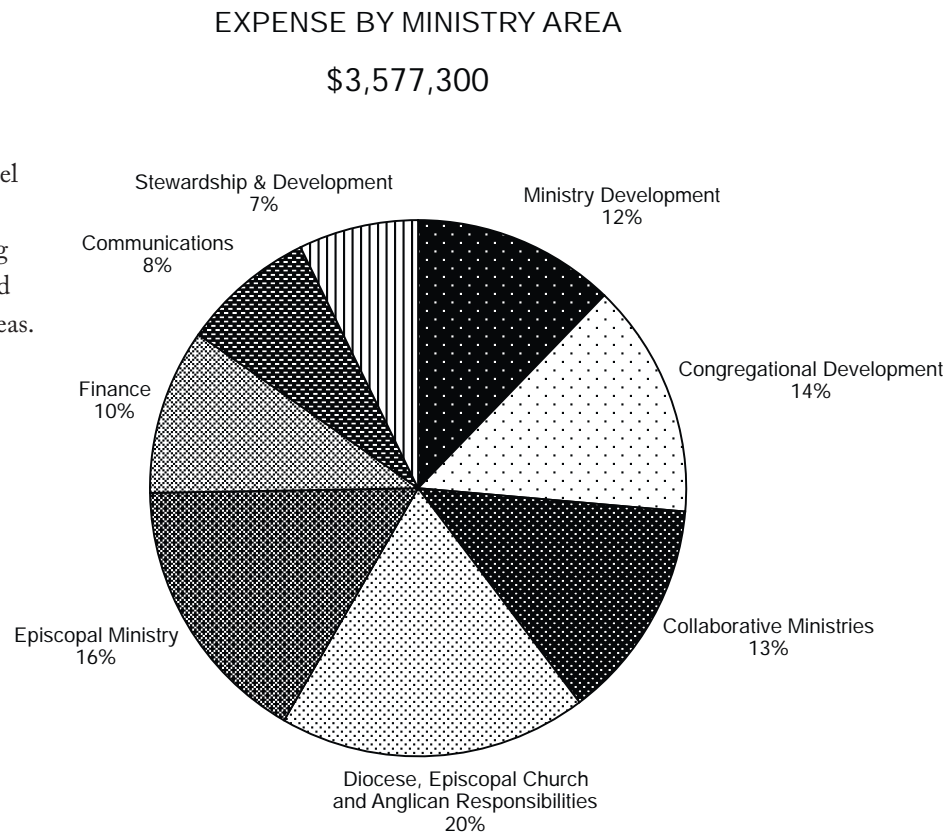
- Develop domestic and global partnerships—i.e. companion dioceses, collaborative ministries between the Diocese of Ohio/Diocese of Southern Ohio, etc.
- Promote and support mission trips for all ages as a central part of spiritual formation and life long learning.
- Inspire and form servant leaders—equipping people of all ages for ministry, lay and ordained.
- Form and deploy deacons in collaborative service.

The budget narratives that follow elaborate on the specific priorities listed above.

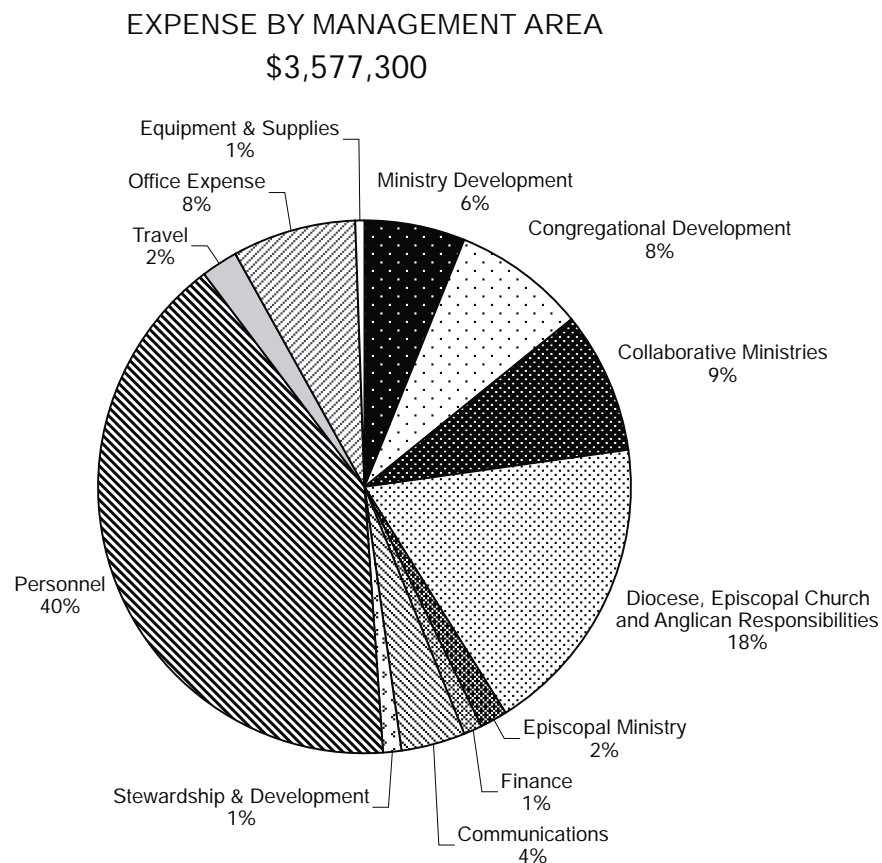
As in prior years, the following budget summary presents only the “operating budget” of the diocese to the annual Convention for approval. The operating budget governs the money received from parish contributions and investment income that it will spend on regular diocesan ministry. The funds received and expended for other ministry areas, such as parish loans and grants, ECSF and Church Home, and activity of the Joint Investment Fund are not included in the budget presented here. Consideration is being given to developing and presenting a budget that includes these investments and ministry areas.

The expense portion of the operating budget is again presented in two different ways: by ministry area and by management area.

**Figure 1** allocates expenses by ministry area. This chart reflects the current ministry areas, and the expenses that support these areas. Personnel and shared operating costs, including office and building expenses, have been allocated to the respective ministry areas.



**Figure 2** reflects the expenses shown in the budget summary (immediately following) by management area. Further details about the management areas and their use of funds are found in the budget narratives which follow the budget summary.



## Budget Summary

	2007 Budget			2008 Budget		
	Total	Special Funds	Operating	Total	Special Funds	Operating
<b>RECEIPTS</b>						
<b>Support from Congregations</b>						
Assessments	\$2,574,000	\$0	\$2,574,000	\$2,450,000	\$0	\$2,450,000
<b>Grants</b>						
Institute for Outreach	\$3,000	\$3,000	0	\$3,000	\$3,000	\$0
Cleveland Foundation	\$0	\$0	0	\$2,000	\$0	\$2,000
	\$3,000	\$3,000	\$0	\$5,000	\$3,000	\$2,000
<b>Investment Income</b>						
Endowment Income—Missionary Fund	\$53,800	\$0	\$53,800	\$49,801	\$0	\$49,801
Endowment Income—Diocesan Fund	\$189,700	\$0	\$189,700	\$175,087	\$0	\$175,087
Endowment Income—Lay Pension & Custodial	\$9,400	\$0	\$9,400	\$8,718	\$0	\$8,718
Endowment—ECSF Administration	\$38,800	\$38,800	\$0	\$37,029	\$37,029	\$0
Endowment—BLF Capital Fund	\$0	\$0	\$0	\$126,904	\$126,904	\$0
Endowment - Bishop's Office	\$0	\$0	\$0	\$40,000	\$0	\$40,000
Endowment - Legacy Campaign	\$0	\$0	\$0	\$2,000	\$0	\$2,000
Interest & Dividend Income	\$174,500	\$0	\$174,500	\$161,421	\$0	\$161,421
	\$466,200	\$38,800	\$427,400	\$600,960	\$163,933	\$437,027
<b>Fees Received for Administrative Services</b>						
Bishop Leonard Fund (Capital Loans & Grants)	\$16,700	\$16,700	\$0	\$17,200	\$17,200	\$0
Holy Cross Fund	\$6,180	\$6,180	\$0	\$6,360	\$6,360	\$0
Church Home Fund	\$34,000	\$34,000	\$0	\$35,000	\$35,000	\$0
Brayton, Cooper & Darnell Funds	\$12,980	\$12,980	\$0	\$13,480	\$13,480	\$0
Joint Investment Fund	\$69,600	\$69,600	\$0	\$71,100	\$71,100	\$0
Other Education Funds Administration	\$4,000	\$4,000	\$0	\$4,200	\$4,200	\$0
Miller Trust	\$18,540	\$18,540	\$0	\$19,200	\$19,200	\$0
	\$162,000	\$162,000	\$0	\$166,540	\$166,540	\$0
<b>Transfers</b>						
Education Funds	\$134,980	\$134,980	\$0	\$121,500	\$121,500	\$0
Disabled & Infirm Clergy Fund	\$12,000	\$12,000	\$0	\$12,000	\$12,000	\$0
Bishop Leonard Discretionary Fund	\$14,500	\$14,500	\$0	\$0	\$0	\$0
Bishop's Discretionary Fund	\$5,000	\$5,000	\$0	\$5,000	\$5,000	\$0
Bishop's Fund for New Congregations	\$30,000	\$30,000	\$0	\$73,000	\$73,000	\$0
Holy Cross Fund (for Chaplain R.B.&C. H.)	\$65,000	\$65,000	\$0	\$65,000	\$65,000	\$0
Youth Scholarship Funds	\$3,500	\$3,500	\$0	\$2,000	\$2,000	\$0
Legacy-AB Williams Endowment Income Fund	\$50,000	\$50,000	\$0	\$14,000	\$14,000	\$0
ECSF Campaign	\$0	\$0	\$0	\$0	\$0	\$0
Bishop's Appeal	\$20,000	\$20,000	\$0	\$62,300	\$62,300	\$0
	\$334,980	\$334,980	\$0	\$354,800	\$354,800	\$0
<b>TOTAL AVAILABLE</b>	<b>\$3,540,180</b>	<b>\$538,780</b>	<b>\$3,001,400</b>	<b>\$3,577,300</b>	<b>\$688,273</b>	<b>\$2,889,027</b>

EXPENSES	Budget Summary					
	2007 Budget			2008 Budget		
	Total	Special Funds	Operating	Total	Special Funds	Operating
<b>Ministry Development</b>						
Formation	\$88,280	\$72,280	\$16,000	\$124,800	\$106,800	\$18,000
Support	\$16,750	\$14,500	\$2,250	\$18,250	\$16,500	\$1,750
Development	\$53,500	\$53,500	\$0	\$60,500	\$49,500	\$11,000
Deployment (Transition Ministry)	\$13,000	\$0	\$13,000	\$7,250	\$0	\$7,250
Planning & Administration	\$8,000	\$0	\$8,000	\$7,500	\$0	\$7,500
	\$179,530	\$140,280	\$39,250	\$218,300	\$172,800	\$45,500
<b>Congregational Development</b>						
Administration & PERCEPT	\$11,000	\$0	\$11,000	\$12,000	\$0	\$12,000
Aid to Congregations						
	\$105,000	\$45,000	\$60,000	\$127,500	\$29,000	\$98,500
	\$30,000	\$30,000	\$0	\$25,000	\$25,000	\$0
New Initiatives Research	\$0	\$0	\$0	\$3,000	\$0	\$3,000
Mission Enhancement Grants	\$30,000	\$0	\$30,000	\$20,000	\$0	\$20,000
Re-Development Grants	\$0	\$0	\$0	\$30,000	\$28,000	\$2,000
Campus Ministry Grants	\$25,000	\$0	\$25,000	\$25,750	\$0	\$25,750
Natural Church Development	\$10,000	\$0	\$10,000	\$15,000	\$0	\$15,000
Programs	\$25,000	\$0	\$25,000	\$30,000	\$0	\$30,000
	\$236,000	\$75,000	\$161,000	\$288,250	\$82,000	\$206,250
<b>Diocese, Episcopal Church and Anglican Responsibilities</b>						
Mission of the General Church (assessment)	\$587,500	\$0	\$587,500	\$577,000	\$0	\$577,000
Provincial Synod (assessment)	\$6,400	\$0	\$6,400	\$6,400	\$0	\$6,400
Travel to Provincial Synod meetings and events	\$1,500	\$0	\$1,500	\$2,500	\$0	\$2,500
Diocesan Convention	\$20,000	\$0	\$20,000	\$25,000	\$0	\$25,000
Diocesan Council	\$3,000	\$0	\$3,000	\$3,000	\$0	\$3,000
To Reserve for Travel to General Convention	\$15,000	\$0	\$15,000	\$25,000	\$0	\$25,000
To Reserve for Travel Lambeth Conference	\$1,600	\$0	\$1,600	\$0	\$0	\$0
To Reserve for Future Episcopal Transition	\$15,000	\$0	\$15,000	\$15,000	\$0	\$15,000
	\$650,000	\$0	\$650,000	\$653,900	\$0	\$653,900
<b>Collaborative Ministries</b>						
Episcopal Relief & Development Fund-Promotion	\$500	\$0	\$500	\$500	\$0	\$500
Chaplain Babies & Children's Hospital	\$65,000	\$65,000	\$0	\$65,000	\$65,000	\$0
International Development (at .7% )	\$25,000		\$25,000	\$25,000	\$0	\$25,000
Ohio Council of Churches	\$15,000		\$15,000	\$15,000	\$0	\$15,000
Commission to End Racism	\$5,000	\$5,000	\$0	\$5,000	\$5,000	\$0
Ministry with Young People						
	\$15,000	\$3,500	\$11,500	\$15,000	\$2,000	\$13,000
	\$4,000	\$0	\$4,000	\$6,000	\$0	\$6,000
Cedar Hills Camp & Conference Center	\$160,000	\$0	\$160,000	\$160,000	\$0	\$160,000
Kenyon Summer Conference	\$5,000	\$0	\$5,000	\$5,000	\$0	\$5,000
Ohio Campus Ministries Support	\$5,000	\$0	\$5,000	\$5,000	\$0	\$5,000
Community Development-Link Deposit	\$5,000	\$0	\$5,000	\$5,000	\$0	\$5,000
	\$304,500	\$73,500	\$231,000	\$306,500	\$72,000	\$234,500



## Budget Summary

	2007 Budget			2008 Budget		
	Total	Special Funds	Operating	Total	Special Funds	Operating
Episcopal Ministry	\$95,850	\$5,000	\$90,850	\$65,100	\$5,000	\$60,100
Finance	\$42,800	\$0	\$42,800	\$38,800	\$0	\$38,800
Stewardship & Development	\$38,600	\$23,000	\$15,600	\$42,600	\$23,000	\$19,600
Communications	\$125,000	\$0	\$125,000	\$137,770	\$0	\$137,770
Personnel	\$1,460,900	\$207,500	\$1,253,400	\$1,457,600	\$206,569	\$1,251,031
Travel	\$80,000	\$0	\$80,000	\$80,000	\$0	\$80,000
Office	\$288,100	\$0	\$288,100	\$269,380	\$126,904	\$142,476
Equipment & Supplies	\$38,900	\$14,500	\$24,400	\$19,100	\$0	\$19,100
	\$2,170,150	\$250,000	\$1,920,150	\$2,110,350	\$361,473	\$1,748,877
<b>TOTAL EXPENSES</b>	<b>\$3,540,180</b>	<b>\$538,780</b>	<b>\$3,001,400</b>	<b>\$3,577,300</b>	<b>\$688,273</b>	<b>\$2,889,027</b>
<b>TOTAL RECEIPTS OVER (UNDER) EXPENSES</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

# Funding for the 2008 Proposed Budget

## Funding Sources

Funding for the budget comes primarily from four sources:

- **Parish Payment of Support** for our Diocesan Program: \$2,450,000 (which funds 68.5% of total expenses, and includes amounts due for both current and prior years)
- **Endowment and Investment income:** \$600,960 (funds 16.8%)
- **Fees Received for Administrative Services:** \$166,540 (funds 4.7%)
- **Transfers:** \$354,800 (funds 9.9%)

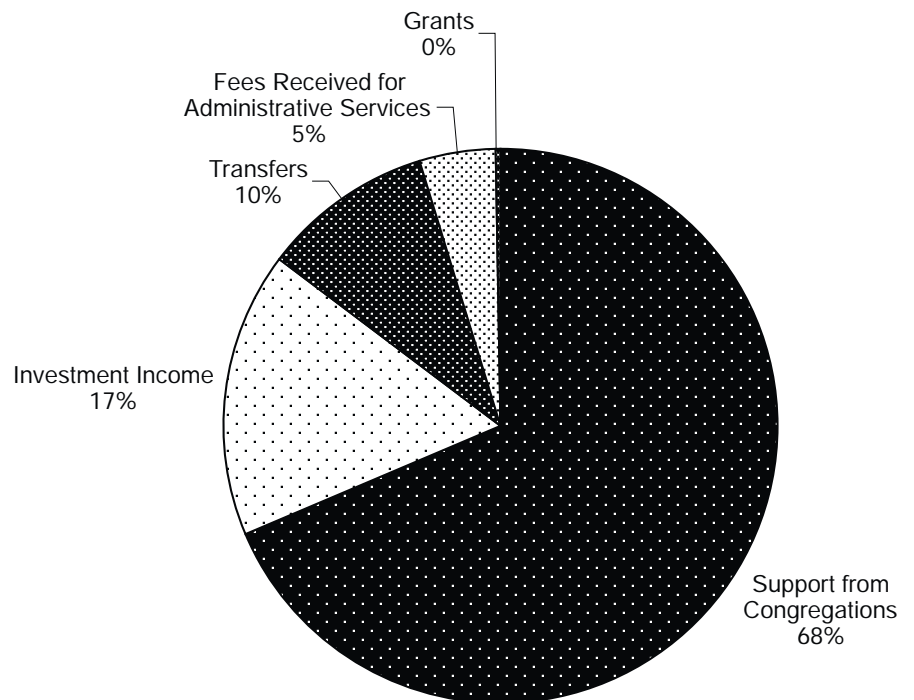
**Parish Support** is projected to decrease \$124,000 (4.8% from the 2007 budget). This decrease is needed to adjust for the decline in actual support over the past two years and the corresponding overstatement of the prior budgets.

The increase of \$134,760 (28.9% from the 2007 budget) in **Endowment and Investment Income** results principally from \$40,000 of income from an endowment created through a Legacy Campaign gift, and the reallocation of \$126,904 in income from the Bishop Leonard Fund Capital Fund. The Trustees approved a spending rule of 4.5% for 2008, a 10% decrease from the 2007 level of 5%. This change by the Trustees decreased income in this category by \$28,809. The change in the spending rule was needed to preserve the purchasing power of the endowment funds and to enhance their sustainability.

**Fees for Administrative Services** represent a reimbursement to the personnel expense category for time spent by staff in the administration and distribution process for grants made from specific custodial funds. The total represents an increase of \$4,540, or 2.8% from the 2007 budget.

**Transfers** represent funding for specific programs that meet donor restrictions on the use of the respective custodial funds. The total represents an increase of \$19,820, or 5.9% from the 2007 budget. Funds of \$42,300 from the Bishop's Annual Appeal, and \$15,000 from a custodial fund for new

DIOCESAN FUNDING SOURCES



congregational programs are being used to help continue funding three key positions for recently ordained clergy, and summer internships for seminarians. A transfer of \$28,000 from custodial funds is being used to fund a comprehensive revitalization program. The 2007 transfer from the Bishop Leonard Discretionary Fund (\$14,500) was used to fund the computer reserve. Since the reserve is sufficiently funded, this income was reallocated in 2008. A portion of the income from the Arthur B. Williams, Jr. Endowment Fund created by the Legacy Campaign was used in 2007 (\$36,000) for urban congregational programs and is now fully expended. This transfer was reduced to \$14,000 in the 2008 budget. The remainder of the decrease in transfers in the 2008 budget represents ministry development and ministry with young people programs being funded from other sources (\$13,480 and \$1,500, respectively).

The total proposed budget provides funding of \$3,577,300, an increase of \$54,120 (1.5%) over the 2007 budget.

# Christian Vocations Office (formerly Ministry Development)

## Deployment (Transition) Ministry

In close consultation with the Bishop, the Christian Vocations Office (CVO) assists parishes during the transition between settled clergy and in the search for new clergy leadership. Services provided to parishes include assisting the wardens and vestry in planning the interim period; providing interim consultants and names of potential interim clergy; coordinating with the national Church Deployment Office; publicizing openings in various venues; referencing and consulting with the Bishop about prospective candidates; providing resources and training for interim consultants and interim pastors; providing resources for the search committee, vestry and wardens; keeping the Bishop informed of the progress of all searches; assisting in the final call and in the negotiation of a letter of agreement with the clergy person; and finally assisting in the start up of the new ministry.

Expenses in this area have been decreased both by not renewing our membership in Midwest Ministry Development Services, an organization that offers vocational discernment programs for clergy and lay professionals, and small decreases in other line items that have not been fully expended in recent years.

## Commission on Ministry

The primary purposes of the Commission on Ministry are to advise and assist the Bishop in the work of discernment, formation and support for persons in Holy Orders and to support the ministries of Lay Professionals in the Diocese of Ohio. The primary tasks of the Commission include determining, together with the Bishop, the present and future needs in the diocese's ministry; recruiting and assisting in the selection of personnel for Holy Orders; providing for the guidance, pastoral care, and continuing education of clergy and lay professionals; determining clergy compensation standards; and attending to

the professional and personal needs of the clergy and lay professionals and their families.

## Clergy Formation

**Scholarship Assistance:** The Diocese of Ohio has been fortunate to be able to provide substantial financial assistance to individuals who are in the process of education and formation for ordained ministry. The Diocese's ability to offer scholarships for theological education is a result of the generosity of a number of benefactors over the years that have made provisions in their wills for such endowments. In recent years much of the accumulated income from those funds has been depleted. Due to the reduced income and a desire to shift the use of educational endowment funds to internships for newly ordained clergy in coming years, the amount of scholarship for seminarians has been reduced. Seminarians receive support in the range of \$3,000 - \$7,500. The Diocese of Ohio is providing scholarships for eight seminarians during the 2007-2008 academic year.

**Deacon Formation Program:** A key piece in our diocesan priority to develop servant leaders is to have a strong network of deacons who are able both to call members of the diocese to develop their own diaconal ministry and to assist individuals in understanding how their actions are spiritually formative. In 2007 a new class of four deacons began the 3-year formation process leading towards an anticipated ordination date in 2010. Individuals in this process gather twice a month for classes taught by members of the diocese and via on-line courses through a variety of seminaries. In 2008, \$15,000 is allocated towards this process.

**Internships:** One of the budget priorities for 2008 is to "Develop and Employ Creative Models for Congregational Ministry." In furtherance of this goal we are expending substantial resources, primarily from special funds, into three ministries. Much of this money is generated through

donations to the Bishop's Annual Appeal and interest earned on the Miller Endowment Fund. These funds are used to underwrite the salaries of two college chaplains, at Kenyon College and Bowling Green State University, the latter being a new initiative launched in the fall of 2007. Funds are also being applied towards the salary of a full-time clergy person in a new shared ministry with St. Stephen's, East Liverpool and St. Stephen's, Steubenville. Internship expenditures such as these are essential for providing resources to deploy clergy who have gone through our formation process and to initiate critical and strategic new ministries. For the first time, \$15,000 in special funds is also being allocated for Summer Internships for seminarians. This money will allow us to offer a hands-on experience for our seminarians in a practical ministry setting within the Diocese of Ohio. It will also allow seminarians an opportunity to build new relationships and experience the diocese beyond their sponsoring parish.

## Clergy & Lay Professional Support

Supporting and strengthening the clergy for leadership is one of the primary emphases of the ministries of the Diocese of Ohio. Believing that the health of congregations is directly influenced by the health of the clergy serving them, the Commission on Ministry offers and oversees programs for clergy and their families. Programs and offerings include: a subsidy to provide for a percentage of the cost of confidential counseling by professional counselors for clergy and members of their families; the Fresh Start program for systematic support for clergy in new positions be they newly ordained or experienced; and funding for a chaplain for clergy spouses and partners. The Bishop's Winter Gathering (a conference for clergy and their spouses or partners) offers 3 days and 2 nights of fellowship and education. Other events have been planned in the past to provide support for lay professionals and for the children of clergy and lay professionals.

## Clergy Development

In an effort to assist in the ongoing development of clergy, a variety of programs are offered. Clergy days provide opportunities for clergy to gather with the Bishop. In 2007 we had our first two and a half day clergy conference ever. This conference provided significant continuing education opportunities in addition to time for worship and building collegial relationships. Additional money was allocated towards funding this conference in 2008. Continuing education and sabbatical grants for clergy and lay professionals are funded from two endowment funds. Partnerships to provide continuing education programs on an ecumenical basis have allowed continuing education funds to be used more effectively in recent years.

# Congregational Development

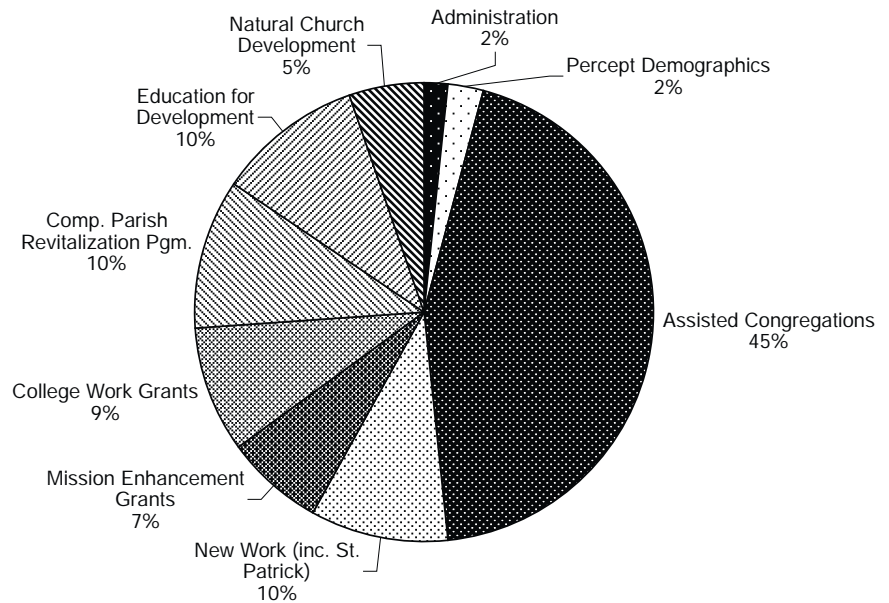
## The Vision for Congregations: Healthy Communities that Grow in Faith, Numbers, and Resources for Mission

In the last several years, the Congregational Development Commission has carefully considered how to invest the resources entrusted to it in order to achieve the best result for our congregations. In 2007, in line with the Bishop's mission statement for the diocese, the Congregational Development Commission began investing new money—and, more important, new energy—in several initiatives designed to help us GROW.

As the Commission began discussing and working on these initiatives, we realized that the Commission itself needed to be reshaped. In 2007 we began restructuring. As we move into 2008, the Commission is organized into the following subgroups:

- **College Work**, whose purpose is to encourage the sharing of resources between/among college ministries in parishes, including program ideas, understanding of the spirituality of college students, and shared mission work;
- **Evangelism, Welcome, and Retention**, whose purpose is to foster diocesan evangelism, new-member-ministry, and assimilation efforts, including support for the work of the Diocesan Communications Commission in the development of diocesan advertising programs;
- **Growth and Development**, whose purpose is to articulate and support a diocesan vision of congregational health and vitality grounded in spiritual formation, regionalizing this work as much as possible through the use of Natural Church Development;
- **New Initiatives**, whose purpose is to propose, initiate, and support new church plants and/or restart work, where plans for new starts and restarts use alternative models for congregational development—beyond the “one-priest-one altar” model most familiar in our church.

2008 CDC BUDGET



In the pie chart of our 2008 budget, you can see that the largest part of our budget (45%) is still allocated to support of existing congregations, but with one primary difference: the bulk of our resources allocated in this category now supports congregations where we hope for redevelopment and encourage a renewal of mission energy. We are also providing assistance to shared ministries in this category, as we encourage collaboration between and among parishes who are sharing resources, clergy, and (most important) ministry together. Every congregation who is finding it difficult to support a clergyperson on its current net disposable budgeted income (NDBI) should consider shared ministry, if they think they have the slightest chance of collaborating with other churches in their regions. At present, 17 of our congregations are engaged formally in shared ministries. St. Stephen's, East Liverpool, and St. Stephen's, Steubenville, have recently signed their formal covenants. St. Andrew's, Canfield, and St. Luke's, Niles, have entered into a partnership together that is bringing new energy and enthusiasm to both congregations.

In the Congregational Development budget this year you will see that, working with the Controller,



we have identified a new source of Special Funds that permits us to continue our successful Comprehensive Parish Revitalization Program (CPRP) beyond the three-year pilot with All Saints in Parma. The CPRP makes educational and financial resources available to congregations with an average Sunday attendance between 70 and 90, and with a Normal Operating Income of less than \$157,000. The Congregational Development Commission will announce the selection process for a new CPRP parish early in 2008.

## Natural Church Development

Natural Church Development, our most extensive Congregational Development initiative, which we expect to be using in the diocese for many years to come, is now in use in 24 parishes throughout the diocese. We have trained over 60 coaches, and we expect that the program will expand naturally into many more of our parishes that wish to use a tested and flexible process that combines congregational health assessment, planning, and implementation.

Natural Church Development has worked with over 50,000 congregations worldwide, assessing congregational life against the benchmarks of eight “quality characteristics” found in all healthy and growing churches. These are:

- Empowering leadership
- Inspiring worship services
- Loving relationships
- Need-oriented evangelism
- Holistic small groups
- Passionate spirituality
- Gift-oriented ministry
- Effective structures

The assessment can be easily understood by saying that all congregations have leadership, worship services, relationships, and so on—the nouns—but assessing the value and effectiveness of those is done by investigating the degree to which the adjectives describe the congregation. This assessment is done

by surveying the congregation, and focusing the results into a work plan that addresses the quality characteristic that least describes the congregation. The congregation then works on improving that quality characteristic. The congregation’s strengths—also revealed in the assessment—are then used in the improvement process.

Natural Church Development has discovered that working on the “minimum factor” improves performance on all the quality characteristics. According to the statistics collected in the Natural Church Development database, congregations that commit their time and energy to working with this program find that they have grown by 51% in 30 months’ time. To our Congregational Development Commission, that statistic alone made an investment in NCD worthwhile. An additional NCD benefit is that we are building capacity by training and working with coaches in the diocese. Our hope is that these coaches will become the nucleus of a group of regional Congregational Development coaches, who will be trained and educated in several other important ways for work with congregations—in parish growth and evangelism strategies, diversity training, in asset mapping, in Healthy Congregations work, and in conflict intervention and management, to name a few. The direct expenditure earmarked for NCD in the 2008 budget is 5%, which supports the cost of coach training; this number is expected to increase in the outyears, as we add the other training pieces.

