

The 192ND Annual Convention

OF THE EPISCOPAL CHURCH IN THE

DIOCESE OF OHIO

NOVEMBER 14–15, 2008
TRINITY COMMONS, CLEVELAND

CONVENTION HANDBOOK

growing in faith, numbers, and resources for mission

PRE-CONVENTION MEETINGS

Clergy and delegates, be prepared!

NOVEMBER 5TH AT 6:30 P.M.

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

FOUR CONVENIENT LOCATIONS!

Church of the Good Shepherd, Lyndhurst Grace Church, Mansfield St. Luke's, Niles St. Timothy's, Perrysburg

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Schedule and Location of Events

Friday, November 14, 2008

10:00 A.M. Registration Opens Conference Room C/D

11:30 A.M. Convention Exhibits Open Cathedral Hall

12:00 NOON New Delegate Orientation Conference Room A/B

1:00 P.M. Opening Session Cathedral Nave

Episcopal Address

5:00 P.M.Convention RecessCathedral Nave5:00 P.M.ReceptionHilton Garden Inn

6:00 P.M. Banquet Hilton Garden Inn

Saturday, November 15, 2008

7:30 A.M. Registration Opens Conference Room C/D

8:30 A.M. Convention Eucharist
Cathedral Nave
Cathedral Nave
Cathedral Nave

12:00 NOON Lunch Recess Cathedral Hall and Conference Rooms

(Deaneries caucusing to elect deanery

representatives to Diocesan Council: Cleveland

West, Toledo, South Central, West)

Clergy Spouse/Partner Luncheon Elements Bistro

12:45 P.M. Convention Reconvenes Cathedral Nave

Our thanks to Trinity Cathedral for providing coffee and snacks during Convention.

General Information

Registration

- The Registration area is Conference Room C/D in Trinity Commons.
- *Registration opens at 10:00 A.M.* on Friday, November 14, and will remain open throughout the business sessions of Convention.
- Lay delegates and youth representatives register at one set of tables, which will be organized by the town or city
 of their parish.
- Clergy and those entitled to seat and voice register at a separate table.
- Alternate delegates do not need to register. 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, he or she will need to have the nametag and folder of the delegate being replaced. Nametags will not be provided for Alternate Delegates or Visitors.
- 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 14.
- The Convention Eucharist will be held on Saturday morning, November 15, 8:30 A.M. in Trinity Cathedral.

Special Arrangements

• **Special seating arrangements may be made** for persons with disabilities by contacting Eva Cole at Trinity Commons: *ecole@dohio.org* or 216-774-0457.

Childcare and Children's Program

- Babies and Toddlers—Care and program is provided for young children of delegates, volunteers and visitors at Convention, though pre-registration is required. The Children's Program is provided during registration and when Convention is in session. Childcare is available for babies and toddlers during worship, though their presence in worship is most welcome and encouraged!
- 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 learning activities, play, music, art and time to relax will fill each day. Children are invited to sit with children's program staff or with their parents during worship.
- Lunch on Saturday—Please plan to have lunch with your child. You are welcome to enjoy lunch in the Children's Program area. If you have responsibilities during lunch on Saturday, staff will be happy to enjoy lunch with your child. Please let us know when you sign your child in that day. You may provide your child with a lunch from home or make sure to order a children's lunch when submitting your Convention lunch orders.
- To register your child for childcare or for the Children's Program please fill out the registration form online at www.dohio.org/convention or contact Rita Rozell by November 1, at rrozell@dohio.org or 216-774-0460. Questions? Please contact Susan McDonald at smcdonald@dohio.org or 216-774-0453. If you have not pre-registered your child for the Children's Program a limited number of drop-in spaces may be available if staffing ratio permits. Please visit the Children's Program registration to inquire about availability.

Convention Exhibits

• Exhibits will be on display in the Cathedral Hall throughout the convention.

Cathedral Nave Access

- The Cathedral Nave will open at 12 NOON on Friday for seating. Water and snacks will be available during
 Convention, but you are encouraged to bring bottled water or additional snacks with you, as seating
 in the nave will be tight.
- While in the nave, in accordance with the Rules of Order, use of communications devices, celluar phones, or PDAs is prohibited.

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 Registration Area.

Hotel Arrangements

- The diocese has reserved a block of rooms for Thurday and Friday nights, November 13 and 14 at the Hilton Garden Inn in Cleveland, less than a mile away from Trinity Commons.
- *All room reservations must be made* directly with the Hilton Garden Inn at 216-658-6400 or 877-782-9444; group code: EDC. Ask for the group rate for the Episcopal Diocese of Ohio Annual Convention.
- There are other hotels in downtown Cleveland, and delegates may seek different accommodations, if they wish.

Parking and Transportation

- Parking at Trinity Commons will be limited. Individuals are encouraged to carpool. On both Friday and Saturday, handicap parking will be available in the Trinity Commons lot. Overflow parking will be available all day Friday and Saturday across Prospect from Trinity Commons in the YMCA lot. Individuals may also park at the Hilton Garden Inn. The cost is \$10 for all day and at peak times we will run a shuttle between the hotel and Trinity Commons.
- Greater Cleveland residents attending convention are encouraged to use public transportation if at all possible. Buses run reguarly up Euclid Avenue from Tower City Center to Trinity Commons. For Regional Transit Authority (RTA) schedules, visit http://www.gcrta.org.

Lunches/Snacks

- *On Friday, if you come early and need lunch,* Café Ah-Roma will have a lunch stand with a smaller menu located in the gallery.
- Box lunches will be provided by "Catering by Mark DiFeo" on Saturday of Convention.
- *Cost of lunch is \$5*, ordered through parishes by October 20. Tickets for the pre-ordered lunches will be distributed at registration.
- Delegates and visitors who have not ordered lunches will be able to purchase food at Café Ah-Roma.
- Snacks will be provided on Saturday, courtesy of Trinity Cathedral.

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 being discussed.
- 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 so you may speak about issues and vote.
- Looking for a place to eat your lunch on Saturday? Bring your box lunch to the Youth Hostel space (located on the third floor) and enjoy lunch with other young people from the Diocese of Ohio (and often a Bishop or two!).

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 Cathedral Nave.
- 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 Eva Cole at Trinity Commons: *ecole@dohio.org* or (216) 774-0457.

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 Wednesday, October 15, 2008. 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 14, from 12:00 NOON to 12:30 P.M. in Conference Room A/B, 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 of Ohio.
 - 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

192nd Annual Convention of the Diocese of Ohio

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

Presiding Officer

The Rev. A. Bradford Purdom, III, President of the Standing Committee

Assistant Presiding Officer

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

Friday, November 14

- 1. The Convention shall begin with opening worship at 1:00 P.M. in the Nave. (Liturgy book)
- 2. **Organization of the Convention for Business.** Report by the Secretary indicating 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 Diocesan Consultant for Stewardship and Development,
- c) the Communications Officer,
- d) the Finance Officer,
- e) Assisting Bishops in the Diocese of Ohio,
- f) non-canonically-resident clergy serving as Interim Rector or Priest-In-Charge in a cure,
- g) Lutheran pastors serving in Episcopal Parishes,
- h) the President of the Diocesan Episcopal Church Women,
- i) lay members of the Standing Committee,
- j) lay members of the Diocesan Council,
- k) lay members of the Trustees,
- 1) lay Deputies and Provisional Deputies to the General Convention,
- m) recipients of the Bishop's Medal,
- n) Special Youth Representatives,
- o) President, Cuttington University, Liberia, and
- p) The Rev. John Nganga.

4. Report on Parish Compliance with National and Diocesan Canons:

- a) Payment of **pension assessments** in accordance with **Title II. Canons 9-10**. (*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 14**. (*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 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 prior to November 4, 2008. 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).
 - 4. **Episcopal Community Services Foundation Development Council** (3 laity and 1 clergy for 3-year terms; 1 lay person for a 2-year unexpired term; and 1 lay person for a 1-year unexpired term).
 - 5. **General Convention Provisional Deputy** (4 laity and 4 clergy for 3-year terms).
- 8. **First ballot,** subject to the rule that all elections shall be decided by a majority vote.
- 9. **Report of the Treasurer.**
- 10. **Election of the Treasurer,** to assume duties upon the close of Convention.
- 11. **Election of the Secretary of Convention,** to assume duties upon the close of Convention.
- 12. Break.
- 13. **Report of the Committee on Canons** concerning proposed changes to the Constitution and Canons of the Diocese of Ohio.
- 14. Natural Church Development.
- 15. Hunger and Homelessness Task Force.
- 16. First Report of the Committee on Resolutions.
- 17. New Initiatives Funded by Bishop's Appeal.
- 18. **Break in place.**
- 19. Report on Cuttington University, President Henriqué Tokpa, Ph.D.
- 20. Results of the First Ballot, and Second Ballot.
- 21. **Conclusion of Business** for the first day.

Saturday, November 15, 2008

- 22. **Convention Eucharist.**
- 23. **Conclusion of unfinished business** from the first day, including **results of the Second Ballot, and Third Ballot,** by plurality if authorized.
- 24. Christian Formation Commission Inventory.
- 25. Introduction of Seminarians and New Clergy, and recognition of retiring clergy.

- 26. Report of Evangelism Sub-Committee.
- 27. **Break in place.**
- 28. Appointment of Members to the Commission on Ministry.
- 29. Report of Communications Office.
- 30. Second Report of the Committee on Resolutions.
- 31. Report of the Trustees—JIF Transition.
- 32. **Recess for Lunch: Caucuses of Deaneries** to elect deanery representatives to Diocesan Council during lunch. Deaneries electing council representatives during the 192nd Convention are Cleveland West, South Central, Toledo, and West.
- 33. **Reports** (by title unless reading is called for by a majority of Convention).
- 34. **Bishop's Time.**
- 35. Report on Parish Covenants.
- 36. Presentation of the Proposed 2009 Diocesan Program and Budget.
- 37. **Break in place.**
- 38. Report on Diocesan Youth Event.
- 39. Report of Commission on Global and Domestic Mission.
- 40. The Disposal of any unfinished business.
- 41. Resolutions of Courtesy.
- 42. 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 indefinitely 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

- 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

- 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 is 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

During 2008, the Nominating Committee was charged with undertaking a broad search for parish leaders who are ready to use their gifts as diocesan leaders. We began by interviewing current members of diocesan bodies about the gifts and skills needed for service and developing new job descriptions for each position. Once the job descriptions were complete, we embarked on a campaign to make both parishes and individuals aware of this year's opportunities for diocesan service. We are particularly grateful for the assistance of diocesan staff members Eva Cole, Kristin Crites, and Martha Wright, who made our work possible.

As the slate below demonstrates, we identified extraordinarily gifted leaders to stand for each position. We are especially pleased that many of this year's nominees are new to diocesan service or are returning after a time away.

However, we also talked with many talented people whose gifts would benefit the diocese, but who are unable to attend meetings during the traditional workday. In addition, as our search coincided with sharply rising fuel prices and an economic downturn, we became increasingly aware of potential leaders who could not bear the financial burden of regular travel to Cleveland.

We urge diocesan bodies to consider whether their meeting times and places foster involvement by leaders from all walks of life and all parts of the diocese. We also urge the use of conference calls and other available technology for meetings whenever possible, as a means of both inclusion and environmental stewardship. The Nominating Committee sought to model this practice by meeting once in person at Trinity Commons and conducting the rest of our business via conference call and email.

As a result of God's call and our work, the Nominating Committee is pleased to present to the 192nd Convention of the Diocese of Ohio these nominees for Trustee, Standing Committee, Diocesan Council, Episcopal Community Services Development Council and General Convention Provisional Deputy. We commend them to you.

Faithfully submitted by the Nominating Committee:

Rebecca Wilson, Chair Church of Our Saviour, Akron
The Rev. M. Judith Alexis Trinity Cathedral, Cleveland
Richard Goodale St. James Church, Painesville

Betty Kondrich Church of the Good Shepherd, Lyndhurst

James Miller Trinity Church, Findlay
The Rev. Beverly A. Moore-Tasy All Saints Church, Toledo

Elizabeth M. Moosbrugger St. Paul's Church, Cleveland Heights
Suzanne Palmer St. Timothy's Church, Macedonia

Jean ParkeSt. Luke's Church, NilesSusannah PerkinsonChurch of Our Saviour, AkronThe Rev. Susan H. RussellAll Saints Church, ParmaThe Rev. Margaret Holt SammonsSt. Michael's-in-the-Hills, ToledoThe Rev. Daniel H. SchoonmakerSt. Hubert's Church, Kirtland Hills

The Rev. T. Conrad Selnick St. Christopher's-by-the-River, Gates Mills

The Rev. Karl Stevens

Harcourt Parish, Gambier

The Rev. Jeremiah Williamson

St. John's Church, Youngstown

The Rev. Alan James Staff

Trustee of the Diocese

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

- Jim Dudziak (St. Timothy's, Macedonia)
- The Rev. Dr. C. Eric Funston (St. Paul's, Medina)
- **David Smith** (Church of the Good Shepherd, Lyndhurst)

Standing Committee

(Elect one clergy and one lay for a four-year term)

Lay

- **Philip Davis** (*Grace Church*, *Willoughby*)
- Donna Knapp (St. Hubert's, Kirtland Hills)
- James Simon (Church of Our Saviour, Akron)

Clergy

- The Rev. Peter Faass (Christ Church, Shaker Heights)
- The Rev. Kelly Kirby (St. Andrew's, Mentor)

Diocesan Council

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

Lay

- John Backs (St. Martin's, Chagrin Falls)
- Jim Hayes (St. Luke's, Cleveland)
- Jane Macarthy (Christ Church, Oberlin)
- Marvin Peek (Christ Church, Shaker Heights)
- Natalie Tallon (St. Paul's, Maumee)

Clergy

- The Rev. James L. Brown (St. Andrew's, Mentor)
- The Rev. Joy M. Caires (University Hospital, Cleveland)

ECS Development Council

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

Lay

- Karen Eubanks (Trinity, Findlay)
- Cheryl Gray (St. Martin's, Chagrin Falls)
- Anne Schwan (Church of Our Saviour, Akron)
- **George Siss** (Church of the Redeemer, Lorain)
- Roger Smith (St. Peter's, Ashtabula)

Clergy

- The Rev. J. Jeffrey Baker (St. Stephens' Shared Ministry, East Liverpool & Steubenville)
- The Rev. G. Keith Owen, II (St. Peter's, Lakewood)

General Convention Provisional Deputy (General Convention 2009)

(Elect four clergy and four laity)

Lay

- Carolyn Cameron (Christ Church, Huron)
- Denise Caywood (St. Philip's, Akron)
- Jean Parke (St. Luke's, Niles)
- Rebecca Roth (Trinity Church, Toledo)

Clergy

- The Rev. M. Judith Alexis (Trinity Cathedral, Cleveland)
- The Rev. J. Jeffrey Baker (St. Stephens' Shared Ministry, East Liverpool & Steubenville)
- The Rev. Margaret D'Anieri (North Central Episcopal Shared Ministry, Norwalk & Port Clinton)
- The Rev. Wanda L. Ray (Christ Church, Huron)
- The Rev. Gregory P. Sammons (St. Michael's-in-the-Hills, Toledo)
- The Rev. Helen Svoboda-Barber (Harcourt Parish, Gambier)

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 \$32 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 St. Peter's Church, Lakewood

Lael Carter St. Paul's Church, Cleveland Heights

The Rev. Meghan F. Froelich Church of Our Saviour, Akron
John Shelley Christ Church, Shaker Heights

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



Jim Dudziak (St. Timothy's Church, Macedonia)—Jim is currently Treasurer of St. Timothy's, Macedonia. There he has served on vestry three times, including service as Senior Warden and Clerk. He helped design St. Timothy's current Long-Range Plan and serves on two of the Plan's key committees. Jim has also chaired the EMC for the past five

years at St. Timothy's. Previously, Jim served two other churches in the diocese, as Treasurer (Epiphany, Euclid) and as Clerk of the vestry (St. Mark's, Toledo). Jim has a wealth of business experience in Finance and Accounting, having been in that field for over twenty-five years. He currently runs his own business providing consulting and contract work for major Cleveland area companies. Additionally, he has an understanding of the capital markets through the administration of all his retirement accounts and personal investments. Jim has a CPA (Ohio-Inactive) and has earned four other certifications related to his field of work.