About 7% of our budget is allocated for Mission Enhancement Grants. These grants stimulate and support parish creativity and collaboration across the diocese. They give up to \$5000 in seed money for new ministries and programs in congregations that do not receive other forms of diocesan assistance. Last year, we made grants to congregations that wanted to augment their music programs, to hire gifted and energetic folks to restructure their youth programs, to offer educational and spiritual development programs to their congregations and neighborhoods, and to develop new and attractive advertising programs for their parishes—to name a few. Perhaps more exciting is the fact that we have had some applicants for Mission Enhancement Grants that are collaborations among parishes and in deaneries.

## New Focus and New Collaboration

Restructuring in the diocese has expanded the Ministry with Young People Cluster into the Office of Christian Formation. This office will assume responsibility for the education necessary in spiritual development for all ages. This change frees Congregational Development to focus primarily on education and training in the areas just mentioned: parish growth and evangelism, mission and vision clarification, parish health assessment and strategic planning, diversity training, conflict management, the development of new models and new initiatives in congregational organization, and the extension of the Natural Church Development process to all our congregations. We will also—in collaboration with the Office of Stewardship and Development—begin addressing the development of regional collaborations among parishes in service ministry and volunteer support and education.

## Education for Development

This category represents about 10 % of the total budget. It is the one category that probably needs expansion most as we move beyond 2008, and this year's allocation represents an incremental increase. Under this one heading now come all our efforts to educate: Shared Ministry Conversations, the Mission and Ministry Conference, occasional educational days for different purposes; and individual continuing-education efforts undertaken by members of the laity. In 2007, as in preceding years, we have supported efforts by parishes to learn about church growth, to advertise their parishes better, to offer faith-development and inspiration opportunities to their communities, as well as a number of educational opportunities for individuals to learn about Christian education for adults and young people, and to develop individual ministry skills.

2008 will be for us a year of transition, as we begin to move away from the format of one large Mission and Ministry Conference into smaller regional conferences that expand the repertory of NCD Coaches and parishes with education in the other areas mentioned above. Mission and Ministry in 2008 will extend the theme of the Kenyon Conference in 2007, by focusing on the Millennium Development Goals. In this effort, Congregational Development is collaborat-

ing with the Commission on Global and Domestic Mission. Though the focus is on the Millennium Development Goals, and though Mike Kinman (Executive Director of Episcopalians for Global Reconciliation) is our keynote speaker, the Mission and Ministry Conference will also feature workshops about the Natural Church Development process and about parish evangelism and advertising.

Mark your calendars: **Mission and Ministry 2008: Parish Vitality and the Millennium Development Goals** will take place at the Cleveland Airport Marriott on Friday and Saturday, February 1 and 2, 2008. See you there!

# Diocesan, Episcopal Church, and Anglican Communion Responsibilities

This category of the budget represents expenses relating to our life as a diocese of the Episcopal Church in the Anglican Communion.

The largest item of \$577,000 is the **Diocese of Ohio's share of the Episcopal Church's budget**, as adopted by General Convention. Full payment of our calculated share is a long-standing commitment of the diocese. This amount is calculated as follows:

$(2006 \text{ Operating Income less } \$100,000) \times 21\%$

The **provincial synod assessment** of \$6,400, expenses of **travel to the Provincial Synod**, \$1,500, and **Diocesan Council** related expenses of \$3,000, remain at 2007 levels. A new item, \$1,000, represents **travel to Province V education events**.

Expenses of the annual **Diocesan Convention** are increased by \$5,000, to \$25,000, to account for the increase in costs related to this event.

The allocation for **Reserve for Travel to General Convention** is increased \$10,000 to account for the expected cost of travel to the 2009 General Convention in Anaheim, CA. Sufficient funds exist for travel to the 2008 Lambeth Conference, so the allocation to **Reserve for Travel – Lambeth Conference** was eliminated. The amount for **Reserve for Future Episcopal Transition** remains at the 2007 level of \$15,000.

# Collaborative Ministries

This section of the budget addresses ministries that cannot be funded by a single parish, but are instead funded by pooling our resources as a diocese through collaboration. These ministries include: Christian Formation For All, Leadership Development, Cedar Hills Camp & Conference Center, Sacred Path Books & Art, and several smaller yet important diocesan ministries.

The following items are funded at the same level as 2007:

- Administration of the Episcopal Relief and Development program, \$500;
- Chaplaincy at Rainbow Babies & Children's Hospital, \$65,000, which is funded through income from the Holy Cross Fund and administered through the Lutheran Chaplaincy Service;
- Contribution to Ohio Campus Ministries, \$5,000;
- Support for the Ohio Council of Churches, \$15,000;
- Kenyon Summer Conference, \$5,000;
- Commission to End Racism, \$5,000;
- Community Development – Linked Deposit, \$5,000. The Diocesan Council previously authorized up to \$100,000 of endowment funds for investment in Linked Deposits in banks, which make below market rate loans for selected community development projects. The long-term earning potential of the invested funds remains intact by reimbursing the endowment fund for the amount of appreciation forfeited by making the community development investment. This amount is calculated annually and restored to the Joint Investment Fund. The actual amount depends both on the appreciation experienced by the Joint Investment Fund and portion of the \$100,000 which is actually invested during the year.
- Funding the for Millennium Development Goals, \$25,000, equals the .7% of the 2008 budget, as authorized by the Diocesan Convention in 2005;
- Contributions toward the operating expenses of Cedar Hills Camp & Conference Center, \$160,000. Please refer to the budget narrative for Cedar Hills included in this section.

Changes in the 2008 budget include:

- An increase of \$750 for campus ministry grants;
- Additional funding of \$2,000 to \$6,000 for Leadership Development programs for all ages. The 2007 budget funded only leadership development programs for youth.
- The total funds for Ministry with Young People – Program remains at a total of \$15,000 in 2008, but the composition of the funding has changed. In 2008, \$13,500 comes from the operating budget, an increase of \$1,500, while only \$1,500 comes from special funds for youth scholarships, a decrease of \$1,500. A portion of the youth scholarship funds was used in 2007.

## Christian Formation

In the spring of 2007 the Office for Ministry with Young People was expanded to become The Office of Christian Formation For All. This office will now provide opportunities and resources in the area of Life Long Learning and Christian Formation for all ages. As the mission strategy of our diocese is more completely articulated, the Office for Christian Formation For All will continue to grow more fully into our diocesan mission initiatives and life together.

Ministry with Young People will continue to enhance parish ministry through diocesan events, peer ministry, parish consultations, and local, provincial and national educational/training events for those who minister with children and youth. We continue our involvement with the Province 5 Education Program Unit, the Province 5 Youth Network and the National Association of Episcopal Christian Educators (NAECED). Adult formation resources and intergenerational and family ministry resources will also find a home in the Christian Formation office.

This year also introduced the birth of our Online Resource Center on our diocesan website. Web-based resources and curriculum, curriculum review and resource sharing are now available to all parishes and individuals via the diocesan website. This exciting addition will encourage resource sharing and networking in our diocese and between parishes.

## Grow

Children from 0-12 years of age are welcomed to Diocesan Convention, The Mission and Ministry Conference and the Kenyon Summer Conference. Quality childcare is offered for babies and toddlers at these events. A Children's Program, for 4-12 year olds, is offered at these events and is built on active learning and Christian fellowship. Childcare for 0-12 year olds is also provided at all regional gatherings and meetings in the Diocese of Ohio.

Safeguarding God's Children, an educational program for preventing child sexual abuse, is a priority of our ministry with young people in the Diocese of Ohio. To date close to 480 ordained and lay leaders have attended a Safeguarding God's Children training since its introduction in our diocese in February 2005. Fifteen people have been trained as Safeguarding God's Children facilitators. Train-the-Trainer for facilitators and Safeguarding God's Children trainings continue to be offered.

Events nurturing spiritual growth for teenagers include Happening, The Mission and Ministry Conference and The Spring Youth Gathering. Leadership training for youth is offered through a weeklong Peer Ministry Leadership Training and The Commissioned Youth Ending Racism (CYER) Phasing Project Training.

The Mission and Ministry Conference and the Kenyon Summer Conference continue to provide diocesan formation opportunities for adults. Education for Ministry (EFM), a formation opportunity for adults, is growing in the Diocese of Ohio under the coordination of Robert Bennett and Joy Maughan. A mentor training was completed in July of 2007 and momentum for the program continues to build.

## Give

The Office of Christian Formation For All has embraced the Millennium Development Goals. Diocesan formation experiences continue to educate people of all ages about the goals. The Christian Formation Office is represented on the Commission for Global and Domestic Mission. The "Don't Spend Another Penny" initiative that began at Diocesan Youth Event 2006 continues to support ministries to end hunger and the diocesan 2 Cents

a Meal program. People of all ages are encouraged to stop spending pennies and start saving them to support hunger relief and education programs. "Don't Spend Another Penny" resource kits (available at [www.dohio.org](http://www.dohio.org)) give ideas for saving pennies, penny prayers and where your pennies can go to make a difference to end hunger. People are encouraged to enlist the help of their families, friends, youth groups, parishes and communities.

In an effort to provide leadership around stewardship formation and resources, funding has been offered from the Office of Christian Formation for individuals in the diocese to attend the "Will Our Children Be Stewards" conference, sponsored by the Ecumenical Stewardship Center, November 27-29, 2007 in St. Pete's Beach, FL.

## Serve

Diocesan Youth Event (DYE) has become an opportunity for learning and experience focused on outreach and bound together by fellowship and worship. Young people in middle school through high school gather together in the fall to serve in over a dozen different outreach projects

The Bishop's Bike Ride continues to raise money for diocesan youth mission opportunities. In July of 2007 the Bike Ride traveled along parts of the Underground Railroad route in both the Diocese of Ohio and the Diocese of Southern Ohio. The 2008 Bishop's Bike Ride will travel from Defiance, OH to Alliance, Ohio June 30-July 4. Money raised by sponsoring riders on the trip goes to help fund any youth in our diocese wanting to do a summer mission trip. Any parish collaborating with at least one other parish in summer mission trips is eligible to apply for funding.

In September of 2007 the Diocese of Ohio held its first Mission Summit at Grace Church in Sandusky. The Mission Summit gathered people and parishes from all over the diocese together to share story and experience of their global and domestic mission. The day included worship, a Mission Fair with nearly 40 exhibits, theological reflection and networking opportunities. Discernment about the next Diocesan Mission Summit is already underway.



## Cedar Hills Camp and Conference Center

The allocation in the diocesan budget for Cedar Hills in 2008 is once again \$160,000. These monies represent 38% of the Cedar Hills annual operating budget of \$420,000. This allocation has not changed in the past 5 years to reflect inflation, and the need for maintenance in a facility that continues to age and wear from sustained use is critical.

The good news is that we have been able to track inflation and perform routine maintenance through increases in our fee structure and guest load, the sale of renewable assets, and fundraising, in addition to encouraging volunteerism. Our growing challenge is continuing to accommodate the increase in facility and program costs with the limitations inherent in the property and with a minimal staff. As we look to the future, it is important to recognize that we have met the challenges in the past and will be celebrating our 48<sup>th</sup> year as a ministry of the Diocese of Ohio.

The allocation to Cedar Hills is best understood as general support in the following categories:

**Personnel** – The Executive Director; one part-time hourly Administrative Assistant; one full-time hourly Property Manager; one part-time hourly Services Assistant; 15 part-time seasonal stipendiary Summer Camp Program Staff

**Program** – Although there are smaller programs throughout the year, the primary program of Cedar Hills continues to be Camp Cedar Hills. Camp Cedar Hills provides 30,000 contact hours per season engaging campers and staff alike in exploration of their relationship with God and how they are called to respond to that relationship through action. The incremental cost of camp is approximately \$3.00 per contact hour, inclusive of all direct costs and in-kind provision through Cedar Hills. In 2006, the camp community was in excess of 400 persons enjoying the best recreational and educational experience we had to offer.

**Property** – A large portion of the operating cost of Cedar Hills is incurred in maintaining the property of 191 acres with 8 program buildings and supporting infrastructure. Each year we make some small progress in addressing deferred maintenance; however, with each year our supporting infrastructure

and buildings become another year older and more susceptible to breakdown.

The challenges, limitations, and blessings found at Cedar Hills focus our time to reflect, pray and celebrate our continued commitment to the ministry shared by many children, youth, and adults who use the center.

## Sacred Path Books & Art

Sacred Path Books & Art is a ministry of the Episcopal Diocese of Ohio that exists to offer resources for the spiritual journey and support for evolving relationships with God. Although grounded in the traditions of the Episcopal Church, the ministry embraces people of all faith traditions. The bookstore carries a diverse selection of titles on prayer, spirituality, peace and justice, Christian formation, world religions, art/creativity and children's topics, as well as a quality assortment of gifts, jewelry, music, and art from local and international artists.

Sacred Path travels to many off-site events: events that serve parishes and wider communities in a multitude of ways. They also increase our sales potential and have a powerful promotional and marketing benefit. The staff takes the store "on the road" for conferences and other major programs. The following list offers a sample:

- Clergy Days and Clergy Conferences
- Mission & Ministry Conference
- Episcopal Churchwomen's Annual Meeting
- United Church of Christ Regional Meeting & Convention
- Kenyon Summer Conference
- 11th Annual Fall Conference for Hospice
- Diocesan Youth Events
- Ecumenical Staff Day, Center for Pastoral Studies
- Parish Book Fairs on Sunday morning

This year has been a time of transition. This fall we will hire our second permanent store manager following Katherine Pinard's resignation in 2006. While many factors led to Judy Maruszan's resignation five months after taking the job, it is clear that there needs to be a clear review of how to make this ministry economically viable without doing it at the expense of the paid staff. To that end, the Advisory Board has engaged the assistance of an organizational consultant to assist the Board and Diocesan Council in reviewing the mission, structure, and resources available to develop this ministry.



# Episcopal Ministry and Support Offices

## Episcopal Ministry

The core of this section remains unchanged from the 2007 level. Two significant changes from the 2007 budget are the creation of a \$25,000 line item for “New Initiatives” and the absence of any funding for the Mission Strategy Task Force, which is concluding its work. The former was added in order to allow us to create a budget with greater flexibility and integrity. Each year new ideas for ministry arise after we have completed the budget process. This line item gives Diocesan Council and the Bishop financial resources to fund such initiatives without having to pull money away from other ministries or effectively creating a deficit budget by introducing an unbudgeted expense.

## Finance

The total of \$38,800 for the Finance Office represents a reduction of \$4,000 from the 2007 budget. This reduction is primarily due to reduced bank fees, a \$3,700 decrease.

The budget consists of administrative expenses and financial resource costs of \$5,700, maintenance costs for the accounting software of \$4,000, bank fees of \$800, archive expenses of \$800, payroll preparation costs of \$2,000, costs relating to workshops for parish treasurers of \$1,500, and the fee for the Diocesan audit of \$24,000. These costs are substantially the same as in 2007.

The primary focus of the Finance Office is the SERVE component of the mission statement. In this capacity, finance administers the Joint Investment Fund for the Trustees of the Diocese (investments of \$37 million and 276 Diocesan and parish accounts); the health and dental insurance programs (offered by the Medical Trust unit of the Church Pension Fund) for 95 lay and clergy families; the Capital Loans and Grants program; maintains records of all gifts and grants to ECSF, the Bishop’s Appeal, Cedar Hills (summer camp scholarships and Friends of Cedar Hills), Sacred Path, and other gifts; provides training for parish treasurers and bookkeepers in accounting and internal controls; coordinates the CPA audits of

the Diocese and the Joint Investment Fund, as well as the Diocesan audit team (for parish audits) and committee and CPA audits of parishes; works with parishes in meeting their canonical requirements for reporting in the areas of assessments, insurance, lay pensions, and parochial reports; and provides accounting, payroll, financial reporting and budgeting for all diocesan operations (Council, Trustees, Cedar Hills, Sacred Path, ECSF, the Church Home and Holy Cross Fund).

## Stewardship and Development

The Office of Stewardship and Development exists to promote stewardship as a discipline of our ongoing service to God in our care for our church, and in thanksgiving for all that has been given us by God. The office works to encourage sacrificial giving as a spiritual surrender of self to God and to encourage the people of the diocese to own more fully our identities as stewards of God’s kingdom.

## Growing in Resources for Mission: The Bishop’s Annual Appeal

The campaign for The Bishop’s Annual Appeal is in its second year in the Diocese of Ohio, and already is proving effective in broadening parochial and diocesan opportunities to grow, give, and serve. Last year, the Appeal was introduced as the diocesan vehicle to encourage continued annual giving to the Episcopal Community Services Foundation and to provide financial resources for strategic priorities that benefit the entire diocese.

The 2006 campaign resulted in total contributions exceeding \$212,000. Your generosity in last year’s campaign provided the Episcopal Community Services Foundation with \$106,240 that has been used for direct funding of services to those in need across the Diocese of Ohio.

In addition to support for ECSF, \$106,240 has been allocated for investment in the following initiatives that present fresh and creative opportunities to minister and serve:

- Diocesan youth mission trips which this year sent young people to serve mission areas within the diocese and around the country;

- Internships for seminarians and recently ordained clergy; and
- Ministry on college and university campuses, forming and inspiring a new generation of servant leaders.

The campaign goal in 2007 is \$250,000. As of mid-September – just prior to the end of the third quarter of the year -- we have realized 79% of that goal and we continue to increase our donor base, with 80 of our congregations participating thus far in the campaign. Still there is room and opportunity for growing our resources. The 2008 budget provides financial support for the administration and promotion of The Bishop's Annual Appeal campaign. Not more than 10% of funds raised are utilized for administrative campaign expense. Your participation in The Bishop's Annual Appeal, this year and every year, is invited, encouraged, and important if we are to grow our resources for building healthy communities.

### Giving as Spiritual Surrender

In 2007 the Diocesan Stewardship Network served as a resource for parish efforts to strengthen and build models for healthy stewardship in the congregation. In May an informative and well attended conference, The Ministry of Gift Planning, brought The Rev. Richard Schaper, Gift Planning Officer of the Diocese of California, to the diocese to share his wisdom and resources in the area of planning giving. In addition, the Stewardship Network offered workshops on annual giving strategies and capital campaigns.

Objectives for the Stewardship Network in 2008 include:

- Continued organization of a collaborative stewardship network that includes trainers, educators, speakers, and media resources;
- Promotion of and support for planned giving education and opportunities;
- Presentation of a diocesan stewardship education event for lay leaders and clergy.

The 2008 budget for the Office of Stewardship and Development provides the financial resources needed in order to accomplish these objectives. In

addition, the budget includes a continuing corporate and parochial subscription to Networking, the newsletter of The Episcopal Network for Stewardship. This subscription brings Networking by mail to each parish in the diocese six times each year and includes two registrations to the annual TENS conference on stewardship.

Planned giving offers a unique opportunity to give back to the church all that it has given to us. Making a planned gift to the Diocese of Ohio can be especially meaningful because these gifts provide long-term support that strengthens the diocese's ability to meet future challenges and ministry opportunities. To inform parishioners about giving opportunities, the Stewardship and Development Office will continue to present planned giving forums offering information about potential vehicles for planned gifts. Working in conjunction with Trustees of the Diocese of Ohio, the office will continue to support planned giving education to build the Diocesan Endowment and to encourage local parish endowment.

To that end, the Sterling Newell Endowment Society has been established as the diocesan gift society. The Newell Society exists to honor those who leave a lasting financial witness to the mission of the Diocese. The purpose of the Newell Society is to encourage current gifts of at least \$5,000 to the Diocesan Endowment, and bequests or deferred gifts to the Diocese of Ohio. An inaugural event for enrollees in the Sterling Newell Endowment Society is scheduled to take place prior to year's end.

A Planned Giving Council has been established to facilitate the ministry of gift planning in the diocese and among our congregations.

It is important to note that an objective of the Office of Stewardship and Development is to hold before the diocese all of the many giving opportunities that enrich diocesan ministries and institutions and the wider work of the Church. Never will this be more important than in the next several years as the church in the Diocese of Ohio seeks to respond to the Millennium Development Goals and the implications of this response for eradicating poverty – both locally and globally. To

this end, we will educate about the ONE campaign and other relevant giving opportunities.

In addition, the office will continue to serve as a gathering place for, and a link to, a full spectrum of local, diocesan, and national resources that have the potential to serve the programs and parishes of the diocese, helping to create productive partnerships between parishes that have a vision for particular program or outreach efforts and the financial resources that can facilitate the birth of that vision.

### **Serving the World Together: Episcopal Community Services**

The ECSF Development Council serves in an active capacity with regard to fundraising, allocations, and strategic planning to determine policy with regard to criteria and guidelines for consistent allocation of funds to Episcopal, ecumenical, and/or community services that address human need.

The ECSF Development Council works in partnership with the Bishop to organize and promote the Bishop's Annual Appeal. The Development Council manages the distribution of grant monies received from the Trustees of the Diocese and from the annual appeal to grant-worthy programs in churches and community agencies. Staffing and fundraising for ECSF, through the Bishop's Annual Appeal, continue to be centered in the diocesan Development Office.

The 2008 proposed diocesan budget reflects the assumption by the Diocese of operating costs for Episcopal Community Services, along with a corresponding assumption of income from the transfer of administrative fees that continue to be used (as they have historically) to underwrite administrative expenses on behalf of ECSF.

At least half of all campaign receipts for the Bishop's Annual Appeal flow to the Episcopal Community Services Foundation. As previously noted, the proposed 2008 budget includes financial resources to support the campaign through the Bishop's Annual Appeal.

ECSF continues to be central to our common Christian witness in the Diocese of Ohio, now integrating and encouraging service as formation, and biblically-modeled advocacy on behalf those most needy and most without voice.

The major work of ECSF is, of course, to address issues of human need in our midst. This is accomplished by providing grant support to parish and community service agencies that work hard to provide compassionate care to the marginalized in our society. To that end, ECSF has significantly revised its grant criteria and process in an effort to encourage Episcopal response and program participation, and to strengthen community partnerships.

We are in the process of considering more than 40 applications for program support with requests totaling more than \$350,000, distributed across focus areas that include youth, education, prison ministry and legal services, housing and homelessness, health and hunger. 50% of the applications are on behalf of programs run by Episcopal congregations, so more of our congregations are inviting ECSF to partner with them in local mission than ever before. ECSF also continues to administer, under the direction of the Diocesan Trustees, grant requests for services to the elderly that are administered by ECSF on behalf of the Church Home Endowment. \$191,000 will be distributed from the Church Home Endowment to programs providing services to the elderly by year's end.

Thank you for inviting us — the staff and ECSF Development Council members — into your churches. We appreciate every parish, clergy, parochial leader, campaign chair, outreach committee, and donor that has contributed to the Bishop's Annual Appeal in 2007.

Our challenge in the year ahead will be to consider how ECSF can offer itself as a vehicle for promoting collaborative service and advocating for the needy in our local communities and beyond.

## Communications

In March of 2007, the Office of Information Strategy became the Office of Communications to reflect a broader emphasis on all the ways that we communicate within our diocese and to the wider world. Increasingly, people get their information from the Internet, and that includes information about churches. We are also aware that increasing the visibility of the Episcopal Church in the Diocese of Ohio is critical. To that end we have begun three initiatives.

First, we have offered to provide every parish with a free website, using forministry.com an Internet ministry of the American Bible Society, in addition to providing support for ongoing parish websites. We believe every parish needs to have a web presence. Forministry.com offers four templates with the possibility of a 4-page website. It is very easy to maintain, and more than one person can maintain it. In the absence of parish interest or expertise in developing a website, our office will set one up with basic information on one page giving location and service times for a parish and links to the diocesan website and Episcopal Life Online. Thus far, we are working with six parishes in developing or redesigning websites.

During 2007, the Office of Congregational Development transferred \$60,000 to the Office of Communications. That money was earmarked for the development and implementation of an across-the-diocese advertising and information plan to increase the visibility of our parishes. The year 2007 was designated to conduct a design and feasibility study for such a program. From that budget, we developed several ads for campus ministries to run in campus papers throughout the school year. The Office of Communications and the newly formed Communications Committee have received proposals from two firms for research and development of parish communication tools, which will include suggestions for marketing the work of parishes within their communities, sample ads and public service announcements for programs and services, and workshops on learning to communicate better both within the parish and beyond its borders. These proposals are under consideration at the time of this writing, but we expect to have an overall strategic communications plan for our parishes early in 2008.

Third, the Technology Committee, which is under aegis of the Office of Communications, is researching ways to connect the diocese via video-conferencing to allow more people outside of the Cleveland area to serve on committees and commissions and participate in the life of the diocese. That committee is also looking at ways to update the diocesan databases.

We continue to publish *ChurchLife!* (the diocesan magazine) four times per year and maintain the diocesan website [www.dohio.org](http://www.dohio.org), as well as the weekly bulletin, which is mailed from the website. The website is being redesigned to make it easier to navigate, and we will be adding a section for visitors and non-Episcopalians to welcome them to the Episcopal Church and explain its beliefs and traditions. We have also added a mission blog, which not only describes mission trips that have been undertaken in the diocese, but also allows people involved in mission work to blog and post pictures in real time. And we have added an online resource center. We publish the Convention Handbook and the Diocesan Journal, as well.

The Office of Communications is also responsible for assisting all diocesan offices in communicating their messages in an effective way.

In 2007, the budget for the Office of Information Strategy/Communications was \$65,000. With the addition of the \$60,000 from Congregational Development, the total for 2007 was increased to \$125,000. For 2008, the total communication budget is \$137,770 a little more than +10% change. Most significant in that increase is the cost of postage, which has more than doubled. We have also budgeted for a technology consultant (\$6,500), an Internet link (\$70), and the cost of domain names for new parish websites (\$500).

Total *ChurchLife!* costs are projected at \$54,400 for 2008. Production, printing, and mailing of the directory and canons, the diocesan journal and bi-weekly mailings total \$13,300. Administrative expenses remain at \$3,000.



## Personnel, Travel, Office Equipment and Supplies

### Personnel

Expenses for Personnel in 2008 are \$3,300 (.23%) lower than the 2007 budget. Fourteen percent (\$206,569) of the \$1,457,600 total is funded by reimbursement from diocesan trusts administered by diocesan staff, providing accounting and grant-making services.

The budget includes funding for Bishop Hollingsworth, 7 full-time program staff positions, 7 full-time support staff positions, two part-time assisting bishops and two part-time positions in the archives. One support staff position has been added in the 2008 budget compared with 2007.

Personnel expenses are 40.75% of the Diocesan budget in 2008, compared with 41.9% of the 2007 budget. The ratio of personnel expenses to the total budget is lower than the same ratio for many large and small parishes, which report a ratio of 50-60% or more. Many service organizations also report a higher ratio.

The total provides for salary, pension, health and dental insurance, workers compensation insurance, and long-term disability and life insurance for lay employees approximately equivalent to that provided to clergy. It also provides for training, continuing education, and sabbatical assistance for lay and clergy and continues payment of a supplement that assists retired diocesan employees in meeting their rising expenses for health insurance costs.

Personnel expenses for Cedar Hills Camp & Conference Center represent 46.2% of their 2007 budget. For Sacred Path Books & Art, personnel accounts for 35.9% of their 2007 budget. Neither of these operating budgets is yet finalized for the 2008 year. The personnel figures shown in the budget summary and described above do not include amounts for either Cedar Hills or Sacred Path staff.

### Travel

The 2008 budget for travel expenses represents reimbursement for all business-related travel expenses of the Diocesan staff. The \$80,000 represents no increase from 2007.

### Office Equipment and Supplies

Office expenses, including our share of the operating expenses of Trinity Commons, are \$269,380 in 2008, a decrease of \$18,720 from 2007. A five percent increase (\$10,480) in the operating costs of Trinity Commons are offset by a \$3,000 reduction in real estate taxes, a \$3,200 reduction in phone expenses, and an \$18,000 reduction in interest expenses related to the financing of Trinity Commons. This debt was paid off early in 2007. The reserve for Trinity Commons' capital expenses was also decreased by \$5,000 to \$10,000 in the 2008 budget.

Office equipment and supplies are \$19,100 in the 2008 budget. This amount represents a \$19,800 decrease from the 2007 level. The budget includes funding for postage, copies, computer software, supplies and network maintenance; and office supplies and stationery. In 2008, all of these costs are funded from the operating budget. The 2007 allocation to the computer reserve (\$14,500) was eliminated. The remaining decreases of \$5,300 are attributable to reduced costs for copying and for the network service agreement.