The Rev. Dr. C. Eric Funston (St. Paul's Church, Medina)—The Rev. Dr. C. Eric Funston has been rector of St. Paul's, Medina, since June 2003. He has previously served on Diocesan Council, Liturgy & Music, and Constitution & Canons. He has been on the Council and the Trustees of other dioceses

(Nevada and Kansas) and served as Chancellor of the Diocese of Nevada for four years. In addition to his theological education, Eric holds degrees in business and law. He practiced law (in Nevada for ten years) and taught college-level business courses (at Ottawa University, Overland Park, Kansas).



David Smith (Church of the Good Shepherd, Lyndhurst)—Between Ontario, Michigan and Ohio, I have lived out my faith most richly by (a) leading several small groups at and after university, (b) intentionally befriending a severely disabled person through a community organization, (c) becoming a trained volunteer telephone distress line worker in a

faith-based community service, and (d) talking around the table at community meals through the years. I have served on two vestries and been a greeter, LEM and Sunday school teacher. My work experience would lend itself to this ministry. I worked two and half years in the investment management industry (about half working directly on a mutual fund investment team and half working with the investment firm executives to understand the profitability of each product and service offered by the firm.) I have passed the Level 1 exam of the Certified Financial Analyst Program. In total, I have worked eleven years as a financial analyst.

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 December, when the meeting is usually earlier.

Continuing Members of the Standing Committee:

Robert Bennett
Patricia B. Kilpatrick
Celia C. Smart

Harcourt Parish, Gambier Christ Church, Hudson St. James' Church, Wooster

Clergy

The Rev. Dr. J. Paul Board
The Rev. Marie Phillips
The Rev. Margaret Holt Sammons

St. Paul's Church, Maumee Church of the Epiphany, Euclid St. Michael's-in-the-Hills, Toledo

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

Laity



Philip Davis (Grace Church, Willoughby)—Phil's engineering vocation attracted him to the building renovation sector. He focused his career on housing for low-income people. In 1980s, he played a key role in the fledgling Cleveland Housing Network; he is a former board president. Similarly, he was president of Lake County Church Network, as

it expanded its emergency relief work. At Grace, he has been both Junior and Senior Warden, on various committees, and assisted with developing the Breckenridge partnership. Phil has previously presented before Standing Committee several times, and understands some of the nuances of that body. As part of his construction experience, he has become more skilled as a team player. As a former construction arbitrator, he brings skills at resolving problems, helping to avoid disputes. Nevertheless, he is not intimidated by differences of opinion. He has a prayer life and utilizes spiritual instruction by others to support his Christian journey.



Donna Knapp (St. Hubert's, Kirtland Hills)—I enjoy the mysteries of worship in a small church, which gives me great strength. I belong to the vestry and work with others to oversee its welfare and ministries. I have focused on parish communications, organization, and problem solving. Professionally, I have ministered to

the mind, body, and spirit of the sick and dying for many years as a nurse. I also have a family and grandchildren. I am aware that our world church is facing a time of challenge and opportunity. I would enjoy joining with others in our diocese to discuss the issues and concerns that may keep us from reaching our full spiritual potential in God. I offer good listening skills, a desire to learn, and a deep belief in the mission of the church, "to restore all people to unity with God and each other in Christ" BCP (855)

Nominations



James Simon (Church of Our Saviour, Akron)—I have chaired the stewardship committee at Our Saviour, Akron, for three years, implementing our first year-round stewardship program and increasing pledging by 24%. I also provide counsel to the parish when needed, striving to combine my commitment to God's church with my experience

as a lawyer and non-profit board member. I have been a Trustee of Bennington College for ten years, chairing the Development committee and serving on the Finance, Executive and Audit committees. I am a lawyer representing for-profit and non-profit clients in the purchase, sale, leasing and financing of commercial real estate and in real estate disputes. I also represent many non-profit clients and, as a volunteer, help organizations with fundraising, policies/procedures and governance. In all that I do, I seek to foster respect and compromise in the midst of conflict and to live a life grounded in Anglican spirituality, prayer and respect for diversity.



The Rev. Kelly Kirby (St. Andrew's, Mentor)—I am the new (as of December 2008) rector of St. Andrew's, Mentor. Before coming to Ohio, I served as Rector of a small parish in the Diocese of New Hampshire and was an Assisting Priest in an urban parish in the Diocese of Michigan. While in New Hampshire, I participated in

a consortium of nine small parishes that came together to share resources and support one another in their mission, and I served on the Bishop's committee for Youth and Young Adult Ministry. I would bring experience with bringing and keeping together diverse groups of people for the purpose of growing in God's grace and love. I place high value on collaborative ministry—I am convinced that we are to work together to build up Christ's body. Also, having ministered in three very different congregations in three different contexts, I have a broad understanding of the challenges facing many of our congregations today.

Clergy



The Rev. Peter Faass (Christ Church, Shaker Heights)—As a twenty-year layperson, I served on Vestry and outreach ministry boards, helped found an AIDS ministry, led Christian education and served on a Music & Liturgy committee. As a nine-year ordained person, I worked on the consecration of a bishop, served on an AIDS

task force, received the Best Religious Leader Award, served as Clergy Development Committee chair, and was co-liturgist and MC for consecration of the Rt. Rev. V. Gene Robinson. In this diocese, I serve as a Fresh Start facilitator, chaired a discernment committee, and serve on the Deanery Review Committee. I bring extensive experience in business and personnel management from my previous life as a private county club manager, as well as a deep appreciation and respect for the tradition of the Episcopal Church. I am a patient listener and am a reflective process person when it comes to decision-making.

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 Thursday afternoon or Saturday.

Continuing Members of Diocesan Council:

Laity

Charles M. Billow	St. Paul's Church, Akron	Sandy Rockwell	St. Timothy's, Massillon
Ned K. Brooks	St. James Church, Wooster	Clergy	
Priscilla Hays	St. John's Church, Youngstown	The Rev. Dena Cleaver-Bartholomew	St. Paul's Church, Akron
Linda Heitger	St. Paul's Church, Canton	The Rev. Donna L. Maree	Christ Church, Warren
Kay Herkner	St. Paul's Church, Fremont	The Rev. Kelly A. O'Connell	St. Mark's Church, Toledo
Donald R. Meyers	Trinity Cathedral, Cleveland	The Rev. Kenneth R. Pepin	St. Timothy's, Perrysburg
Laura Nielsen	St. James Church, Painesville	The Rev. Daniel H. Schoonmaker	St. Hubert's, Kirtland Hills
Jean Parke	St. Luke's Church, Niles		

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

Laity



John Backs (St. Martin's, Chagrin Falls)—I am on the vestry at St. Martin's and have served on the vestry of three churches since joining the Episcopal Church. I serve with my wife as the sponsors of the Youth Group and teach the Jr. and Sr. High Sunday School. I lead the contemporary Christian music group The Rising and am active in

many other church activities. In my professional career, I'm an electrical engineer for Venture Lighting International. I would appreciate the opportunity to use my experience in a variety of roles in both large and small churches to serve this diocese. I am enthusiastic about the opportunities we have in this diocese for bringing the good news of Christ to all people.



Jim Hayes (St. Luke's, Cleveland)—As a member of St. Luke's, Cleveland for over 4 years, I have been actively involved in our ministries to serve the needy, especially our weekly family style dinner, where we feed 120 of God's people. I have also started a ministry wherein our custodian position is now used to help those struggling with addic-

tion. I have served on the vestry and as Treasurer and have been instrumental in returning our facility to minimum standards and clarifying our financial needs. I recently retired from Glidden Paints where I held several senior management positions over 34 years. I am known for understanding the "big picture" and keeping the organization's purpose and needs in clear focus, but also for my ability to get into the detail and assure that data and facts for decision–making are clear. I have led several major cross–functional projects with significant financial impact to successful completion.

Nominations



Jane Macarthy (Christ Church, Oberlin)—I was co-convener for the Ohio Chapter of the Episcopal Peace Fellowship for nearly ten years. In addition, I served on the National Executive Council for the Episcopal Peace Fellowship for several years and have been on both the vestry and Mission Endowment Board at my home parish. In

addition, I have served as a Eucharistic Minister, lay reader and in many other capacities. I am currently a member of the Standing Commission on Anglican and International Peace and Justice Concerns. As a cradle Episcopalian, my goal has been to expose others to the rich diversity that exists within our faith community. I would bring my unique perspective as a multi-lingual African American female who understands the complexities facing minorities in the church.



Marvin Peek (Christ Church, Shaker Heights)—Marvin is currently the Senior Warden at Christ Church, Shaker Heights, serves as a Eucharistic Minister, an Usher, a Lector, and represents Christ Church as a volunteer at Shaker Gardens Nursing Home. He is a volunteer Assistant for the youth group (high school), past teacher of the Rite-13

Group (middle school), President and co-founder of the Christ Church chapter of the Brotherhood of St. Andrew, and has served on the Stewardship Committee for four years. He has been a delegate to the past two diocesan conventions, attended the Bishop's College for Parish Leadership workshops, and has completed the Education for Ministry Program (School of Theology, University of the South). Marvin is presently a professor of Pan African Studies and Social Sciences at the University of Akron, and serves on boards and is a consultant at the local and national level. He is a graduate of Allen University, Indiana University, and the University of Tennessee.



Natalie Tallon (St. Paul's, Maumee)—As a 12-year member of St. Paul's, I have acted as Chalice Bearer Coordinator, Lay Eucharistic Visitor, and have served two terms on vestry, as well as being active wherever needed. During my second term on vestry, I was liaison for the Christian Education Commission. In the past, I have also served on

the Peace and Justice Committee in the diocese. Currently, I am a member of the Christian Education Commission at St. Paul's, teach adult Christian education classes, and continue to chalice and acolyte. I look forward to the opportunity to give of my time and talents to the greater church.

Clergy

The Rev. James L. Brown (*St. Andrew's, Mentor*)—I understand Jim to be an eager and engaged Christian with a life-long commitment to the ministry of the Church. He is currently a retired professional who is canonically resident in the Diocese of Ohio. He speaks with passion for the social ministry of the church and the inviolable relationship of growth and social action. Jim will bring clear thinking and a willingness to address issues related to the work of the diocese, especially in the development of ministry.



The Rev. Joy M. Caires (University Hospital, Cleveland)—I was ordained to the priesthood in January 2007 and have been serving since August 2006 as the sole pediatric chaplain at Rainbow Babies and Children's Hospital in Cleveland. I am currently transitioning into a call as Associate Priest at Our Saviour, Akron. I have experience in both parochial and

non-parochial positions—working for the Episcopal West Side Shared Ministry, serving as a hospital chaplain, and field education at St. George's in York Harbor. I currently serve on the boards of the Smith College Club of Cleveland and The Cleveland Memorial Society. I would bring a passion for outreach and an understanding of the stewardship that is required to develop and implement programming on the level of the parish and the diocese, experience working with grant making institutions, developing program budgets for small parishes and working with both inner city and suburban parishes. I have been privileged to experience the diverse ways in which the church can serve the world in all of my positions.

Episcopal Community Services Development Council

Position Description

Episcopal Community Services (ECS) is responsible for the support of outreach ministries throughout the Diocese of Ohio. ECS reviews proposals for Bishop's Annual Appeal funds awarded through ECS and structures and implements the resulting grant awards. Episcopal Community Services also reviews proposals and awards grants from the Church Home Fund. Episcopal Community Services members serve for a three-year term. ECS meets every other month in full committee at Trinity Commons. Grant teams meet by conference call, and subcommittees meet as agreed upon by their members.

Continuing Members of the ECS Development Council:

Meredith Bowen	St. Paul's, Cleveland Heights	Suzanne Palmer	St. Timothy's, Macedonia
Denise Caywood	St. Philip's Church, Akron	Kenneth Robinson, III	St. Paul's Church, Maumee
The Rev. Lisa Hackney	St. Paul's, Cleveland Heights	The Rev. T. Conrad Selnick	St. Christopher's-by-the-River, Gates Mills
Frank Harvey	St. Paul's Church, Akron	Eugene Stacy	Old Trinity Church, Tiffin
The Rev. Evelyn Manzella	St. James Church, Wooster	The Rev. Kurt Wiesner	Trinity Cathedral, Cleveland

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

Laity

Karen Eubanks (Trinity, Findlay)—I have been a member of Trinity Church since the early 1990s. Over the years I have served on vestry and have been both the Junior and Senior Warden. I chaired the Stewardship Committee and the Building Committee. When we decided to renovate our nave, I was the chair of the Capital Campaign. I am a parish nurse and on the Natural Church Development team. In April of 2005, I accompanied the Bishop and others to the Reconciliation Seminar held in Massachusetts. For more than eighteen years I was the Executive Director of Bridge Home Health and Hospice. I am organized and have had much experience in decision-making. I have chaired many committees for Rotary and at the present time I chair the Family Selection Committee for Habitat for Humanity and have the honor of choosing partner families. I am interested in serving the diocese and think I could be fair and thorough in reviewing grant applications and awarding monetary gifts to deserving projects.

Cheryl Gray (St. Martin's, Chagrin Falls)—A parish nurse at St. Martin's since 1995, became a health minister in 2000, helped start Congregational Health Ministry in 2000, became National Episcopal Health Ministry Liaison for the Diocese of Ohio, diocesan President for Daughters of the King from 2000-2006, served on diocesan ECW Board, presently Hospice Outreach Committee Chairman, held various positions with Ohio Federated Women's



Club, as well as positions on district and local club levels. I would bring experience from the various events with which I have been involved such as setting up health care in a minority community, and a walk for LifeBanc. Through my club work I have been involved in various restoration projects and helping the homeless, as well as the needy.



Anne Schwan (Church of Our Saviour, Akron)—Taught elementary special education and art education for 14 years, volunteered in various capacities in our local schools, served on Board of Trustees, Highland Foundation of Educational Excellence, 6 years. At Our Saviour, Akron, helped to plan and run, and wrote the arts and crafts curriculum

for the "Super Saturday Program", taught church school, Christian Education Committee, Stewardship Committee, Outreach Committee, Friendly Pantry, Habitat for Humanity, and Open M Lunch volunteer. While on the Board of Trustees of the Highland Foundation, I was Chair of Projects. In that capacity, I was

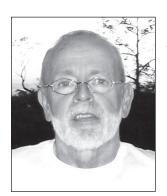
Nominations

responsible for chairing the Project Review Committee, which evaluated grant requests and made recommendations to the Board of Trustees. At Our Saviour, Akron, I have been involved in many of our outreach projects because I believe that through outreach, I can share with others the gifts that God has given to me.