Parish/Institution	Position	2007 Compensation	2007 Est. Parish NOI	2006 Actual Parish NOI
Akron, Holy Spirit	Rector	\$59,282		
Akron, Our Saviour	Rector	\$77,252	\$387,845	\$360,287
Akron, St. Andrew's	(Supply)		\$49,825	\$45,599
Akron, St. Luke's	Rector			
Akron, St. Paul's	Rector	\$102,500	\$1,140,000	\$1,122,015
	Associate Rector	\$49,900		
Akron, St. Phillip's	(Supply)		\$55,390	\$52,643
Alliance, Trinity Church	See Episcopal Shared Ministry of Trinity & Our Saviour		\$71,000	\$77,777
Ashland, St. Matthew's	Extended Supply	\$17,416	\$54,040	\$67,348
Ashtabula, St. Peter's	Rector	\$58,334		
Barberton, St. Andrew	Rector	\$53,138	\$133,455	\$151,923
Bay Village, St. Barnabas	Rector			
Bellefontaine, Trinity Church	See Northern Miami Valley Episcopal Center		\$26,950	\$34,102
Bellevue, St. Paul's	Extended Supply	\$20,800	\$54,950	\$56,428
Berea, St. Thomas	Rector	\$58,600	\$222,372	\$206,498
Boardman, St. James'	Rector	\$64,305	\$132,953	\$138,571
Bowling Green, St. John's	(Supply)		\$44,600	\$45,807
Brecksville, St. Matthew's	Rector	\$57,765	\$216,000	\$198,686
Brunswick, St. Patrick's	Rector	\$63,130	\$93,950	\$85,364
Bryan, Trinity Church	See Episcopal Shared Ministry of Northwest Ohio		\$28,300	\$30,398
Canfield, St. Andrew's	Rector	\$53,898	\$95,270	\$91,852
Canton, St. Mark's	Rector	\$64,590	\$261,523	\$275,511
Canton, St. Paul's	Rector	\$52,325	\$239,957	\$239,957
Chagrin Falls, St. Martin's	Rector	\$95,361	\$430,880	\$430,880
Chardon, St. Luke's	Priest-in-Charge	\$26,832	\$101,822	\$94,558
Cleveland, St. Andrew's	Interim Pastor	\$45,000	\$215,610	\$178,601
Cleveland, West Side Shared Ministry	Urban Missioner	\$73,429		
			\$46,536	\$68,080
			\$66,790	\$70,178
			\$54,900	\$48,631
Cleveland, Trinity Cathedral	Dean	\$117,175	\$1,609,980	\$1,649,120
	Curate	\$45,685		
	Canon	\$59,210		
Cleveland Heights, St. Alban's	Interim Pastor		\$25,000	
Cleveland Heights, St. Paul's	Rector	\$120,760	\$1,662,500	\$1,575,342
	Associate Rector	\$70,000		
	Associate Rector	\$69,701		
	Deacon	\$24,334		
Cleveland, Lutheran Hospital	Director of Pastoral Care	\$45,894		
Cleveland, Rainbow & Babies Children's Hospital	Chaplain	\$40,600		
Coshocton, Trinity Church	Rector	\$60,075	\$133,000	\$124,837
Cuyahoga Falls, St. John's	Rector	\$57,400	\$164,937	\$164,937
Defiance, Grace	See Episcopal Shared Ministry of NW Ohio			
Diocese of Ohio	Bishop	\$149,350		
	Executive Officer	\$76,500		
	Asst to Bp/Con Dev	\$80,900		
East Liverpool, St. Stephen's	See St. Stephens' Shared Ministry		\$80,100	\$85,897
Elyria, St. Andrew's	Rector	\$61,603	\$203,857	\$197,071
Episcopal Shared Ministry of NW Ohio	Rector	\$58,972		
Episcopal Shared Ministry of Trinity & Euclid, Epiphany	Pastor-in-Charge	\$48,000		
	Rector	\$53,610	\$150,762	\$153,962
Findlay, Trinity Church	Rector	\$57,900	\$174,791	\$172,467
Fremont, St. Paul's	Priest-in-Charge	\$56,328	\$164,144	\$164,144
Galion, Grace	Extended Supply		\$3,000	



Parish/Institution	Position	2007 Compensation	2007 Est. Parish NOI	2006 Actual Parish NOI
Gambier, Harcourt Parish	Rector	\$52,325	\$165,149	\$165,149
	Assistant Rector/Chaplain	\$47,200		
Gates Mills, St. Christopher's	Rector	\$77,711	\$376,743	\$347,113
Geneva, Christ Church	Interim Supply		\$44,750	\$49,487
Hudson, Christ Church	Rector	\$88,214	\$648,660	\$645,943
	Associate Rector	\$53,900		
Huron, Christ Church	Rector	\$82,200		\$195,640
Kent, Christ Church	Rector	\$53,900	\$164,500	\$132,281
Kirtland, St. Hubert's	Rector	\$84,737	\$257,600	\$251,226
Lakewood, Church of the Ascension	Rector	\$50,000	\$205,012	\$202,403
Lakewood, St. Peter's	Rector	\$77,904	\$465,000	\$451,881
Lisbon, Trinity Church	(Supply)		\$23,400	\$23,572
Lorain, Redeemer	Rector	\$56,382	\$130,206	\$131,917
Lyndhurst, Good Shepherd	Rector	\$81,180	\$268,000	\$2,658,821
Macedonia, St. Timothy's	Rector	\$53,900		\$121,019
Madison, St. Anne-in-the-Field	Rector	\$53,424		
Mansfield, Grace Church	Rector	\$72,500	\$259,350	\$236,673
Marion, St. Paul's	Rector		\$113,115	\$113,447
Massillon, St. Timothy's	Rector	\$59,000	\$239,548	\$241,348
Maumee, St. Paul's	Rector	\$84,341	\$423,698	\$417,835
Mayfield Village, St. Bartholomew's	Rector	\$66,000	\$160,300	\$149,223
Medina, St. Paul's	Rector	\$68,742	\$251,417	\$251,417
Mentor, St. Andrew's	Rector	\$60,500	\$195,291	\$156,211
Mount Vernon, St. Paul's	Rector	\$66,528	\$193,224	\$204,091
Napoleon, St. John's	See Episcopal Shared Ministry of		\$44,950	\$41,258
New Philadelphia, Trinity Church	Priest-in-Charge	\$22,293	\$70,000	\$73,659
Niles, St. Luke's	See St. Andrew's, Canfield		\$40,352	\$44,742
North Central Episcopal Shared Ministry	Rector	\$50,500		
Northern Miami Valley Episcopal Center		Diocese of Southern Ohio		
Norwalk, St. Paul's	See North Central Episcopal Shared Ministry		\$78,000	\$74,879
Oberlin, Christ Church	Rector	\$71,742	\$179,812	\$214,488
Oregon, St. Paul's	Priest-in-Charge	\$26,659	\$68,100	
Painesville, Cedar Hills	Executive Director	\$73,080		
Painesville, St. James	Interim Pastor	\$36,600	\$225,800	\$246,748
Parma, All Saints	Rector	\$60,000	\$161,855	\$153,328
Perrysburg, St. Timothy's	Rector	\$65,000	\$259,900	\$246,584
Port Clinton, St. Thomas	See North Central Episcopal Shared Ministry		\$63,863	\$61,910
Put-in-Bay, St. Paul's	Interim Pastor		\$75,500	\$87,330
Ravenna, Grace Church	Rector	\$64,095	\$147,413	\$147,413
St. Stephens' Shared Ministry	Deacon in Charge	\$48,000		
Salem, Our Saviour	See Episcopal Shared Ministry of Trinity & Our Saviour		\$40,350	\$70,051
Sandusky, Grace Church	Rector	\$87,281	\$391,950	\$364,209
Sandusky, Stein Hospice Service	Chaplain	\$56,633		
Shaker Heights, Christ Church	Priest-in-Charge	\$68,000		\$414,059
Shelby, St. Mark's	Extended Supply		\$53,829	\$53,829
Sidney, St. Mark's	Extended Supply		\$37,100	\$34,336
Steubenville, St. Paul's	Extended Supply	\$16,800	\$83,400	\$77,805
Steubenville, St. Stephen's	See St. Stephens' Shared Ministry		\$76,640	\$69,417
Tiffin, Old Trinity Church	Rector	\$60,499	\$135,676	
Toledo, All Saints Church	Priest-in-Charge	\$17,500	\$100,000	
Toledo, St. Andrew's	(Supply)		\$193,980	\$218,057
Toledo, St. Mark's	Priest-in-Charge	\$63,500	\$358,858	\$348,570
Toledo, St. Matthew's	Rector	\$96,995	\$291,550	\$294,860
Toledo, St. Michael's-in-the-Hills	Co-Rector	\$56,160	\$423,500	\$398,591

Parish/Institution	Position	2007 Compensation	2007 Est. Parish NOI	2006 Actual Parish NOI
	Co-Rector	\$81,566		
Toledo, Trinity Church	Interim Pastor	\$73,057	\$352,091	\$493,783
Uniontown, New Life	(Supply)		\$120,200	\$114,444
Wadsworth, St. Mark's	Priest-in-Charge		\$49,320	\$48,154
Warren, Christ Church	Rector	\$63,500		\$340,645
Westlake, Advent	Rector	\$75,669	\$205,000	\$190,127
Willoughby, Grace Church	Interim Pastor		\$104,500	\$104,602
Wooster, St. James'	Rector	\$72,178	\$216,100	\$203,961
Youngstown, St. Augustine's	(Supply)			\$38,400
Youngstown, St. John's	Rector	\$80,738	\$468,601	\$465,805
	Assistant Rector	\$22,840		

Clergy Compensation figures are taken from The Church Pension Fund Compensation Report as of 9/5/2007 or, in lieu of figures from that report, letters of agreement for retired clergy, or clergy new to the diocese. The compensation figure is pension-based compensation, which includes cash salary, housing (allowance or fair rental value), utilities, and social security tax reimbursement.

# Appendix

## Parochial Report Data through 2006

	Comm. in Good Stand.	Avg. Sun. Attend.	Total Normal Operating Income	Total Operating Revenue	Total Revenue	To Diocese	Operating Expenses	Outreach (Line 13+16)	Restricted for Outside Use	Avg. Attend ÷ Members	Pledge & Plate ÷ Avg. Attend	Operating Expense ÷ Avg Attend	From Invest. ÷ Operating Expenses
<b>Akron, Church of Our Saviour</b>													
2001	281	104	\$255,827	\$255,827	\$454,388	\$29,224	\$284,471	\$57,482	\$8,914	37%	\$1,037	\$2,735	50%
2002	286	95	\$220,159	\$220,159	\$818,739	\$27,391	\$219,607	\$63,014	\$12,450	33%	\$975	\$2,312	56%
2003	209	110	\$308,042	\$308,042	\$407,188	\$29,815	\$278,227	\$79,950	\$10,269	53%	\$914	\$2,529	44%
2004	221	113	\$372,137	\$372,137	\$415,473	\$52,359	\$319,778	\$37,930	\$3,615	47%	\$1,092	\$2,830	33%
2005	228	105	\$354,894	\$354,894	\$413,934	\$44,266	\$311,162	\$24,712	\$17,252	42%	\$1,364	\$2,963	31%
2006	225	101	\$360,287	\$360,287	\$419,578	\$41,758	\$318,530	\$26,375	\$6,100	40%	\$1,726	\$3,154	35%
<b>Akron, Church of the Holy Spirit</b>													
2001	100	89	\$139,128	\$139,128	\$144,367	\$6,359	\$124,307	\$5,709	\$1,000	86%	\$1,554	\$1,397	1%
2002	102	81	\$162,982	\$162,982	\$170,820	\$16,878	\$138,533	\$6,855	\$2,475	79%	\$1,765	\$1,710	14%
2003	91	78	\$140,932	\$140,932	\$151,528	\$9,941	\$127,209	\$22,505	\$690	78%	\$1,545	\$1,631	16%
2004													
2005													
2006													
<b>Akron, St. Andrew's Church</b>													
2001	113	58	\$69,036	\$69,036	\$85,306	\$8,217	\$60,819	\$0	\$56	45%	\$1,190	\$1,049	0%
2002	66	54	\$73,707	\$73,707	\$161,538	\$7,084	\$64,726	\$1,897	\$764	55%	\$1,155	\$1,199	6%
2003	57	45	\$80,240	\$80,240	\$87,706	\$6,577	\$72,663	\$1,000	\$1,256	68%	\$1,293	\$1,615	21%
2004	37	37	\$50,976	\$50,976	\$52,687	\$3,694	\$47,282	\$0	\$1,256	62%	\$962	\$1,278	17%
2005	43	32	\$46,547	\$46,547	\$51,594	\$4,387	\$42,161	\$0	\$0	55%	\$1,083	\$1,318	7%
2006	40	33	\$45,599	\$45,599	\$47,611	\$3,934	\$40,565	\$1,100	\$2,012	55%	\$1,002	\$1,229	12%
<b>Akron, St. Luke's Church</b>													
2001	845	529	\$827,037	\$827,037	\$866,159	\$72,000	\$656,385	\$122,153	\$0	53%	\$1,548	\$1,241	1%
2002	860	445	\$827,360	\$827,360	\$855,183	\$72,250	\$633,508	\$143,011	\$0	43%	\$1,855	\$1,424	0%
2003	781	459	\$802,704	\$802,704	\$825,448	\$42,000	\$641,156	\$141,495	\$0	45%	\$1,749	\$1,397	0%
2004													
2005													
2006													
<b>Akron, St. Paul's Church</b>													
2001	1187	579	\$1,072,731	\$1,072,731	\$2,092,837	\$164,690	\$923,338	\$77,813	\$86,231	27%	\$1,343	\$1,595	30%
2002	1208	592	\$1,078,020	\$1,078,020	\$2,227,328	\$159,256	\$901,388	\$62,170	\$74,653	28%	\$1,359	\$1,523	28%
2003	1239	561	\$1,060,386	\$1,060,386	\$1,320,471	\$157,901	\$902,485	\$81,902	\$26,044	25%	\$1,388	\$1,609	29%
2004	1261	566	\$1,043,215	\$1,043,215	\$1,312,329	\$156,165	\$887,050	\$91,302	\$46,493	25%	\$1,326	\$1,567	30%
2005	1250	496	\$1,072,558	\$1,072,558	\$1,723,273	\$144,035	\$926,095	\$283,937	\$154,730	22%	\$1,616	\$1,867	23%
2006	1147	546	\$1,122,015	\$1,122,015	\$1,568,766	\$174,779	\$918,302	\$213,495	\$170,333	25%	\$1,429	\$1,682	33%
<b>Akron, St. Peter Church</b>													
2001	89	46	\$69,626	\$69,626	\$72,759	\$7,105	\$65,389	\$564	\$3,133	52%	\$1,296	\$1,422	9%
2002	52	34	\$66,987	\$66,987	\$73,721	\$6,722	\$59,099	\$2,904	\$6,609	62%	\$1,586	\$1,738	15%
<b>Akron, St. Philip's Church</b>													
2001	95	61	\$64,856	\$75,356	\$78,287	\$5,996	\$68,731	\$630	\$1,532	39%	\$1,023	\$1,127	0%
2002	85	59	\$75,677	\$75,677	\$75,677	\$6,133	\$67,059	\$2,485	\$0	61%	\$983	\$1,137	25%
2003	74	56	\$71,169	\$71,169	\$76,423	\$6,064	\$63,789	\$1,316	\$5,254	60%	\$939	\$1,139	27%
2004	71	56	\$56,093	\$56,093	\$56,093	\$8,784	\$49,354	\$0	\$0	55%	\$1,002	\$881	0%
2005	97	65	\$63,032	\$63,032	\$67,345	\$6,849	\$56,448	\$850	\$2,204	62%	\$867	\$868	0%
2006	0	55	\$52,643	\$52,643	\$52,643	\$7,101	\$43,705	\$145	\$0	56%	\$957	\$795	0%
<b>Alliance, Trinity Church</b>													
2001	146	70	\$119,878	\$119,878	\$122,544	\$15,617	\$107,219	\$16	\$0	47%	\$1,294	\$1,532	24%
2002	65	67	\$91,948	\$91,948	\$91,948	\$8,674	\$74,759	\$8,516	\$0	49%	\$1,183	\$1,116	13%
2003	77	69	\$119,731	\$119,731	\$119,731	\$11,940	\$103,772	\$4,019	\$0	53%	\$1,113	\$1,504	38%
2004	71	38	\$104,439	\$104,439	\$104,439	\$11,205	\$90,697	\$2,536	\$0	30%	\$1,169	\$2,387	57%
2005	70	32	\$63,772	\$63,772	\$94,950	\$9,417	\$54,355	\$0	\$0	24%	\$1,024	\$1,699	54%
2006	71	29	\$77,777	\$77,777	\$77,777	\$4,065	\$69,878	\$320	\$0	22%	\$1,252	\$2,410	58%
<b>Ashland, St. Matthew's Church</b>													
2001	110	57	\$89,095	\$89,095	\$92,727	\$6,254	\$82,728	\$0	\$497	48%	\$1,276	\$1,451	0%
2002	76	55	\$84,987	\$84,987	\$87,097	\$3,000	\$81,476	\$10	\$0	47%	\$1,334	\$1,481	0%
2003	65	43	\$86,704	\$86,704	\$96,449	\$0	\$85,570	\$0	\$0	38%	\$1,691	\$1,990	0%
2004	73	40	\$41,442	\$41,442	\$67,359	\$8,181	\$33,261	\$0	\$0	39%	\$1,012	\$832	0%
2005	64	40	\$61,826	\$61,826	\$72,837	\$6,783	\$53,643	\$237	\$0	57%	\$1,440	\$1,341	0%
2006	62	37	\$67,348	\$67,348	\$68,248	\$6,737	\$59,899	\$113	\$0	60%	\$1,731	\$1,619	0%

**Parochial Report Data through 2006**
**Appendix**

	Comm. in Good Stand.	Avg. Sun. Attend.	Total Normal Operating Income	Total Operating Revenue	Total Revenue	To Diocese	Operating Expenses	Outreach (Line 13+16)	Restricted for Outside Use	Avg. Attend ÷ Members	Pledge & Plate ÷ Avg. Attend	Operating Expense ÷ Avg Attend	From Invest. ÷ Operating Expenses
<b>Ashtabula, St. Peter's Church</b>													
2001	199	134	\$180,056	\$180,056	\$180,558	\$17,744	\$169,703	\$0	\$0	62%	\$959	\$1,266	0%
2002	154	123	\$159,551	\$159,551	\$159,551	\$18,313	\$181,166	\$4,670	\$0	56%	\$1,089	\$1,473	0%
2003	151	112	\$167,159	\$167,159	\$308,119	\$13,975	\$153,184	\$240	\$7,430	49%	\$1,354	\$1,368	0%
2004	152	105	\$139,899	\$139,899	\$200,621	\$0	\$139,899	\$0	\$1,203	46%	\$1,185	\$1,332	0%
2005	147	99	\$164,110	\$164,110	\$184,479	\$0	\$164,110	\$0	\$0	43%	\$1,332	\$1,658	0%
2006	157	93	\$151,923	\$151,923	\$158,367	\$0	\$151,923	\$0	\$0	40%	\$1,470	\$1,634	0%
<b>Barberton, St. Andrew's Church</b>													
2001	264	95	\$141,808	\$141,808	\$141,808	\$12,186	\$125,234	\$4,377	\$0	25%	\$1,104	\$1,318	0%
2002	175	90	\$135,082	\$135,082	\$148,698	\$14,319	\$117,863	\$2,900	\$4,299	42%	\$1,154	\$1,310	24%
2003	130	83	\$147,209	\$147,209	\$155,089	\$14,855	\$129,152	\$3,202	\$4,943	49%	\$1,381	\$1,556	24%
2004	128	84	\$134,684	\$134,684	\$140,644	\$13,880	\$117,747	\$3,057	\$3,645	49%	\$1,318	\$1,402	19%
2005	128	78	\$140,824	\$140,824	\$140,824	\$14,814	\$124,565	\$1,444	\$0	45%	\$1,357	\$1,597	27%
2006	129	76	\$142,188	\$142,188	\$142,188	\$14,765	\$125,840	\$1,582	\$0	44%	\$1,256	\$1,656	36%
<b>Bay Village, St. Barnabas's Church</b>													
2001	490	204	\$347,300	\$347,300	\$424,499	\$35,802	\$311,416	\$48,451	\$26,348	22%	\$1,561	\$1,527	0%
2002	469	192	\$395,200	\$395,200	\$411,530	\$36,000	\$359,231	\$47,436	\$4,324	21%	\$1,673	\$1,871	0%
2003	480	183	\$373,800	\$373,800	\$458,685	\$21,000	\$337,846	\$24,847	\$31,621	20%	\$1,622	\$1,846	0%
2004													
2005													
2006													
<b>Bellefontaine, Church of the Holy Trinity</b>													
2001	70	27	\$30,483	\$30,483	\$34,130	\$3,160	\$23,208	\$474	\$1,909	18%	\$1,026	\$860	11%
2002	75	25	\$24,299	\$26,099	\$29,529	\$2,478	\$22,724	\$0	\$4,594	16%	\$903	\$909	7%
2003	86	28	\$27,378	\$27,378	\$36,832	\$2,857	\$24,520	\$0	\$4,285	17%	\$973	\$876	0%
2004	86	28	\$29,749	\$29,749	\$32,656	\$3,605	\$26,144	\$300	\$2,005	17%	\$1,062	\$934	0%
2005	71	26	\$29,547	\$29,547	\$34,404	\$2,639	\$26,908	\$0	\$2,757	35%	\$1,136	\$1,035	0%
2006	52	26	\$34,102	\$34,102	\$35,504	\$3,064	\$31,038	\$0	\$1,402	35%	\$1,245	\$1,194	4%
<b>Bellevue, St. Paul's Church</b>													
2001	53	36	\$66,648	\$66,648	\$71,344	\$5,986	\$48,718	\$4,757	\$2,230	51%	\$1,315	\$1,353	38%
2002	78	38	\$87,497	\$87,497	\$91,474	\$6,400	\$63,951	\$4,071	\$0	41%	\$1,769	\$1,683	23%
2003	57	21	\$126,075	\$126,075	\$127,315	\$14,910	\$107,367	\$4,510	\$0	37%	\$1,963	\$5,113	73%
2004	57	26	\$95,721	\$95,721	\$109,304	\$9,110	\$85,805	\$3,482	\$0	38%	\$1,290	\$3,300	71%
2005	58	34	\$54,615	\$54,615	\$124,246	\$5,471	\$49,129	\$2,418	\$0	46%	\$1,089	\$1,445	32%
2006	58	30	\$56,428	\$56,428	\$63,474	\$5,644	\$50,255	\$0	\$4,241	42%	\$1,226	\$1,675	37%
<b>Berea, St. Thomas's Church</b>													
2001	125	113	\$189,601	\$189,601	\$267,549	\$13,480	\$144,449	\$13,734	\$2,508	59%	\$1,397	\$1,278	20%
2002	141	120	\$174,325	\$174,325	\$205,392	\$20,422	\$152,528	\$9,634	\$3,793	49%	\$1,162	\$1,271	20%
2003	220	108	\$159,420	\$159,420	\$295,084	\$21,169	\$133,043	\$7,388	\$196	42%	\$1,176	\$1,232	21%
2004	214	100	\$190,309	\$190,309	\$198,628	\$17,033	\$166,208	\$7,624	\$2,710	39%	\$1,251	\$1,662	36%
2005	248	119	\$195,369	\$195,369	\$206,209	\$18,953	\$176,416	\$4,054	\$2,921	45%	\$1,128	\$1,482	27%
2006	280	129	\$206,498	\$206,498	\$222,518	\$24,305	\$181,943	\$498	\$4,708	45%	\$1,146	\$1,410	29%
<b>Boardman, St. James's Church</b>													
2001	93	54	\$108,929	\$108,929	\$164,746	\$10,625	\$94,296	\$0	\$644	45%	\$1,344	\$1,746	3%
2002	92	53	\$106,332	\$106,332	\$138,285	\$10,760	\$68,883	\$288	\$716	45%	\$1,544	\$1,300	4%
2003	92	56	\$100,162	\$100,162	\$131,265	\$11,025	\$89,137	\$0	\$1,984	48%	\$1,353	\$1,592	3%
2004	88	62	\$113,880	\$113,880	\$134,228	\$10,082	\$103,799	\$0	\$10,761	52%	\$1,331	\$1,674	6%
2005	94	61	\$121,318	\$121,318	\$149,804	\$13,530	\$106,437	\$2,203	\$3,015	57%	\$1,439	\$1,745	5%
2006	100	63	\$138,571	\$138,571	\$140,200	\$13,449	\$124,523	\$599	\$1,620	57%	\$1,527	\$1,977	12%
<b>Bowling Green, St. John the Baptist's Church</b>													
2001	86	43	\$54,481	\$60,481	\$68,590	\$5,529	\$60,059	\$8,117	\$0	50%	\$1,026	\$1,397	11%
2002	45	39	\$94,281	\$103,881	\$105,218	\$5,707	\$96,051	\$1,663	\$1,764	87%	\$1,074	\$2,463	3%
2003	43	31	\$91,435	\$111,435	\$137,413	\$7,082	\$101,465	\$2,888	\$28	72%	\$1,528	\$3,273	29%
2004	43	30	\$78,256	\$82,006	\$97,500	\$9,922	\$67,110	\$4,974	\$1,393	70%	\$1,751	\$2,237	38%
2005	43	28	\$111,960	\$111,960	\$112,914	\$11,480	\$100,481	\$0	\$1,708	65%	\$1,925	\$3,589	1%
2006	39	22	\$45,807	\$50,807	\$51,218	\$5,188	\$34,946	\$239	\$415	56%	\$2,068	\$1,588	1%
<b>Brecksville, St. Matthew's Church</b>													
2001	228	147	\$147,417	\$147,417	\$173,276	\$15,106	\$130,635	\$1,676	\$0	60%	\$873	\$889	11%
2002	236	154	\$157,190	\$157,190	\$169,925	\$17,187	\$137,503	\$2,500	\$2,381	61%	\$899	\$893	9%

# Appendix

# Parochial Report Data through 2006

	Comm. in Good Stand.	Avg. Sun. Attend.	Total Normal Operating Income	Total Operating Revenue	Total Revenue	To Diocese	Operating Expenses	Outreach (Line 13+16)	Restricted for Outside Use	Avg. Attend ÷ Members	Pledge & Plate ÷ Avg. Attend	Operating Expense ÷ Avg Attend	From Invest. ÷ Operating Expenses
2003	216	156	\$174,547	\$174,547	\$224,430	\$17,218	\$154,807	\$2,522	\$1,924	69%	\$979	\$992	10%
2004	223	148	\$175,492	\$175,492	\$217,739	\$19,189	\$153,844	\$2,967	\$1,821	65%	\$1,182	\$1,039	0%
2005	223	146	\$185,405	\$185,405	\$209,434	\$21,790	\$156,880	\$6,736	\$1,265	65%	\$1,199	\$1,075	0%
2006	242	145	\$198,686	\$198,686	\$225,209	\$23,571	\$168,038	\$11,996	\$2,868	58%	\$1,353	\$1,159	0%
Brunswick, St. Patrick's Church													
2001	64	42	\$29,507	\$140,677	\$144,880	\$3,150	\$126,658	\$963	\$1,924	64%	\$684	\$3,016	0%
2002	105	74	\$44,127	\$134,127	\$139,907	\$4,530	\$127,407	\$1,326	\$1,780	70%	\$552	\$1,722	0%
2003	86	71	\$49,414	\$129,414	\$138,730	\$5,055	\$123,173	\$2,578	\$3,133	83%	\$682	\$1,735	0%
2004	91	53	\$46,590	\$116,590	\$131,242	\$5,415	\$109,600	\$4,325	\$3,059	58%	\$879	\$2,068	0%
2005	91	73	\$63,222	\$123,222	\$128,081	\$6,095	\$114,784	\$4,052	\$3,374	80%	\$791	\$1,572	0%
2006	83	74	\$85,364	\$125,364	\$138,376	\$8,392	\$115,487	\$2,518	\$3,855	89%	\$980	\$1,561	5%
Bryan, Trinity Church													
2001	32	26	\$44,348	\$44,348	\$54,010	\$5,364	\$38,253	\$862	\$687	81%	\$1,387	\$1,471	20%
2002	30	19.56	\$49,490	\$49,490	\$50,641	\$3,520	\$22,232	\$709	\$201	65%	\$2,119	\$1,137	36%
2003	31	19.28	\$28,766	\$28,766	\$29,446	\$3,656	\$24,401	\$708	\$149	62%	\$1,325	\$1,266	11%
2004	25	21	\$37,913	\$37,913	\$46,547	\$3,387	\$33,362	\$1,164	\$222	68%	\$1,033	\$1,589	49%
2005	33	25	\$34,065	\$34,065	\$38,912	\$2,698	\$30,724	\$643	\$971	71%	\$1,039	\$1,229	26%
2006	35	25	\$30,398	\$30,398	\$30,681	\$3,448	\$43,500	\$1,171	\$283	71%	\$1,179	\$1,740	2%
Canfield, St. Andrew's Church													
2001	157	65	\$95,948	\$95,948	\$108,675	\$9,470	\$82,968	\$797	\$727	28%	\$1,251	\$1,276	9%
2002	157	64	\$88,533	\$88,533	\$115,045	\$8,984	\$55,888	\$987	\$904	28%	\$1,290	\$873	0%
2003	157	64	\$80,610	\$80,610	\$130,863	\$8,830	\$71,240	\$1,190	\$1,364	28%	\$1,232	\$1,113	0%
2004	140	64	\$123,356	\$123,356	\$125,864	\$9,589	\$113,767	\$0	\$1,300	29%	\$1,280	\$1,778	26%
2005	140	55	\$121,375	\$121,375	\$148,508	\$11,673	\$109,702	\$0	\$302	26%	\$1,425	\$1,995	28%
2006	119	54.58	\$91,852	\$91,852	\$125,790	\$13,109	\$112,294	\$0	\$0	26%	\$1,408	\$2,057	7%
Canton, St. Mark's Church													
2001	713	250	\$248,975	\$248,975	\$363,946	\$29,588	\$204,593	\$2,539	\$15,865	35%	\$984	\$818	1%
2002	729	260	\$246,346	\$246,346	\$287,359	\$28,488	\$204,273	\$2,298	\$16,188	36%	\$946	\$786	0%
2003	697	225	\$250,338	\$250,338	\$266,262	\$31,917	\$215,919	\$2,502	\$0	32%	\$1,113	\$960	0%
2004	684	220	\$243,974	\$243,974	\$256,075	\$27,374	\$214,151	\$2,447	\$0	32%	\$1,109	\$973	0%
2005	686	138	\$252,552	\$252,552	\$264,438	\$29,360	\$220,764	\$2,428	\$0	20%	\$1,830	\$1,600	0%
2006	699	216	\$275,511	\$275,511	\$356,367	\$32,009	\$240,502	\$3,000	\$0	31%	\$1,252	\$1,113	2%
Canton, St. Paul's Church													
2001	187	101	\$190,748	\$190,748	\$196,748	\$20,013	\$172,026	\$509	\$1,000	43%	\$1,648	\$1,703	9%
2002	192	102	\$171,943	\$171,943	\$181,925	\$8,338	\$172,325	\$5,224	\$4,982	43%	\$1,633	\$1,689	2%
2003	197	102	\$203,394	\$203,394	\$377,412	\$32,163	\$171,231	\$8,158	\$2,229	42%	\$1,620	\$1,679	18%
2004	118	95	\$209,623	\$209,623	\$254,558	\$24,988	\$182,300	\$9,944	\$2,070	49%	\$1,844	\$1,919	9%
2005	131	101	\$220,734	\$220,734	\$233,842	\$24,141	\$196,593	\$1,764	\$2,344	51%	\$1,751	\$1,946	14%
2006	132	86	\$239,957	\$239,957	\$247,888	\$26,414	\$218,042	\$1,701	\$3,122	42%	\$2,011	\$2,535	23%
Chagrin Falls, St. Martin's Church													
2001	1120	214	\$332,875	\$332,875	\$452,654	\$37,428	\$295,188	\$617	\$14,591	19%	\$1,422	\$1,379	8%
2002	669	226	\$401,181	\$401,181	\$472,888	\$45,694	\$355,237	\$538	\$15,808	20%	\$1,666	\$1,572	6%
2003	665	235	\$441,309	\$441,309	\$517,685	\$51,742	\$389,216	\$351	\$14,625	22%	\$1,686	\$1,656	10%
2004	720	228	\$459,199	\$459,199	\$517,890	\$51,659	\$407,540	\$0	\$14,352	21%	\$1,771	\$1,787	11%
2005	700	219	\$501,388	\$501,388	\$602,569	\$75,222	\$426,166	\$0	\$16,091	21%	\$1,870	\$1,946	14%
2006	750	190	\$430,880	\$430,880	\$430,880	\$51,134	\$379,746	\$3,469	\$7,891	17%	\$1,858	\$1,999	3%
Chardon, St. Luke's Church													
2001	212	74	\$116,423	\$116,423	\$117,933	\$9,608	\$96,246	\$1,607	\$1,000	27%	\$1,466	\$1,301	2%
2002	191	76	\$101,601	\$101,601	\$113,486	\$11,890	\$93,100	\$2,653	\$1,016	29%	\$1,220	\$1,225	1%
2003	162	69	\$119,728	\$119,728	\$215,930	\$10,381	\$109,347	\$0	\$3,256	30%	\$1,475	\$1,585	11%
2004	118	63	\$123,210	\$123,210	\$173,716	\$11,950	\$107,957	\$3,302	\$2,000	30%	\$1,510	\$1,714	1%
2005	124	51	\$78,127	\$78,127	\$111,209	\$8,956	\$68,842	\$0	\$1,189	25%	\$1,532	\$1,350	0%
2006	100	68	\$94,558	\$101,058	\$130,071	\$9,294	\$88,764	\$10,000	\$1,355	32%	\$1,134	\$1,305	0%
Cleveland, Church of the Transfiguration													
2001	76	50	\$45,401	\$45,401	\$50,514	\$7,519	\$91,668	\$0	\$0	50%	\$38	\$1,833	23%
2002	76	50	\$60,648	\$60,648	\$60,648	\$6,065	\$71,680	\$0	\$0	50%	\$785	\$1,434	14%
2003	80	42	\$71,398	\$71,398	\$106,970	\$7,140	\$65,111	\$0	\$0	40%	\$956	\$1,550	48%
2004													
2005													