George Siss (Church of the Redeemer, Lorain)—For the past seven years I served Church of the Redeemer as Director of Adult Religious Education. This year, I took another position as the director of the Community Hot-Meals Program where I provide donations and write grants for 8 parishes that provide meals for the poor in Lo-

rain. I have served on the Commission on Peace and Justice, the Commission on Mission and Ministry, and as a parish representative for Episcopal Relief and Development. I bring to the ECS Council experience and a strong passion for the needs of the poor. In addition to my parish and educational experiences, I have been involved in mission projects in Appalachian southern Kentucky, the Oklahoma Indian reservations, and Habitat for Humanity in central Illinois. If elected, I will bring my passion for the poor to the forefront, hoping, praying, and supporting agencies that can help the poor live healthy and productive lives.



Roger Smith (St. Peter's,

Ashtabula)—A guidance counselor for 41 years, Roger is involved in St. Peter's breakfast outreach and fine arts outreach; he sits on the Children Services Board and is the theater critic for the Ashtabula Star Beacon. He was instrumental in founding 2 alternative schools in Ashtabula, and he teaches Writing at Kent State

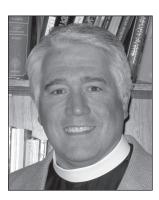
University/Ashtabula. His parish's Senior Warden, he serves as an acolyte, a Worship Leader, and is a Supervisor of the St. Peter's Church Foundation. Roger brings the experience of knowing the difficulties of the start-up and maintenance of outreach programs. He is able to recognize gaps that need to be filled in order to make programs successful. From having been involved in many outreach programs, he can offer insight into community services that might request assistance from ECSF Development Council. He is able to look at outreach programs from the inside out.

Clergy



The Rev. J. Jeffrey Baker (St. Stephens' Shared Ministry, East Liverpool & Steubenville)—I am a newly ordained priest in and from this Diocese. I am passionate about mission work here and abroad. I have extensive experience preparing grant requests for various ministries including Grace Mansfield's Food Pantry, and the Marafiki Global

AIDS ministry. In addition, in my previous secular life, I was involved in the grant process for a non-profit Humane Society in Mansfield. Being a recipient of funds from the Bishop's Annual Appeal in the newly developed St. Stephens' Shared Ministry, I understand intimately the necessity of innovative 'quasi-curacies' for the formation, education, and growth of new post-seminary priests. I desire to give back, in some way, that which I have been given. Thus, I would like to share my expertise with this tremendous council and help facilitate and develop other local outreach ministries to further the realm of God in this Diocese, which I love so deeply.



The Rev. G. Keith Owen, II (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 has served one term on Diocesan Council and

continues to serve on its Finance

Committee. He also currently serves 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. I am interested in serving to grow our ministries of Outreach and Servant Ministry as a primary "face" of the Diocese in the wider community. I am excited to imagine ways to support and enable individual parishes to reach into their communities. I can bring many years of experience and education in fundraising, development, investment oversight, and marketing to the tasks of ECS.

General Convention Provisional Deputy

Position Description

General Convention Provisional Deputies serve as alternate deputies from the Diocese of Ohio to the General Convention of the Episcopal Church in 2009 and any Special General Convention in the event that a regular deputy is unable to serve. At Convention, deputies consider amendments to the constitutions and canons and resolutions on ecclesiastical matters and social issues; adopt a budget for the ministry of the Episcopal Church; and elect people to various national offices. General Convention is the only body that can speak on behalf of the Episcopal Church. Collectively, General Convention sets the direction of the Episcopal Church, defines our identity as Anglicans, and guides the vision of our common life. The Deputies help shape the role, work and voice of the church in the world by bringing the voice of the Diocese of Ohio to the conversation with the larger church. Deputies also bring the voice of the larger church back to the diocese so that we may continue in dialogue as we discern God's will for the Episcopal Church and the Diocese of Ohio.

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

Laity



Carolyn Cameron (Christ Church, Huron)—Carolyn currently holds the position of Treasurer at Christ Church, a position she has held for the past 4 years. Carolyn has gone on mission trips, and promotes missions within our church. She is an honest, dedicated, caring individual who is prepared to be a Provisional Deputy.

Denise Caywood (St. Philip's, Akron)— The gifts I would bring would be that of a good listener, decision maker, and an open-mindedness to new ideas. My service at the diocesan level includes three years on the Nominating Committee. Currently, I am serving on the ECS Development Council, and have served three terms on parish vestry as Senior Warden. I treasure working

with others to seek new and creative ministries to God's people.



Jean Parke (St. Luke's, Niles)—A member of the Youngstown Mahoning Valley Core of Episcopal Churches, member of ECW, Treasurer of St. Luke's Church - St. Margaret's Guild, served on vestry as Senior Warden, Clerk, and currently as Senior Warden. Volunteers as parish secretary, active with Outreach Committee including "Old Mother Hubbard's Cupboard Food Pantry",

is a Eucharistic Visitor, Eucharistic Minister, volunteer church

greeter, Deanery representative to Diocesan Council, member of the Committee on Nominations Committee and Deanery Review Committee. Jean has been very active as a volunteer in Niles and the surrounding area including Niles Community Services, Music, and St. Luke's Church. She is the Director of Seniors on Parade, volunteer cook for workers during Niles Community Services Christmas basket event, volunteer secretary for Niles Churches Interfaith Banquet Committee, and volunteer serving meals at the city of Warrant Rescue Mission. Jean's experience, her intense willingness to learn, and her passion to serve others less fortunate is a profound witness to her faith.



Rebecca Roth (*Trinity*, *Toledo*)— Trinity, Toledo, constantly offers me ministry opportunities. I have been on vestry for almost six years, and senior warden for five, encompassing a rector transition. I'm a worship leader, lector, and Eucharistic bread baker. I've served on several deanery vocations committees for those exploring a vocation to ordained ministry. I support our ministry partners

including the Juvenile Detention Center, Feed Your Neighbor, and Equality Toledo's Safe Schools Project. My skills are from elementary school – I 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 sustaining an Episcopal Church that is creative, loving, and visionary. I am excited to serve our diocese and to support the role, work and voice of the Episcopal Church in the world.

Clergy

The Rev. M. Judith Alexis (*Trinity Cathedral, Cleveland*)—I was born in the United States to Haitian immigrants, but I grew up in Port-au-Prince. Currently, I am serving as Curate of Trinity Cathedral. As a member of the diocesan Congregational Development Committee and Chaplain for the Daughters of the King,

Nominations



I work toward fostering honest conversation while supporting our vision of growth and evangelism. My work in several homeless and low-income communities in the world and in downtown Cleveland has taught me to seek a balance between giving voice to the silent majority and empowering others to raise their own voices. Such diverse social-economic, cultural

and linguistic settings have influenced the way I engage scripture because I believe the sharing of the Gospel is mostly a non-verbal act. For example, I facilitate the Knitting Ministry at the Cathedral. When an item is hand-woven by the Cathedral's knitting ministry and presented to either a hospitalized or newly baptized person, it says you have a family that cherishes you.



The Rev. J. Jeffrey Baker (St. Stephens' Shared Ministry, East Liverpool & Steubenville)—Though I am a newly ordained priest in this diocese, I have resided in northern Ohio most of my life and am familiar with, and respectful of, the awesome diversity we bring as a diocese to the wider church. In addition, I have engaged in ministry as both a layman and priest in contexts that often take me

beyond the borders of this great diocese to as far away as Kenya, Africa. I would bring my mission experience to this position as well as a deep passion for coming together in the wider church as the body of Christ. I understand that uniformity is the bane of true unity and would relish the opportunity to participate in a General Convention at this critical juncture of our corporate existence as the Episcopal Church of the United States of America.

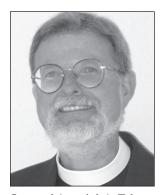


The Rev. Margaret D'Anieri (North Central Episcopal Shared Ministry, Norwalk & Port Clinton)—I have been the rector of St. Paul, Norwalk, and St. Thomas, Port Clinton, for six years. I have served as a Trustee of the Diocese, a member of the Commission on Ministry, and am the Dean of the North Central Deanery. My prior experience (before entering seminary) was in operations plan-

ning and marketing for British Petroleum. I attended General Convention 2006 in Columbus for a few days and so have some sense of the scope and process of a fairly daunting event. As someone who serves with people who have widely different views on the theological issues facing the church, I have a sense of both the pain and the hope that characterize our life together.



The Rev. Wanda L. Ray (Christ Church, Huron)—Wanda has been our priest at Christ Church for the last five years and leads with prayerful wisdom and authority. She has served in the past in other dioceses on Standing Committee, Council, and assisted the Bishop, and she is willing to take a leadership role for the benefit of God and church.



The Rev. Gregory P. Sammons (St. Michael's-in-the-Hills, Toledo)— Thirty-one years of pastoral care, preaching and parish planning in 3 dioceses and many economic settings; a sense of joy in fostering a team approach to ministry; experience in the following areas: diocesan Council, Anglican Partnerships, Campus Ministry Board, Youth Mission Trip Leader,

Stewardship, Adult Education, and Dean of Toledo clericus. The ability to appreciate truth in many viewpoints without surrendering my own; a deep love for this Church and a desire to help us weather storms and grow; an ability to keep in mind the big picture of God's grace; a trust in a wide-embracing and present Christ; a commitment to Christian essentials as Episcopalians have received and practiced them.



The Rev. Helen Svoboda-Barber (Harcourt Parish, Gambier)—General Convention Deputy or Provisional Deputy 2000, 2003, and 2006; Member, President of the House of Deputies Council of Advice 2000-2006; Coordinator, Octave of Prayer for General Convention 2006; Rector, Harcourt Parish, Gambier 2004-present; Coordinator, Prayer at Work

(Tornado Recovery Mission Trip) July 2008; diocesan activities include Deanery Review Committee, Christian Education Committee, Kenyon Conference Planning Committee, EFM Mentor, Bishop's Bike Ride Traveling VBS Coordinator. Helen would be valuable as a Provisional Deputy because she has experience at several General Conventions and could easily step in for as short or as long as needed and get up-to-speed with resolutions and actions very quickly. She also is a woman of prayer and listens for God's voice every moment of Convention.

Report of the Committee on Canons

Proposed Amendments to the Constitution and Canons of the Episcopal Diocese of Ohio to be Considered at the 192nd Annual Convention of the Diocese of Ohio.

The Committee on Canons proposes no amendments to the Constitution and Canons of the Diocese of Ohio.

Two 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**.

In considering the two proposed amendments that were submitted, the Committee also took notice of the fact that the issues of assessment and collection of diocesan funding, including methodology in dealing with non-compliance, have emerged repeatedly over the past few years, often on a "piecemeal" basis. Accordingly, in addition to the recommendation set forth regarding each of the subject proposals, it is respectfully suggested that the referenced Committee to be appointed by the Bishop might broaden the scope of its assignment to include the entire subject of diocesan funding and provide a report with recommendations to the next Annual Convention.

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).

Respectfully submitted,

The Rev. Gay C. Jennings, Chair

The Hon. Ute Lindenmaier Vilfroy, Vice-Chair

Patricia B. Kilpatrick

Robert L. Larson, Esq.

The Rev. G. Keith Owen, II

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

St. Peter's Church, Lakewood

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

 (A full copy of the canons of the Diocese of Ohio may be found at the end of the handbook.)

First Proposed Amendment to the Canons

The Committee on Canons recommends Refer to a Committee appointed by the Bishop for the purpose of study and to report with recommendations to the next Annual Convention.

Text of Proposed Amendment:

Title I. 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. 3. (a) In determining the assessment due from a parish for a calendar year, the rates specified in Sec. 2 shall be applied to the NOI shown on the parish's parochial report for the second preceding year.
 - (b) Beginning February 20, 2009 and on the 20th day of each month thereafter, each parish shall pay to the Diocese a monthly payment determined by dividing the amount determined in Sec. 3. (a) by twelve (12).

No Parish that is reported by the Treasurer of the Diocese as being in arrears on its assessment shall be entitled

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 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

to representation in any Convention of the Diocese.

financial obligation.

Canon Christina Monreal, Trinity Cathedral, Cleveland

The Rev. George M. Tarsis, St. Andrew's Church, Barberton

Sec. 4.

Sec. 5.

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Rationale of the Proposer 19 History

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The current assessment system has been in effect since 1998. It was passed at a special Convention after much debate and 21

Proposers

- In his Episcopal address at the 2005 Diocesan Convention, Bishop Hollingsworth noted, "I have learned the assessment process is felt to be fair and reasonable."
- At the request of Bishop Hollingsworth, a study was conducted in 2006 by Lee Irving, a member of the Finance Committee and Christ Church, Hudson.
- He compared our assessment process, rates, and reporting with all other dioceses. Our assessment rate was in the middle of the range of assessment rates across the country. A complete overhaul of the assessment system is not deemed necessary at this time.

Computation of Assessment

- A graduated rate system, ranging from 10-16%, is applied to the parish's Normal Operating Income (NOI) to determine the assessment due.
- Normal Operating Income is defined by the parochial report instructions issued by the National Episcopal Church. These definitions apply both to the assessment system and parochial report computation of NOI.
- A parochial report should reflect NOI = Normal operating expenses. NOI is funds used to pay operating expenses of the parish. Receipts are not characterized as operating (vs. nonoperating) and reportable as NOI until spent. The level of operating expenses ultimately determines NOI and the amount of the assessment due. As operating expenses increase, the assessment due increases proportionately, and vice versa. The assessment is not directly correlated with changes in receipts.
- Under the proposed new canon, NOI would need to be computed only once a year, on the parochial report, instead of every month.

Reporting and Payment

- Currently, a parish completes an annual estimate of the assessment, 12 monthly reports, an annual reconciliation, and a parochial report. The process of reporting and paying each year's assessment averages about 15-18 months from start to finish. It is a time-consuming process for both the parish and finance office staff.
- The new canon would significantly reduce the number of reports filed. The annual estimate, reconciliation, and monthly reports would no longer be required. The administrative burden connected with the assessment would be reduced significantly.
- Once a parish completes and files its parochial report for a year, the assessment for the following calendar year would

Constitution and Canons

(A full copy of the canons of the Diocese of Ohio may be found at the end of the handbook.)

be known. For example, once the 2008 parochial report is completed in March 2009, the assessment due for the 2010 calendar year is computed based on the NOI on that report. The assessment is a fixed and determinable expense for the 2010 budget that is prepared later that year.

An equal monthly payment is useful for planning and budgeting purposes also.

Economic Impact

- If the new canon is approved, assessments for calendar year 2009 will be based on 2007 parochial report NOI.
- If the new canon had been in place for 2007, assessments due would have been based on the 2005 parochial report NOI. The total assessment would be \$2,395,969 based on 2005 NOI. The actual assessment due under the current system, based on 2007 parochial report NOI, is \$2,412,666. The decrease in assessments due from the proposed change is about \$16,000, or .7%.
- The financial impact for future years is unknown.

15 Rationale of the Committee's Recommendation to Refer

The Committee on Constitution and Canons recommends that this proposed amendment, and the amendments to follow, be referred to a committee appointed by the Bishop. Such committee would undertake a comprehensive review of the Diocesan Fund and make recommendations to the 193rd Annual Convention of the Diocese of Ohio. Such a comprehensive review would include, but would not be limited to, the current funding mechanism for supporting the mission and ministry of the diocese, the system of reporting and making payments, and consequences for non-compliance with the diocesan canons.

Second (Set) of Proposed Amendments to the Canons

The Committee on Canons recommends Refer to a Committee appointed by the Bishop for the purpose of study and to report with recommendations to the next Annual Convention.

Proposed Amendments:

- 1) Repeal Title I. Canon 14. Section 4.
 - 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.
- 2) Renumber Title I, Canon 14, Section 5 as Section 4 of the same Title and Canon
- 3) Repeal Title II. Canon 9.