# Parochial Report Data through 2006

## Appendix

	Comm. in Good Stand.	Avg. Sun. Attend.	Total Normal Operating Income	Total Operating Revenue	Total Revenue	To Diocese	Operating Expenses	Outreach (Line 13+16)	Restricted for Outside Use	Avg. Attend ÷ Members	Pledge & Plate ÷ Avg. Attend	Operating Expense ÷ Avg Attend	From Invest. ÷ Operating Expenses
<b>Cleveland, St. Agnes</b>													
2001	5	3	\$2,725	\$2,725	\$2,725	\$276	\$1,200	\$0	\$0	50%	\$494	\$400	95%
<b>Cleveland, St. Andrew's Church</b>													
2001	221	89	\$180,629	\$180,629	\$192,552	\$18,871	\$194,977	\$2,125	\$90	19%	\$1,722	\$2,191	0%
2002	228	130	\$195,777	\$195,777	\$195,777	\$22,963	\$199,217	\$0	\$0	27%	\$1,151	\$1,532	0%
2003	229	150	\$236,309	\$236,309	\$236,309	\$22,963	\$213,046	\$300	\$0	31%	\$1,571	\$1,420	0%
2004	200	150	\$239,770	\$239,770	\$242,270	\$25,533	\$216,179	\$558	\$0	31%	\$1,598	\$1,441	0%
2005	229	125	\$239,048	\$239,048	\$284,066	\$26,641	\$213,378	\$6,960	\$0	27%	\$1,390	\$1,707	0%
2006	161	82	\$178,601	\$178,601	\$220,501	\$28,604	\$149,839	\$158	\$0	51%	\$1,975	\$1,827	1%
<b>Cleveland, St. John's Church</b>													
2001	21	18	\$68,915	\$68,915	\$68,915	\$6,978	\$68,467	\$0	\$0	51%	\$476	\$3,804	61%
2002	26	16	\$75,034	\$75,034	\$75,034	\$6,805	\$57,631	\$0	\$0	59%	\$1,143	\$3,602	79%
2003	30	21	\$80,603	\$80,603	\$106,033	\$11,645	\$67,358	\$1,600	\$0	68%	\$1,049	\$3,208	77%
2004	20	21	\$90,419	\$90,419	\$92,069	\$6,078	\$36,943	\$47,398	\$0	91%	\$784	\$1,759	200%
2005	16	11	\$63,709	\$63,709	\$69,970	\$7,638	\$56,071	\$0	\$0	69%	\$1,817	\$5,097	78%
2006	8	10	\$68,080	\$68,080	\$80,307	\$4,334	\$63,746	\$0	\$0	67%	\$634	\$6,375	96%
<b>Cleveland, St. Luke's Church</b>													
2001	35	33	\$55,348	\$55,348	\$55,348	\$5,232	\$51,071	\$5,050	\$0	44%	\$1,064	\$1,548	8%
2002	41	37	\$57,359	\$57,359	\$58,399	\$5,562	\$49,416	\$1,297	\$0	73%	\$667	\$1,336	8%
2003	74	36	\$49,463	\$49,463	\$78,544	\$5,079	\$42,384	\$2,000	\$0	47%	\$589	\$1,177	12%
2004	65	47	\$72,206	\$72,206	\$73,415	\$7,746	\$63,097	\$1,363	\$0	52%	\$666	\$1,342	5%
2005	78	41	\$55,343	\$55,343	\$55,343	\$6,371	\$48,972	\$1,173	\$0	41%	\$1,194	\$1,194	13%
2006	75	48	\$70,178	\$70,178	\$75,431	\$5,912	\$57,015	\$7,251	\$0	44%	\$1,079	\$1,188	6%
<b>Cleveland, St. Mark's Church</b>													
2001	66	26	\$59,667	\$59,667	\$60,165	\$5,988	\$52,871	\$314	\$498	39%	\$1,228	\$2,034	0%
2002	55	24	\$58,464	\$58,464	\$73,771	\$5,749	\$52,715	\$100	\$1,014	44%	\$1,234	\$2,196	6%
2003	46	23	\$60,554	\$60,554	\$62,259	\$6,055	\$54,499	\$0	\$780	42%	\$1,291	\$2,370	6%
2004	46	25	\$65,815	\$65,815	\$75,751	\$6,461	\$59,117	\$237	\$1,020	45%	\$1,311	\$2,365	15%
2005	44	24	\$57,677	\$57,677	\$58,713	\$6,342	\$51,230	\$730	\$411	44%	\$1,519	\$2,135	4%
2006	34	25	\$48,631	\$48,631	\$52,709	\$5,289	\$43,312	\$30	\$1,153	74%	\$1,101	\$1,732	0%
<b>Cleveland, St. Philip's Church</b>													
2001	12	20	\$28,261	\$28,261	\$60,636	\$2,826	\$26,350	\$382	\$88	118%	\$576	\$1,318	31%
2002	11	16	\$35,115	\$35,115	\$36,414	\$3,512	\$31,349	\$852	\$525	107%	\$724	\$1,959	38%
2003			\$38,712	\$38,712	\$38,712	\$1,447	\$38,712	\$0	\$0				83%
<b>Cleveland, Trinity Cathedral</b>													
2001	538	309	\$1,415,752	\$1,415,752	\$1,634,727	\$213,180	\$1,071,489	\$125,865	\$35,300	53%	\$946	\$3,468	101%
2002	595	465	\$1,530,815	\$1,530,815	\$2,217,945	\$231,930	\$1,288,475	\$69,025	\$3,350	73%	\$678	\$2,771	90%
2003	667	470	\$1,555,395	\$1,555,395	\$1,900,183	\$236,208	\$1,282,088	\$108,209	\$2,700	67%	\$750	\$2,728	92%
2004	696	470	\$1,518,915	\$1,518,915	\$1,634,125	\$230,026	\$1,250,331	\$204,561	\$9,696	64%	\$853	\$2,660	86%
2005	682	500	\$1,445,880	\$1,445,880	\$1,591,453	\$219,700	\$1,203,158	\$192,894	\$24,575	68%	\$841	\$2,406	82%
2006	690	447	\$1,649,120	\$1,649,120	\$1,856,994	\$250,860	\$1,386,620	\$298,434	\$1,992	62%	\$1,024	\$3,102	84%
<b>Cleveland Heights, St. Alban's Church</b>													
2001	60	32	\$54,369	\$54,369	\$78,633	\$5,476	\$41,670	\$1,727	\$272	53%	\$1,530	\$1,302	0%
2002	59	30	\$37,210	\$37,210	\$40,380	\$3,899	\$40,623	\$1,130	\$1,827	51%	\$1,237	\$1,354	0%
2003	63	38	\$36,205	\$36,205	\$39,109	\$3,751	\$30,454	\$3,111	\$0	60%	\$953	\$801	0%
2004	65	26	\$29,166	\$29,166	\$43,604	\$3,545	\$25,245	\$773	\$6,095	38%	\$1,122	\$971	0%
2005	52	24	\$42,315	\$42,315	\$51,269	\$3,837	\$38,478	\$1,493	\$0	34%	\$1,662	\$1,603	5%
* 2006	52	24	\$42,315	\$42,315	\$51,269	\$3,837	\$38,478	\$1,493	\$0	34%	\$1,662	\$1,603	5%
<b>Cleveland Heights, St. Paul's Church</b>													
2001	2300	588	\$1,090,347	\$1,090,347	\$1,553,646	\$160,499	\$1,305,365	\$167,141	\$6,690	19%	\$1,633	\$2,220	9%
2002	1838	511	\$1,090,096	\$1,090,096	\$1,905,028	\$160,528	\$1,293,452	\$339,934	\$11,732	22%	\$1,930	\$2,531	1%
2003	2037	477	\$1,538,474	\$1,538,474	\$2,043,922	\$193,091	\$1,345,383	\$186,110	\$9,184	20%	\$2,294	\$2,821	33%
2004	2000	463	\$1,490,137	\$1,490,137	\$1,829,364	\$225,000	\$1,265,137	\$182,145	\$90,811	20%	\$2,397	\$2,732	30%
2005	2079	488	\$1,471,410	\$1,471,410	\$2,213,851	\$223,057	\$1,248,353	\$186,863	\$197,600	20%	\$2,703	\$2,558	12%
2006	2068	541	\$1,575,342	\$1,575,342	\$1,968,043	\$235,543	\$1,339,799	\$177,164	\$61,165	26%	\$2,539	\$2,477	15%
<b>Conneaut, St. Paul's Church</b>													
2001	29	22	\$43,459	\$55,959	\$80,559	\$4,350	\$57,309	\$1,092	\$807	76%	\$1,151	\$2,605	8%
2002	29	27	\$6,523	\$9,323	\$34,459	\$655	\$24,441	\$1,085	\$1,119	93%	\$179	\$905	5%



# Appendix

# Parochial Report Data through 2006

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<b>Coshocton, Trinity Church</b>													
2001	72	39	\$103,375	\$103,375	\$107,730	\$8,798	\$100,184	\$139	\$1,345	54%	\$1,830	\$2,569	32%
2002	75	35	\$120,075	\$120,075	\$124,376	\$9,390	\$110,685	\$155	\$850	47%	\$1,842	\$3,162	50%
2003	76	44	\$122,917	\$122,917	\$133,982	\$14,924	\$106,743	\$1,293	\$448	58%	\$1,716	\$2,426	25%
2004	77	31	\$121,745	\$121,745	\$127,471	\$13,899	\$106,598	\$1,319	\$426	40%	\$2,300	\$3,439	22%
2005	78	43	\$125,400	\$125,400	\$137,574	\$12,265	\$111,886	\$1,368	\$520	56%	\$1,628	\$2,602	19%
2006	66	37	\$124,837	\$124,837	\$125,582	\$12,444	\$116,060	\$0	\$0	50%	\$1,994	\$3,137	43%
<b>Cuyahoga Falls, St. John's Church</b>													
2001	379	142	\$190,114	\$190,114	\$195,329	\$20,522	\$180,058	\$979	\$837	37%	\$1,254	\$1,268	5%
2002	364	137	\$178,836	\$178,836	\$229,497	\$18,969	\$160,983	\$1,439	\$2,557	38%	\$1,186	\$1,175	3%
2003	256	124	\$188,457	\$188,457	\$206,180	\$18,600	\$168,657	\$6,909	\$1,409	33%	\$1,393	\$1,360	8%
2004	230	117	\$178,748	\$178,748	\$221,140	\$19,927	\$157,621	\$9,767	\$3,852	31%	\$1,523	\$1,347	0%
2005	234	109	\$193,807	\$193,807	\$235,386	\$21,287	\$172,520	\$12,546	\$5,270	29%	\$1,767	\$1,583	0%
2006	224	95	\$164,937	\$164,937	\$319,475	\$19,945	\$144,992	\$8,159	\$3,119	29%	\$1,736	\$1,526	0%
<b>Defiance, Grace Church</b>													
2001	72	46	\$63,760	\$63,760	\$70,484	\$6,668	\$58,532	\$8,954	\$1,740	51%	\$1,220	\$1,272	0%
2002	71	48	\$70,665	\$70,665	\$81,438	\$7,061	\$49,975	\$20,843	\$796	51%	\$1,203	\$1,041	0%
2003	70	43	\$64,405	\$64,405	\$90,133	\$7,426	\$56,460	\$19,866	\$231	46%	\$1,345	\$1,313	0%
2004	71	41	\$88,050	\$88,050	\$96,718	\$7,841	\$78,050	\$10,088	\$1,177	49%	\$1,311	\$1,904	24%
2005	66	39	\$109,900	\$109,900	\$111,566	\$11,059	\$89,198	\$1,411	\$916	47%	\$1,836	\$2,287	30%
2006	59	37	\$109,899	\$109,899	\$117,363	\$11,095	\$79,697	\$2,229	\$3,382	46%	\$1,961	\$2,154	28%
<b>East Cleveland, St. Paul's Church</b>													
2001	78	60	\$63,621	\$98,621	\$107,102	\$5,439	\$105,857	\$7,668	\$0	39%	\$835	\$1,764	6%
2002	69	37	\$59,578	\$99,578	\$113,581	\$5,707	\$100,588	\$1,500	\$62	24%	\$1,376	\$2,719	2%
2003	69	30	\$64,290	\$104,290	\$110,601	\$6,014	\$98,276	\$1,636	\$405	20%	\$1,514	\$3,276	2%
<b>East Liverpool, St. Stephen's Church</b>													
2001	170	79	\$98,095	\$98,095	\$161,002	\$9,772	\$58,459	\$1,850		40%	\$1,003	\$740	27%
2002	115	78.3	\$152,183	\$152,183	\$484,912	\$10,936	\$139,547	\$9,372	\$2,032	45%	\$978	\$1,782	48%
2003	101	62	\$164,389	\$164,389	\$322,439	\$14,959	\$149,130	\$7,772	\$11,782	33%	\$1,338	\$2,405	51%
2004	88	70	\$208,338	\$208,338	\$219,264	\$8,220	\$199,119	\$2,510	\$8,695	36%	\$806	\$2,845	75%
2005	101	52	\$80,272	\$80,272	\$101,696	\$6,574	\$72,699	\$4,557	\$5,060	27%	\$1,196	\$1,398	25%
2006	99	51.58	\$85,897	\$85,897	\$172,673	\$9,530	\$76,367	\$4,305	\$645	27%	\$1,155	\$1,481	19%
<b>Elyria, St. Andrew's Church</b>													
2001	215	98	\$192,157	\$192,157	\$370,436	\$20,862	\$154,363	\$4,323	\$29,712	38%	\$1,405	\$1,575	31%
2002	220	92	\$166,096	\$166,096	\$241,162	\$19,395	\$153,246	\$5,366	\$12,082	35%	\$1,615	\$1,666	10%
2003	223	82	\$179,011	\$179,011	\$246,248	\$18,145	\$158,661	\$8,215	\$15,520	32%	\$1,552	\$1,935	23%
2004	160	82	\$180,703	\$180,703	\$224,681	\$19,476	\$158,592	\$11,223	\$11,632	36%	\$1,531	\$1,934	10%
2005	172	85	\$188,796	\$188,796	\$225,687	\$20,184	\$166,559	\$19,821	\$5,293	37%	\$1,760	\$1,960	19%
2006	178	92	\$197,071	\$197,071	\$334,382	\$21,989	\$172,137	\$27,256	\$9,976	36%	\$1,676	\$1,871	20%
<b>Euclid, Church of the Epiphany</b>													
2001	122	122	\$119,623	\$119,623	\$123,526	\$12,215	\$108,211	\$2,908	\$1,189	31%	\$853	\$887	4%
2002	129	116	\$118,432	\$118,432	\$127,968	\$12,570	\$99,503	\$1,293	\$1,650	30%	\$844	\$858	5%
2003	137	122	\$141,740	\$141,740	\$144,596	\$14,941	\$126,799	\$775	\$2,401	44%	\$834	\$1,039	20%
2004	161	124	\$145,669	\$145,669	\$156,527	\$16,340	\$129,330	\$845	\$2,377	42%	\$831	\$1,043	4%
2005	179	126	\$145,293	\$145,293	\$157,377	\$14,972	\$130,321	\$0	\$4,735	41%	\$1,072	\$1,034	2%
2006	186	133	\$153,962	\$153,962	\$181,821	\$16,917	\$144,988	\$5,219	\$1,678	42%	\$1,031	\$1,090	3%
<b>Findlay, Trinity Church</b>													
2001	231	100	\$160,737	\$160,737	\$166,467	\$19,651	\$140,430	\$7,200	\$5,435	38%	\$1,590	\$1,404	0%
2002	233	100	\$168,861	\$168,861	\$170,626	\$17,552	\$140,027	\$8,200	\$1,937	39%	\$1,664	\$1,400	2%
2003	224	95	\$182,834	\$182,834	\$260,823	\$21,023	\$153,511	\$8,300	\$2,444	40%	\$1,790	\$1,616	7%
2004	230	97	\$139,974	\$139,974	\$319,792	\$18,104	\$112,770	\$9,100	\$1,684	40%	\$1,419	\$1,163	1%
2005	208	99	\$148,227	\$148,227	\$276,288	\$12,272	\$127,237	\$8,718	\$1,991	40%	\$1,497	\$1,285	0%
2006	208	106	\$172,467	\$172,467	\$319,514	\$16,066	\$147,301	\$9,100	\$1,648	45%	\$1,603	\$1,390	2%
<b>Fostoria, Trinity Church</b>													
2001	18	12	\$34,195	\$34,195	\$36,497	\$23,526	\$6,232	\$0	\$1,646	67%	\$1,559	\$519	248%
2002	16	15	\$27,769	\$27,769	\$30,983	\$25,143	\$7,330	\$0	\$712	150%	\$1,171	\$489	139%
2004	15	12	\$29,529	\$29,529	\$29,529	\$6,123	\$23,406	\$0	\$2,400	80%	\$1,541	\$1,951	47%
2005	16	13	\$27,965	\$27,965	\$27,965	\$2,086	\$22,634	\$2,600	\$0	81%	\$1,358	\$1,741	45%

# Parochial Report Data through 2006

## Appendix

	Comm. in Good Stand.	Avg. Sun. Attend.	Total Normal Operating Income	Total Operating Revenue	Total Revenue	To Diocese	Operating Expenses	Outreach (Line 13+16)	Restricted for Outside Use	Avg. Attend ÷ Members	Pledge & Plate ÷ Avg. Attend	Operating Expense ÷ Avg Attend	From Invest ÷ Operating Expenses
<b>Fremont, St. Paul's Church</b>													
2001	239	70	\$133,587	\$133,587	\$150,703	\$13,804	\$122,831	\$4,147	\$4,453	32%	\$1,232	\$1,755	31%
2002	143	97	\$117,972	\$117,972	\$129,152	\$11,062	\$97,704	\$8,493	\$5,421	45%	\$846	\$1,007	29%
2003	115	48	\$99,857	\$99,857	\$113,227	\$12,218	\$87,193	\$446	\$5,200	23%	\$1,858	\$1,817	5%
2004	123	55	\$131,837	\$131,837	\$136,154	\$13,835	\$117,322	\$2,312	\$709	28%	\$2,040	\$2,133	9%
2005	112	49	\$150,924	\$150,924	\$164,902	\$12,939	\$137,600	\$970	\$800	25%	\$1,722	\$2,808	45%
2006	106	44	\$164,144	\$164,144	\$168,451	\$17,663	\$145,575	\$906	\$2,995	23%	\$1,976	\$3,309	46%
<b>Galion, Grace Church</b>													
2001	17	13	\$14,054	\$14,054	\$14,054	\$993	\$20,721	\$500	\$0	62%	\$681	\$1,594	9%
2002	21	14	\$9,903	\$9,903	\$9,903	\$1,322	\$14,923	\$1,429	\$0	67%	\$614	\$1,066	5%
2003	21	12	\$12,711	\$12,711	\$12,711	\$850	\$11,010	\$850	\$0	57%	\$671	\$918	37%
2004	19	10	\$15,473	\$15,473	\$15,473	\$1,276	\$11,911	\$1,766	\$0	48%	\$904	\$1,191	54%
2005	19	9	\$11,059	\$11,059	\$11,059	\$886	\$9,965	\$208	\$0	47%	\$776	\$1,107	41%
* 2006	19	9	\$11,059	\$11,059	\$11,059	\$886	\$9,965	\$208	\$0	47%	\$776	\$1,107	41%
<b>Gambier, Harcourt Parish</b>													
2001	106	80	\$137,087	\$137,087	\$148,117	\$11,386	\$123,451	\$10,802	\$931	65%	\$1,381	\$1,543	15%
2002	107	73	\$135,116	\$135,116	\$171,301	\$15,045	\$128,393	\$13,580	\$12,036	59%	\$1,462	\$1,759	15%
2003	107	69	\$116,957	\$116,957	\$165,419	\$15,253	\$101,704	\$13,542	\$26,028	56%	\$1,509	\$1,474	8%
2004	154	70	\$125,143	\$125,143	\$237,660	\$10,815	\$114,756	\$17,295	\$42,755	50%	\$1,381	\$1,639	15%
2005	115	74	\$151,434	\$151,434	\$238,139	\$16,126	\$136,968	\$15,802	\$91,460	51%	\$1,628	\$1,851	20%
2006	120	78	\$165,149	\$165,149	\$195,128	\$20,080	\$143,884	\$14,330	\$20,052	54%	\$1,686	\$1,845	12%
<b>Gates Mills, St. Christopher by the River Church</b>													
2001	220	129	\$379,378	\$379,378	\$434,686	\$51,483	\$296,157	\$6,230	\$0	50%	\$2,198	\$2,296	3%
2002	220	100.4	\$365,650	\$365,650	\$372,040	\$46,128	\$284,597	\$2,400	\$32,300	40%	\$2,810	\$2,835	27%
2003	220	108	\$368,100	\$368,100	\$368,100	\$42,377	\$321,915	\$3,809	\$5,000	43%	\$2,511	\$2,981	30%
2004	220	105	\$386,214	\$386,214	\$386,214	\$53,292	\$329,404	\$3,517	\$0	43%	\$2,576	\$3,137	35%
2005	220	109	\$350,686	\$350,686	\$374,455	\$44,750	\$323,083	\$3,193	\$5,000	46%	\$2,076	\$2,964	32%
2006	220	100	\$347,114	\$347,114	\$363,853	\$36,488	\$305,704	\$3,997	\$5,000	40%	\$2,171	\$3,057	36%
<b>Geneva, Christ Church</b>													
2001	104	65	\$50,081	\$62,581	\$91,478	\$5,007	\$51,047	\$136	\$1,813	63%	\$756	\$785	1%
2002	95	57	\$64,790	\$81,665	\$94,313	\$6,415	\$74,495	\$902	\$3,428	60%	\$887	\$1,307	11%
2003	63	55	\$79,257	\$99,257	\$102,541	\$5,410	\$92,243	\$4,093	\$92,243	57%	\$1,061	\$1,677	22%
2004	69	40	\$55,117	\$58,239	\$74,545	\$8,031	\$49,428	\$2,499	\$446	45%	\$1,225	\$1,236	0%
2005	69	41	\$45,793	\$45,793	\$69,078	\$4,580	\$40,547	\$2,709	\$954	52%	\$1,107	\$989	0%
2006	65	37	\$49,487	\$49,487	\$53,634	\$4,951	\$44,672	\$469	\$2,148	48%	\$1,211	\$1,207	10%
<b>Hudson, Christ Church</b>													
2001	891	356	\$662,341	\$662,341	\$687,780	\$88,315	\$535,268	\$14,635	\$7,058	35%	\$1,552	\$1,504	13%
2002	862	350	\$653,905	\$653,905	\$663,191	\$101,138	\$544,040	\$17,102	\$8,005	36%	\$1,699	\$1,554	9%
2003	801	317	\$566,421	\$566,421	\$1,075,528	\$79,127	\$476,448	\$10,846	\$22,302	35%	\$1,787	\$1,503	0%
2004	795	257	\$513,673	\$513,673	\$529,285	\$70,397	\$416,304	\$27,903	\$14,684	29%	\$1,916	\$1,620	1%
2005	777	267	\$553,699	\$553,699	\$671,191	\$69,003	\$454,704	\$27,846	\$9,036	34%	\$1,915	\$1,703	7%
2006	802	280	\$645,943	\$645,943	\$674,369	\$87,833	\$569,729	\$19,257	\$24,576	35%	\$2,198	\$2,035	0%
<b>Huron, Christ Church</b>													
2001	356	120	\$168,805	\$169,305	\$210,421	\$14,840	\$142,595	\$69,820	\$0	32%	\$1,123	\$1,188	19%
2002	296	110	\$165,395	\$165,395	\$189,926	\$22,282	\$132,028	\$11,635	\$0	34%	\$1,395	\$1,200	1%
2003	296	84	\$161,447	\$161,447	\$165,207	\$16,926	\$132,616	\$11,905	\$0	26%	\$1,665	\$1,579	8%
2004	296	96	\$171,209	\$171,209	\$176,624	\$14,825	\$156,084	\$9,785	\$0	30%	\$1,443	\$1,626	14%
2005	247	55	\$169,901	\$169,901	\$194,716	\$7,760	\$161,555	\$6,835	\$10	21%	\$2,153	\$2,937	1%
2006	198	63	\$195,640	\$195,640	\$196,040	\$2,184	\$175,066	\$4,571	\$0	22%	\$1,821	\$2,779	1%
<b>Kent, Christ Church</b>													
2001	338	109	\$173,843	\$173,843	\$326,905	\$16,545	\$185,723	\$22,240	\$946	31%	\$1,377	\$1,704	4%
2002	306	110	\$175,533	\$175,533	\$493,578	\$20,728	\$167,942	\$18,256	\$617	36%	\$1,517	\$1,527	4%
2003	272	99	\$176,071	\$176,071	\$307,128	\$17,835	\$155,410	\$4,873	\$1,579	36%	\$1,581	\$1,570	8%
2004	277	85	\$136,765	\$136,765	\$206,538	\$17,525	\$117,296	\$3,639	\$4,003	31%	\$1,503	\$1,380	6%
2005	278	74	\$94,312	\$94,312	\$208,491	\$9,391	\$82,861	\$19,379	\$18,286	27%	\$1,180	\$1,120	8%
2006	189	81	\$132,281	\$132,281	\$330,128	\$12,838	\$117,294	\$24,736	\$20,093	33%	\$1,633	\$1,448	0%
<b>Kirtland Hills, St. Hubert's Church</b>													
2001	281	75	\$208,012	\$208,012	\$487,226	\$22,579	\$164,334	\$11,160	\$853	23%	\$2,181	\$2,191	8%
2002	250	78	\$204,030	\$204,030	\$248,880	\$23,895	\$198,529	\$15,851	\$570	24%	\$2,563	\$2,545	0%

# Appendix

# Parochial Report Data through 2006

	Comm. in Good Stand.	Avg. Sun. Attend.	Total Normal Operating Income	Total Operating Revenue	Total Revenue	To Diocese	Operating Expenses	Outreach (Line 13+16)	Restricted for Outside Use	Avg. Attend ÷ Members	Pledge & Plate ÷ Avg. Attend	Operating Expense ÷ Avg Attend	From Invest. ÷ Operating Expenses
2004	218	80	\$231,806	\$231,806	\$250,503	\$27,894	\$203,080	\$1,554	\$14,037	23%	\$2,106	\$2,539	31%
2005	269	86	\$247,019	\$247,019	\$275,537	\$28,085	\$218,582	\$878	\$14,991	23%	\$1,919	\$2,542	37%
2006	254	86	\$251,226	\$251,226	\$282,240	\$35,156	\$217,672	\$13,640	\$402	24%	\$2,046	\$2,531	20%
Lakewood, Church of the Ascension													
2001	175	100	\$157,307	\$157,307	\$202,710	\$16,726	\$130,574	\$380	\$0	48%	\$1,471	\$1,306	0%
2002	204	109	\$184,679	\$184,679	\$303,290	\$17,430	\$181,518	\$4,219	\$3,624	53%	\$1,427	\$1,665	11%
2003	227	118	\$210,756	\$210,756	\$270,591	\$24,225	\$186,530	\$47,441	\$7,362	52%	\$1,309	\$1,581	0%
2004	247	125	\$226,029	\$226,029	\$256,642	\$23,607	\$202,422	\$37,650	\$5,140	51%	\$1,285	\$1,619	9%
2005	246	141	\$214,685	\$214,685	\$232,930	\$22,839	\$191,846	\$7,003	\$7,350	57%	\$1,235	\$1,361	2%
2006	236	139	\$202,403	\$202,403	\$223,726	\$21,291	\$181,112	\$11,781	\$2,726	59%	\$1,242	\$1,303	0%
Lakewood, St. Peter's Church													
2001	711	209	\$361,769	\$363,769	\$628,610	\$32,451	\$607,684	\$9,209	\$2,111	29%	\$1,677	\$2,908	0%
2002	677	188	\$415,481	\$418,481	\$682,979	\$58,961	\$373,988	\$298,203	\$3,638	26%	\$2,150	\$1,989	0%
2003	452	181	\$372,820	\$374,487	\$605,041	\$49,776	\$319,158	\$222,161	\$3,225	32%	\$2,033	\$1,763	0%
2004	452	197	\$380,636	\$380,636	\$682,919	\$53,969	\$319,849	\$258,361	\$6,270	34%	\$1,932	\$1,624	0%
2005	461	198	\$430,049	\$430,049	\$802,143	\$57,681	\$365,914	\$354,786	\$8,014	43%	\$2,126	\$1,848	0%
2006	472	197	\$451,881	\$451,881	\$886,832	\$59,033	\$387,396	\$378,693	\$24,048	42%	\$2,135	\$1,966	3%
Lima, Christ Church													
2001	101	56	\$133,303	\$133,303	\$133,303	\$8,611	\$6,964	\$315	\$0	39%	\$1,305	\$124	861%
2002	99	39	\$131,361	\$131,361	\$131,361	\$16,849	\$112,781	\$1,350	\$0	39%	\$1,796	\$2,892	40%
2003	55	32	\$133,930	\$133,930	\$143,130	\$11,550	\$122,380	\$0	\$0	35%	\$1,900	\$3,824	60%
Lisbon, Holy Trinity Church													
2001	47	28	\$34,315	\$34,315	\$47,497	\$3,417	\$24,934	\$1,298	\$0	45%	\$646	\$891	62%
2002	48	24	\$34,798	\$34,798	\$36,426	\$3,449	\$29,120	\$2,168	\$0	38%	\$778	\$1,213	54%
2003	48	25	\$32,918	\$32,918	\$35,197	\$3,435	\$29,484	\$1,758	\$0	40%	\$727	\$1,179	50%
2004	34	19	\$26,462	\$26,462	\$27,724	\$2,417	\$24,045	\$1,439	\$0	39%	\$488	\$1,266	69%
2005	36	18	\$23,922	\$23,922	\$25,042	\$2,467	\$21,455	\$919	\$0	35%	\$431	\$1,192	74%
2006	36	17	\$23,572	\$23,572	\$24,572	\$2,420	\$21,152	\$810	\$0	33%	\$493	\$1,244	69%
Lorain, Church of the Redeemer													
2001	193	94	\$145,472	\$145,472	\$175,248	\$14,085	\$125,456	\$7,581	\$1,021	33%	\$831	\$1,335	50%
2002	194	102	\$143,359	\$143,359	\$160,701	\$15,130	\$126,814	\$2,325	\$9,024	36%	\$844	\$1,243	41%
2003	195	90	\$143,646	\$143,646	\$174,660	\$15,621	\$128,026	\$2,606	\$8,199	32%	\$983	\$1,423	38%
2004	187	84	\$143,376	\$143,376	\$179,405	\$16,490	\$126,886	\$11,982	\$1,584	31%	\$1,088	\$1,511	37%
2005	169	73	\$126,140	\$126,140	\$153,511	\$13,458	\$112,682	\$12,429	\$4,086	29%	\$1,200	\$1,544	34%
2006	170	79	\$131,917	\$131,917	\$150,760	\$13,717	\$118,200	\$9,861	\$1,299	32%	\$1,216	\$1,496	24%
Lyndhurst, Church of the Good Shepherd													
2001	263	141	\$209,552	\$209,552	\$355,885	\$22,732	\$180,815	\$29,997	\$2,193	48%	\$1,344	\$1,282	4%
2002	236	152	\$234,005	\$234,005	\$271,769	\$26,195	\$200,016	\$30,865	\$1,558	50%	\$1,343	\$1,316	2%
2003	241	145	\$203,228	\$203,228	\$257,212	\$22,779	\$190,972	\$20,244	\$2,919	51%	\$1,315	\$1,317	0%
2004	196	138	\$236,606	\$236,606	\$256,127	\$26,847	\$208,559	\$4,879	\$4,862	49%	\$1,564	\$1,511	0%
2005	243	144	\$261,666	\$261,666	\$320,653	\$33,776	\$225,248	\$3,351	\$15,967	51%	\$1,691	\$1,564	1%
2006	51	106	\$265,821	\$265,821	\$332,123	\$31,272	\$230,348	\$4,201	\$23,761	37%	\$2,182	\$2,173	8%
Macedonia, St. Timothy's Church													
2001	147	59	\$94,580	\$94,580	\$115,211	\$8,362	\$78,264	\$1,676	\$2,446	25%	\$1,507	\$1,327	4%
2002	149	58	\$95,404	\$95,404	\$126,700	\$9,676	\$85,493	\$4,670	\$0	24%	\$1,431	\$1,474	7%
2003	151	60	\$101,988	\$101,988	\$152,348	\$8,806	\$92,822	\$3,873	\$5,438	25%	\$1,523	\$1,547	9%
2004	179	58	\$101,574	\$101,574	\$122,688	\$11,303	\$89,911	\$1,662	\$4,467	23%	\$1,751	\$1,550	0%
2005	193	66	\$111,344	\$111,344	\$128,893	\$10,500	\$100,484	\$2,298	\$7,769	25%	\$1,539	\$1,522	0%
2006	194	69	\$121,019	\$121,019	\$139,040	\$12,429	\$108,230	\$3,765	\$516	25%	\$1,743	\$1,569	1%
Madison, St. Anne in the Fields Church													
2001	157	105	\$135,636	\$135,636	\$149,862	\$14,263	\$120,944	\$9,016	\$0	65%	\$1,272	\$1,152	0%
2002	156	107	\$156,502	\$156,502	\$160,220	\$14,160	\$132,937	\$8,052	\$2,036	65%	\$1,230	\$1,242	8%
2003	151	110	\$146,116	\$146,116	\$165,301	\$14,464	\$123,413	\$15,907	\$2,895	62%	\$1,214	\$1,122	9%
2004													
2005													
2006													
Mansfield, Grace Church													
2001	580	180	\$219,142	\$219,142	\$520,962	\$25,220	\$223,082	\$2,589	\$0	20%	\$780	\$1,239	22%
2002	570	160	\$223,060	\$223,060	\$586,641	\$21,911	\$195,329	\$5,726	\$0	17%	\$738	\$1,221	26%

# Parochial Report Data through 2006

## Appendix

	Comm. in Good Stand.	Avg. Sun. Attend.	Total Normal Operating Income	Total Operating Revenue	Total Revenue	To Diocese	Operating Expenses	Outreach (Line 13+16)	Restricted for Outside Use	Avg. Attend ÷ Members	Pledge & Plate ÷ Avg. Attend	Operating Expense ÷ Avg Attend	From Invest ÷ Operating Expenses
2003		130	\$231,098	\$231,098	\$299,705	\$24,362	\$206,736	\$4,676	\$0	14%	\$938	\$1,590	53%
2004	257	100	\$286,953	\$286,953	\$286,953	\$38,365	\$248,589	\$0	\$0	31%	\$995	\$2,486	74%
2005	173	88	\$262,021	\$262,021	\$289,523	\$31,737	\$230,284	\$9,265	\$0	27%	\$1,143	\$2,617	70%
2006	192	83	\$236,673	\$236,673	\$278,785	\$27,134	\$209,539	\$15,912	\$0	26%	\$1,211	\$2,525	64%
Marion, St. Paul's Church													
2001	79	46	\$134,289	\$134,289	\$142,783	\$15,300	\$150,232	\$7,374	\$1,329	35%	\$1,242	\$3,266	7%
2002	67	37.57	\$128,256	\$128,256	\$137,870	\$13,500	\$156,339	\$0		28%	\$1,336	\$4,161	6%
2003	69	33.53	\$179,745	\$179,745	\$193,954	\$15,000	\$162,307	\$6,962	\$4,765	26%	\$1,508	\$4,841	39%
2004	48	31	\$132,485	\$132,485	\$153,186	\$12,000	\$108,501	\$13,057	\$0	24%	\$1,382	\$3,500	67%
2005	44	27	\$116,682	\$116,682	\$116,682	\$12,100	\$104,118	\$0	\$400	22%	\$1,429	\$3,856	11%
2006	42	23.54	\$113,447	\$113,447	\$113,447	\$11,300	\$100,883	\$400	\$0	19%	\$1,510	\$4,286	1%
Massillon, St. Timothy's Church													
2001	380	151	\$258,063	\$258,063	\$285,462	\$20,321	\$219,678	\$9,287	\$1,345	24%	\$1,143	\$1,455	38%
2002	390	142	\$242,973	\$242,973	\$310,483	\$20,012	\$220,553	\$9,706	\$1,617	22%	\$1,317	\$1,553	25%
2003	340	156	\$243,391	\$243,391	\$257,877	\$20,610	\$217,349	\$8,303	\$1,248	24%	\$1,234	\$1,393	23%
2004	344	120	\$246,916	\$246,916	\$259,140	\$29,271	\$212,103	\$8,732	\$2,105	19%	\$1,386	\$1,768	38%
2005	350	116	\$249,255	\$249,255	\$272,483	\$30,275	\$215,068	\$6,513	\$5,674	18%	\$1,678	\$1,854	25%
2006	307	75	\$241,348	\$241,348	\$313,894	\$25,724	\$211,809	\$8,048	\$10,626	17%	\$2,449	\$2,824	27%
Maumee, St. Paul's Church													
2001	621	209	\$352,389	\$352,389	\$875,895	\$42,957	\$319,265	\$17,242	\$88,152	31%	\$1,384	\$1,528	19%
2002	609	215	\$400,631	\$400,631	\$628,936	\$49,596	\$354,661	\$176,901	\$5,216	33%	\$1,507	\$1,650	21%
2003	640	215	\$431,244	\$431,244	\$636,761	\$57,278	\$373,566	\$184,669	\$6,970	34%	\$1,617	\$1,738	22%
2004	633	206	\$410,914	\$410,914	\$651,512	\$57,286	\$353,229	\$222,903	\$6,645	33%	\$1,734	\$1,715	15%
2005	602	211	\$381,524	\$381,524	\$641,282	\$44,412	\$336,541	\$213,202	\$9,329	35%	\$1,600	\$1,595	13%
2006	614	200	\$417,836	\$417,836	\$805,758	\$47,294	\$370,542	\$197,451	\$5,716	33%	\$1,639	\$1,853	24%
Mayfield Village, St. Bartholomew Church													
2001	386	107	\$123,677	\$123,677	\$183,922	\$16,684	\$106,185	\$17,249	\$11,080	28%	\$1,156	\$992	0%
2002	274	93	\$157,791	\$157,791	\$291,927	\$15,354	\$132,072	\$10,365	\$2,613	33%	\$1,442	\$1,420	12%
2003	126	90	\$219,597	\$219,597	\$227,379	\$17,473	\$202,124	\$0	\$5,171	67%	\$1,293	\$2,246	50%
2004	114	75	\$157,885	\$157,885	\$165,149	\$25,378	\$132,507	\$0	\$1,652	52%	\$1,606	\$1,767	28%
2005	112	67	\$141,330	\$141,330	\$200,079	\$14,853	\$126,302	\$175	\$1,548	47%	\$1,616	\$1,885	24%
2006	109	71	\$149,223	\$149,223	\$152,768	\$14,211	\$134,883	\$129	\$377	56%	\$1,637	\$1,900	16%
Medina, St. Paul's Church													
2001	309	144	\$183,345	\$183,345	\$231,301	\$24,298	\$155,908	\$5,619	\$2,417	36%	\$1,273	\$1,083	0%
2002	309	135	\$172,544	\$172,544	\$208,382	\$22,510	\$146,840	\$10,546	\$3,293	34%	\$1,278	\$1,088	0%
2003	334	143	\$216,380	\$216,380	\$244,955	\$22,732	\$191,510	\$11,472	\$3,877	34%	\$1,301	\$1,339	14%
2004	339	139	\$221,846	\$221,846	\$234,271	\$23,827	\$196,352	\$13,134	\$3,055	32%	\$1,458	\$1,413	5%
2005	357	128	\$240,285	\$245,285	\$261,973	\$26,795	\$217,553	\$13,647	\$7,330	28%	\$1,818	\$1,700	3%
2006	377	134	\$251,417	\$251,417	\$287,489	\$30,610	\$220,670	\$11,611	\$4,672	29%	\$1,762	\$1,647	5%
Mentor, St. Andrew Episcopal Church													
2001	286	219	\$175,044	\$175,044	\$247,302	\$19,868	\$145,809	\$16,548	\$0	53%	\$799	\$666	0%
2002	274	218	\$182,070	\$182,070	\$207,807	\$19,773	\$160,297	\$3,369	\$0	51%	\$835	\$735	0%
2003	250	79	\$228,424	\$228,424	\$309,975	\$22,924	\$205,345	\$15,287	\$577	23%	\$1,962	\$2,599	34%
2003	274	216	\$227,119	\$227,119	\$227,139	\$20,567	\$205,276	\$2,676	\$0	49%	\$899	\$950	16%
2004	304	211	\$231,490	\$231,490	\$248,455	\$25,529	\$205,961	\$9,761	\$200	48%	\$1,005	\$976	4%
2005	304	151	\$205,689	\$205,689	\$229,123	\$29,821	\$175,868	\$4,662	\$2,730	33%	\$1,326	\$1,165	0%
2006	311	152	\$156,211	\$156,211	\$158,470	\$20,960	\$124,618	\$11,963	\$0	34%	\$1,028	\$820	0%
Monroeville, Zion Church													
2001	63	16	\$35,469	\$35,469	\$37,067	\$3,257	\$32,844	\$1,452	\$0	24%	\$320	\$2,053	76%
2002	52	16	\$25,464	\$25,464	\$25,990	\$2,785	\$24,999	\$1,544	\$76	28%	\$318	\$1,562	61%
2003	17	15	\$39,822	\$39,822	\$44,320	\$2,521	\$36,857	\$444	\$224	75%	\$255	\$2,457	93%
Mount Vernon, St. Paul's Church													
2001	228	102	\$155,312	\$158,646	\$171,757	\$16,973	\$139,073	\$4,182	\$4,339	41%	\$1,267	\$1,363	18%
2002	222	99	\$156,203	\$157,870	\$170,372	\$16,747	\$138,523	\$5,018	\$3,017	40%	\$1,204	\$1,399	21%
2003	226	94	\$156,177	\$156,177	\$179,460	\$17,407	\$136,170	\$2,960	\$2,557	38%	\$1,314	\$1,449	21%
2004	219	84	\$177,057	\$177,057	\$252,059	\$17,158	\$157,400	\$2,500	\$1,915	34%	\$1,367	\$1,874	31%
2005	219	82	\$146,009	\$146,009	\$230,974	\$15,898	\$127,598	\$2,500	\$5,766	34%	\$1,551	\$1,556	5%
2006	148	97	\$204,091	\$204,091	\$218,366	\$24,235	\$177,168	\$2,500	\$4,886	41%	\$1,450	\$1,826	27%

# Appendix

# Parochial Report Data through 2006

	Comm. in Good Stand.	Avg. Sun. Attend.	Total Normal Operating Income	Total Operating Revenue	Total Revenue	To Diocese	Operating Expenses	Outreach (Line 13+16)	Restricted for Outside Use	Avg. Attend ÷ Members	Pledge & Plate ÷ Avg. Attend	Operating Expense ÷ Avg Attend	From Invest. ÷ Operating Expenses
Napoleon, St. John the Evangelist's Church													
2001	49	29	\$43,860	\$43,860	\$46,470	\$4,285	\$40,356	\$400	\$460	53%	\$865	\$1,392	42%
2002	36	30.35	\$27,539	\$27,539	\$27,692	\$2,803	\$22,958	\$0	\$155	76%	\$738	\$756	22%
2003	37	23.5	\$29,826	\$29,826	\$34,643	\$3,382	\$26,444	\$0	\$298	64%	\$954	\$1,125	28%
2004	33	22	\$47,582	\$47,582	\$48,138	\$4,744	\$42,750	\$88	\$532	67%	\$878	\$1,943	65%
2005	32	28	\$52,550	\$52,550	\$52,856	\$5,256	\$42,429	\$357	\$306	88%	\$662	\$1,515	77%
2006	32	28	\$41,258	\$41,258	\$105,184	\$4,126	\$45,657	\$0	\$521	88%	\$692	\$1,631	45%
New Philadelphia, Trinity Church													
2001	65	46	\$64,528	\$64,528	\$67,613	\$6,620	\$51,782	\$4,707	\$0	51%	\$1,344	\$1,126	0%
2002	98	50	\$56,431	\$56,431	\$71,971	\$6,216	\$50,086	\$3,341	\$1,199	51%	\$1,123	\$1,002	0%
2003	87	52	\$67,579	\$67,579	\$77,668	\$7,666	\$56,913	\$3,000	\$10,088	58%	\$1,239	\$1,094	1%
2004	103	46	\$67,087	\$67,087	\$76,115	\$6,560	\$57,527	\$3,763	\$1,977	45%	\$1,382	\$1,251	0%
2005	99	60	\$67,927	\$67,927	\$79,877	\$6,990	\$58,138	\$2,800	\$1,931	53%	\$1,077	\$969	0%
2006	106	47	\$73,659	\$73,659	\$76,882	\$7,550	\$62,410	\$3,700	\$3,072	37%	\$1,562	\$1,328	0%
Niles, St. Luke's Church													
2001	132	50	\$55,954	\$55,954	\$56,361	\$4,915	\$42,280	\$688	\$0	38%	\$897	\$846	0%
2002	138	51	\$54,198	\$54,198	\$62,850	\$5,948	\$47,637	\$613	\$298	37%	\$884	\$934	0%
2003	142	40	\$52,120	\$52,120	\$56,887	\$4,888	\$45,997	\$1,235	\$367	28%	\$1,100	\$1,150	3%
2004	152	40	\$49,425	\$49,425	\$58,871	\$3,763	\$44,815	\$1,521	\$692	26%	\$939	\$1,120	13%
2005	152	45	\$42,652	\$42,652	\$237,638	\$2,929	\$38,923	\$3,247	\$739	30%	\$839	\$865	0%
2006	96	43	\$44,742	\$44,742	\$90,218	\$3,272	\$40,770	\$2,295	\$455	43%	\$859	\$948	0%
Norwalk , St. Paul's Church													
2001	61	28	\$60,217	\$60,217	\$71,304	\$6,184	\$52,416	\$2,471	\$203	44%	\$1,699	\$1,872	22%
2002	60	27	\$77,794	\$77,794	\$97,317	\$6,806	\$70,023	\$2,480	\$606	43%	\$2,085	\$2,593	29%
2003	62	28	\$79,283	\$79,283	\$80,988	\$5,585	\$73,060	\$2,028	\$195	42%	\$1,768	\$2,609	36%
2004	45	34	\$73,775	\$73,775	\$74,315	\$6,692	\$67,083	\$352	\$188	63%	\$1,646	\$1,973	23%
2005	58	41	\$74,415	\$74,415	\$77,541	\$6,686	\$67,729	\$560	\$1,416	61%	\$1,473	\$1,652	19%
2006	59	33	\$74,879	\$74,879	\$95,986	\$7,649	\$67,230	\$1,006	\$101	49%	\$1,648	\$2,037	20%
Oberlin, Christ Church													
2001	145	105	\$196,408	\$196,408	\$285,993	\$21,573	\$151,903	\$42,678	\$5,400	67%	\$1,800	\$1,447	1%
2002	152	104	\$203,921	\$203,921	\$302,746	\$22,650	\$157,131	\$54,240		65%	\$1,883	\$1,511	1%
2003	153	105	\$189,811	\$189,811	\$278,496	\$21,503	\$160,469	\$48,375	\$6,249	66%	\$1,781	\$1,528	1%
2004	148	100	\$206,296	\$206,296	\$358,898	\$21,663	\$176,760	\$66,169	\$36,000	67%	\$1,987	\$1,768	1%
2005	140	98	\$205,973	\$205,973	\$408,880	\$23,974	\$174,113	\$88,997	\$36,000	66%	\$1,963	\$1,777	0%
2006	132	85	\$214,488	\$214,488	\$318,799	\$24,028	\$184,910	\$7,001	\$0	62%	\$2,395	\$2,175	0%
Oregon, St. Paul's Church													
2001	277	80	\$99,630	\$99,630	\$132,864	\$11,205	\$88,425	\$700	\$0	29%	\$878	\$1,105	15%
2002	200	90	\$94,299	\$94,299	\$119,673	\$9,506	\$84,483	\$310	\$0	31%	\$794	\$939	4%
2003	216	80	\$101,638	\$101,638	\$108,942	\$8,088	\$92,880	\$2,694	\$0	31%	\$923	\$1,161	28%
2004	207	75	\$83,156	\$83,156	\$99,902	\$8,360	\$74,263	\$2,850	\$0	30%	\$978	\$990	13%
2005	215	73	\$69,393	\$69,393	\$90,163	\$5,437	\$61,063	\$6,217	\$0	28%	\$898	\$836	0%
* 2006	215	73	\$69,393	\$69,393	\$90,163	\$5,437	\$61,063	\$6,217	\$0	28%	\$898	\$836	0%
Painesville, St. James's Church													
2001	399	159	\$241,975	\$241,975	\$261,922	\$27,712	\$216,455	\$6,030	\$7,898	35%	\$1,414	\$1,361	0%
2002	293	160	\$246,464	\$246,464	\$330,622	\$28,151	\$233,134	\$5,948	\$8,140	36%	\$1,419	\$1,457	0%
2003	249	142	\$268,026	\$268,026	\$295,415	\$30,144	\$237,570	\$9,002	\$8,675	42%	\$1,722	\$1,673	7%
2004	334	129	\$255,421	\$255,421	\$275,368	\$28,984	\$227,041	\$255	\$7,999	37%	\$1,811	\$1,760	4%
2005	249	121	\$251,539	\$251,539	\$292,235	\$27,827	\$221,892	\$16,067	\$9,315	34%	\$1,806	\$1,834	7%
2006	217	112	\$246,748	\$246,748	\$325,782	\$29,940	\$216,656	\$12,237	\$7,716	43%	\$2,087	\$1,934	3%
Parma, All Saints Church													
2001	235	100	\$120,147	\$120,147	\$158,384	\$12,807	\$107,340	\$1,486	\$6,032	22%	\$1,201	\$1,073	0%
2002	248	91	\$146,185	\$146,185	\$165,443	\$13,294	\$132,268	\$624	\$0	34%	\$1,374	\$1,453	12%
2003	255	89	\$140,665	\$140,665	\$182,287	\$14,699	\$125,421	\$545	\$0	32%	\$1,368	\$1,409	6%
2004	248	96	\$143,003	\$143,003	\$165,552	\$13,191	\$129,312	\$5,788	\$164	39%	\$1,225	\$1,347	13%
2005	256	99	\$158,198	\$158,198	\$188,357	\$15,252	\$142,447	\$30,090	\$159	39%	\$1,339	\$1,439	13%
2006	253	94	\$153,328	\$153,328	\$192,590	\$16,432	\$136,396	\$41,817	\$0	37%	\$1,587	\$1,451	1%
Perrysburg, St. Timothy's Church													
2001	334	141	\$280,862	\$280,862	\$365,259	\$35,320	\$244,342	\$20,551	\$1,301	33%	\$1,965	\$1,733	2%
2002	320	122	\$293,879	\$293,879	\$355,770	\$28,399	\$264,080	\$19,747	\$908	29%	\$2,347	\$2,165	1%

# Parochial Report Data through 2006

## Appendix

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2003	311	114	\$322,134	\$322,134	\$378,490	\$36,748	\$284,086	\$13,632	\$1,870	27%	\$2,384	\$2,492	11%
2004	277	114	\$313,884	\$313,884	\$330,061	\$30,342	\$282,242	\$8,031	\$1,723	30%	\$2,096	\$2,476	14%
2005	308	94	\$282,843	\$282,843	\$295,422	\$33,414	\$248,129	\$10,453	\$2,854	25%	\$2,237	\$2,640	17%
2006	271	91	\$246,584	\$246,584	\$311,177	\$37,299	\$207,985	\$14,462	\$1,096	27%	\$2,532	\$2,286	0%
Port Clinton, St. Thomas's Church													
2001	95	33	\$71,102	\$71,102	\$80,883	\$8,078	\$62,524	\$500	\$0	35%	\$2,155	\$1,895	0%
2002	50	31	\$71,695	\$71,695	\$84,028	\$8,051	\$62,990	\$12,441	\$0	44%	\$1,876	\$2,032	14%
2003	50	31	\$81,663	\$81,663	\$84,828	\$5,493	\$75,870	\$300	\$50	44%	\$1,724	\$2,447	35%
2004	41	28	\$61,051	\$61,051	\$68,301	\$6,105	\$54,914	\$200	\$0	39%	\$1,731	\$1,961	16%
2005	40	29	\$66,404	\$66,404	\$78,029	\$7,484	\$56,781	\$400	\$233	45%	\$2,137	\$1,958	0%
2006	39	30	\$61,910	\$61,910	\$114,505	\$5,740	\$58,222	\$789	\$0	51%	\$1,972	\$1,941	0%
Put-in-Bay, St. Paul's Church													
2001	97	46	\$59,840	\$62,837	\$62,837	\$6,245	\$80,450	\$1,060	\$0	28%	\$896	\$1,749	9%
2002	99	47	\$76,602	\$78,602	\$84,541	\$6,580	\$72,496	\$195	\$0	28%	\$1,459	\$1,542	4%
2003	101	49	\$85,612	\$85,612	\$91,299	\$10,328	\$74,878	\$2,489	\$3,764	28%	\$1,468	\$1,528	5%
2004	101	48	\$85,819	\$85,819	\$203,231	\$8,146	\$78,173	\$4,025	\$885	28%	\$1,249	\$1,629	28%
2005	105	49	\$92,824	\$92,824	\$102,265	\$8,755	\$78,954	\$7,690	\$5,389	27%	\$1,217	\$1,611	32%
2006	108	50	\$87,330	\$87,330	\$89,654	\$7,044	\$73,339	\$803	\$223	27%	\$1,052	\$1,467	39%
Ravenna, Grace Church													
2001	182	88	\$119,722	\$119,722	\$122,450	\$12,979	\$117,238	\$0	\$2,728	44%	\$1,186	\$1,332	4%
2002	184	90	\$128,791	\$128,791	\$135,777	\$13,183	\$112,038	\$0	\$6,951	44%	\$1,379	\$1,245	4%
2003	158	93	\$147,807	\$147,807	\$164,636	\$13,755	\$134,052	\$11,500	\$2,684	45%	\$1,264	\$1,441	3%
2004	148	78	\$147,559	\$147,559	\$160,310	\$15,546	\$132,338	\$10,940	\$1,486	39%	\$1,563	\$1,697	3%
2005	144	85	\$148,936	\$148,936	\$151,667	\$16,827	\$132,142	\$0	\$2,731	43%	\$1,470	\$1,555	3%
2006	142	78	\$147,413	\$147,413	\$165,825	\$15,113	\$132,300	\$0	\$2,090	40%	\$1,561	\$1,696	3%
Salem, Church of Our Saviour													
2001	67	36	\$42,810	\$42,810	\$95,633	\$4,262	\$36,683	\$360	\$473	36%	\$652	\$1,019	22%
2002	68	38	\$48,124	\$48,124	\$49,426	\$4,587	\$38,184	\$0	\$447	36%	\$672	\$1,005	23%
2003	68	36	\$45,195	\$45,195	\$48,325	\$4,238	\$40,429	\$912	\$0	35%	\$700	\$1,123	18%
2004	59	32	\$50,179	\$50,179	\$54,957	\$5,503	\$44,676	\$570	\$136	34%	\$777	\$1,396	33%
2005	55	30	\$42,256	\$42,256	\$53,083	\$4,228	\$43,407	\$7,410	\$181	33%	\$807	\$1,447	18%
2006	51	25	\$70,051	\$70,051	\$71,751	\$5,315	\$65,847	\$750	\$0	42%	\$865	\$2,634	52%
Sandusky, Calvary Church													
2001	48	44	\$55,338	\$56,638	\$69,486	\$6,198	\$51,617	\$6,000	\$87	47%	\$846	\$1,173	5%
2002	68	39	\$44,797	\$44,797	\$72,770	\$4,081	\$48,744	\$25,768	\$578	44%	\$1,084	\$1,250	5%
2003	54	33	\$61,873	\$61,873	\$69,628	\$3,400	\$58,539	\$6,151	\$0	56%	\$912	\$1,774	41%
Sandusky, Grace Church													
2001	481	179	\$285,900	\$285,900	\$342,301	\$38,484	\$235,867	\$21,200	\$842	35%	\$1,144	\$1,318	11%
2002	488	174	\$359,500	\$359,500	\$399,085	\$46,428	\$303,072	\$20,000	\$10,512	34%	\$1,308	\$1,742	28%
2003	483	161	\$396,930	\$396,930	\$819,501	\$48,122	\$339,508	\$92,410	\$352	32%	\$1,352	\$2,109	52%
2004	470	159	\$402,876	\$402,876	\$533,192	\$27,328	\$367,593	\$28,670	\$2,057	32%	\$1,668	\$2,312	34%
2005	458	161	\$457,661	\$457,661	\$951,890	\$67,742	\$380,119	\$20,896	\$0	33%	\$1,666	\$2,361	42%
2006	438	172	\$364,209	\$364,209	\$1,058,519	\$45,482	\$318,727	\$31,833	\$11,027	36%	\$1,436	\$1,853	32%
Shaker Heights, Christ Church													
2001	413	140	\$377,721	\$377,721	\$942,599	\$47,189	\$529,569	\$2,964	\$2,500	34%	\$1,885	\$3,783	5%
2002	431	142	\$573,795	\$573,795	\$2,652,467	\$42,741	\$530,754	\$5,782	\$1,463	33%	\$1,630	\$3,738	55%
2003	260	118	\$744,177	\$744,177	\$861,057	\$111,352	\$630,456	\$10,044	\$2,344	37%	\$2,148	\$5,343	67%
2004	182	123	\$641,951	\$641,951	\$943,652	\$79,607	\$562,373	\$5,846	\$3,241	38%	\$1,613	\$4,572	74%
2005	264	111	\$572,085	\$572,085	\$831,790	\$81,639	\$490,155	\$291	\$4,448	36%	\$1,718	\$4,416	73%
2006	176	112	\$414,059	\$414,059	\$422,643	\$40,719	\$373,144	\$1,686	\$5,006	39%	\$1,679	\$3,332	52%
Shelby, St. Mark's Church													
2001	75	30	\$50,190	\$50,190	\$50,190	\$6,000	\$36,497	\$2,555	\$0	40%	\$1,486	\$1,217	15%
2002	70	33	\$52,664	\$52,664	\$52,664	\$5,265	\$31,061	\$5,301	\$0	47%	\$1,431	\$941	18%
2003	77	34	\$42,009	\$42,009	\$57,168	\$5,825	\$29,235	\$6,949	\$0	44%	\$1,236	\$860	0%
2004	77	33	\$40,904	\$40,904	\$60,280	\$4,080	\$26,747	\$10,075	\$217	43%	\$1,240	\$811	0%
2005	96	35	\$44,489	\$44,489	\$62,234	\$6,262	\$27,169	\$11,057	\$263	35%	\$1,271	\$776	0%
2006	73	33	\$53,829	\$53,829	\$58,533	\$4,113	\$38,895	\$10,820	\$347	35%	\$1,631	\$1,179	0%
Sidney, St. Mark's Church													
2001	49	24	\$49,711	\$49,711	\$49,711	\$5,668	\$44,400	\$615	\$0	44%	\$1,933	\$1,850	0%