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.

4) Repeal Title II, Canon 10, Section 3

CANON 10: Of Lay Pensions

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:

- 5) Renumber Title II, Canon 10 as Canon 9 of the same Title
- 6) Renumber Title II, Canon 11 as Canon 10 of the same Title
- 7) Enact Proposed Canon 11 of Title II

Title II, Canon 11: Of Representation at Diocesan Convention

Any parish which has not paid all of its Diocesan Fund assessment for the year immediately prior to the year in which each annual meeting is held shall not be entitled to lay representation in Convention until such apportionment is paid, unless, by a majority vote of the Convention, voting by orders, the parish is granted representation, and every parish shall remain liable for all of its unpaid assessments, unless, by a majority vote of the Convention, voting by orders, that liability (or any portion thereof) is excused; Provided that such parish shall, at least 120 days prior to the date of convention, request in writing to the Ecclesiastical Authority, that it be entitled to representation at such Convention or that its unpaid assessments (or portion thereof) identified by amount and year of assessment be exonerated, or both, and that it be granted a hearing on its above requests. Such request shall contain an agreement by the Vestry of such parish that it will make a full disclosure of all facts and circumstances requested of it. Thereafter:

Constitution and Canons

(A full copy of the canons of the Diocese of Ohio may be found at the end of the handbook.)

(a) A hearing on such a request from any parish shall be held before the Standing Committee not 2 less than 10 days prior to the Convention. Such parishes shall receive at least 30 days written notice 3 of the time and place of such hearing. 4 5 (b) At the hearing, the Standing Committee may adopt such rules as appear to be in the best 6 interest of the Diocese, and may, prior to the hearing, require of such parish that it fully disclose its 7 resources to such person or persons as the Standing Committee designate for such purpose. 8 9 (c) The Standing Committee shall make its recommendation to the Convention on the requests made by the parish. 10 11 Any parish three or more months in arrears in payment of any assessment levied for The Church Sec. 2. 12 Pension Fund for clergy pensions shall be denied lay representation in the Convention. 13 14 Any parish three or more months in arrears in payment of any assessment levied for The Church 15 Sec. 3. Pension Fund for lay pensions, or three or more months in arrears in funding an alternative lay 16 pension plan, shall be denied lay representation in the Convention. 17 18 19 If a parish for any reason whatsoever is not represented in Convention, it shall nevertheless be Sec. 4. bound by all acts of that Convention. 20 21 The lay delegations to the Convention from each parish shall not be seated in Convention unless 22 Sec. 5. the Secretary of Convention has determined that the parish corporation is in good standing in the 23 office of the Secretary of State of Ohio. Any parish may satisfy this requirement by providing to the 24 Secretary of Convention a current certificate of good standing issued by the Secretary of State of 25

28 Rationale of the Proposer

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47 48 49 The current canons are punitive and inflexible. They do not take into account that a failure to pay assessments or pension contributions may have resulted from oversight or from financial inability. They cast a broad net which captures the inadvertent and the incapable together with the intransigent. They do not embody the possibility of forgiveness and understanding and provide a poor witness to our life together as the Body of Christ.

The Proposed Canon 10 accomplishes the same punitive goal with regard to those parishes who willfully and without good cause fail to pay assessments or fund pensions, while permitting those who do so for reasons of financial hardship or through inadvertence to so demonstrate and thus escape disenfranchisement from Convention upon recommendation of the Standing Committee and vote of Convention.

The Proposed Canon 10 is a slightly altered form (edited to fit our diocesan canonical language) of Title II, Canon 3, of the Canons of the Diocese of Kansas where this manner of dealing with the problem of arrearages has worked for several years.

42 Rationale of the Committee's Recommendation to Refer

Ohio.

The Committee on Constitution and Canons recommends that these proposed amendments, and the preceding amendment, be referred to a committee appointed by the Bishop. Such committee would undertake a comprehensive review of the Diocesan Fund and make recommendations to the 193rd Annual Convention of the Diocese of Ohio. Such a comprehensive review would include, but would not be limited to, the current funding mechanism for supporting the mission and ministry of the diocese, the system of reporting and making payments, and consequences for non-compliance with the diocesan canons.

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 2009
- R2: Resolution on Assessment Credit for Increases in Natural Gas and Heating Oil Expenses
- R3: Resolution Concerning Health Ministry in the Congregations
- R4: Resolution Urging Support for the Health Care for All Ohioans Act
- R5: Resolution in Celebration of the 200th Anniversary of St. James, Boardman

Respectfully submitted,

The Rev. R. Stephen Sedgwick, Chair Church of the Redeemer, Lorain
The Rev. Dr. J. Paul Board St. Paul's Church, Maumee

Samuel A. McDonald

St. Paul's Church, Cleveland Heights
Lisa O'Rear-Lassen

St. Peter's Church, Lakewood

Dorothy Rieman

St. Matthew's Church, Brecksville

Eugene Stacy

Old Trinity Church, Tiffin

The Rev. Gretchen K. Weller St. Bartholomew's, Mayfield Village

The Rev. Dr. Patricia L. Hanen Staff

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R1: Resolution on Clergy Compensation for 2009

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 2009 be established as follows:

- At least \$45,000 for assisting clergy ordained less than five years;
- At least \$48,500 for clergy ordained less than five years, who are in charge of congregations;
- At least \$55,000 for clergy in charge of congregations with an annual Normal Operating Income (NOI) of no more than 180,000;
 - 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

- 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.

34 Proposer

The Commission on Ministry

37 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 2009 represents the following adjustment from the minimums established by the 190th Annual Convention for 2008:

- 1. The creation of a new category (assisting clergy ordained less than five years); the hope is that this will encourage larger parishes to hire recent seminary graduates.
- 2. Clergy ordained less than five years, who are in charge of congregations, will receive a 4% compensation increase.
 - 3. The remaining three categories receive no required compensation increase.

The 183rd 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 36th 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 is not adjusted for 2009.

The increasing 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. As a result, although the minimums for pension-based compensation remains at 2008 levels, the increase in the entire compensation and benefits package offered to the clergy will be substantially greater than the increase in the cost of living for 2009.

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 on Assessment Credit for Increases in Natural Gas and Heating Oil Expenses

Resolved, that parishes incurring increases in actual costs for heating their sanctuaries and parish halls between November 1, 2008, and April 30, 2009, more than ten percent over the costs for the same period of the previous year, shall be eligible for an assessment credit. The amount of such credit will not exceed the incremental increase in the parish assessment that results from the actual increase in heating costs, and be it further

Resolved, that this assistance be provided in the form of a credit for payment of calculated assessment to be issued by the Diocesan Finance Office upon review of appropriate documentation, and be it further

Resolved, that this credit be available only to parishes who have paid in full all assessments for prior years and the current year and have submitted a complete and accurate Parochial Report for 2007, necessary for its calculation, and be it further

Resolved, that the Finance Officer of the Diocese be directed to develop a procedure and appropriate documentation for use by parishes to request the credit to offset the increase in assessment, and to distribute instructions to parishes no later than December 1, 2008.

Submitted by

The Resolutions Committee

Rationale

A similar measure was proposed and passed at the 189th Convention of the Diocese of Ohio, in November, 2005. At that time crude oil was priced at about \$55 per barrel. Crude oil prices at the beginning of October, 2008, have reached \$94 per barrel. Winter heating costs are projected to increase by at least one-third throughout the Diocese of Ohio.

Heating costs are one of the largest expense items after personnel for many of our congregations. The effect of heating increases is exacerbated by recent losses in the market that affect endowment or investment income.

The assessment system established in the present canon was clearly intended to provide for the diocesan budget to reflect the economic swings experienced by our congregations. The natural gas/heating oil credit is an appropriate way of meeting this objective and easing the financial burden imposed on our congregations by the large increase in oil prices coupled with the severe downturn in financial investments.

R3: Resolution Concerning Health Ministry in the Congregations

Resolved, that the 192nd Annual Convention of the Episcopal Diocese of Ohio affirm Resolution A124 adopted at the 74th General Convention of 2003 "reaffirming the commitment of the Episcopal Church in providing a Christian response to the health care needs of those within our nation;" and be it further

Resolved, that this Convention establish a Diocese Health Ministry Task Force consisting of lay and clergy members appointed by the Bishop, to act as liaison with the Standing Commission on Health of the Episcopal Church, to support existing health ministries; to encourage development of new health ministries; to promote training for health ministers; and to provide education for the Diocese on issues and concerns related to health ministry.

The initial term of this Task Force will be three years. The task force will furnish an annual report of its activities to be included in the Journal of the Annual Convention.

18 Submitted by

- 19 The Rev. Terry Dautel
 - The Rev. Chris McCann
- 21 The Rev. Gayle Catinella
- 22 The Rev. Evelyn Manzella
- 23 Cheryl Gray
- 24 Karen Swan
- 25 Linda Heitger
- 26 Ruth Brown

28 Rationale

The 74th General Convention of the Episcopal Church, meeting in Columbus, Ohio, in 2003, passed Resolution A124 establishing a Standing Committee on Health and Human Affairs. In that resolution the duties of the Commission include v) "collecting and developing resources and teaching materials related to access to health care for the use of dioceses, congregations, and individuals;" and (vi) "advocating health ministry in and through local Episcopal congregations."

 The Diocese needs a task force to act as a liaison to the Standing Commission. The proposers' intention is to encourage more parishes within our diocese to develop health ministries to meet the needs of their congregations and communities, and to provide educational resources to help parishes to start and maintain such ministries.

R4: Resolution Urging Support for the Health Care for All Ohioans Act

Resolved, that the Diocese of Ohio, gathered in this 192nd diocesan convention, join the Diocese of Southern Ohio in declaring its support for the Health Care for All Ohioans Act, SB 168 & HB 186.

Resolved, that all Ohio Episcopalians be encouraged to contact the Governor and their Ohio House and Senate members to ask them to support passage of the Health Care for All Ohioans Act.

Resolved, that the Secretary of this Convention send copies of this resolution to the Governor of Ohio and to all members of the Ohio Legislature.

15 Submitted by

The Resolutions Committee

18 Rationale

There is a crisis in health care in this land. We have the most expensive health care system in the world while the World Health Organization ranks us 37th in the world based on our outcomes. In Ohio more than 1.3 million citizens (1 of every 9 people) are currently without health insurance. According to the Institute of Medicine, two Ohioans die every day from treatable illnesses, and thousands more suffer and live with impairments from untreated diseases, injuries, and lack of prenatal health care. Prior to the current home loan crisis, it was estimated that medical bills contributed to one-half of all bankruptcies. And the rapidly rising cost of health insurance is an increasing burdens on our congregations, diverting money from mission and ministry.

Highlights of the Health Care for All Ohioans Act

Issued by the Single-Payer Action Network Ohio (SPAN Ohio)

- 1. The Health Care for All Ohioans Act, referred to here as "the Plan," provides coverage for the full range of inpatient and outpatient hospital care, preventive care, mental health, vision, hearing, prescription drugs, dental, emergency services, rehabilitation services, hospice care, home care, health maintenance care, medical supplies, and all other necessary medical services as determined by any state licensed, certified, or registered health care practitioner. It provides timely emergency health care services in each county, including hospital care and triage, and necessary transportation in each county to access covered health care services.
- 2. Coverage will be provided regardless of income or employment status and there will be no exclusions for pre-existing conditions.
 - 3. There will be no premiums, copayments or deductibles.
- 4. Patients will have free choice of health care providers and hospitals. People who today lack coverage will be able to see doctors and other providers when needed, and will benefit from preventive care and early intervention.
- 5. Payments to health care providers for all covered services will be made from a single public fund, called the Ohio Health Care Fund. The Plan will be funded by payroll taxes paid by employers not to exceed 3.85%; a gross receipts tax on businesses not to exceed 3%; income tax increases limited ONLY to those earning more than the Social Security tax cap, which in 2007 was \$97,500 annually; a 5% surtax on adjusted gross income over \$200,000; \$11.6 billion in administrative cost savings; and funds from government sources.
 - 6. Since health care bills will be paid from a single public fund, insurance companies will no longer have a role in the system and the billions of dollars in profits they take from it will go instead for patient care.
- 7. Workers under collective bargaining agreements will enjoy the same benefits as everyone else. If benefits under these agreements are less than what the Plan provides, employers must pay the cost of increasing benefits to the level of the Plan, with the employers paying all the premiums, copayments, and deductibles; or the employer and the union may rene-

- gotiate and begin coverage under the Plan immediately. The Plan will automatically cover workers when their collective bargaining agreements expire.
 - 8. Public employers on a state, county, school district and municipal level will pay much less for employees' health care coverage than they do today, since their payroll tax for health care will not exceed 3.85% of the total payroll. Public employers would not pay a gross receipts tax. Most private employers, who today provide benefits, will also save because the combination of the payroll tax and the gross receipts tax will be less than many of these employers pay today for employee health care.
 - 9. Workers employed by health insurance companies and others who lose jobs as a result of the changes brought about by the Health Care For All Ohioans Act will receive, at public expense, retraining and financial assistance for up to two years in an amount not to exceed \$60,000 per year. Many of these workers will be able to find employment in the public sector implementing the new Plan.
 - 10. There will be a marked reduction in physicians' costs for billing since payment for services rendered will come from one public fund, not from hundreds of private insurers. Payment will be guaranteed from that public fund. Malpractice insurance will also be less expensive since medical bills will no longer be part of jury awards.

This resolution promotes our commitment to the baptismal vows to "seek and serve Christ in all persons, loving your neighbor as yourself," and to "strive for justice and peace among all people, and respect the dignity of every human being." This resolution also addresses four of the eight Millennium Development Goals: reduction of poverty, promoting child health, promoting maternal health, and treating/preventing HIV/AIDS. Adoption of the Health Care for All Ohioans Act would promote better stewardship by reducing the costs of health care and thereby expanding the number of resources available to both individual Christians and the Church for mission and ministry.

The Diocese of Southern Ohio is considering the same resolution at their convention on November 7 and 8. If both Dioceses pass a similar resolution, Episcopalians throughout the state will be making their voices heard on behalf of a more rational and cost-effective approach to health care. If the state legislature passes the Health Care for All Ohioans Act, there will be a substantial reduction in health care cost for the Diocese of Ohio and our congregations. Congregations are already having to choose between paying building utilities and paying for health insurance for clergy and lay staff members— and they would not need to make those choices under the new plan. As an example, a church that is now spending \$30,729 for clergy and staff health insurance would be spending \$7,222 if the Health Care for All Ohioans Act passed. Adoption of the Health Care for All Ohioans Act would allow the use of far more resources for diocesan and congregational ministry and program.

R5: Resolution in Celebration of the 200th Anniversary of St. James, Boardman

Resolved, that this 192nd Annual Convention of the Episcopal Diocese of Ohio extend its congratulations to St. James Church, Boardman, during its current, two-year bicentennial celebration of two centuries of faithful ministry to the glory of God in the Mahoning Valley and the Diocese of Ohio; and be it further

Resolved, that this Convention recognize St. James Parish of Boardman as the oldest established Episcopal Parish in the Diocese of Ohio, having been granted recognition and status as a Parish of the Episcopal Church on 20 July 1809 by the Rt. Rev. Samuel Provoost, Bishop of New York; and be it further

Resolved, that this Convention assure the congregation of St. James of its hopes and prayers for the future of the parish and its continuing vital ministry in the Mahoning Valley and the Diocese of Ohio; and be it further

Resolved, that the Convention encourage the people and parishes of the Diocese of Ohio to join in the celebratory events and activities scheduled by the people of St. James during 2009.

20 Submitted by

The Vestry of St. James, Boardman, and amended by the Resolutions Committee

23 Rationale

24 In cele

In celebrating the work of St James for the last 200 years, we note that the parish has amply confirmed the trust placed in its members when Bp. Provoost and the Convention admitted it to the Episcopal Church.

We commend the activities planned by the parish in celebration of their anniversary, and encourage all members of the Diocese to join in. Activities planned at this time include:

- 1) A grand celebration with Bishop Hollingsworth in the fall of 2009;
- 2) The creation of a St. James Alcove near the narthex in memory of the Beard Family and to preserve parish artifacts and to honor 200 years of ministry in this community;
 - 3) Several liturgies throughout the year at its historic 1829 building, Old St. James Meeting House in Boardman Park;
 - 4) One or more concerts for the community;
 - 5) An as-yet-to-be-identified outreach ministry in which all current members of the parish family can be involved.

Grow, Give, and Serve: Overview of the 2009 Diocesan Program and Budget

The 2009 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. These priorities were developed by the Program and Budget Committee and approved by Diocesan Council. The Diocesan Council also approved 13 resolutions to implement the diocesan mission. These Mission Strategy Resolutions follow the mission statement.

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.

Mission Strategy Resolutions

Resolution #1a

The Bishop and Office for Christian Formation are authorized to appoint members to a new Christian Formation Commission. The CFC is responsible for providing oversight for Christian Formation Programs in the Diocese (children, youth, and adult). The Commission reports to the Diocesan Council and is supported by the work of the Christian Formation Office.

Anticipated actions:

- 1. Using a template created by the Christian Formation Office and CFC, each parish will be asked to present an inventory of its relevant programs.
- 2. CFC will assess the gaps and needs (particularly in the areas of gifts discernment, sacrificial stewardship, servant leadership, lay leadership development, youth formation and leadership training, college work, and Cedar Hills summer camp), facilitate collaboration between parishes, and formally present its findings to Convention.

Projected Timing: Inventories to CFC by Convention 2008; CFC presentation at Convention 2009.

Resolution #1b

Natural Church Development will be the primary church growth model used in the Diocese of Ohio through at least 2012. The Congregational Development Commission is tasked with developing an infrastructure by which the number of parishes utilizing NCD can grow by at least 12 parishes a year.

Resolution #2

The Commission on Ministry is directed to consider and recommend to the Bishop additional models of priestly formation, beyond the residential seminary model, which can be utilized within the Diocese of Ohio to ensure that we have a sufficient number of trained priests to serve the needs of the Diocese.

Anticipated actions:

- Research models within the Episcopal Church and the Anglican Communion.
- 2. Identify potential options for use in our Diocese.

Projected Timing: Pilot programs in place in 2011.

Resolution #3

The Congregational Development Commission is charged with developing a model for facilitating Regional conversations among parishes concerning congregational reorganization and church closings. This model should result in a plan for allocating resources, assets, and parish ministries so that we are more faithful stewards and better able to build healthy communities wherever we are. This must be done in a way that is both revitalizing and pastorally sensitive for those who are grieving the transition and sense of loss.

Anticipated actions:

- Diagnostic tools must clarify parish circumstances and provide options for collaboration and reorganization (including ecumenical collaboration). Cases of successful transitions should be identified so that parish leaders might have access to those who have experienced and guided successful transitions inside or outside of the Diocese or in other denominations.
- 2. In the event that there is a mutual decision among concerned parties that a congregation must close, there needs to be an intentional regional discussion and process to assist parishioners and ministries with the transition into the life of another congregation in a pastorally sensitive manner.

Projected Timing: Diagnostic tools, case studies, and contacts by Convention 2009; application and revitalization as needed over the next decade.

Resolution #4

The Bishop and Executive Committee of Diocesan Council are authorized to appoint a Deanery Review Committee for research, development, and implementation of a new model for collaborative mission and ministry between local parishes on a sub-diocesan level.

Projected Timing: Proposing a plan and canonical changes by 2009 Annual Convention and implementation by 2010 Annual Convention.

Resolution #5

The Diocesan Council encourages and invites each parish in the Diocese to enter into at least one 3-year covenantal relationship with another parish within the Diocese of Ohio; their covenant will set forth how and with what expectations they will work together, and in what areas they intend to interact (e.g., worship, finances, clerical/lay leadership, fellowship, community building, service/mission efforts, Christian formation, small-group ministries).

Anticipated actions:

- The Bishop will facilitate discussions with clergy regarding the potential and need for intentional grassroots collaboration.
- Congregation Development Commission will facilitate parishes' conversations around previously identified and developed models of covenantal relationships and exchanges.

Projected Timing: All parishes engaged in preliminary covenantal conversations by the 2008 Annual Convention; presentation of covenants and actions at 2009 Annual Convention.

Resolution #6a

The Diocesan Council calls upon the Bishop, Diocesan Staff, Commission and Committee Chairs to enable greater representative diversity in diocesan committees and commissions through a) scheduling (times and locations), b) rotating the geographic locations of the Mission and Ministry Conference and Annual Convention around the Diocese, and c) establishing more immediate communication of diocesan actions and opportunities through all communication channels (including Sunday worship).

Resolution #6b

The Diocesan Council charges the Diocesan Technology Committee to offer assistance in enabling greater representative diversity in diocesan committees and commissions through the use of current technologies (audio/video conference, web-meetings).

Resolution #7

The Bishop and Diocesan Council Executive Committee are authorized to appoint a Diocesan Advocacy Committee.

Anticipated Actions:

- 1. The Bishop is asked to discuss with the Episcopal Community Services Foundation whether Diocesan Advocacy falls within their responsibility.
- ECSF or the appointed Diocesan Advocacy Committee will assist in identifying a potential focus for advocacy and acting as a resource to parishes participating in diocesan advocacy.
- The Bishop and Diocesan Council will then name a fundamental societal need that parishes can address individually and collectively to effect transformation and healing.

Projected Timing: Annual review and recommitment beginning in 2008.

Resolution #8

The Commission on Domestic and Global Mission, in consultation with the Bishop, is to recommend to the Bishop and Diocesan Council at least two potential dioceses outside the United States (one in Africa/Asia; one in Carib./So. America/Cent. America), with whom we can enter into covenantal relationships. The covenants should build upon existing relationships and initiatives. These relationships should not exclude other international relationships by parishes or the Diocese but be opportunities for common ministry to which each parish in the Diocese is called and can participate in some manner.

Anticipated Actions:

- Review results of Mission Inventory as a basis for discerning where there is already a broad commitment to international mission work upon which we might explore establishing a covenantal relationship with the local diocese of a Province in the Anglican Communion.
- 2. Enter into conversation with leaders of dioceses with which we might enter into a covenantal relationship.

Timing: Approve and sign covenants by 2009 Annual Convention.

Resolution #9

By 2013, the Diocese will allocate at least 15% of the sum of the total operating budget and all diocesan non-operating funds not otherwise restricted from such projects for domestic and international mission and service projects. It shall be the responsibility of the Finance Committee of Diocesan Council to propose annually an amount of spending from the diocesan operating fund budget for domestic and international mission and service projects in order to move towards and meet this goal.

Timing: This plan is to be proposed for adoption at the 2008 Annual Convention and the first incremental increase evidenced in 2009 Diocesan Operating Budget.

Resolution #10a

The Congregational Development Commission, through a revitalized Evangelism Working Group, will create and offer throughout the Diocese a program of education for evangelism and invitation, designed to encourage our people to reflect on and share their own faith experience with those who are seeking God.

Timing: Report to 2008 Annual Convention.

Resolution #10b

The Congregational Development Commission is charged with designing a strategic plan for starting new congregations in places where we do not currently have active congregations, using new models of ministry-focused congregational organization as much as possible, and estimating as realistically as possible the resources that will be necessary to implement the plan.

Timing: Report to 2009 Annual Convention.

The budget narratives which follow provide more detail on the specific priorities listed above.

As in prior years, the budget summary which follows 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 which 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.

EXPENSE BY MINISTRY AREA \$3,636,610

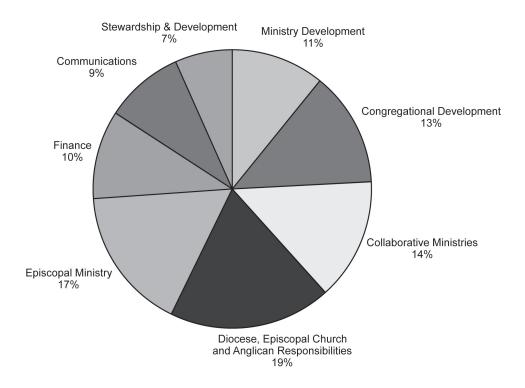
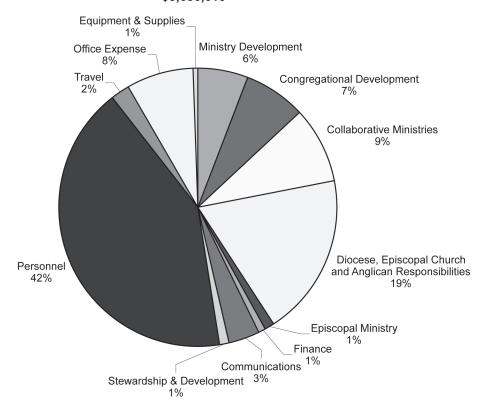


Figure 2 reflects the expenses shown in the budget summary (immediately following) by management area. Further details about the management areas and their use of funds are found in the budget narratives which follow the budget summary.

EXPENSE BY MANAGEMENT AREA \$3,636,610



		- 2008 Budget —			2009 Budget — -	
	Total	Special Funds	Operating	Total	Special Funds	Operating
RECEIPTS						
Support from Congregations						
Assessments	\$2,450,000	\$0	\$2,450,000	\$2,500,000	\$0	\$2,500,000
Grants	¢2.000	42.000	ė o	ć2.000	¢2.000	ė.
Institute for Outreach	\$3,000	\$3,000	\$0	\$3,000	\$3,000	\$0
Cleveland Foundation	\$2,000	\$0	\$2,000	\$2,000	\$0	\$2,000
Investment lesses	\$5,000	\$3,000	\$2,000	\$5,000	\$3,000	\$2,000
Investment Income Endowment Income Missionary Fund	\$49,801	\$0	\$49,801	\$50,638	\$0	\$50,638
Endowment Income — Missionary Fund						
Endowment Income—Diocesan Fund	\$175,087	\$0 \$0	\$175,087	\$178,029	\$0	\$178,029
Endowment Income—Lay Pension & Custodial	\$8,718	\$0 \$0	\$8,718	\$8,864	\$0	\$8,864
Endowment—ECSF Administration	\$37,029	\$0	\$37,029	\$37,651	\$0	\$37,651
Endowment - Bishop's Office	\$40,000	\$0	\$40,000	\$40,000	\$0	\$40,000
Endowment – Legacy Campaign	\$2,000	\$0	\$2,000	\$2,657	\$0	\$2,657
Interest & Dividend Income	\$160,421	\$0	\$160,421	\$138,235	\$0	\$138,235
	\$473,056	\$0	\$473,056	\$456,074	\$0	\$456,074
Fees Received for Administrative Services						
Bishop Leonard Fund (Capital Loans & Grants)	\$17,200	\$0	\$17,200	\$17,700	\$0	\$17,700
Holy Cross Fund	\$6,360	\$0	\$6,360	\$6,580	\$0	\$6,580
Church Home Fund	\$35,000	\$0	\$35,000	\$36,000	\$0	\$36,000
Brayton, Cooper & Darnell Funds	\$13,480	\$0	\$13,480	\$13,920	\$0	\$13,920
Joint Investment Fund	\$71,100	\$0	\$71,100	\$73,200	\$0	\$73,200
Other Education Funds Administration	\$4,200	\$0	\$4,200	\$4,400	\$0	\$4,400
Miller Trust	\$19,200	\$0	\$19,200	\$19,800	\$0	\$19,800
	\$166,540	\$0	\$166,540	\$171,600	\$0	\$171,600
Transfers						
Education Funds	\$121,500	\$121,500	\$0	\$136,600	\$136,600	\$0
BLF Capital Fund	\$126,904	\$126,904	\$0	\$129,036	\$129,036	\$0
Disabled & Infirm Clergy Fund	\$12,000	\$12,000	\$0	\$12,000	\$12,000	\$0
Bishop Leonard Discretionary Fund	\$1,000	\$1,000	\$0	\$1,000	\$1,000	\$0
Bishop's Discretionary Fund	\$5,000	\$5,000	\$0	\$5,000	\$5,000	\$0
Bishop's Fund for New Congregations	\$73,000	\$73,000	\$0	\$78,000	\$78,000	\$0
Holy Cross Fund (for Chaplain R.B.&C. H.)	\$65,000	\$65,000	\$0	\$65,000	\$65,000	\$0
Youth Scholarship Funds	\$2,000	\$2,000	\$0	\$2,000	\$2,000	\$0
Legacy-AB Williams Endowment Income Fund	\$14,000	\$14,000	\$0	\$14,000	\$14,000	\$0
Bishop's Appeal	\$62,300	\$62,300	\$0	\$61,300	\$61,300	\$0
	\$482,704	\$482,704	\$0	\$503,936	\$503,936	\$0
TOTAL AVAILABLE	\$3,577,300	\$485,704	\$3,091,596	\$3,636,610	\$506,936	\$3,129,674
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buuget Suillilary		- 2008 Budget —			2009 Budget — —	
EXPENSES	Total	Special Funds	Operating	Total	Special Funds	Operating
Ministry Development						
Formation	\$124,800	\$106,800	\$18,000	\$127,800	\$110,800	\$17,000
Support	\$18,250	\$16,500	\$1,750	\$19,000	\$17,500	\$1,500
Development	\$60,500	\$49,500	\$11,000	\$55,550	\$53,600	\$1,950
Deployment (Transition Ministry)	\$7,250	\$0	\$7,250	\$5,450	\$0	\$5,450
Planning & Administration	\$7,500	\$0	\$7,500	\$7,010	\$0	\$7,010
	\$218,300	\$172,800	\$45,500	\$214,810	\$181,900	\$32,910
Congregational Development						
Administration & PERCEPT	\$12,000	\$0	\$12,000	\$13,500	\$0	\$13,500
Aid to Congregations						
Assisted Congregations	\$127,500	\$29,000	\$98,500	\$137,000	\$59,000	\$78,000
New Congregation—St. Patrick's, Brunswick	\$25,000	\$25,000	\$0	\$0	\$0	\$0
New Initiatives Research & Evangelism	\$3,000	\$0	\$3,000	\$4,000	\$0	\$4,000
Mission Enhancement Grants	\$20,000	\$0	\$20,000	\$25,000	\$0	\$25,000
Comprehensive Revitalization Program	\$30,000	\$28,000	\$2,000	\$30,000	\$28,000	\$2,000
Campus Ministry Grants	\$25,750	\$0	\$25,750	\$25,750	\$0	\$25,750
Natural Church Development	\$15,000	\$0	\$15,000	\$15,000	\$0	\$15,000
Programs	\$30,000	\$0	\$30,000	\$30,500	\$0	\$30,500
	\$288,250	\$82,000	\$206,250	\$280,750	\$87,000	\$193,750
Diocese, Episcopal Church and Anglican Responsibilities						
Mission of the General Church (assessment)	\$577,000	\$0	\$577,000	\$612,200	\$0	\$612,200
Provincial Synod (assessment)	\$6,400	\$0	\$6,400	\$6,735	\$0	\$6,735
Travel to Provincial Synod meetings and events	\$2,500	\$0	\$2,500	\$1,750	\$0	\$1,750
Diocesan Convention	\$25,000	\$0	\$25,000	\$25,000	\$0	\$25,000
Diocesan Council	\$3,000	\$0	\$3,000	\$3,000	\$0	\$3,000
To Reserve for Travel to General Convention	\$25,000	\$0	\$25,000	\$15,000	\$0	\$15,000
To Reserve for Travel to Lambeth Conference	\$0	\$0	\$0	\$2,000	\$0	\$2,000
To Reserve for Future Episcopal Transition	\$15,000	\$0	\$15,000	\$15,000	\$0	\$15,000
_	\$653,900	\$0	\$653,900	\$680,685	\$0	\$680,685
Collaborative Ministries						
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
Domestic & International Mission						
Millenium Development Goals @ .7%	\$25,000	\$0	\$25,000	\$22,000	\$0	\$22,000
Domestic & Intl. Mission & Service Projects	\$0	\$0	\$0	\$15,000	\$0	\$15,000
ECS, Hunger & Homelessness, Advocacy	\$0	\$0	\$0	\$4,000	\$0	\$4,000
Ohio Council of Churches	\$15,000	\$0	\$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						
Program	\$15,000	\$2,000	\$13,000	\$15,000	\$2,000	\$13,000
Leadership Training & Development	\$6,000	\$0	\$6,000	\$4,800	\$0	\$4,800
Cedar Hills Camp & Conference Center	\$160,000	\$0	\$160,000	\$152,000	\$0	\$152,000
Kenyon Summer Conference	\$5,000	\$0	\$5,000	\$5,000	\$0	\$5,000
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Budget Summary