# Appendix

# Parochial Report Data through 2006

	Comm. in Good Stand.	Avg. Sun. Attend.	Total Normal Operating Income	Total Operating Revenue	Total Revenue	To Diocese	Operating Expenses	Outreach (Line 13+16)	Restricted for Outside Use	Avg. Attend ÷ Members	Pledge & Plate ÷ Avg. Attend	Operating Expense ÷ Avg Attend	From Invest. ÷ Operating Expenses
2002	46	22	\$43,266	\$43,266	\$43,266	\$4,400	\$40,718	\$680	\$0	48%	\$1,889	\$1,851	0%
2003	36	20	\$43,691	\$43,691	\$43,691	\$4,450	\$38,834	\$407	\$0	50%	\$1,939	\$1,942	13%
2004	34	18	\$37,050	\$37,050	\$41,997	\$4,450	\$32,500	\$100	\$0	47%	\$2,058	\$1,806	0%
2005			\$0	\$0	\$0	\$0	\$0	\$0	\$0	0%	#DIV/0!	#DIV/0!	#DIV/0!
2006	35	18	\$34,336	\$34,336	\$34,336	\$3,710	\$28,877	\$1,465	\$0	51%	\$1,908	\$1,604	0%
Steubenville, St. Paul's Church													
2001	170	70	\$95,748	\$95,748	\$127,462	\$9,377	\$95,976	\$2,587	\$1,806	30%	\$1,040	\$1,371	15%
2002	138	60	\$111,780	\$111,780	\$191,955	\$11,117	\$114,111	\$2,644	\$2,052	27%	\$1,205	\$1,902	10%
2003	220	61	\$84,192	\$84,192	\$98,058	\$8,224	\$75,141	\$3,182	\$115	28%	\$1,039	\$1,232	11%
2004	135	61	\$81,370	\$81,370	\$84,068	\$6,934	\$74,436	\$0	\$650	28%	\$1,005	\$1,220	14%
2005	131	63	\$78,407	\$78,407	\$81,168	\$8,937	\$74,493	\$0	\$530	48%	\$889	\$1,182	25%
2006	129	49	\$77,805	\$77,805	\$80,594	\$8,647	\$74,463	\$0	\$585	38%	\$1,020	\$1,520	10%
Steubenville, St. Stephen's Church													
2001	98	54	\$55,331	\$55,331	\$55,618	\$5,533	\$140,405	\$6,209	\$10	55%	\$524	\$2,600	19%
2002	96	43	\$141,185	\$141,185	\$141,185	\$5,293	\$128,995	\$4,700	\$0	45%	\$591	\$3,000	90%
2003	103	45	\$134,928	\$134,928	\$139,736	\$14,768	\$117,654	\$2,506	\$0	44%	\$479	\$2,615	96%
2004	96	47	\$105,276	\$105,276	\$110,733	\$11,063	\$91,618	\$2,595	\$1,016	49%	\$487	\$1,949	90%
2005	123	42	\$110,564	\$110,564	\$112,666	\$11,336	\$94,223	\$5,005	\$1,533	34%	\$570	\$2,243	92%
2006	114	32	\$69,417	\$69,417	\$78,057	\$7,414	\$61,978	\$25	\$1,366	28%	\$706	\$1,937	75%
Tiffin, Old Trinity Church													
2001		50	\$97,653	\$97,653	\$112,383	\$9,902	\$90,735	\$1,929	\$2,237	56%	\$1,324	\$1,815	34%
2002	99	46	\$107,666	\$107,666	\$111,062	\$10,408	\$97,189	\$8,183	\$200	46%	\$1,338	\$2,113	46%
2003	12	47	\$115,390	\$115,390	\$138,599	\$12,262	\$98,452	\$3,148	\$6,013	53%	\$1,369	\$2,095	51%
2004	71	44	\$111,950	\$111,950	\$124,842	\$11,382	\$98,134	\$2,935	\$5,842	54%	\$1,497	\$2,230	46%
2005	79	43	\$111,308	\$111,308	\$119,229	\$12,367	\$105,801	\$3,722	\$1,353	52%	\$1,749	\$2,460	33%
* 2006	79	43	\$111,308	\$111,308	\$119,229	\$12,367	\$105,801	\$3,722	\$1,353	52%	\$1,749	\$2,460	33%
Toledo, All Saints Church													
2001	156	81	\$97,501	\$97,501	\$114,916	\$10,721	\$75,584	\$0	\$2,309	22%	\$1,015	\$933	15%
2002	157	78	\$82,573	\$82,573	\$245,670	\$8,197	\$85,403	\$0	\$2,570	21%	\$1,004	\$1,095	0%
2003	159	79	\$110,886	\$110,886	\$163,199	\$9,834	\$101,052	\$0	\$12,727	22%	\$1,184	\$1,279	17%
2004	164	83	\$99,489	\$99,489	\$156,487	\$10,413	\$89,076	\$0	\$10,331	23%	\$1,021	\$1,073	0%
2005	161	68	\$79,002	\$79,002	\$101,059	\$9,325	\$64,000	\$0	\$8,528	19%	\$1,162	\$941	0%
* 2006	161	68	\$79,002	\$79,002	\$101,059	\$9,325	\$64,000	\$0	\$8,529	19%	\$1,162	\$941	0%
Toledo, St. Andrew's Church													
2001	178	107	\$162,635	\$162,635	\$169,131	\$19,439	\$176,343	\$5,902	\$0	58%	\$1,210	\$1,648	4%
2002	182	112	\$198,120	\$198,120	\$216,824	\$21,014	\$169,254	\$6,396	\$10,252	60%	\$1,295	\$1,511	12%
2003	184	116	\$194,505	\$194,505	\$232,895	\$20,713	\$173,792	\$17,046	\$146	60%	\$1,225	\$1,498	7%
2004	183	116	\$207,780	\$207,780	\$219,779	\$25,413	\$182,367	\$7,122	\$2,240	60%	\$1,221	\$1,572	11%
2005	190	120	\$211,025	\$211,025	\$220,463	\$13,525	\$197,500	\$16,422	\$0	61%	\$1,123	\$1,646	2%
2006	183	115	\$218,057	\$218,057	\$233,777	\$32,318	\$178,696	\$8,917	\$2,574	61%	\$1,505	\$1,554	8%
Toledo, St. Mark's Church													
2001	375	161	\$377,826	\$377,826	\$384,454	\$17,024	\$319,117	\$34,921	\$0	39%	\$989	\$1,982	67%
2002	380	141	\$255,314	\$255,314	\$282,739	\$30,894	\$221,868	\$11,073	\$1,823	33%	\$1,041	\$1,574	11%
2003	380	141	\$359,082	\$359,082	\$380,176	\$30,785	\$327,197	\$18,840	\$1,124	33%	\$978	\$2,321	56%
2004	362	65	\$384,248	\$384,248	\$390,183	\$40,772	\$343,477	\$0	\$2,465	15%	\$2,469	\$5,284	63%
2005	360	103	\$413,791	\$413,791	\$451,809	\$131,650	\$281,341	\$800	\$4,906	23%	\$1,279	\$2,731	100%
2006	317	109	\$348,570	\$398,570	\$468,095	\$74,274	\$0	\$5,112	\$106	27%	\$1,267	\$0	#DIV/0!
Toledo, St. Matthew's Church													
2001	269	160	\$267,076	\$267,076	\$267,076	\$31,156	\$239,836	\$10,304	\$0	35%	\$1,658	\$1,499	0%
2002	294	164	\$292,843	\$292,843	\$292,843	\$37,745	\$251,479	\$7,731	\$0	37%	\$1,770	\$1,533	0%
2003	283	172	\$301,888	\$301,888	\$303,290	\$37,050	\$257,184	\$7,654	\$0	39%	\$1,714	\$1,495	0%
2004	251	153	\$297,562	\$297,562	\$311,947	\$36,330	\$258,486	\$4,900	\$14,385	39%	\$1,884	\$1,689	0%
2005	233	137	\$291,565	\$291,565	\$308,957	\$33,906	\$259,639	\$13,575	\$17,392	39%	\$2,010	\$1,895	0%
2006	256	141	\$294,860	\$294,860	\$339,471	\$34,290	\$260,570	\$0	\$6,820	41%	\$2,091	\$1,848	0%
Toledo, St. Michael's-in-the-Hills Church													
2001	375	208	\$336,262	\$336,262	\$1,049,540	\$40,435	\$300,380	\$1,345	\$19,680	24%	\$1,513	\$1,444	7%
2002	378	202	\$367,918	\$367,918	\$788,626	\$40,162	\$326,502	\$30,725	\$11,993	23%	\$1,534	\$1,616	6%
2003	384	205	\$381,586	\$381,586	\$750,057	\$44,144	\$334,012	\$39,486	\$14,679	24%	\$1,542	\$1,629	5%
2004	368	186	\$391,649	\$391,649	\$522,077	\$49,266	\$338,195	\$38,452	\$6,099	21%	\$1,734	\$1,818	15%

# Parochial Report Data through 2006

## Appendix

	Comm. in Good Stand.	Avg. Sun. Attend.	Total Normal Operating Income	Total Operating Revenue	Total Revenue	To Diocese	Operating Expenses	Outreach (Line 13+16)	Restricted for Outside Use	Avg. Attend ÷ Members	Pledge & Plate ÷ Avg. Attend	Operating Expense ÷ Avg Attend	From Invest ÷ Operating Expenses
2005	439	196	\$408,028	\$408,028	\$504,162	\$53,676	\$353,045	\$43,933	\$62,050	22%	\$1,775	\$1,801	11%
2006	448	203	\$398,591	\$398,591	\$536,227	\$53,870	\$344,233	\$7,220	\$46,216	23%	\$1,802	\$1,696	6%
Toledo, Trinity Church													
2001	119	102	\$604,812	\$604,812	\$750,206	\$83,598	\$519,422	\$8,941	\$1,405	33%	\$1,554	\$5,092	72%
2002	148	115	\$569,403	\$569,403	\$666,471	\$79,732	\$488,453	\$10,203	\$1,750	37%	\$1,337	\$4,247	74%
2003	140	104	\$521,115	\$521,115	\$618,970	\$67,086	\$445,369	\$8,660	\$4,624	34%	\$1,343	\$4,282	72%
2004	141	131	\$578,364	\$578,364	\$724,123	\$89,653	\$478,967	\$93,058	\$4,675	42%	\$1,102	\$3,656	50%
2005	130	122	\$582,762	\$582,762	\$976,440	\$79,000	\$494,289	\$9,473	\$3,203	40%	\$1,098	\$4,052	79%
2006	142	95	\$493,783	\$493,783	\$505,835	\$63,294	\$429,752	\$11,663	\$626	41%	\$1,628	\$4,524	67%
Uniontown, New Life Episcopal Church													
2003	129	94	\$109,411	\$122,411	\$145,097	\$10,459	\$111,402	\$3,324	\$781	72%	\$1,126	\$1,185	2%
2004	139	88	\$105,441	\$117,941	\$132,827	\$11,036	\$106,256	\$2,267	\$968	62%	\$1,198	\$1,207	0%
2005	135	86	\$108,362	\$123,866	\$142,560	\$11,334	\$107,130	\$5,402	\$4,913	61%	\$1,259	\$1,246	0%
2006	150	88	\$114,444	\$126,944	\$159,906	\$11,406	\$114,939	\$600	\$3,976	57%	\$1,260	\$1,306	2%
Uniontown, St. Michael's and All Angels													
2001	84	56	\$65,352	\$69,752	\$76,033	\$6,442	\$63,061	\$4,996	\$0	60%	\$1,100	\$1,126	1%
2002	97	67	\$82,538	\$92,955	\$96,040	\$7,764	\$79,496	\$763	\$1,493	69%	\$1,072	\$1,187	0%
Van Wert, St. Luke's Church													
2001	16	13	\$7,845	\$7,845	\$7,939	\$870	\$4,758	\$887	\$64	81%	\$603	\$366	0%
Wadsworth, St. Mark's Church													
2001	33	33	\$35,366	\$35,366	\$43,693	\$4,272	\$33,159	\$2,800	\$1,217	100%	\$871	\$1,005	16%
2002	37	39	\$44,942	\$44,942	\$53,592	\$4,759	\$31,270	\$2,198	\$1,523	105%	\$1,062	\$802	6%
2003	38	38	\$48,316	\$48,316	\$55,700	\$6,235	\$38,390	\$3,690	\$1,608	100%	\$1,192	\$1,010	5%
2004	34	31	\$42,184	\$42,184	\$50,962	\$3,620	\$34,415	\$4,150	\$2,174	91%	\$1,233	\$1,110	8%
2005	42	36	\$50,613	\$50,613	\$64,545	\$4,744	\$40,088	\$5,780	\$3,013	86%	\$1,301	\$1,114	1%
2006	50	39	\$48,154	\$48,154	\$105,313	\$5,653	\$32,356	\$6,000	\$3,063	78%	\$1,128	\$830	8%
Warren, Christ Church													
2001	523	200	\$395,903	\$395,903	\$412,264	\$49,378	\$346,567	\$21,894	\$0	26%	\$1,079	\$1,733	43%
2002	500	180	\$392,984	\$392,984	\$407,635	\$46,208	\$330,396	\$19,151	\$0	24%	\$1,323	\$1,836	37%
2003	487	160	\$406,646	\$406,646	\$721,251	\$46,597	\$356,049	\$18,605	\$0	22%	\$1,344	\$2,225	41%
2004	450	141	\$411,065	\$411,065	\$531,068	\$55,692	\$350,870	\$20,390	\$2,090	20%	\$1,260	\$2,488	28%
2005	441	102	\$377,381	\$377,381	\$455,805	\$48,562	\$324,319	\$18,228	\$3,007	14%	\$1,818	\$3,180	33%
2006	426	96	\$340,645	\$340,645	\$381,419	\$52,249	\$335,921	\$15,732	\$1,209	14%	\$1,953	\$3,499	33%
Westlake, Church of the Advent													
2001	198	133	\$249,198	\$250,364	\$250,364	\$28,463	\$134,755	\$15,367	\$0	66%	\$1,693	\$1,013	14%
2002	217	130	\$241,875	\$241,875	\$241,875	\$28,806	\$145,758	\$13,948	\$0	59%	\$1,803	\$1,121	1%
2003	218	135	\$208,811	\$208,811	\$261,122	\$29,309	\$167,691	\$13,811	\$0	61%	\$1,547	\$1,242	0%
2004	200	114	\$198,851	\$198,851	\$236,698	\$19,381	\$167,705	\$11,765	\$0	56%	\$1,744	\$1,471	0%
2005	195	112	\$193,369	\$193,369	\$275,829	\$22,175	\$171,194	\$0	\$33,770	57%	\$1,727	\$1,529	0%
2006	210	119	\$190,127	\$190,127	\$279,880	\$20,659	\$169,468	\$0	\$34,440	56%	\$1,598	\$1,424	0%
Willoughby, Grace Church													
2001	120	67	\$122,868	\$122,868	\$126,097	\$12,840	\$95,090	\$2,666	\$2,278	43%	\$1,658	\$1,419	0%
2002	166	93	\$113,518	\$113,518	\$116,501	\$11,931	\$100,175	\$616	\$1,708	56%	\$1,044	\$1,077	0%
2003	176	126	\$118,167	\$118,167	\$123,753	\$12,199	\$105,663	\$306	\$2,174	72%	\$810	\$839	0%
2004	179	120	\$123,401	\$123,401	\$127,479	\$12,481	\$111,042	\$646	\$1,553	67%	\$881	\$925	0%
2005	155	87	\$112,955	\$112,955	\$117,456	\$11,730	\$102,416	\$100	\$2,239	56%	\$1,114	\$1,177	0%
2006	145	85	\$104,602	\$104,602	\$116,352	\$10,553	\$105,624	\$350	\$1,675	59%	\$1,007	\$1,243	0%
Wooster, St. James's Church													
2001	207	114	\$167,021	\$167,021	\$212,748	\$16,583	\$153,398	\$3,000	\$0	47%	\$1,430	\$1,346	0%
2002	210	112	\$177,361	\$177,361	\$216,587	\$12,931	\$153,851	\$2,100	\$10,611	48%	\$1,552	\$1,374	0%
2003	215	113	\$186,705	\$186,705	\$272,693	\$21,454	\$161,591	\$3,660	\$27,345	48%	\$1,569	\$1,430	5%
2004	214	99	\$186,005	\$186,005	\$213,124	\$19,620	\$166,385	\$8,415	\$11,186	43%	\$1,776	\$1,681	5%
2005	222	105	\$192,085	\$192,085	\$215,995	\$21,068	\$171,017	\$9,539	\$8,970	44%	\$1,689	\$1,629	6%
2006	215	104	\$203,961	\$203,961	\$234,918	\$22,421	\$181,540	\$8,708	\$8,599	44%	\$1,768	\$1,746	8%
Youngstown, St. Augustine's Church													
2001	50	32	\$36,449	\$46,449	\$48,342	\$4,579	\$34,990	\$997	\$642	50%	\$1,068	\$1,093	1%
2002	49	32	\$35,252	\$35,252	\$44,120	\$3,574	\$28,290	\$237	\$1,329	48%	\$1,090	\$884	1%
2003	49	29	\$46,592	\$46,592	\$47,197	\$2,885	\$43,644	\$63	\$1,855	44%	\$1,038	\$1,505	35%
2004	36	28	\$48,804	\$51,304	\$52,067	\$5,731	\$45,574	\$178	\$533	42%	\$1,291	\$1,628	23%

# Appendix

## Parochial Report Data through 2006

	Comm. in Good Stand.	Avg. Sun. Attend.	Total Normal Operating Income	Total Operating Revenue	Total Revenue	To Diocese	Operating Expenses	Outreach (Line 13+16)	Restricted for Outside Use	Avg. Attend ÷ Members	Pledge & Plate ÷ Avg. Attend	Operating Expense ÷ Avg Attend	From Invest. ÷ Operating Expenses
2005	25	20	\$51,946	\$51,946	\$53,337	\$2,997	\$48,849	\$495	\$602	56%	\$1,785	\$2,442	10%
2006	28	16	\$38,401	\$38,401	\$38,575	\$4,864	\$33,218	\$619	\$0	46%	\$2,036	\$2,076	15%
Youngstown, St. John's Church													
2001	394	143	\$397,914	\$397,914	\$502,541	\$47,168	\$366,564	\$45,788	\$888	22%	\$1,257	\$2,563	59%
2002	395	157	\$444,871	\$444,871	\$464,070	\$54,864	\$381,764	\$11,895	\$1,199	24%	\$1,409	\$2,432	58%
2003	392	162	\$486,607	\$486,607	\$505,499	\$74,967	\$406,440	\$12,075	\$4,398	25%	\$1,635	\$2,509	55%
2004	376	118	\$429,908	\$429,908	\$445,370	\$52,828	\$371,080	\$6,000	\$1,019	19%	\$1,798	\$3,145	59%
2005	226	124	\$445,690	\$445,690	\$558,881	\$58,127	\$382,119	\$7,704	\$9,980	24%	\$1,859	\$3,082	56%
2006	347	132	\$465,806	\$467,806	\$517,928	\$55,435	\$408,703	\$19,983	\$981	26%	\$2,033	\$3,096	38%
Youngstown, St. Rocco's Church													
2001	111	50	\$55,500	\$55,500	\$55,747	\$2,943	\$48,623	\$100	\$191	45%	\$582	\$972	10%
2002	123	52	\$26,166	\$26,166	\$26,981	\$2,638	\$23,006	\$375	\$0	42%	\$512	\$442	0%
2003	94	47	\$44,042	\$44,042	\$44,170	\$2,519	\$41,577	\$48	\$0	47%	\$615	\$885	0%
2004	100	40	\$41,054	\$41,054	\$41,466	\$2,328	\$38,726	\$0	\$205	40%	\$723	\$968	0%
2005	124	45	\$34,603	\$34,603	\$36,491	\$3,263	\$31,340	\$0	\$0	36%	\$610	\$696	0%
2006	89	35	\$52,477	\$52,477	\$52,773	\$7,055	\$46,789	\$45	\$296	29%	\$824	\$1,337	24%
Totals													
2001	25,737	11,281	\$19,843,338	\$20,056,705	\$27,236,671	\$2,305,273	\$18,210,545	\$1,257,846	\$449,582	34%	1,307	1,614	21%
2002	24,133	11,150	\$20,591,474	\$20,769,633	\$30,212,326	\$2,393,986	\$18,415,447	\$1,794,437	\$379,793	35%	1,365	1,652	22%
2003	22,598	10,690	\$21,843,936	\$22,018,603	\$28,232,822	\$2,488,164	\$19,162,696	\$1,718,947	\$490,288	35%	1,423	1,793	29%
2004	20,627	9,178	\$19,768,226	\$19,860,098	\$23,848,978	\$2,392,233	\$17,188,006	\$1,665,687	\$477,027	31%	1,460	1,873	29%
2005	20,634	8,864	\$19,538,361	\$19,618,865	\$25,617,645	\$2,459,850	\$16,984,778	\$1,831,992	\$904,948	30%	1,554	1,916	26%
2006	20,046	8,907	\$19,880,839	\$19,996,839	\$25,265,993	\$2,452,589	\$17,156,742	\$1,783,935	\$602,925	36%	1,568	1,926	25%

# The Episcopal Diocese of Ohio

## Constitution and Canons (2007)

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## CONSTITUTION OF THE EPISCOPAL DIOCESE OF OHIO (2005)

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### ARTICLE I Diocese of Ohio

The Diocese of Ohio is a constituent part of The Protestant Episcopal Church in the United States of America and accedes to the Constitution and Canons thereof. The Diocese of Ohio consists of that part of the State of Ohio lying north of the southern boundary of the Counties of Jefferson, Harrison, Tuscarawas, Coshocton, Knox, Morrow, Marion, Union, Logan, Shelby, and Mercer.

### ARTICLE II The Convention

Sec. 1. There shall be an annual Convention of the Church in the Diocese of Ohio.

Sec. 2. Members of any Convention shall be:

- (a) The Bishop;
- (b) The Bishop Coadjutor, if there be one; and also if there be any, the Bishop(s) Suffragan; and also if there be any, the Assistant Bishop(s);
- (c) All deacons and presbyters not under discipline who are canonically resident in the Diocese and in charge of, or designated as Assistant Clergy in, any parish in canonical union with the Diocese, or employed by the Diocese, or certified to the Convention by the Ecclesiastical Authority of the Diocese as serving the mission of the Church;
- (d) Each Parish in canonical union with the Convention shall be entitled to representation by three lay delegates in any Convention. The lay delegates shall be adult communicants in good standing in the Parish, and they shall be chosen in such manner as may be prescribed by Canon, or by special parochial charter or bylaws of their Parish.
- (e) The Chancellor of the Diocese; the Treasurer of the Diocese.

Sec. 3. The Convention shall meet annually at such date and place as the Ecclesiastical Authority may determine and select.

Sec. 4. The Ecclesiastical Authority may call a Special Convention. The notice shall specify the purpose(s) for which the Special Convention is called, and only business germane to such purpose(s) shall be in order, except by the affirmative vote of three-quarters of those present and voting in each of the clerical and lay orders.

Sec. 5. Notice of the meeting of any annual or Special Convention shall be mailed at least thirty days prior to the time appointed to every member of the clergy canonically resident in the Diocese, and to the Clerk of the Vestry of each Parish in canonical union with the Diocese.

### ARTICLE III The President of the Convention

Sec. 1. The Bishop of the Diocese shall have a seat and vote in the Convention, and shall be its presiding officer. The Bishop Coadjutor, if there be one, shall also have a seat and vote in the Convention, and in the absence of the Bishop, shall preside. The Bishop Suffragan, if there be one, shall also have a seat and vote in the Convention, and in the absence of the Bishop or Bishop Coadjutor, shall preside.

Sec. 2. If there be no Bishop, Bishop Coadjutor, or Bishop Suffragan of the Diocese in attendance upon the Convention, the President of the Standing Committee shall call the Convention to order for the purpose of electing a President pro tempore from among the Members of Convention.

### ARTICLE IV Convention Quorum

Sec. 1. The presence of one-half of all the members of the clergy entitled to vote in any Convention, and of representation from one-half of all Parishes entitled to be represented in the Convention, shall be necessary to constitute a quorum for the transaction of business thereat, provided, that any lesser

## Constitution and Canons of the Episcopal Church in the Diocese of Ohio (2006)

number shall have power to meet, to receive reports, and to adjourn to a time certain; and provided further, that no Convention, once properly constituted, shall thereafter be in default of a quorum.

Sec. 2. Notwithstanding the provisions of Sec. 1 above, those Conventions electing a Bishop shall maintain a quorum for every ballot of such election.

### ARTICLE V Convention Elections

Sec. 1. There shall be a Nominating Committee for each Annual Convention, appointed by the Bishop, which shall, at least thirty days before the Convention, present a slate of candidates for all vacancies in elected offices, including unexpired terms. The Nominating Committee, in addition to considering experience and other qualifications of service, is charged to nominate so as to further Christian policies of, and concerns for, fairness, justice, and inclusiveness in regard to race, gender, age, disability, and ethnic origin.

Sec. 2. The Convention shall elect annually:

- (a) a Secretary of the Diocese;
  - (b) a Treasurer of the Diocese;
  - (c) one member of the Board of Trustees to serve for five years;
  - (d) one member of the clergy entitled to a seat in the Convention, and one lay person who shall be an adult communicant in good standing of the Church in the Diocese, to be members of the Standing Committee for a term of four years;
  - (e) two members of the clergy canonically resident in the Diocese, and two lay persons who shall be adult communicants in good standing of the Church in the Diocese to be members of the Diocesan Council for a term of three years;
  - (f) one member of the clergy canonically resident in the Diocese, and three lay persons who shall be adult communicants in good standing in the Diocese to be members of the Development Council of the Diocese of Ohio Episcopal Community Services Foundation for a term of three years;
- Sec. 3. When required, the Convention shall elect clerical and lay deputies and provisional deputies to the General Convention, clerical and lay delegates to the Provincial Synod, a clerical and a lay member to the Cathedral Chapter, a lay delegate to the Ohio Council of Churches, and clerical and lay members to the Diocesan Judicial Panel.

Sec. 4. The foregoing officers shall respectively perform the duties which by Canon or general usage may be prescribed for them; and each shall continue in office until a successor is elected.

Sec. 5. Those elected to the Standing Committee and the Diocesan Council when their terms have expired, shall be ineligible for re-election to the same office for a period of one Convention year.

Sec. 6. Vacancies occurring in foregoing offices shall be filled as follows:

- (a) Any vacancies arising during the recess of Convention among the foregoing offices, excepting Trustees of the Diocese, members of the Development Council of the Diocese of Ohio Episcopal Community Services Foundation, and Deputies to the General Convention so long as Provisional Deputies are elected and available, may be filled by appointment of the Standing Committee with the concurrence of the Bishop, if there be one, until the next Annual Convention, which shall fill any unexpired term.

- (b) If a vacancy shall occur in the Trustees of the Diocese of Ohio or members of the Development Council of the Diocese of Ohio Episcopal Community Services Foundation, the Bishop shall appoint a person to fill such vacancy until the next Annual Convention, which shall fill any unexpired term.

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio (2006)**

**ARTICLE VI** Mode of Voting and Elections

Sec. 1. The clergy and lay delegates shall deliberate in one body on all matters and elections. There shall also be one vote unless a separate vote by orders is requested under Sec. 2. hereof. All elections shall be by ballot unless dispensed with by unanimous consent.

Sec. 2. A vote by orders upon the decision of any question may be called for by five Members. In such case every lay delegate from each Parish shall have one vote, and every member of the clergy entitled to vote shall have one vote. The concurrence of a majority of the votes in each order shall be necessary for a decision, except where a greater proportion is required by this Constitution or by the Canons.

**ARTICLE VII** Election to the Episcopate

Sec. 1. The election of a Bishop of this Diocese or of a Bishop Coadjutor or of a Bishop Suffragan, thereof, shall take place in an Annual Convention, or in a Special Convention called for that purpose at least sixty days before the time appointed, the purpose being stated by a notice in writing and sent by the Secretary of the Standing Committee to every member of the clergy entitled to vote, and the Clerk of every Vestry in the Diocese.

Sec. 2. The election shall be by written ballot and the voting shall be by orders. Each member of the clergy and each lay delegate seated by Convention shall have one vote as provided by Article VI. A concurrent majority vote in both orders shall constitute an election. If less than two-thirds of either order be present, a concurrence of two-thirds present in that order shall be necessary for election.

**ARTICLE VIII** The Chancellor

The Bishop, with the approval of the Standing Committee, may appoint a person learned in the law Chancellor of the Diocese, to advise regarding any questions of law which may arise in the administration of Diocesan affairs. The Chancellor shall be entitled ex officio to a seat in all Diocesan Conventions. The Chancellor shall continue in office until death, or resignation, or revocation of appointment by the Bishop. The Chancellor, if a member of the clergy, must be canonically resident in the Diocese and, if a member of the laity, must be an adult communicant in good standing in this Diocese.

**ARTICLE IX** Parishes

Sec. 1. Parishes may be admitted into canonical union with the Diocese upon such conditions as may be prescribed by Canon. The connection of any Parish with the Diocese may be dissolved by canonical process. Any Parish which, prior to any Convention, shall not have paid all assessments for the Diocesan Fund, imposed upon it according to canon, and all premiums due to the Church Pension Fund, shall be suspended from the rights of lay representation, and shall remain thus suspended until the delinquency shall have been canceled by payment.

**ARTICLE X** Amendment of the Constitution

Sec. 1. Any proposed amendment to this Constitution shall be submitted to the Bishop of the Diocese who shall refer it to the Committee on Canons for its review and recommendation.

Sec. 2. The Committee on Canons shall mail a copy of the proposed amendment and its recommendation to every member of the clergy canonically resident in the Diocese, and to the Clerk of the Vestry of each Parish in canonical union with the Diocese, at least thirty (30) days prior to the date of the Convention where the amendment is to be considered. The amendment need not be submitted for consideration to a Convention unless the amendment was received by the Bishop of the Diocese at least ninety (90) days prior to the Convention.

Sec. 3. An amendment to the Constitution shall be effective when it is approved by an affirmative two-thirds vote of the two orders voting separately at a Convention. If the amendment is approved by a majority of both orders but not by two-thirds, then it shall be tabled and considered for final action at the next Convention. If it is approved by a majority vote of both orders voting separately at the next Convention it shall be effective as provided in Sec. 4.

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio (2006)**

Sec. 4. Any amendment to the Constitution approved by the required vote at a Convention shall become effective at the time of vote, unless the amendment itself provides a different effective date.



## Constitution and Canons of the Episcopal Church in the Diocese of Ohio (2006)

### CANONS OF THE EPISCOPAL DIOCESE OF OHIO (2005)

#### TITLE I: CANONS RELATING TO DIOCESAN STRUCTURE

##### CANON 1: Of the Ecclesiastical Authority

Sec. 1. The Bishop, if there be one, shall be the Ecclesiastical Authority of the Diocese, for all purposes declared by the Constitution and Canons for the Government of the Protestant Episcopal Church in the United States of America (hereinafter referred to as the Constitution and Canons of The Episcopal Church). If there be no Bishop, the Bishop Coadjutor, if there be one, shall be the Ecclesiastical Authority of the Diocese. If there be no Bishop Coadjutor, the Bishop Suffragan, if there be one, shall be the Ecclesiastical Authority of the Diocese. If there be no Bishop, Bishop Coadjutor, or Bishop Suffragan, the Standing Committee shall be the Ecclesiastical Authority of the Diocese.

##### CANON 2: Of the Convention

Sec. 1. (a) It shall be the duty of all Clergy entitled to vote in the Convention to attend the same, and of each Parish in union with the Convention to send one or more Lay Delegates, not exceeding three, elected by the Vestry, before the meeting of the Convention, from among the adult communicants in good standing qualified to vote, of said Parish. The Clerk of each Parish shall, at least thirty days before the meeting of any Convention, send to the Secretary of the Convention, for each delegate elected as aforesaid, a Certificate in the form prescribed in Section 4 of this Canon.

(b) Resolutions may be submitted to a Convention of this Diocese by any Bishop serving in this Diocese; members of the Clergy listed on the Bishop's list described herein; Lay Delegates, Lay Alternate Delegates and Special Youth Representatives to the Convention; any Vestry of this Diocese; any three Communicants in good standing of this Diocese; and appointed members of commissions, committees and boards of this Diocese.

(c) The Secretary of Convention shall make a list of the names of the delegates thus certified to be used by the Secretary at the organizing of the Convention. The list shall be appended to the Convention Journal.

(d) Within thirty days before the meeting of every Convention, the Bishop shall cause to be prepared a list of the deacons and priests canonically resident in the Diocese, annexing the name of their respective Parishes, entitled to vote in said Convention. In regard to such clergy not serving a Parish, the nature of the ministry in which the deacon or priest is engaged shall be noted. No member of the clergy, while suspended, shall have a place on such list. The list shall be appended to the Convention Journal and sent to the Secretary of the General Convention.

(e) The decision of the Bishop as to the right of any deacon or priest to a seat and vote in the Convention shall be final.

Sec. 2. Except with respect to elections, consideration of changes in the Constitution and Canons, and procedural questions, all action of the Convention shall be by Resolution. No Resolution shall be considered by the Convention unless the subject matter thereof shall have been embraced within a proposed form of Resolution submitted to the Secretary for advance distribution to the members of the Convention and for review by a Resolutions Committee appointed by the Ecclesiastical Authority. The Secretary shall not accept any such submission of a proposed Resolution fewer than forty-five days prior to the date set for the Convention unless, with respect to a Resolution submitted to the Secretary at least five days before such date, it is demonstrated to the satisfaction of the Bishop that there is good cause for such delay, and provide to all congregations the proposed diocesan budget and resolutions for the Annual Convention no fewer than two weeks prior to the Convention. Any provision of this Section 2 may be waived in a particular case by the Convention upon a majority vote of the delegates.

Sec. 3. The form printed in Appendix I shall be the form used by a Parish for the Certification of Lay Delegates to an Annual or Special Convention.

## Constitution and Canons of the Episcopal Church in the Diocese of Ohio (2006)

### CANON 3: Of the Election of a Bishop

Sec. 1. Whenever the election of a Bishop is required as provided in the Constitution and Canons of The Episcopal Church, the Standing Committee shall establish a process for the nomination and election of such Bishop.

### CANON 4: Of the Secretary

Sec. 1. In giving notice of the meeting of any Convention, the Secretary shall send a form for the certification of Lay Delegates. (See Appendix I for form of certification. If the Congregation is without a Rector this notice shall be sent to the Senior Warden.)

Sec. 2. It shall be the duty of the Secretary to take minutes and record of all proceedings of any Convention; to attest its public acts, preserve its records, notify the Clergy and Congregations of the times and places of all Annual and Special Conventions as provided by the Constitution; to cause to be printed as soon after the Convention as may be possible, a correct report of the proceedings of the Convention, with the reports submitted to it, and forward copies thereof to each member of the Clergy in charge of a Congregation, and to each Congregation in union with the Convention. The Secretary shall deliver to the successor Secretary all books and papers belonging to the Convention which may be in the Secretary's charge.

### CANON 5: Of the Treasurer

Sec. 1. It shall be the duty of the Treasurer of the Diocese to receive, disburse, and account for all monies collected under authority of the Convention of which the collection and distribution shall not otherwise be regulated. The Treasurer shall be ex-officio a member of the Convention and shall render annually to the Convention an accounting of all funds for which the Treasurer is responsible.

Sec. 2. The Treasurer of the Diocese shall be the Treasurer of the Diocesan Council and shall receive, disburse, and account for all moneys collected under authority of the Diocesan Council, of which the collection and distribution shall not otherwise be regulated. The Treasurer shall be ex-officio a member of the Diocesan Council and shall render to the Diocesan Council an accounting of all funds for which the Treasurer is responsible.

Sec. 3. Before assuming office, the Treasurer shall file with the Trustees of the Diocese of Ohio a bond or bonds conditioned for the faithful performance of the duties of the Treasurer and persons subordinate to the Treasurer, indemnifying the Diocese of Ohio in the sum of not less than one hundred thousand dollars (\$100,000), the cost of which bond or bonds shall be paid by the Diocese.

Sec. 4. All monies belonging to the Diocese or to the Diocesan Council shall be deposited in such banking institutions or invested in such manner as shall be selected by the Treasurer and approved by the Financial Development Commission or other appropriate diocesan authority and in the name of the Diocese of Ohio, but subject to the order of the Treasurer, all interest accruing thereon shall inure to the sole use and benefit of the Diocese of Ohio.

Sec. 5. The accounts of the Treasurer shall be audited annually by an independent Certified Public Accountant who shall report the findings to the Diocesan Council.

### CANON 6: Of the Standing Committee

Sec. 1. (a) At their first meeting after election, the Standing Committee shall organize by the election of officers, in accordance with the provision of Canon 1. 12. 1 of the Canons of The Episcopal Church.

(b) The Standing Committee, having been duly cited to meet, shall have a quorum for the transaction of business, so long as any five of the Standing Committee, at least two of whom shall be priests and two of whom shall be members of the laity, are present. This rule shall not be in force in cases for which provision is already made in Canon 1. 12. 2 of the Canons of The Episcopal Church.

(c) All certificates, testimonials, and applications, as required by the Constitution and Canons of The Episcopal Church, to be laid before the Standing Committee shall be forwarded to the Secretary of the Standing Committee at least fifteen days before the known or published date of any meeting at which

## **Constitution and Canons of the Episcopal Church in the Diocese of Ohio (2006)**

such papers are to be presented to the Standing Committee for consideration. It shall be the duty of the Secretary to notify all the members of the Standing Committee, of every such application, as soon as possible after receipt. It shall be the duty of the Secretary of the Standing Committee to keep a faithful record of the proceedings in a book provided for that purpose, to preserve the originals of all papers or letters addressed to the Standing Committee, to attest their acts, and to deliver to the successor Secretary all books and papers which in virtue of the office have been committed to the Secretary. The minutes of the Standing Committee, and all other papers in their hands relative to the Church, shall be subject to examination by the Bishop or by the Convention. A report of the acts of the Standing Committee shall be made annually to the Convention.

Sec. 2. Vacancies occurring in the Standing Committee shall be filled by vote of the remaining members with the concurrence of the Bishop.

Sec. 3. In exercising its power to fill vacancies, the Standing Committee, in addition to considering experience and other qualifications for service, shall use its appointment power to further Christian policies of fairness, justice, and inclusiveness with regard to race, sex, age, disability, and ethnic origin, and to ensure fair representation on Diocesan governing bodies.

Sec. 4. As provided in Canon 1, the Standing Committee shall act as the Ecclesiastical Authority in the absence of the Bishop, Bishop Coadjutor, or Bishop Suffragan.

### **CANON 7: Of the Diocesan Council**

The Diocesan Council as hereinafter constituted develops and implements its work through constituent bodies and commissions that it may establish from time to time. The Diocesan Council shall also be responsible for the initiation and development of new work between sessions of the Annual Convention. The Bishop shall be the executive head of all such work. The Diocesan Council shall have power to receive and administer all funds raised within the Diocese for the above-named purposes, subject, however, to the provisions of the Constitution and Canons of this Diocese and to the direction of said Convention and provided that all trust funds now in the possession of the Trustees of the Diocese, or that shall hereafter come into their possession, shall remain in their hands and that the income from such funds shall be appropriated according to the terms of the trust.

Sec. 2. The Bishop shall be the President of the Diocesan Council. The Bishop Coadjutor, if there be one, shall be vice-president of the Diocesan Council. The Treasurer of the Diocese shall be the secretary and treasurer of the Diocesan Council. The Chancellor, the President of the Episcopal Church Women, and a Special Youth Representative appointed by the Ministry with Young People Cluster shall be ex-officio members of the Diocesan Council. If there be no Bishop Coadjutor, the Bishop Suffragan, if there be one, shall be the vice-president of the Diocesan Council. In the absence of the Bishop, the Bishop Coadjutor, or the Bishop Suffragan, the Council may elect one of its own members to preside.

Sec. 3. In addition to the above named officers there shall be: (a) twelve members of the Diocesan Council elected at-large in accordance with Section 4 of this Canon, of whom six shall be members of the clergy canonically resident in the Diocese, and six members of the laity, adult communicants in good standing of the Church in the Diocese; and (b) such additional members as may be named in accordance with the Canon "Of Deaneries" and Section 5 of this Canon to represent the deaneries of the Diocese.

Sec. 4. (a) At-large members of Council shall be elected by an annual meeting of the Diocesan Convention. At each Annual Convention of the Diocese there shall be elected two members of the clergy and two members of the laity to serve for a term of three years and until their successors are elected. No member of the Diocesan Council shall hold concurrent membership on the Standing Committee, and no member of the Bishop's staff shall serve on the Diocesan Council except as provided in Section 2.

(b) The two members of the clergy and the two members of the laity elected to full terms, when their terms have expired, shall be ineligible for re-election to the Diocesan Council at the Annual Convention next succeeding, and shall remain ineligible for service as members of the Diocesan Council for a period of one Convention year.

## **Constitution and Canons of the Episcopal Church in the Diocese of Ohio (2006)**

Sec. 5. (a) Each Deanery is entitled to elect a representative to the Diocesan Council. Such representative may be a lay person, a priest, or a deacon. Deanery representatives shall be elected by caucus at Diocesan Convention, as specified in Title II, Canon 3, Sec. 5, to serve for a term of not more than three years.

(b) The Deanery representatives elected, when their terms have expired, shall be ineligible for re-appointment for the term next succeeding, and shall remain ineligible for service as members of the Diocesan Council for a period of one Convention year. No Deanery representative to the Diocesan Council shall hold membership on the Standing Committee concurrently with such representative's term of service on the Diocesan Council. Vacancies in office of Deanery representatives shall be filled by Diocesan Council for the remainder of the unexpired term, and any person so chosen shall be eligible for reelection.

Sec. 6. (a) The Bishop shall appoint the chairs and members of each Commission of the Diocesan Council, subject to confirmation by the Diocesan Council. A member of Diocesan Council shall be appointed to full membership on each Commission and shall serve as the Commission's liaison to the Diocesan Council.

(b) Each Commission shall make to the Diocesan Council annually, and at such other times and in such form as Diocesan Council may require, a report of the work done under its direction.

Sec. 7. The Diocesan Council shall meet at least six times between meetings of the Annual Convention and at such other times as the Bishop may convene them. Each of the Commissions shall meet at least twice during the same period. A majority of the lay members and a majority of the clerical members of the Diocesan Council, together with the presiding officer as herein before provided, shall constitute a quorum.

Sec. 8. The Diocesan Council shall establish, triennially, mission and ministry priorities for the program of the Diocese subject to confirmation by the Annual Convention.

Sec. 9. The Diocesan Council shall develop a Program and Budget for the work of the Church in the Diocese and shall submit the same to the Annual Convention of the Diocese for its adoption and approval.

### **CANON 8: Of the Trustees**

Sec. 1. The Trustees of the Diocese of Ohio (the Trustees of the Diocese) is a not-for-profit corporation, incorporated under the laws of the State of Ohio. The Articles of Incorporation of the Trustees of the Diocese provide that the corporation be governed by a Board of Trustees (the Board). The Board shall consist of five Trustees elected by the Annual Convention. The Bishop shall be an ex-officio member of the Board. The term of office of a Trustee shall be five years with one Trustee elected for a five year term at each Annual Convention. In the event that a Trustee is unable or unwilling to complete the Trustee's term, the Bishop may appoint an individual to fill the vacancy until the next Annual Convention. In such event, the Convention shall at its next regular meeting elect a Trustee to complete the unexpired term. Trustees may be elected to successive terms in office.

Sec. 2. The Trustees are charged with the investment management of endowment funds of the Diocese and funds derived from parishes receiving aid or extinct parishes. The Trustees may, on request, assume investment management of other funds, including other Diocesan funds, and funds of parishes, parish organizations, and other not-for-profit organizations which are affiliated with The Episcopal Church, through the Joint Investment Fund(s). No action of the Convention shall be necessary to validate any act of the Trustees. The Trustees shall report annually to the Convention concerning the actions of the Trustees during the prior year. All accounts shall be audited annually by independent Certified Public Accountants who shall report their findings to the Diocesan Council. The Trustees may contract with third parties for services to the Trustees including custodianship, investment advice, and financial reporting.

Sec. 3. The Trustees may, from time to time, receive or accept gifts as trustees of the property and shall disburse income and/or principal in accordance with the intentions of the donor.

Sec. 4. The Trustees shall hold title to real property for Parishes receiving aid. Such title shall be held in trust for the use of the such Parish so long as it shall exist as a Parish receiving aid.

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Sec. 5. The Bishop, if present, shall preside at any meeting of the Board. The Trustees shall elect a President annually from among the members of the Board. The Treasurer of the Diocese shall serve as Secretary and Treasurer of the Trustees and need not be a member of the Board. The Board shall meet quarterly, or upon the call of the Bishop, or upon the call of any two members of the Board.

Sec. 6. The Convention may, by a two-thirds majority vote by orders, establish, and from time to time amend or repeal, one or more specific and objective criteria for social responsibility in investment which shall be binding upon the Board in the investment of Diocesan funds, subject to any applicable legal requirements in governing documents with respect to particular funds. The Diocese shall indemnify each Trustee against expenses, including attorneys' fees, judgments, and amounts paid in settlement actually and reasonably incurred with respect to actions taken in good-faith efforts to comply with any such criteria, to the full extent and in the manner permitted by law.

### **CANON 9: Of the Deputies to General Convention**

Sec. 1. The Annual Convention shall elect in the year following each General Convention, by the joint ballot of the Members of Convention, four clergy canonically resident in the Diocese, and four members of the laity who shall be adult communicants in good standing of the Church in the Diocese, to act as Deputies from this Diocese to the General Convention. The next Annual Convention shall elect, in like manner, four clergy and four members of the laity, with like qualifications, as Provisional Deputies. These Provisional Deputies shall fill any vacancy in the order of their election. The Deputies and Provisional Deputies shall hold their respective office until their successors are elected, and shall be Deputies, or Provisional Deputies, for any General Convention which may be held during their continuance in office.

### **CANON 10: Of the Development Council of Episcopal Community Services Foundation**

Sec. 1. The Development Council of Episcopal Community Services Foundation shall consist of the Diocesan Bishop, and 19 additional members who shall each serve a term of three years and shall be eligible for reappointment or reelection. Each year, the Convention shall elect one member of the clergy and three lay persons, and the Bishop shall appoint one member of the clergy and one lay person. All persons elected or appointed shall be communicants in good standing of the Diocese of Ohio. In addition, the Dean of the Cathedral shall appoint one member to serve as the Cathedral's representative to the Development Council and to represent the interests of The Church Home endowment. The Bishop shall serve as chair of the Development Council, and may appoint a member of the Development Council to chair meetings in the Bishop's absence. The Development Council may invite other persons to serve on subcommittees or assist in its work.

Sec. 2. Vacancies in the Development Council shall be filled by the Bishop until the next annual Convention.

### **CANON 11: Of the Commission on Ministry**

Sec. 1. The Commission on Ministry as hereinafter constituted shall have those duties and responsibilities as provided by the Canons adopted by The Episcopal Church. The Commission on Ministry shall also be responsible for presenting to each Annual Convention a resolution on the minimum standard of compensation for clergy as required by the Canon "Of Minimum Clergy Compensation."

Sec. 2. The Bishop shall be a member of and the Chair of the Commission on Ministry and may designate a Diocesan Staff person to serve the Commission on Ministry. The Bishop may appoint a member of the Commission on Ministry to chair meetings in the Bishop's absence.

Sec. 3. In addition to the Bishop, there shall be no fewer than sixteen members of the Commission on Ministry, evenly divided between clergy canonically resident in the Diocese and members of the laity who are adult communicants in good standing of the Church in the Diocese. The Commission on Ministry may invite other persons to serve on subcommittees or assist in its work.

Sec. 4. The Bishop shall nominate annually to the Annual Convention persons to fill vacancies in membership on the Commission on Ministry, and shall seek Convention approval of these nominations.

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Sec. 5. The term of office of each member shall be four years. Vacancies occurring in the Commission on Ministry shall be filled by the Bishop after consultation with the Standing Committee, and reported to the next Annual Convention. Those appointed to the Commission on Ministry, when their terms have expired, shall be ineligible for reappointment for a period of one Convention year.

### **CANON 12: Of Preparation for Ordination**

Sec. 1. Any person seeking ordination as a Deacon or Priest in the Diocese of Ohio shall be subject to the provisions of the Constitution and Canons of The Episcopal Church and such other procedures authorized by the Bishop and the Standing Committee.

### **CANON 13: Of the Archivist**

Sec. 1. It shall be the duty of the Archivist to gather and preserve all journals, files, papers, reports, catalogues, and other documents as may be useful for reference or bear upon the history of the Church in the Diocese of Ohio. The Archivist shall hold the same under such regulations and restrictions as the Diocesan Council may from time to time prescribe.

### **CANON 14: Of the Diocesan Fund**

Sec. 1. At each Annual Convention an assessment shall be made upon all Parishes in the Diocese, according to the formula set forth in Section 2 of this Canon.

Sec. 2. Beginning January 1, 1998, and in the calendar years thereafter, there shall be an annual assessment made upon all parishes in the Diocese as follows:

- 10 percent of the first \$100,000 of normal operating income (NOI) of a parish;
- 12 percent of that portion of the normal operating income (NOI) above \$100,000 and up to \$200,000;
- 14 percent of that portion of the normal operating income (NOI) above \$200,000 and up to \$350,000;
- 16 percent of that portion of the normal operating income (NOI) above \$350,000.

Normal Operating Income is defined in the Line-by-Line Instructions for the preparation of the Parochial Report as provided by the national Episcopal Church.

Sec. 3. (a) By February 20, 1998, each parish shall estimate its annual assessment based on projected or budgeted Normal Operating Income for the current year, and shall use that estimate to calculate an average annual percentage rate of assessment to be used as described in Section 3. (b). below. The average annual percentage is determined by dividing the estimated annual assessment to the Diocese by the total estimated Normal Operating Income of the parish for the year. Annual estimates shall be filed with the Treasurer of the Diocese by February 20 of each year. Any parish which encounters unusual changes in anticipated income may file a revised estimate.

(b) Beginning February 20, 1998 and on the 20th day of each month thereafter, each parish shall pay to the Diocese a monthly payment determined by applying the average annual percentage rate of assessment for the parish to the parish's Normal Operating Income for the preceding month.

(c) No later than February 20 of the succeeding year, each parish shall calculate an end-of-year reconciliation of its assessment using the formula set forth in Section 2 above. Any overpayments may be applied to the parish's assessment for the following year and/or may be recorded as additional support of diocesan program at the discretion of the parish. Any underpayments of assessments shall be due no later than February 20 of that succeeding year.

Sec. 4. No Parish which is reported by the Treasurer of the Diocese as being in arrears on its assessment shall be entitled to representation in any Convention of the Diocese.

Sec. 5. A reserve fund will be developed by the Diocese for use after the three-year transition period for the purpose of assisting parishes with unforeseen expenses to meet their financial commitments to the

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Diocese. Such financial assistance would be administered through the Congregational Development Commission of the Diocese, which may provide an appropriate level of short term (maximum of 1 year) financial assistance. Should this assistance be necessary, a parish will be required to: request such financial assistance from the Congregational Development Commission; and work with a diocesan support group who will assist in evaluating the parish's financial needs and strengths and in implementing a plan which will result in the parish being able to meet its financial obligation.

### TITLE II: CANONS RELATING TO THE CONGREGATIONS OF THE DIOCESE

#### CANON 1: Of Parishes

Sec. 1. Parishes are constituent parts of the Diocese of Ohio. Each Parish shall make provision in its By-Laws or Articles of Incorporation acknowledging its accession to the doctrine, discipline, and worship of the Episcopal Church and to the canons of General Convention and of the Diocese of Ohio. As provided in the canons of General Convention, parishes hold title to all real and other property in their care and custody in trust for the Diocese.

Sec. 2. The provisions of this canon shall apply equally to all parishes of the Diocese, except that any parish receiving financial assistance for the support of its program and property shall be subject to the provisions of Section 12 of this Canon, which shall, in all cases of conflict, supersede any provision of the other sections of this Canon. Questions of interpretation arising with respect to this Canon shall be decided by the Ecclesiastical Authority.

Sec. 3. (a) In every Parish of the Diocese, there shall be held an Annual Meeting, for the election of members of the Vestry and for the transaction of such other business as may properly come before such meeting. Unless otherwise provided (by Articles of Incorporation, By-Laws, or by Resolution), such meeting shall be held on the third Sunday of January in each year.

(b) Special Meetings of the Parish may be called as provided by a Parish's Articles of Incorporation or By-Laws.

Sec. 4. (a) Every Parish shall establish, in its Articles of Incorporation or By-Laws, provisions for giving public notice of, and for establishing a quorum for the transaction of business at all Annual and Special Meetings. Such notice shall be given no fewer than one nor more than three weeks prior to any meeting. Such quorum shall consist of not fewer than ten qualified electors, provided that a smaller number may adjourn any meeting to a date not fewer than seven, nor more than fourteen days thereafter.

(b) The Rector of the Parish shall, if present, preside at all such meetings. In the absence of the above, an officer of the Parish shall preside, in the following order of priority: (1) the Senior Warden; (2) the Junior Warden; (3) the Clerk. If none of the above is present, the meeting may elect a qualified elector as its presiding officer.

Sec. 5. (a) All members of the Parish who are communicants in good standing as defined by the Canons of The Episcopal Church and being not under sixteen years of age, shall be qualified to vote in its meetings. (The pertinent canon from the Canons of The Episcopal Church is printed in Appendix II of these Canons.)

(b) The presiding officer of any meeting shall be the judge of the qualifications of any person to vote who shall offer to do so, subject, however, to appeal and final determination by a two-thirds majority of the electors present at such meeting.

Sec. 6. (a) Every Parish shall, in its Articles of Incorporation or By-Laws, make provision for a Vestry, to consist of no fewer than five nor more than eighteen members, to be elected from among qualified electors of the Parish, to act as its agent in the care and custody of its property, and in its relations with its clergy, as provided in the Canons of The Episcopal Church.

(b) The Vestry shall meet regularly at least quarterly, at such time and place as it shall by resolution determine. A special meeting shall be called upon the written request of any two members of the

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Vestry, or by the Rector, or, in the absence of a Rector, by the Senior Warden, or, in the absence of both Rector and Senior Warden, by the Junior Warden.

(c) The Rector of any Parish shall be entitled to receive notice of and to have seat and voice at all meetings of the Vestry, and, when present, shall preside. When no Rector is present, officers of the parish shall preside as provided herein. The presiding officer shall make appointments to all committees, except as otherwise provided by the Articles of Incorporation or By-Laws of the Parish.

Sec. 7. (a) Members of the Vestry shall be elected by ballot at the Annual Meeting of each Parish, for such terms and in such number as the Articles of Incorporation or By-Laws of the Parish shall, subject to the provisions of Section 4 (a) of this Canon, provide. Members shall serve until the expiration of their terms, and until their successors shall have been elected and qualified. Parish by-laws may provide for removal from office prior to the expiration of a term, for cause. No member of any Vestry shall be elected to more than two consecutive full terms, nor be re-elected or appointed until one year shall have elapsed following the expiration of the second term.

(b) Parishes may establish additional procedures, not in conflict with Canon law, regulating the filling of vacancies.

Sec. 8. (a) The Vestry shall elect and call a Rector, as required, subject to the provisions herein, and other provisions of these Canons and those of The Episcopal Church.

(b) The Vestry shall also, at its first meeting after any Annual Meeting (and thereafter as required), elect the following officers of the Parish: a Senior Warden and a Junior Warden, both of whom shall be elected from its own number; a Clerk and a Treasurer from among qualified electors of the Parish.

Sec. 9. (a) The Rector shall, in addition to such duties as shall be prescribed by the Book of Common Prayer and by Canon, have exclusive direction of all spiritual concerns of the Parish, in subordination to the Ecclesiastical Authority and Canon law, and have full direction and control of all guilds, societies, and associations within the Parish.

(b) It shall be the duty of the Vestry to take charge of the property of the Parish and its business interests except those reserved to the Rector. It shall also be the duty of the Vestry to provide said Rector with compensation consistent with the provisions of the Canon "Of Minimum Clergy Compensation," to pay all lawful assessments on the parish, to keep order in the Church during Divine Service, and in general, to assist in the furtherance of the Gospel and the well-being of the Parish.

(c) It shall be the duty of the Wardens to work with the Rector in establishing a climate of mutual trust and honesty within which the Parish can be provided with effective leadership and its problems addressed and mission furthered. It shall be the duty of the Wardens to work with the Rector to identify and hear the concerns and ideas of the Parish, and to communicate the concerns and ideas of the parish leadership to the Parish at large. It shall also be the duty of the Wardens to collect the alms and to disburse such alms in case the Parish is without a Rector; and to provide for the celebration of public worship and the instruction of the Parish, as circumstances may permit.

(d) The Clerk of the Parish shall also act as Secretary of the Vestry, and it shall be the duty of the Clerk to take, record, and preserve minutes of the proceedings of any Regular or Special meeting of the Parish and of the Vestry, to attest to its public acts, to preserve all records and papers belonging to the Parish not otherwise provided for, to perform such other duties as are usual and customary to this office, and to transmit promptly to the successor Clerk all of the Parish's documents in the Clerk's possession.

(e) It shall be the duty of the Treasurer to receive, deposit, disburse, and account for all monies collected for any and all church purposes, subject to the provisions of the Canon "Of Business Methods in Church Affairs" and such By-Laws as the Parish shall adopt. The Vestry may, in its discretion, appoint treasurers for funds raised for special purposes, provided that the provisions of the Canon "Of Business Methods in Church Affairs" be faithfully observed.

Sec. 10. No Vestry shall alienate or encumber any real property of the Parish whose agents they are except as hereinafter provided:

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- (a) A Resolution approving any alienation or encumbrance of real property shall first be adopted by the affirmative vote of a majority of the number of members of the entire Vestry who are (in accordance with the laws of the State of Ohio) eighteen years of age or older, with only such members voting.
- (b) The Secretary of the Vestry shall transmit to the Ecclesiastical Authority of the Diocese minutes of its proceedings, stating fully therein the reason(s) for such alienation or encumbrance, and in the case of a proposed alienation, the price to be obtained and the disposition of the proceeds, and in the case of an encumbrance, the amount, the rate of interest to be paid, a statement of the necessity therefore, and all relevant financial information.
- (c) The Ecclesiastical Authority shall solicit from the Treasurer of the Diocese a report of the financial implications of the proposed transaction.
- (d) Upon the written approval of the Bishop (if there be one) and the Standing Committee of the Diocese, the Vestry may proceed to give effect to its Resolution.
- Sec. 11. (a) When submitting the Parochial Report, each parish shall also submit financial statements including a statement of assets, liabilities, and net assets, an IRS Form 990 (if required by the IRS), and a brief report on the activities of any related entity which has a separate annual budget of \$25,000 or more. Such report shall indicate whether such entity has a governing board separate from the vestry of the parish. The report shall list the names and addresses of the governing board members, and such related entity shall timely respond to any inquiries from the Bishop and the Standing Committee concerning the report.
- (b) In establishing any related entity, no parish shall list the Diocese of Ohio or the parish itself as an incorporator, agent, guarantor or responsible party without the prior written consent of the Bishop and the Standing Committee.
- (c) For purposes of this section, a "related entity" includes, but is not limited to, a daycare center, homeless shelter, school or educational institution, corporation, foundation, trust, nursery, outreach program or similar entity which uses the name of or a variant of the parish's name, and/or uses facilities, resources and/or personnel of the parish, and/or over which the parish exercises some degree of control.
- Sec. 12. (a) Upon the resignation, retirement, or death of the Rector of any Parish, the Senior Warden thereof shall notify the Ecclesiastical Authority of the Diocese.
- (b) No person shall be elected Rector of any Parish until the name of such nominee shall have been made known to the Ecclesiastical Authority and sufficient time (not exceeding thirty days) shall have been given for the Ecclesiastical Authority to communicate with the Vestry thereon, nor until such communication, if made, shall have been considered at a meeting of the Vestry duly held for that purpose.
- (c) No person shall be elected or appointed Assistant Clergy in any Parish until the name of the nominee shall have been made known to the Ecclesiastical Authority and sufficient time (not exceeding thirty days) shall have been given for the Ecclesiastical Authority to communicate with the Rector thereon.
- Sec. 13. (a) The provisions of this section shall apply to all parishes receiving financial assistance from the diocese for the support of their program and property.
- (b) The Member of the Clergy in charge shall be nominated by the Vestry and appointed by, and shall serve at the pleasure of, the Ecclesiastical Authority. Such person shall otherwise have the authority and responsibility of the Rector in any other parish.
- (c) The Ecclesiastical Authority may undertake such steps as are deemed necessary to initiate the formation of aided parishes, provided there is compliance with the provisions of the Canon "Of New Parishes." Application for the undertaking of a new parish shall be made to the Ecclesiastical Authority in the following form:

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"We, the undersigned, residents of . . . . . County or Counties of . . . . ., Diocese of Ohio, being desirous of obtaining the services of The Episcopal Church and being ready, according to our ability, to sustain the same, do hereby request you to inquire into our estate, and provide for us as you may deem proper and expedient. We do hereby declare ourselves, individually and collectively, ready to do that which in us lies to establish and sustain the regular worship of the said Church, and promote its influence in our midst; and we promise conformity to its doctrine, discipline, and worship. We put ourselves under your charge and will reverently obey your authority. We promise conformity to the Constitution and Canons of The Episcopal Church and of the Diocese of Ohio. In accordance with these obligations and rules we now ask the privilege of being organized as a Parish."

All real and other property, acquired by the Diocese for the benefit of a new parish, upon the recommendation of the Trustees of the Diocese, may be conveyed to, transferred to, or vested in a Parish corporation at such time as the Diocesan Council determines that, the Parish has (if necessary) become incorporated; provided, that the provisions of the Canon 'Of New Parishes' be complied with, as applicable. Such conveyance, transfer and vesting shall be in trust, as specified in Section 1 above.

### CANON 2: Of the Cathedral

Sec. 1. Trinity Cathedral, an Ohio corporation, is hereby recognized as the Cathedral Church of the Diocese of Ohio. Use of the Cathedral property by the Diocese shall be agreed upon, from time to time, by the Ecclesiastical Authority, the Dean, and the Vestry.

Sec. 2. There shall be a council of advice to the Cathedral, to be called the Cathedral Chapter, which shall meet at least once per year. The Chapter shall consist of the following:

- (a) The Bishop;
- (b) The Bishop Coadjutor and Bishop(s) Suffragan, if there be any;
- (c) Such members of the Diocese, not to exceed two, as designated by the Bishop
- (d) The Dean;
- (e) The Chancellor;
- (f) The residentiary Canon(s);
- (g) One member of the clergy and one member of the laity to be elected biennially by the Diocesan Convention for two-year terms;
- (h) Two or more members of the Greater Cleveland community to be appointed by the Dean in consultation with the Bishop for a term of two years;
- (i) The Chair of the Board of Trustees of the Cathedral;
- (j) The Senior Warden, Junior Warden, Clerk, and Treasurer of the Vestry.