		- 2008 Budget —			2009 Budget — -	
	Total	Special Funds	Operating	Total	Special Funds	Operating
Ohio Campus Ministries Support	\$5,000	\$0	\$5,000	\$0	\$0	\$0
Community Development-Link Deposit	\$5,000	\$0	\$5,000	\$2,000	\$0	\$2,000
	\$306,500	\$72,000	\$234,500	\$305,300	\$72,000	\$233,300
Episcopal Ministry	\$65,100	\$5,000	\$60,100	\$40,100	\$5,000	\$35,100
Finance	\$38,800	\$0	\$38,800	\$38,800	\$0	\$38,800
Stewardship & Development	\$42,600	\$23,000	\$19,600	\$46,600	\$28,000	\$18,600
Communications	\$137,770	\$0	\$137,770	\$123,835	\$0	\$123,835
Personnel	\$1,457,600	\$3,000	\$1,454,600	\$1,526,080	\$3,000	\$1,523,080
Travel	\$80,000	\$0	\$80,000	\$80,000	\$0	\$80,000
Office	\$269,380	\$126,904	\$142,476	\$280,550	\$129,036	\$151,514
Equipment & Supplies	\$19,100	\$1,000	\$18,100	\$19,100	\$1,000	\$18,100
	\$2,110,350	\$158,904	\$1,951,446	\$2,155,065	\$166,036	\$1,989,029
TOTAL EXPENSES	\$3,577,300	\$485,704	\$3,091,596	\$3,636,610	\$506,936	\$3,129,674
TOTAL RECEIPTS OVER (UNDER) EXPENSES	\$0	\$0	\$0	\$0	\$0	\$0

Funding for the 2009 Proposed Budget

Funding Sources

Funding for the budget comes primarily from four sources:

- Parish Payment of Support for our Diocesan Program: \$2,500,000 (which funds 68.75% of total expenses, and includes amounts due for both current and prior years)
- Endowment and Investment income: \$456,074 (funds 12.5%)
- Fees Received for Administrative Services: \$171,600 (funds 4.7%)
- *Transfers:* \$506,936 (funds 14.05%)

Parish Support is projected to increase \$50,000 (2.0% over the 2008 budget). This increase is based on the estimated support from parishes increasing slightly in 2009. Actual receipts in 2007 exceeded the 2009 budget amount.

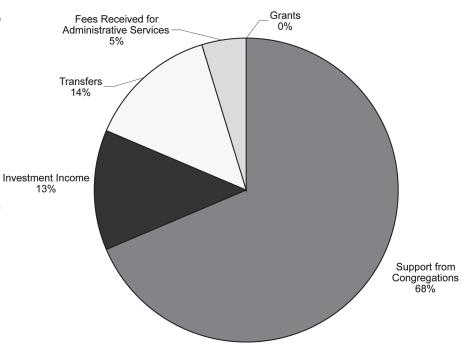
The decrease of \$16,682 (3.5% from the 2008 budget) in **Endowment and Investment Income** results primarily from the elimination of interest from the Fifth Third checking account. The checking account had a sweep feature which added over \$42,000 to receipts during its 18 months duration. It will be considered again when interest rates are more favorable. The Trustees approved a spending rule of 4.5% for 2009, which is a continuation from its 2008 rate.

The actual monthly amount increases 1.36% from 2008, due to a higher valuation for the Joint Investment Fund for the 12 quarters ended June 30, 2008.

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 \$5,060, or 3.0% from the 2008 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 \$21,232, or 4.4% from the 2008

DIOCESAN FUNDING SOURCES



budget. Funds of \$36,300 from the Bishop's Annual Appeal and \$30,000 from a custodial fund for new 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 reallocation of income from the BLF Capital Fund was continued for 2009. The transfer from the Arthur B. Williams, Jr. Legacy Endowment Fund of \$14,000 is the same for 2009. The remainder of the increase in transfers in the 2009 budget represents an increase in amounts from special funds used to fund ministry development programs.

The total proposed budget provides funding of \$3,636,610, an increase of \$59,310 (1.6%) over the 2008 budget.

Christian Vocations Office

Transition (Deployment) 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.

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 who 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 nine seminarians during the 2008-2009 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 to both call members of the diocese to develop their own diaconal ministry and assist individuals in understanding how their actions are spiritually formative. 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 2009, \$15,000 is allocated towards this process.

Special Ministries: One of the ongoing budget priorities for 2009 is to "Develop and Employ Creative Models for Congregational Ministry" 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. 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.

Internships: For the first time, money in special funds is also being allocated for year-long internships for post seminarian work, one at St. James', Wooster, and one at St. Paul's, Medina. This money will allow us to offer a hands-on experience for our interns in a practical ministry setting within the Diocese of Ohio. In 2009, \$26,500 is allocated towards this process.

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: 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; and a subsidy is provided for a percentage of the cost of confidential counseling by professional counselors for clergy and members of their families. 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. Our second clergy conference was held in 2008. This conference provided significant continuing education opportunities in addition to time for worship and building collegial relationships. Clergy Development also includes continuing education and sabbatical grants for clergy and lay professionals, which 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

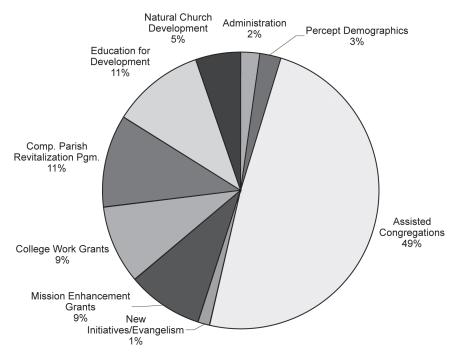
The Vision for Congregations: Healthy Communities that Grow in Faith, Numbers, and Resources for Mission

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 2008, the Commission was 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-memberministry, and assimilation efforts, including
 support for the work of the Diocesan Communications Committee 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, collaboration, and Natural Church Development;
- **NCD Diocese of Ohio Implementation Team,** the purpose of which is to support and encourage the use of Natural Church Development as our primary congregational development tool;
- New Initiatives, whose purpose is to propose, initiate, and support new church plants and/or restart work, where plans for new starts and re-

2009 CDC BUDGET



starts use alternative models for congregational development—beyond the "one-priest-one altar" model most familiar in our church.

In the pie chart of our 2009 budget, you can see that the largest part of our budget (49%) 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 NDBI (net disposable budgeted income) should consider shared ministry, if they think they have the slightest chance of collaborating with other churches in their regions. At present, 12 of our congregations are engaged formally in shared ministries.

In the 2009 Congregational Development budget you will see that, working with the Finance Officer, 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 \$200,000. The Congregational Development Commission will announce the selection process for a new CPRP parish early in 2009.

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 32 parishes throughout the diocese. We have trained over fifty 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. We are in the process of training seven second-level coach trainers, so that we can offer our own coach training throughout the diocese on a schedule more convenient for many throughout the diocese.

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. Some of our initial pilot congregations have taken their second NCD survey—and are reporting both significant progress in addressing the minimum factors AND increases in attendance. The second-survey results indicate that creativity and intentionality pay off in participation and enthusiasm for inviting new members.

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 their rate of growth has increased 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 specialists, 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 2009 budget is 5%, which supports the cost of coach training; this number may increase in the out years, as we add the other training pieces.

About 9% 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. An important change in 2009 is the Commission's decision to earmark half of the Mission Enhancement Grant funds for collaborative projects between two or more of our parishes.

So mark your calendars: the first ever **Diocesan** Winter Convocation—"Evangelism and Parish Leadership: The Power of E—Telling and Living the Good News" will take place on February 6 and 7, 2009. There's a flyer in your packets. See you there!

Education for Development

This category represents about 11 % of the total budget; this year's allocation is an incremental increase. Under this one heading now comes all our efforts to educate: Shared Ministry Conversations, the Diocesan Winter Convocation (which will combine the offerings in the Mission and Ministry Conference and the Bishop's College for Parish Leadership), occasional educational days for different purposes, and individual continuing-education efforts undertaken by members of the laity. In 2008, as in preceding years, we 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.

The Diocesan Winter Convocation, to be held at the Holiday Inn French Quarter in Perrysburg on February 6 and 7, 2009, is being planned by the Evangelism Team of the Congregational Development Commission, and will feature offerings focused on evangelism and faith-sharing. Our keynote speaker will be The Rev. Terry Martin, the new Program Officer for Evangelism in the national Church. In addition to the offerings on evangelism, there will be a "track" focused on Natural Church Development, offerings in Christian Formation for all ages, offerings in Stewardship and Planned Giving, offerings for Vestry development, offerings in strategic planning and mission development, and offerings in parish communication and advertising, as well as education for parish Worship Leaders and Eucharistic Ministers. Our hope is that the breadth of offerings will encourage parishes to bring teams of people to benefit from different topics.

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 \$612,200 is the **Diocese of Ohio's share of the Episcopal Church's budget,**as adopted by General Convention. The 2009 figure is \$35,200 higher than 2008, due to higher assessment income in 2007 vs. 2006. Full payment of our calculated share is a long-standing commitment of the diocese. This amount is calculated as follows:

(2007 Operating Income less \$100,000) x 21%

The **provincial synod assessment** of \$6,735 is calculated at 1.1% of our assessment to the national church ($$612,200 \times 1.1\%$). The amount for **travel to province education events** remains unchanged at \$1,000, while the **travel to provincial synod** decreases by \$750 to \$750 for 2009.

Expenses of the annual **Diocesan Convention** remain unchanged at \$25,000. Periodic rotation of this event may cause costs to increase in future years. An amount of \$3,000 is budgeted for **Diocesan Council** in both 2008 and 2009, which pays primarily for expenses related to the annual Council overnight at Cedar Hills Camp and Conference Center. This event is an orientation for new Council members and update for returning members.

The allocation for **Reserve for Travel to General Convention** is decreased by \$10,000. An endowment fund provides income for the triennial General Convention and these funds, along with existing reserves, are estimated to be adequate for the 2009 Convention in Anaheim, California. The **Reserve for Travel—Lambeth Conference** is budgeted at \$2,000, to begin funding for the 2018 Conference. The amount for **Reserve for Future Episcopal Transition** remains at the 2008 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 2008:

- 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;
- Support for the Ohio Council of Churches, \$15,000;
- Campus Ministry grants, \$25,750;
- Ministry with Young People \$15,000, with \$13,000 coming from the operating budget and the remaining \$2,000 coming from Youth Scholarships (special funds);
- Kenyon Summer Conference, \$5,000; and
- Commission to End Racism, \$5,000.

Changes in the 2009 budget for existing programs include:

- Funding for the Millennium Development Goals, \$22,000, equals the .7% of the 2009 budget. This line item decreased \$3,000 from 2008.
- Contributions toward the operating expenses of Cedar Hills Camp & Conference Center, \$152,000. This amount represents an 8% reduction from the 2008 level.
- Leadership Development-Ministry for All Ages decreased \$1,200 to \$4,800.
- Community Development Linked Deposit, \$2,000 in 2009. 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 proj-

ects. 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. 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. Currently, \$25,000 of the \$100,000 authorization is invested.

 The \$5,000 budget for the Ohio Campus Ministries was eliminated.

New items in the 2009 budget are as follows:

- An initial budget allocation of \$15,000 for Domestic and International Mission & Service projects. This budget line results from the Diocesan Council authorizing the Mission Strategy Task Force resolution #9.
- Budget allocations of \$1,000 each were made to fund the work of the following diocesan activities: Hunger and Homelessness Task Force, Commission on Global and Domestic Mission, Social Concerns/Advocacy, and Episcopal Community Services.

Christian Formation For All

The diocesan office for Christian Formation For All provides opportunities and resources in the area of Life Long Learning and Christian Formation for all ages. As the diocesan mission strategy continues to shape this program piece, the Christian Formation Commission and the Christian Formation office serves parishes and the diocesan family with faith-forming resources and experiences. Over the summer the Christian Formation office was able to create a survey to collect data about Christian Formation in our parishes and diocese. Responses from that survey will help the Christian Formation Commission discern and respond to the needs of our diocese.

The Christian Formation office continues to enhance parish ministry through diocesan events, peer ministry, parish consultations, and local, provincial and national educational/training events for those

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who minister with children and youth and adults. The Christian Formation office continues our involvement with the Province V Education Program Unit, the Province V Youth Network and the National Association of Episcopal Christian Educators (NAECED). Children, Youth and Adult formation resources, as well as intergenerational and family ministry resources, are available from the Christian Formation office.

The Online Resource Center, housed on the diocesan website continues to grow in offerings and use. Web-based resources and curriculum, curriculum review and resource sharing are available to all parishes and individuals via the diocesan website. This site encourages the good stewardship of resource sharing and networking in our diocese and between parishes.

Grow

Children from 0–12 years of age are welcomed to Diocesan Convention, Winter Convocation and the Ohio Episcopal Celebration at Kenyon (with the Diocese of Southern Ohio). Quality program and care 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. Over 500 ordained and lay leaders have attended a Safeguarding God's Children training since its introduction in our diocese in February 2005. Over 20 individuals have been trained as Safeguarding God's Children facilitators, as we strive to have facilitators available in each deanery. Train-the-Trainer for facilitators and Safeguarding God's Children trainings continue to be offered and an online training option, offered via the Church Pension Group, is being investigated.

Events nurturing spiritual growth for teenagers include Happening, Winter Convocation, the Spring Youth Gathering, and the Ohio Episcopal Celebration at Kenyon. Leadership training for youth is

offered through a weeklong Peer Ministry Leadership Training and The Commissioned Youth Ending Racism (CYER) Phasing Project Training and Happening Leadership Weekends. Young people also participate in the annual Bishop's Bike Ride.

Winter Convocation, the Ohio Episcopal Celebration at Kenyon, and the annual Bishop's Bike Ride 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 again completed in July of 2008, and momentum for the program continues to build.

Give

The Office of Christian Formation For All continues its commitment to the Millennium Development Goals. Diocesan formation experiences continue to educate people of all ages about the goals. 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) 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.