Sec. 3. The Vestry shall elect a Dean upon nomination of the Bishop of the Diocese in consultation with a search committee of the Cathedral Parish. The Dean may appoint residentiary Canons and Assistant Clergy upon the nomination of the Bishop.

Sec. 4. The Cathedral shall be entitled to have the same representation in the Diocesan Convention as is provided by Canon for a Parish.

Sec. 5. The Cathedral may, by specific provisions in its Articles of Incorporation, delegate investment management of the assets of the Cathedral to a Board of Trustees. Any such delegation shall be subject to all applicable Canons of The Episcopal Church.

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### CANON 3: Of Deaneries

Sec. 1. Congregations in the Diocese of Ohio may, from time to time, be organized into Deaneries by action of Diocesan Council, in order to assist in communication and the sharing of program and resources, to provide mutual support among congregations, and to identify and implement opportunities for collaborative ministry.

Sec. 2. The Bishop shall appoint a member of the clergy in each Deanery to serve as Dean for a two-year term, which may be renewed at the Bishop's discretion. Deans shall, from time to time, convene the clergy in their Deanery, and shall serve as liaison with the Bishop.

Sec. 3. Each Deanery shall, under the leadership of its Dean, have the authority to plan, organize, and implement activities and programs to meet common responsibilities, solve common problems, exchange resources of significance to their ministry, and to undertake any work commended to them by the Bishop. Deaneries may, if they wish, create Deanery Councils with representation from each parish, and a lay Provost elected from among the Deanery Council members. The lay Provost will work in collaboration with the Dean to develop an agenda for the work of the Council.

Sec. 4. In support of collaborative ministry projects, a Deanery or some of its congregations may conduct business affairs through one of its constituent parishes or by the creation of an independent not-for-profit corporation, which corporation shall, in every case, comply with the provisions of the Canon "Of Business Methods in Church Affairs."

### Sec. 5. Deanery Representatives to Diocesan Council.

(a) Each Deanery shall, from time to time, caucus either at a Deanery Council meeting or at Diocesan Convention (as herein below provided) for the purpose of electing a representative to Diocesan Council. Such representatives shall serve for a term of three years, beginning at the Council meeting in the month following the Convention at which they are elected, and may not be reelected without a year's break in service.

(b) Any person, lay or ordained, who resides in the Deanery may be nominated for the position of Deanery representative. Nominees need not be present at the electing caucus, but must have agreed to serve if elected.

(c) Where deanery councils are inactive, all clergy residing in the Deanery, and the lay delegates to Diocesan Convention from each Deanery congregation, shall constitute that Deanery's electing caucus, which shall be convened by and presided over by the Dean.

Where Deanery Councils are active, the Deanery Council shall constitute the Deanery electing caucus and shall, on the schedule described in Section 5 (d) below, elect its representative to Diocesan Council and transmit the name of that representative to the Bishop at Diocesan Convention.

Deaneries will caucus initially according to the following schedule:

- 2001: Central East Deanery, North Central Deanery, Youngstown Deanery
  - 2002: Cleveland West Deanery, South Central Deanery, Toledo Deanery, West Deanery
  - 2003: Cleveland East Deanery, Lake Deanery, Western Reserve Deanery.
- (e) Deanery representatives shall be responsible for reporting to Diocesan Council on the mission and ministry being carried out in their Deanery, and for representing the interests of their Deanery parishes in the affairs of the Diocese.
- (f) No Deanery representative to the Diocesan Council shall hold membership on the Standing Committee concurrently with a term of service on the Diocesan Council. Vacancies in office shall be filled by Diocesan Council for the remainder of the unexpired term, and any person so chosen shall be eligible for re-election

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### CANON 4: Of Shared and Regional Ministries

Sec. 1. Whenever two or more Congregations wish to share resources to provide ministry to a geographic region of the Diocese, or to a particular region in conjunction with a neighboring diocese, they shall draft a Covenant in consultation with the Bishop or the Bishop's appointed representative(s).

Sec. 2. The Covenant shall contain, at least:

(a) The method of selection of the leadership that will be shared by the Shared Ministry, including ordained clergy and licensed lay ministries;

(b) The method of financing the Shared Ministry, including the shared lay and ordained leadership;

(c) The method by which the Shared Ministry governing body is chosen;

(d) The responsibilities of the Shared Ministry governing body and the Wardens and Vestry of the member congregations, and;

(e) The method by which individual congregations may associate with or disassociate from the Shared Ministry.

The Covenant shall be approved by a two-thirds majority vote by each Vestry of the individual congregations, and shall be subject to the approval of the Bishop.

Sec. 3. Any congregation in the Diocese entering into a cooperative ecumenical or interfaith ministry with a congregation involving building use or other shared resources including personnel shall be obliged to conform to the provisions of Sections 1 and 2 of this Canon. Said Covenant must be reviewed by the Chancellor and is subject to the approval of the Bishop.

Sec. 4. Any such Covenants shall be subject to all provisions of the Constitution and Canons of The Episcopal Church and this diocese.

Sec. 5. Clergy in charge of Shared Ministries shall have in each of the member congregations the canonical privileges and responsibilities of Rectors under the national and diocesan Canons. If the Shared Ministry receives diocesan aid for its operating expenses, its clergy in charge are nominated by the Shared Ministry and appointed by, and serve at the pleasure of, the Ecclesiastical Authority.

Sec. 6. (a) Shared Ministries are subject in their financial transactions and reporting to the requirements of the standard business methods set forth in the applicable Canons of the Episcopal Church, and the supplemental business practices guidelines and procedures established by resolution of the Diocesan Council.

(b) Shared Ministries shall annually submit audited financial statements of the monies under their control, according to the business practices guidelines and procedures established by resolution of Diocesan Council.

### CANON 5: Of New Parishes

Sec. 1. No new parish shall be formed nor shall the site of any new church building be determined nor the site of any existing church building be changed without the written consent of the Bishop of the Diocese, acting by and with the advice and consent of the Diocesan Council, given after consideration of the interests of neighboring congregations.

Sec. 2. For the organization of a Parish, the following Agreement of Association must be signed by no fewer than twenty persons who intend to be supporters of the Parish: "We, the undersigned do associate ourselves for the purpose of maintaining the worship of God and preaching the Gospel, according to the doctrine, discipline and worship of The Episcopal Church, under the name of the Parish of . . . . . Church, in the town of . . . . . and County of . . . . . State of Ohio, and do hereby promise conformity to the Constitution and Canons of The Episcopal Church and of the Diocese of Ohio. We do further represent that said Parish shall hold all of its property as a trustee for the



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Episcopal Church in the Diocese of Ohio, and that the foregoing covenants shall be given effect in the Articles of Incorporation to be adopted for the said Parish.”

Sec. 3. After twenty persons shall have signed the Agreement of Association, a meeting of the same may be called on ten days’ notice. At this meeting such steps shall be taken as are necessary to the incorporation and organization of the Parish under the laws of the State of Ohio. The Articles of Incorporation shall contain the name, and also the promissory and purpose clauses, as set forth in the Agreement of Association. The minutes of the meeting shall be recorded in a book to be kept as a record of the proceedings of the Vestry or Bishop’s Committee and Parish meeting in which shall be also kept the Articles of Incorporation.

Sec. 4. (a) A certified copy of the Articles of Incorporation, and of minutes of the meeting for organizing the Parish, shall be sent to the Bishop without delay together with notice that the Parish will apply for admission into union with the Convention. At a subsequent Convention this application shall be made, and for this purpose a certified copy of the aforesaid papers shall be presented.

(b) In addition to the above Articles of Incorporation, there shall be presented to the Ecclesiastical Authority such evidence of financial independence, both as to history and as to future prospect as shall be deemed sufficient by said Ecclesiastical Authority to warrant the endorsement of said application to the Diocesan Convention. The Trustees of the Diocese of Ohio may in its discretion retain title to property of newly organized parishes until three successive years of fulfillment of diocesan obligations, as expressed in terms of payment of diocesan assessments and clergy pension assessments, shall have elapsed.

Sec. 5. If two or more parishes shall desire to consolidate or unite and become one, application in writing for permission so to do shall first be made to the Ecclesiastical Authority. No later than one month from the receipt of the application, the Ecclesiastical Authority, acting by and with the advice and consent of the Diocesan Council, and after consideration of the interests of neighboring congregations, shall render a decision in writing, either giving or refusing license for the change; and that decision shall be final.

### CANON 6: Of Imperiled Parishes

Sec. 1. A congregation may be declared to be an Imperiled Parish under Section 3 (below) when one or more of the following conditions shall exist:

- (a) Any of several conditions which would render a parish liable to action under Article IX of the Constitution of the Diocese; viz., employing a member of the clergy under ecclesiastical censure or process; permitting a church edifice to be used for purposes incompatible with its consecration; any persistent course inconsistent with the doctrine, discipline or worship of this Church.
- (b) The parish shall refuse or neglect to assemble and elect a Vestry, as provided in these canons; or shall fail of representation at any Annual Convention of this Diocese; or shall neglect to pay diocesan assessments.
- (c) The parish shall have failed to search for and elect a rector after a reasonable period of time.
- (d) The parish shall have failed to comply with the provisions of the Canon “Minimum Annual Compensation of Clergy,” or the Canon, “Of Lay Pensions;” or shall fail to maintain adequate insurance as required under the provisions of the Canon, “Of Business Methods in the Church.”
- (e) The parish shall fail to make timely reports or to submit a Certificate of Audit as required by the Canon, “Business Methods in Church Affairs.”
- (f) Financial reports reveal invasion of the principal portion of endowment funds, or other evidence of financial instability sufficient, in the judgment of the Bishop and Standing Committee, to warrant action under this canon.

Sec. 2. Action under this canon may be initiated in any of the following ways:

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(a) The Rector or Vestry of any such congregation may invite the pastoral intervention of the Bishop.

(b) The Bishop, being aware of the conditions enumerated in Section 1 of this Canon, and acting in his or her capacity as Chief Pastor, may appoint a committee of three persons to seek amelioration of the condition(s), and to report to the Bishop thereon.

(c) Such intervention may be initiated upon the affirmative vote of a majority of the members of the Standing Committee.

Sec. 3. In the event that the conditions specified shall persist, the Bishop, with the consent of the Standing Committee, may declare the congregation to be an Imperiled Parish, and require the application of one or more of the following measures to restore health to the congregation:

(a) appointment of the Bishop of five or more adult communicants of the Parish to govern the affairs of the Parish as the Vestry, during the pendency of these conditions, and notwithstanding any other provisions for such governance, or for the election of a Vestry;

(b) designation of the Rector of the Parish as Vicar, during the pendency of these conditions;

(c) conveyance of title of all real property to the Trustees of the Diocese, who shall hold the same in trust during the pendency of these conditions;

(d) such other measures, during the pendency of these conditions, as the Bishop, with the concurrence of the Standing Committee, shall determine.

Sec. 4. It shall be the obligation of all parties to labor to restore the Parish to a greater degree of health, setting forth problems to be addressed in an open, honest manner and working toward the resolution of such problems in a climate of respect and charity, and for the greater good of the Church’s witness to its Lord.

Sec. 5. When any parish shall fail to elect a Vestry, the Bishop, with the advice and consent of the Standing Committee, shall appoint three trustees to take charge of the property of the Parish and exercise the rights and functions of a Vestry, until the Parish shall have elected a Vestry under the provisions of this Canon.

Sec. 6. No parish, not being declared extinct under the provisions of Title II. Canon 7., above, shall have its connection with the Diocese dissolved under Article IX of the Constitution except by the affirmative vote of two-thirds of the members of the Convention of the Diocese, and until the alleged delinquency shall have been carefully investigated by a Committee appointed by the Bishop after due notice to the Parish. The action of the Convention shall be upon the report of such Committee.

### CANON 7: Of Declaring Parishes Extinct

Sec. 1. No parish shall be declared to be extinct except upon the affirmative vote of two-thirds of the members of any Convention of the Diocese, and in conformity with the further provisions of this Canon.

Sec. 2. Such vote shall be upon a special report of the Committee on Canons, which shall, upon the petition of the Bishop or of the Standing Committee, consider the question, with all the evidence tending to prove or disprove the existence of the facts upon which a declaration of extinction could be made. Such report shall contain a statement of the evidence placed before the Committee.

Sec. 3. Upon the affirmative vote of the Convention, as aforesaid, such Parish shall become and be extinct, and title to all property thereof shall at once vest in the Trustees of the Diocese.

### CANON 8: Of Minimum Clergy Compensation

Sec. 1. Each congregation shall provide at least the minimum annual compensation to its clergy as established by the Annual Convention of the Diocese. Such minimum annual compensation shall become effective at the beginning of the calendar year following each Annual Convention.

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Sec. 2. Minimum annual compensation shall include all of the components which are used by The Church Pension Fund to determine clergy compensation for pension contribution purposes.

Sec. 3. The minimum annual compensation shall be applicable to all parochial clergy. Where clergy are serving in a part-time capacity, it is the responsibility of the vestry and the clergy to determine the appropriate pro rata amount of minimum annual compensation which is applicable in the situation. If any difference arises in making this determination, it shall be resolved by the Bishop or the Bishop's designee. If a congregation is not providing the minimum annual compensation, the matter shall be referred to the Bishop for review and action as the Bishop deems appropriate.

### CANON 9: Of Clergy Pensions

Sec. 1. Congregations that on October 1 of any year shall have failed to pay The Church Pension Fund assessment(s) in full for the preceding twelve months shall be, ipso facto, suspended from the union with the Convention of the Diocese of Ohio and shall remain thus suspended until this delinquency shall have been canceled by payment. There is no power entrusted to the Convention or any Committee thereof to waive this fault.

### CANON 10: Of Lay Pensions

Sec. 1. Every Parish, Diocesan Organization, and Institution shall provide lay employees who work a minimum of 1,000 hours annually retirement benefits through participation in the Episcopal Church Lay Employees' Retirement Plan (ECLERP) or an equivalent plan, the provisions of which are at least equal to those of ECLERP.

Sec. 2. Every Parish, Diocesan Organization, and Institution shall make a report of compliance relative to Sec. 1 of this Canon for each lay employee. The report shall include eligibility, enrollment, and plan description. A report form provided by the Office of the Treasurer shall be used for this purpose and shall be submitted not later than October 1 of each year, prior to the Annual Convention.

### CANON 11: Of Licensed Ministries

Sec. 1. No one shall be considered as authorized to function in any licensed ministry in this Diocese without a license from the Bishop. In all cases, persons so licensed shall conform to the applicable Canons of The Episcopal Church.

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## TITLE III. CANONS RELATING TO DISPUTE RESOLUTION AND DISCIPLINE

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### CANON 1: Of the Reconciliation of Disagreements Affecting the Pastoral Relation

Sec. 1. To the extent permitted by the Constitution and Canons of The Episcopal Church, the Ecclesiastical Authority shall seek to assist in the resolution of disagreements affecting the relationship between members of the Clergy and the Congregation:

- (a) when petitioned by a majority of the Vestry, or
- (b) when petitioned by a member of the Clergy, or
- (c) when such assistance would, in the judgment of the Ecclesiastical Authority, be in the best interest of the Congregation.

### CANON 2: Of the Dissolution of the Pastoral Relation

Sec. 1. The pastoral relation between a Rector and a Congregation shall be dissolved only as provided in the applicable Canons of The Episcopal Church.

### CANON 3: Of the Trial of a Priest or Deacon

Sec. 1. **Supremacy of National Canons**

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All matters of ecclesiastical discipline in this Diocese are governed by the provisions of Title IV of the Canons of the General Convention, as supplemented by this Canon, as they may be amended and in effect from time to time. In the event of a conflict or inconsistency between Title IV and the provisions of this Canon, the provisions of Title IV shall be controlling.

### Sec. 2. Ecclesiastical Nature of Proceedings

Proceedings under Title IV and this Canon are neither civil nor criminal, but are private and ecclesial in nature and represent determinations by this Church of who shall serve as a Cleric of this Church, and further represent the polity and order of this Church.

### Sec. 3. Establishment of the Diocesan Judicial Panel

The Diocesan Judicial Panel of this Diocese required by Title IV of the Canons of the General Convention shall consist of nine persons: five Members of the Clergy and four lay persons.

(a) Clerical members of the Diocesan Judicial Panel must be canonically resident in the Diocese, have been ordained to the order from which they were elected for five or more years, and not be at the time of election, nor the five years prior to election under sentence or pastoral direction.

(b) Lay members of the Diocesan Judicial Panel must be adult communicants in good standing and a member of a congregation in this Diocese.

(c) No member of the Diocesan Judicial Panel may serve on the Standing Committee during a term on the Diocesan Judicial Panel.

(d) At each Annual Convention of this Diocese, the Bishop shall nominate persons to fill vacancies for each vacant position on the Diocesan Judicial Panel. After opportunity for nominations from the floor, the Convention shall elect persons to fill such vacancies.

(e) The term of members of the Diocesan Judicial Panel shall be four years. A member of the Diocesan Judicial Panel may not serve for more than two consecutive four-year terms. Members shall serve until their successors are elected.

### Sec. 4. Vacancies in the Diocesan Judicial Panel

A vacancy in the Diocesan Judicial Panel shall be filled by a person nominated by the Bishop and elected by the Diocesan Council to serve until the next Annual Convention. At the next Annual Convention the vacancy shall be filled for the remainder of the original term. A vacancy shall be filled by a person from the same order as the member whose death, disability, or resignation caused the vacancy. Persons elected in the case of a vacancy to serve for a period of less than one year shall not have their service counted for purposes of the two-term limitation described in Section 3. (c) above. Persons elected in the case of a vacancy to serve for a period of one year or more shall have their service counted toward such limits.

### Sec. 5. Presiding Judge

The Diocesan Judicial Panel shall annually and within two months following the Annual Convention elect from among its members a Presiding Judge and an Assistant Presiding Judge and shall notify the Secretary of Convention of the persons so elected. Unless otherwise indicated, the term "Presiding Judge" as used in this Canon includes the term "Assistant Presiding Judge" as appropriate.

### Sec. 6. Church Attorney

The Bishop shall as necessary, in consultation with the Standing Committee, appoint a Church Attorney or Church Attorneys meeting the qualifications specified in Title IV.15.1 of the Canons of the General Convention. The Bishop shall notify the Secretary of Convention of the person or persons appointed to be the Church Attorney or Attorneys.

### Sec. 7. Ecclesiastical Trial Court

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Trials conducted pursuant to Title IV shall be conducted by an Ecclesiastical Trial Court. An Ecclesiastical Trial Court shall consist of two clerical members and one lay member drawn from the Diocesan Judicial Panel as appointed by the Presiding Judge, at least one of whom shall be the Presiding Judge or the Assistant Presiding Judge.

**Sec. 8. Challenges to the Ecclesiastical Trial Court**

The Respondent, the alleged Victim, and the Complainant (as defined in Title IV.15) may make challenges to members of the Ecclesiastical Trial Court. Challenges must be made as soon as practical after notice of the composition of the Ecclesiastical Trial Court is made, or else such challenges are deemed waived. Challenges shall be made consistent with the provisions of Title IV.4.8., except that vacancies in the Ecclesiastical Trial Court caused by successful challenges shall be filled by the Presiding Judge.

**Sec. 9. Mode of Trial**

- (a) During the course of a trial or of any pre-trial or post-trial proceedings, hearings, arguments, motions, or other business before an Ecclesiastical Trial Court, only those persons are to be present whom the Presiding Judge decides are necessary to expedite the process, except that the Respondent and his or her legal counsel, each Complainant, and alleged Victim, a person and/or counsel of the Victim's choosing, the Church Attorney, and the Ecclesiastical Authority of the Diocese shall each have a presumptive right to attend all such proceedings unless excluded by the Presiding Judge under subdivision (b), below. There is never a right of attendance on behalf of the general public, the press, or the news media in any such proceedings.
- (b) The Presiding Judge can demand compliance on the part of all who attend a trial or any pre-trial or post-trial proceedings, hearings, arguments, motions, or other business before an Ecclesiastical Trial Court, and who are seriously lacking in the respect and obedience owed the Ecclesiastical Trial Court. For good cause, the Presiding Judge can suspend any Church Attorney, or Lay Assessor, or counsel for Respondent from further participation in all or any part of such proceedings, and can exclude any other person from attending all or any part of such proceedings.
- (c) If any member or members of the Ecclesiastical Trial Court shall be dismissed by the Presiding Judge for good cause, die, become disabled, or otherwise not be able to serve after the commencement of a trial, the remaining members of the Ecclesiastical Trial Court shall hear and decide the case.
- (d) The Presiding Judge alone shall make all discovery, procedural, and evidentiary decisions before, during, and after a trial. He or she shall consult with the Lay Assessor before making any such decisions.
- (e) No members of the Ecclesiastical Trial Court shall be a member of the Ecclesiastical Trial Court in more than one proceeding involving the same Respondent, whether arising from the same or different facts, except in case of a remand.

**Sec. 11. Oath**

All members of the Ecclesiastical Trial Court shall take and subscribe the following oath given by the Presiding Judge: "I do swear that I will, to the uttermost of my understanding, deal uprightly and justly in my office, without respect of favor or reward: So help me God."

**Sec. 12. Effective Date**

This Canon shall become effective immediately upon approval by Convention, and shall be incorporated by reference into Diocesan Canons, except that no Ecclesiastical Trial Court shall be established under this Canon until after January 1, 1996.

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio (2006)**

**TITLE IV. OTHER CANONS**

**CANON 1:**

- Sec. 1. OF Non-Discrimination  
The non-discrimination provision in this Diocese shall be as those provided in the applicable Constitution and Canons of the Episcopal Church.

**CANON 2:**

- OF Business Methods in Church Affairs  
Sec. 1. Every Parish, Aided Parish, Diocesan Organization, and Institution shall observe the standard business methods set forth in the applicable Canons of The Episcopal Church.
- Sec. 2. The Diocesan Council shall, from time to time, establish by resolution:

- (a) supplementary business practice guidelines; and
  - (b) procedures for carrying into effect the Canons of The Episcopal Church relating to business methods in church affairs.
- All such resolutions shall, upon adoption by the Diocesan Council, be deemed to be incorporated into this Canon.
- CANON 3:** OF the Enactment, Amendment, and Repeal of the Canons  
Sec. 1. No new Canon shall be enacted, nor existing Canon be amended or repealed, except by a majority vote of the Delegates at a meeting of a Convention, and provided that the following requirements are met:
- (a) The proposed change(s) shall have been sent to the Committee on Canons no fewer than three months prior to the Convention for its review and recommendations.
  - (b) The Committee on Canons shall have sent its recommendation on the proposed change(s) to the Bishop and to Vestries or Bishop's Committees no fewer than thirty days prior to the Convention.

- Sec. 2. A Convention may consider a proposed change in the Canons on one-day notice and without complying with the requirements of Section 1 above, provided that the Convention shall approve such consideration by a two-thirds majority vote. Changes proposed under this Section 2 shall require a two-thirds majority vote for approval.

- Sec. 3. The Committee on Canons shall be appointed by the Bishop, and shall have at least two members of the clergy and two members of the laity in membership.

- Sec. 4. Every proposal to amend a Canon shall set out the entire section(s) of the Canon which is affected by the amendment with the new language clearly delineated. A proposal to enact a new Canon or repeal an existing Canon shall set out the entire Canon to be enacted or repealed.

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APPENDIX I

Form for the Certification of Lay Delegates to Convention  
THIS IS TO CERTIFY that at a meeting of the Vestry of \_\_\_\_\_ (name of Parish) in  
held on the \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_, the following named  
persons, who are adult communicants of good standing in said Parish were elected Lay Delegates to represent the same  
in the Convention of The Episcopal Church in the Diocese of Ohio, to be held \_\_\_\_\_ in the year of our Lord  
20\_\_\_\_.  
Delegates  
1. \_\_\_\_\_  
2. \_\_\_\_\_  
3. \_\_\_\_\_  
Alternates  
1. \_\_\_\_\_  
2. \_\_\_\_\_  
3. \_\_\_\_\_

We do further certify that the payment of the annual assessments to the Church Pension Fund and those to the Diocesan  
Fund are current.  
We do further certify that we do associate ourselves for the purpose of maintaining the worship of God and preaching  
the Gospel, according to the doctrine, discipline and worship of The Episcopal Church and do hereby promise  
conformity to the Constitution and Canons of The Episcopal Church and of the Diocese of Ohio.  
Signed, \_\_\_\_\_

Clerk of the Vestry  
The Canon requires that this certificate be sent to the Secretary of the Convention,  
2230 Euclid Avenue, Cleveland, Ohio, at least thirty days before the meeting of the Convention.

APPENDIX II

from the 2003 Constitution and Canons of the Episcopal Church. Definitions of adult communicants, and communicants  
in good standing

Title I. Canon 17: Of Regulations Respecting the Laity

Sec. 2 For the purposes of statistical consistency throughout the Church, communicants sixteen years of age  
and over are to be considered adult communicants.

Sec. 3 All communicants of this Church who for the previous year have been faithful in corporate worship,  
unless for good cause prevented, and have been faithful in working, praying, and giving for the spread  
of the Kingdom of God, are to be considered communicants in good standing.

APPENDIX III

from the 2003 Constitution and Canons of the Episcopal Church

Title III. Canon 14: Of the Reconciliation of Disagreements Affecting the Pastoral Relation

When the pastoral relationship in a parish between a Rector and the Vestry or Congregation is  
impaired by disagreement or disension, and the issues are deemed serious by a majority vote of the  
Vestry or the Rector, either party may petition the Ecclesiastical Authority, in writing, to intervene and  
assist the parties in their efforts to resolve the disagreement. The Ecclesiastical Authority shall initiate  
such proceedings as are deemed appropriate under the circumstances for that purpose by the  
Ecclesiastical Authority, which may include the appointment of a consultant. The parties to the  
disagreement, following the recommendations of the Ecclesiastical Authority, shall labor in good faith  
that the parties may be reconciled. Whenever the Standing Committee is the Ecclesiastical Authority, it  
shall request the Bishop of a neighboring Diocese to perform the duties of the Ecclesiastical Authority  
under this Canon.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio (2006)

APPENDIX IV

from the 2003 Constitution and Canons of the Episcopal Church

Title III. Canon 15: Of the Dissolution of the Pastoral Relation

Sec. 1. Except upon mandatory resignation by reason of age, a Rector may not resign as Rector of a parish  
without the consent of its Vestry, nor may any Rector canonically or lawfully elected and in charge of  
a Parish be removed therefrom by the Vestry against the Rector's will, except as hereinafter provided.  
Sec. 2. For any urgent reason a Rector or Vestry desires a dissolution of the pastoral relation, and the parties  
cannot agree, either party may give notice in writing to the Ecclesiastical Authority of the Diocese.  
Whenever the Standing Committee is the Ecclesiastical Authority of the Diocese, it shall request the  
Bishop of another Diocese to perform the duties of the Bishop under this Canon.

Sec. 3. Within sixty days of receipt of the written notice the Bishop, as chief pastor of the Diocese, shall  
mediate the differences between Rector and Vestry in every informal way which the Bishop deems  
proper and may appoint a committee of at least one Presbyter and one Lay Person, none of whom may  
be members of the Parish involved, to make a report to the Bishop.

Sec. 4. If the differences between the parties are not resolved after completion of the mediation, the Bishop  
shall proceed as follows:

- (a) The Bishop shall give notice to the Rector and Vestry that a godly judgment will be rendered in the  
matter after consultation with the Standing Committee and that either party has the right within ten  
days to request in writing an opportunity to confer with the Standing Committee before it consults with  
the Bishop.
- (b) If a timely request is made, the President of the Standing Committee shall set a date for the conference,  
which shall be held within thirty days.
- (c) At the conference each party shall be entitled to representation and to present its position fully.
- (d) Within thirty days after the conference or after the Bishop's notice if no conference is requested, the  
Bishop shall confer with and receive the recommendation of the Standing Committee; thereafter the  
Bishop, as final arbiter and judge, shall render a godly judgment.
- (e) Upon the request of either party the Bishop shall explain the reasons for the judgment. If the  
explanation is in writing, copies shall be delivered to both parties.
- (f) If the pastoral relation is to be continued, the Bishop shall require the parties to agree on definitions of  
responsibility and accountability for the Rector and the Vestry.
- (g) If the relation is to be dissolved:
  - (1) The Bishop shall direct the Secretary of the Convention to record the dissolution.
  - (2) The judgment shall include such terms and conditions including financial settlements as shall  
seem to the Bishop just and compassionate.

Sec. 5. In either event the Bishop shall offer appropriate supportive services to the Priest and the Parish.

Sec. 6. In the event of the failure or refusal of either party to comply with the terms of the judgment, the  
Bishop may impose such penalties as may be set forth in the Constitution and Canons of the Diocese;  
and in default of any provisions for such penalties therein, the Bishop may act as follows:

- (a) In the case of a Rector, suspend the Rector from the exercise of the priestly office until the Priest shall  
comply with the judgment.

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- (b) In the case of a Vestry, invoke any available sanctions including recommending to the Convention of the Diocese that the Parish be placed under the supervision of the Bishop as a Mission until it has complied with the judgment.

Sec. 7. For cause, the Bishop may extend the time periods specified in this Canon, provided that all be done to expedite these proceedings. All parties shall be notified in writing of the length of any extension.

Sec. 8. (a) Statements made during the course of proceedings under this Canon are not discoverable nor admissible in any proceedings under Title IV provided that this does not require the exclusion of evidence in any proceeding under the Canons which is otherwise discoverable and admissible.

- (b) In the course of proceedings under this Canon, if a charge is made by the Vestry against the Rector that could give rise to a disciplinary proceeding under Canon IV.1, all proceedings under this Canon shall be suspended until the charge has been resolved or withdrawn.

Sec. 9. This Canon shall not apply in any Diocese which has made a provision on this subject in its Canons which is consistent with this Canon. This Section 9 shall become effective on January 1, 1990.

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**APPENDIX V**

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*from the 2003 Constitution and Canons of the Episcopal Church*

Title I. Canon 17: Of Regulations Respecting the Laity

Sec. 5. No one shall be denied rights, status or access to an equal place in the life, worship, and governance of this Church because of race, color, ethnic origin, national origin, marital status, sex, sexual orientation, disabilities, or age, except as otherwise specified by Canons.

Title III. Canon 1: Of the Ministry of All Baptized Persons

Sec. 2. No person shall be denied access to the discernment process for any ministry, lay or ordained, in this Church because of race, color, ethnic origin, national origin, sex, marital status, sexual orientation, disabilities or age, except as otherwise provided by these Canons. No right to licensing, ordination, or election is hereby established.