Serve

Diocesan Youth Event continues to provide a service learning opportunity for young people and supporting adults in the fall. DYE '08 will engage 21 different outreach sites at which participants can lend their time and talent.

The Bishop's Bike Ride '08 raised over \$21,000 for Youth Mission Trips in the Diocese of Ohio. In July of 2008 the Bike Ride traveled from Defiance to Alliance with over 50 people participating in the ride, ranging in age from 6–76. Countless volunteers in parishes in Defiance, Maumee, Fremont, Lorain, Akron, and Alliance helped make the five-day trek a success. Money raised by sponsoring riders on the

trip helps to 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.

Cedar Hills Camp and Conference Center

The allocation in the diocesan budget for Cedar Hills in 2009 is \$152,000. These monies represent 40% of the Cedar Hills annual operating budget of \$381,991. This allocation reflects an \$8,000 decrease from the past 5 years. In the past five years, when considering the needs of Cedar Hills, no consideration has been given to inflation and the necessary maintenance of our aging facilities. This decrease in diocesan support will require significant changes at Cedar Hills. Cedar Hills will have to forego having a full-time property care person and rely on on-call personnel and contractors as needed to assist the Director in property upkeep and security. The Director will take on the direct monitoring of all operating systems to accommodate the demands of regulatory agencies (potable water, septic plant and pool), as well as the hiring and follow-up with multiple service providers in various categories to accomplish property-related tasks that cannot be handled by himself or through a corps of volunteers.

The calendar of events will change at Cedar Hills to accommodate this shift in workload and to take advantage of economies that make sense. Cedar Hills will be open and available through the months of March to November for program and hospitality. During the three hard winter months of December, January and February, Cedar Hills will not entertain guests and will minimize operating costs as the cost of operating exceeds the historic capacity to generate revenues. During the three winter months, the Director and related part-time and seasonal staff will work to "pack the calendar" with guest groups and programs, thus, maximizing our revenue generating potential during our nine operating months.

The advantage to this plan is that we will have the time to prepare marketing materials and design programs that are well thought out, and not done "on the fly." Our challenge continues to be accommodating 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 of Cedar Hills, it is important to recognize that we have met the challenges in our past, and we will continue to meet the challenges in the future. The diocesan family will be celebrating 49 years of ministry at Cedar Hills Camp and Conference Center in 2009.

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, several part-time on-call maintenance persons, 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 offered through Cedar Hills continues to be the 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 for the time frame of camp. In 2008, the camp community was in excess of 300 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 eight 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, as well as the many blessings experienced at Cedar Hills focus our time to reflect, pray and celebrate our dependence on God, as well as our continued commitment to the ministry shared by many children, youth and adults who utilize our conference 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, support for evolving relationships with God, and a unique, local shopping experience in downtown Cleveland. 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 young adult/children's topics, as well as a quality assortment of gifts, jewelry, and art from local artists.

Sacred Path also travels to off-site events: events that serve parishes, and wider communities in a multitude ways. They 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 and Convention
- Cleveland State University's Imagination Conference
- 12th Annual Fall Conference for Hospice
- Diocesan Youth Events
- Parish Book Fairs

This past year has again been a time of transition. In the fall of 2007, Clara Sayre was hired as the store's manager. She is the second permanent manager in the two years since Katherine Pinard resigned in 2006. While many changes have been implemented in the last year, Sacred Path still struggles to be financially viable. The economy, decreased purchases by parishes, and lower attendance at diocesan conferences have had a significant impact in store sales. After a request by the Sacred Path Advisory Board, Diocesan Council approved funds for a strategic planning process to consider the store's structure and marketing. That process has led to the Diocesan Council and Trinity Cathedral beginning a conversation about Sacred Path becoming a collaborative joint venture of the two entities.

Episcopal Ministry and Support Offices

Episcopal Ministry

The core of this section remains unchanged from the 2008 level. The one significant change from the 2008 budget was the reduction of the line item for "New Initiatives." This line was reduced from \$25,000 to \$5,000 in recognition that items identified in the Mission Strategy resolutions approved by Council are being funded elsewhere in the budget. Each year, however, new ideas for ministry arise after we have completed the budget process. Keeping some money in 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 no increase from the 2008 budget.

The budget consists of administrative expenses and financial resource costs of \$4,400 maintenance costs for the accounting software of \$4,000, bank fees of \$300, archive expenses of \$700, payroll preparation costs of \$2,400, and the fee for the diocesan audit of \$27,000. These costs are substantially the same as in 2008.

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 about \$32 million and 276 diocesan and parish accounts); the health and dental insurance programs (offered by Anthem Blue Cross and Blue Shield and Guardian Dental, respectively) for 95 lay and clergy families; the Capital Loans and Grants program; maintains records of all gifs and grants to Episcopal Community Services, 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 service to God in our care for our church and in thanksgiving for all that has been given to us by God; to promote 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.

Becoming Whole ... Resources for Mission: The Bishop's Annual Appeal

Becoming Whole by Serving Others. The Bishop's Annual Appeal, in its fourth year, responds to this invitation by providing necessary resources for leadership development, servanthood, youth mission, and Episcopal Community Services (ECS). The Appeal encourages annual giving to ECS and is effectively broadening parochial and diocesan opportunities to serve by providing financial resources for strategic priorities of benefit to the entire diocese.

2007 Appeal. The 2007 campaign total contributions exceeded \$274,000. Your generosity has provided Episcopal Community Services with \$136,572 for direct funding of services to those in need across the Diocese of Ohio. In addition to support for ECS, \$136,572 has been allocated for initiatives to provide opportunities to grow, give, 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.

2008 Appeal. At the end of September, 84% of the 2008 campaign goal of \$250,000 has been realized with 84 congregations participating thus far in the campaign. Yet, with need ever-increasing, there is room to do more. Your participation in the Bishop's Annual Appeal, this year and every year, is invited, encouraged, and important to grow our resource for service and mission.

Giving as Spiritual Surrender

In September 2008, the Diocesan Stewardship Network (DSN) began work to discern how best to serve as a resource for efforts to strengthen and build parish stewardship. Objectives for the DSN in 2009 include continued organization of a collaborative stewardship network of consultants, educators, speakers, and media resources; promotion of and support for planned and annual giving education and opportunities; and stewardship education events for lay leaders and clergy.

A continuing corporate and parochial subscription through The Episcopal Network for Stewardship (TENS) brings Networking to each parish in the diocese six times each year and includes two annual TENS conference registrations for the diocese.

Planned giving offers a unique opportunity to give back to the church all that it has given to us. 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. The Office of Stewardship and Development, in conjunction with Trustees of the Diocese of Ohio, will offer planned giving forums and support planned giving efforts to build Diocesan Endowment and local parish endowment.

Last year the Sterling Newell Endowment Society was established. This diocesan gift society exists to honor those providing 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.

The Office of Stewardship and Development continues to serve as a link to a full spectrum of

local, diocesan, and national stewardship and development resources to serve the programs and parishes of the diocese; to help initiate productive partnerships between parishes; and to provide the financial resources to help facilitate collaboration or the birth of new programs.

Serving Others ... The Episcopal Community in Service: Episcopal Community Services

Episcopal Community Services (ECS) continues to be central to our common Christian witness in the Diocese of Ohio; integrating and encouraging service as formation, and biblically-modeled advocacy on behalf of those most needy and without voice. The major work of ECS, to address issues of human need in our midst, 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.

The ECS Development Council serves in an active capacity by promoting the Bishop's Annual Appeal; managing the distribution of grant monies received from the Trustees of the diocese and from the annual appeal; and providing strategic planning and policy guidelines for consistent fund allocation to Episcopal, ecumenical, and/or community services that address human need. ECS grant criteria strongly encourage Episcopal participation and collaboration.

At least half of all campaign receipts for the Bishop's Annual Appeal flow to ECS. The proposed 2009 budget includes financial resources to support the campaign through the Bishop's Annual Appeal.

The Development Council is in the process of reviewing more than 45 applications for program support. The 2008 requests for funding total over \$389,000 and represent youth, education, prison ministry, legal services, housing, homelessness, health, and hunger programs. Nearly 50% of the applications are from programs administered by Episcopal congregations inviting ECS to partner with them in local mission. ECS also continues, under the direction of the Diocesan Trustees, to administer grant requests for services to the elderly on behalf of the Church Home Endowment. Nearly \$188,000 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 ECS Development Council members—into your churches. We appreciate every parish, clergy, parochial leader, campaign chair, outreach committee, and donor that has contributed to the mission of Becoming Whole by Serving Others through the 2008 Bishop's Annual Appeal.

Communications

The 2007 report to Convention discussed three initiatives for the Communications Office in 2008. These were:

- providing every parish upon request with a free website and helping to update existing websites;
- researching and developing parish communications tools;
- 3. developing videoconferencing for parishes, campus ministries, and the diocese.

We have also begun three new initiatives in 2008:

- 1. redesigning of the Website
- 2. redesigning of *ChurchLife!*
- 3. updating our database

As of this writing, 18 websites have been developed or updated. We continue to offer this service, with the help of our part-time technology consultant, Bill Joseph (New Life, Uniontown).

We have also developed and subsidized print advertisements for campus ministries and parishes throughout the year.

Parish Packets and Research

In late winter and early spring, the Communications Office with the help of intern Doug Sundstrom (St. Andrew's, Mentor), developed a Communications Packet with suggestions for increasing the visibility of our parishes in their communities. The purpose of the packet is to help parishes develop effective communications plans that are intentional and can be carried out consistently by everyone in the parish. The packet contains a checklist to assess how effective a parish is at welcoming visitors and ideas for welcoming new members;

suggestions on print advertising and samples; and a list of radio and television stations in all parts of the diocese. The packet was handed out at Clergy Day and is available for download from the Website or by request from the Communications Office.

In March, the Communications Office hired Cleveland firm Triad Research to help us develop an effective advertising program. To do this, we asked them to assess the public's attitudes on religion in general, and on the Episcopal Church, specifically. We conducted two rounds of research. The first was a phone interview of 20 questions with opinion leaders across the diocese. Opinion leaders in this case were faith leaders, religion editors at newspapers, civic or political leaders, and academic leaders. Secondly, we conducted three focus groups consisting of 10 people each. These people were chosen randomly from databases in the Toledo, Cleveland, and Mansfield areas. The Toledo and Mansfield groups were adults, ages 25 and up; the Cleveland group consisted of young adults, 18 to 25. While these samples are not large enough to be statistically significant, Triad Research and the Communications Office felt that the groups provided a good cross section of people in the diocese: rural/small town, urban/suburban, and a range of age groups.

The research is now completed and available for download on Website under the Communications Office. From this work we learned:

- The vineyard is overflowing with religiously unaffiliated people in Northern Ohio, and many people have a negative opinion of organized religion.
- 2. Very few people in our surveys knew anything about the Episcopal Church;
- 3. Most people start going to church because a friend or relative invites them;
- 4. Seeing a church active in its own community is very appealing and would encourage people to investigate that church, as would the willingness of a church to engage in ecumenical work in the community.

The researchers also tested several lists of words and concepts to determine what kinds of words appealed to people who might be looking for a church (e.g.,

comforting, friendly, open, non-judgmental, missionoriented) as well as words that would be off-putting.

This research now allows the Communications Committee to develop more targeted advertising for parishes, campus ministries, and the Episcopal Church in the Diocese of Ohio.

Videoconferencing

This past summer we signed a one-year contract with MegaMeeting, a web-based videoconferencing provider, to test using videoconferencing for meetings of committees and commissions of the diocese. We also designated eight parishes as MegaMeeting sites, so that no one would have to drive longer than 1 hour to attend certain meetings. The eight parishes are: St. Stephen's, Steubenville; St. John's, Youngstown; Grace, Mansfield; St. Paul's, Canton; Trinity Cathedral; Grace, Sandusky; Trinity, Toledo; and St. Mark's, Sidney. Anyone with a camera and headphones on his or her computer can also join in MegaMeeting. So far, we've had mixed results. Sometimes MegaMeeting has worked very well; other times, the lag time between speaking and hearing is very long (possibly due to bandwidth), and it is often difficult to get everything (and everyone) up and working in less than a half hour. We hope it will improve as we continue to work with it.

Redesign of Website and ChurchLife!

We are currently in the process of redesigning the diocesan website to make it easier to navigate. *ChurchLife!* is also being redesigned to make it more flexible and to save money. The redesign will be approximately 8 ½ x 11 in size, with a glossy cover and very high-quality newsprint inside. It will be four-color throughout. In addition to saving money, the new design will allow us to expand the size of the paper and include more pages when necessary. *ChurchLife!* will remain a quarterly publication.

Finally, the Communications Office is overseeing an update to our database to Filemaker 9. Conversion will begin after Diocesan Convention.

Kristin Crites, administrative assistant and graphic designer in the Office of Communications, continues to do the design work for this office and for others on request. Martha Wright, communications

officer, is available to speak to any parish, vestry, or group in the diocese about parish communications.

The budget for the Communications Office for 2009 is 5% less than it was for 2008. Significant differences from 2008 include a reduction in the total cost of *ChurchLife!* of about \$10,000, which will be possible by changing the format, lowering the paper and mailing costs, and using a less expensive mailing house. In addition, we will reduce the cost of printing the Diocesan Journal by posting it on the Website, rather than printing a copy for every parish. Additions to the budget from 2008 include \$2,500 for professional photography and videography.

Personnel, Travel, Office Equipment and Supplies

Personnel

Expenses for Personnel in 2009 are \$68,480 (4.7%) higher than the 2008 budget. The increase has two major components: a cost-of-living adjustment for diocesan staff, and an increase in health insurance premiums over the 2008 amount. The change represents the first increase in the personnel budget in several years.

Over 11% (\$171,600) of the \$1,526,080 is funded by reimbursement from diocesan trusts administered by diocesan staff, providing accounting and grant-making services.

The budget includes funding for Bishop Hollingsworth, 6 full-time program staff positions, 7 full-time support staff positions, a part-time planned giving person, three part-time assisting bishops and two part-time positions in the archives. There is no anticipated increase in the number of full-time positions in the 2009 budget.

Personnel expenses are 41.96% of the diocesan budget in 2009, as compared to 40.75% of the 2008 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.

Travel

The 2009 budget for travel expenses represents reimbursement for all business-related travel expenses of the diocesan staff. The \$80,000 represents no increase from 2008, but does include a provision for the mileage reimbursement for lay volunteers, which is estimated at \$6,000.

Office Equipment and Supplies

Office expenses, including our share of the operating expenses of Trinity Commons, are \$280,550 in 2009, an increase of \$11,170 from 2008. The operating costs of Trinity Commons increase by four percent (\$13,170) and are offset by a \$2,000 reduction in property insurance. All other items remain at their 2008 levels.

Office equipment and supplies are \$19,100 in the 2009 budget. This amount is unchanged from the 2008 level. The budget includes funding for postage, copies, computer software, supplies and network maintenance; and office supplies and stationery. In 2009, all of these costs are funded from the operating budget, except \$1,000 for office furnishings from the BLF Discretionary Fund.

_ Parish/Institution Akron, Holy Spirit	Position	2008 Compensation	2008 Est. Parish NOI	2007 Actual Parish NOI
Akron, Our Saviour	Rector	\$77,487	\$372,500	\$366,709
Akron, St. Andrew's	(Supply)	7///10/	\$49,000	\$44,716
Akron, St. Luke's	(3 3 pp.))		7 15/000	711,710
Akron, St. Paul's	Rector	\$102,500	\$1,161,000	\$1,101,325
	Associate Rector	\$51,097	¥1,101,000	71,101,525
Akron, St. Phillip's	Supply	43.7037	\$48,656	\$54,934
Alliance, Trinity	See Episcopal Shared Ministry of Trinity & Our Saviour		\$93,000	\$97,524
Ashland, St. Matthew's	Extended Supply	\$17,416	\$58,910	\$57,750
Ashtabula, St. Peter's	Interim Pastor	4,	\$132,692	\$145,898
Barberton, St. Andrew's	Rector	\$53,138	\$133,455	\$131,880
Bay Village, St. Barnabas	Rector	425/125	, , , , , ,	,,
Bellefontaine, Trinity	See Northern Miami Valley Episcopal Center		\$30,600	\$34,547
Bellevue, St. Paul's	(Supply)		\$53,350	\$53,143
Berea, St. Thomas	Rector	\$58,000	\$259,894	\$226,541
Boardman, St. James	Rector	\$64,305	\$132,051	\$131,342
Bowling Green, St. John's	(Supply)	40.,303	\$56,855	\$44,124
Brecksville, St. Matthew's	Rector	\$58,865	\$185,348	,, . <u> </u>
Brunswick, St. Patrick's	(Supply)	, , , , , ,	\$98,175	\$91,836
Bryan, Trinity	See Episcopal Shared Ministry of NW Ohio		\$23,210	\$25,664
Canfield, St. Andrew's	See Niles, St. Luke's		\$85,607	\$111,045
Canton, St. Mark's	Interim Pastor	\$30,000	\$251,128	\$267,560
Canton, St. Paul's	Rector	\$55,000	\$214,879	\$235,874
Chagrin Falls, St. Martin's	Rector	\$104,098	\$406,077	\$423,770
Chardon, St. Luke's	Priest-in-Charge	\$29,520	\$103,200	\$96,294
Cleveland, St. Andrew's	Interim Pastor	\$55,140	\$223,540	\$203,822
Cleveland, West Side Shared Ministry	Urban Missioner	\$60,000		
Cleveland, St. John's			\$31,600	\$32,725
Cleveland, St. Luke's			\$78,700	\$76,195
Cleveland, St. Mark's			\$56,400	\$55,438
Cleveland, Church of the Transfiguration				
Cleveland, Trinity Cathedral	Dean	\$132,552	\$1,737,290	\$1,620,196
	Canon	\$64,859		
	Curate	\$47,043		
Cleveland Heights, St. Alban's	Interim Pastor		\$18,000	
Cleveland Heights, St. Paul's	Rector	\$123,854	\$1,745,000	\$1,706,663
	Associate Rector	\$72,288		
	Associate Rector	\$72,101		
	Deacon	\$24,942		
Cleveland, Rainbow & Children's Hospital	Chaplain	\$42,224		
Coshocton, Trinity	Rector	\$61,275	\$133,000	\$132,950
Cuyahoga Falls, St. John's	Rector	\$58,710	\$187,400	\$179,122
Defiance, Grace Church	See Episcopal Shared Ministry of NW Ohio			\$90,305
Convention Handbook				61

Appendix Report on 2008 Clergy Compensation

Parish/Institution	Position	2008 Compensation	2008 Est. Parish NOI	2007 Actual Parish NOI
Diocese of Ohio	Bishop	\$152,320		
	Executive Officer	\$78,100		
	Congregational Development Officer	\$82,520		
	Christian Vocations Officer	\$65,000		
East Liverpool, St. Stephen's	See St. Stephens' Shared Ministry		\$109,900	\$99,815
Elyria, St. Andrew's	Interim Pastor	\$46,600	\$173,800	\$209,501
Episcopal Shared Ministry of NW Ohio	(Supply)			
Episcopal Shared Ministry of Trinity & Our Saviour	Rector	\$55,000		
Euclid, Church of the Epiphany	Rector	\$53,651	\$170,320	\$168,827
Findlay, Trinity	Rector	\$59,100	\$187,736	\$180,124
Fremont, St. Paul's	Rector	\$60,715	\$195,040	\$179,065
Galion, Grace Church	(Supply)			
Gambier, Harcourt Parish	Rector	\$52,325	\$155,000	\$151,554
	Assistant Rector/Chaplain	\$48,144		
Gates Mills, St. Christopher's-by-the-River	Rector	\$77,711	\$369,240	\$338,701
Geneva, Christ Church	(Supply)		\$46,800	\$48,538
Hudson, Christ Church	Rector	\$93,263	\$688,556	\$638,619
	Associate Rector	\$55,517		
Huron, Christ Church	Rector	\$92,200	\$221,220	\$183,754
Kent, Christ Church	Rector	\$55,000	\$192,125	\$160,665
Kirtland Hills, St. Hubert's	Rector	\$85,995	\$272,235	\$291,460
Lakewood, Ascension	(InterimPastor)	\$25,000	\$224,048	\$202,834
Lakewood, St. Peter's	Rector	\$77,904	\$470,000	\$442,068
Lisbon, Trinity	(Supply)		\$21,250	\$22,422
Lorain, Church of the Redeemer	Rector	\$57,752	\$131,982	\$128,328
Lyndhurst, Good Shepherd	Rector	\$81,180	\$258,950	\$275,061
Macedonia, St. Timothy's	Rector	\$57,480	\$109,690	\$132,042
Madison, St. Anne's-in-the-Field				
Mansfield, Grace Church	Rector	\$75,000	\$258,900	\$245,445
Marion, St. Paul's	Rector	\$20,400	\$110,628	\$106,530
Massillon, St. Timothy's	Rector	\$66,300	\$243,550	\$236,606
Maumee, St. Paul's	Rector	\$85,612	\$370,547	\$351,942
Mayfield Village, St. Bartholomew's	Rector	\$66,000	\$168,500	\$161,391
Medina, St. Paul's	Rector	\$70,841	\$272,759	\$251,095
Mentor, St. Andrew's	Rector	\$60,500	\$200,000	\$189,994
Mount Vernon, St. Paul's	Rector	\$66,528	\$179,929	\$198,726
Napoleon, St. John's	See Episcopal Shared Ministry of NW Ohio			
New Philadelphia, Trinity Church	Priest-in-Charge		\$70,500	\$73,569
Niles, St. Luke's	Rector	\$53,898	\$62,300	\$57,748
North Central Episcopal Shared Ministry	Rector	\$53,900		,
Northern Miami Valley Episcopal Center	Diocese of Southern Ohio	•		
Norwalk, St. Paul's	See North Central Episcopal Shared Ministry		\$80,778	\$80,629

Parish/Institution	Position	2008 Compensation	2008 Est. Parish NOI	2007 Actual Parish NOI
Oberlin, Christ Church	Rector	\$74,361	\$188,744	\$214,977
Oregon, St. Paul's	Priest-in-Charge	\$27,459	\$65,000	
Painesville, Cedar Hills	Director	\$69,927		
Painesville, St. James	Interim Pastor	\$36,600	\$216,000	\$189,786
Parma, All Saints	Rector	\$62,000	\$163,613	\$155,742
Perrysburg, St. Timothy's	Rector	\$66,200	\$268,950	\$247,221
Port Clinton, St. Thomas	See North Central Episcopal Shared Ministry			\$61,917
ut-in-Bay, St. Paul's	Interim Pastor		\$42,804	\$42,804
Ravenna, Grace Church	Rector	\$66,137	\$140,504	\$159,238
Salem, Our Saviour	See Episcopal Shared Ministry of Trinity & Our Saviour		\$39,675	\$68,661
Sandusky, Grace Church	Rector	\$87,630	\$315,283	\$315,283
Shaker Heights, Christ Church	Priest-in-Charge	\$74,000	\$375,071	\$411,179
Shelby, St. Mark's	(Extended Supply)		\$58,957	\$58,955
iidney, St. Mark's	(Supply)		\$35,300	
Steubenville, St. Paul's	(Extended Supply)			
Steubenville, St. Stephen's	See St. Stephens' Shared Ministry		\$71,335	\$77,713
t. Stephens' Shared Ministry	Priest-in-Charge	\$48,000		
iffin, Trinity	Interim Pastor		\$135,676	
oledo, All Saints Church	Priest-in-Charge	\$17,500		\$100,782
oledo, St. Andrew's	Interim Pastor	\$24,472	\$192,390	\$197,550
oledo, St. Mark's	Priest-in-Charge	\$63,500	\$374,672	\$352,609
oledo, St. Matthew's	Rector	\$96,995	\$297,900	\$299,800
oledo, St. Michael's	Co-Rector	\$81,566	\$453,475	\$437,129
	Co-Rector	\$59,136		
oledo, Trinity	Rector	\$74,001	\$349,186	\$459,392
Jniontown, New Life	(Supply)		\$109,600	\$79,311
Nadsworth, St. Mark's	(Supply)		\$57,597	\$43,905
Narren, Christ Church	Rector	\$73,001	\$367,099	\$353,403
Vestlake, Advent	(Supply)		\$208,240	\$197,324
Villoughby, Grace Church	Interim Pastor	\$27,000	\$113,800	\$113,824
Vooster, St. James'	Rector	\$72,178	\$222,800	\$215,925
oungstown, St. Augustine's	(Supply)	, ,	\$20,380	
oungstown, St. John's	Rector	\$82,595	\$463,594	\$478,164
-	Assistant Rector	\$31,150	,,	, -,,

Clergy Compensation figures are taken from The Church Pension Fund Compensation Report as of September 3, 2008 or, in lieu of figures from that report, letters of agreement for retired 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.

Appendi	X										Parochi	al Report D	ata throug	jh 2007
	Comm. in Good	Avg. Sun.	Avg. Attend ÷	Normal Operating	Assistance from	Operating	Total		Other Operating	Outreach	Transmitted to Other	Pledge & Plate ÷	Operating Expense ÷	From Inv =
	Stand.		Members	Income	Diocese	Revenue	Revenue	To Diocese	Expenses	(Line 13+16)	Organizations	Avg Attend	Avg Attend	Expense
Akron, Ch														
2003	209	110	53%	\$308,042	\$0	\$308,042	\$407,188	\$29,815	\$278,227	\$79,950	\$10,269	\$914	\$2,800	40%
2004	221	113	48%	\$372,137	\$0	\$372,137	\$415,473	\$52,359	\$319,778	\$37,930	\$3,615	\$1,092	\$3,293	29%
2005	228	105	42%	\$354,894	\$0	\$354,894	\$413,934	\$44,266	\$311,162	\$24,712	\$17,252	\$1,364	\$3,385	27%
2006	225	101	40%	\$360,287	\$0	\$360,287	\$419,578	\$41,758	\$318,530	\$26,375	\$6,100	\$1,726	\$3,567	31%
2007	221	98	40%	\$366,709	\$0	\$366,709	\$461,088	\$48,151	\$318,558	\$23,922	\$15,000	\$1,912	\$3,742	27%
Akron, Ch			-	ć140.022	ćo	ć140.022	¢151 520	ć0.041	ć127.200	¢22.505	¢.000	Ċ1 F4F	ć1 7F0	150/
2003	91	78	78%	\$140,932	\$0	\$140,932	\$151,528	\$9,941	\$127,209	\$22,505	\$690	\$1,545	\$1,758	15%
2004														
2005														
2006														
2007		, ,, ,												
Akron, St.				¢00 240	ĊO	ć00 240	¢07.70 <i>c</i>	¢ (ć72.662	ć1 000	¢1.257	ć1 202	ć1 702	100/
2003	57 27	45 27	68%	\$80,240	\$0 \$0	\$80,240	\$87,706 \$52,697	\$6,577 \$2,604	\$73,663	\$1,000	\$1,256	\$1,293	\$1,783 \$1,270	19%
2004	37 43	37	62% 55%	\$50,976 \$46,547	\$0 \$0	\$50,976 \$46,547	\$52,687 \$51,504	\$3,694 \$4,207	\$47,282	\$0 \$0	\$1,256 \$-	\$962	\$1,378	16%
2005		32		\$46,547	\$0 \$0	\$46,547	\$51,594	\$4,387	\$42,161			\$1,083	\$1,455	6%
2006	40	33	55%	\$45,599	\$0 \$0	\$45,599	\$47,611	\$3,934	\$41,665	\$1,100	\$2,012	\$1,002	\$1,382	10%
2007	43	35	53%	\$44,716	\$0	\$44,716	\$77,724	\$5,277	\$39,439	\$0	\$1,745	\$1,031	\$1,278	14%
Akron, St.			450/	¢002.704	ćo	Ċ002 704	Ċ02Γ 440	ć 42 000	¢750,007	Ċ1.41.40 <i>Γ</i>	÷	č1 740	Ċ1 7 <i>4</i> 7	00/
2003	781	459	45%	\$802,704	\$0	\$802,704	\$825,448	\$42,000	\$759,907	\$141,495	\$-	\$1,749	\$1,747	0%
2004														
2005														
2006														
2007	D 1/ cl													
Akron, St. 2003	. Pauls Ci 1,239	1 urcn 561	25%	\$1,060,386	\$0	\$1,060,386	\$1,320,471	\$157,901	\$902,485	\$81,902	\$26,044	\$1,388	\$1,890	24%
2003	1,239	566	25%	\$1,000,300	\$0 \$0	\$1,000,360	\$1,320,471	\$157,901	\$887,050	\$91,302	\$46,493	\$1,300	\$1,843	26%
				\$1,043,213							. ,			20%
2005	1,250 1,147	496 546	22% 25%	\$1,072,556	\$0 \$0	\$1,072,558 \$1,122,015	\$1,723,273 \$1,568,766	\$144,035 \$174,779	\$928,523 \$920,810	\$283,937 \$213,495	\$154,730 \$170,333	\$1,616 \$1,429	\$2,162 \$2,007	20%
2006	1,147	412	19%	\$1,122,013	\$0 \$0	\$1,122,013	\$1,300,700	\$174,779	\$933,798	\$195,080	\$170,333	\$1,429	\$2,673	27%
2007			19%	\$1,101,323	, QU	\$1,101,323	\$1,433,700	3107,327	\$755,/90 	\$195,060	\$100,093	\$1,940	\$2,073	23%0
Akron, St. 2003	. Pillips (74	56	60%	\$71,169	\$0	\$71,169	\$76,423	\$6,064	\$65,105	\$1,316	\$5,254	\$939	\$1,271	24%
2003	74	56	55%	\$56,093	\$0 \$0	\$56,093	\$56,093	\$8,784	\$49,354	\$0	\$3,234 \$-	\$1,002	\$1,271	0%
	97	65		\$63,032		\$50,095 \$63,032	\$50,095 \$67,345	\$6,764 \$6,849	\$49,534 \$56,548	\$850		\$1,002 \$867	\$1,036 \$975	
2005			62%		\$0 \$0	\$52,643					\$2,204 \$-	\$957	\$926	0%
2006 2007	0 94	55 50	56% 53%	\$52,643 \$54,934	\$0 \$0	\$52,043 \$54,934	\$52,643 \$54,934	\$7,101 \$4,478	\$43,850 \$45,803	\$145 \$100	\$- \$-	\$957 \$61	\$926 \$1,006	0% 0%
			J3%0 		- JU	\$34,934 	, JJ4,754 	۶ 4,4 /0	\$43,0U3 	2100	 γ-	10¢	31,000	
Alliance, 1 2003	1 rinity Cn 77	iurcn 69	54%	\$119,731	\$0	\$119,731	\$119,731	\$11,940	\$107,791	\$4,019	\$-	\$1,113	\$1,735	33%
2003	71	38	30%		\$0 \$0	\$119,731	\$119,731	\$11,940 \$11,205	\$107,791			\$1,113	\$1,733	50%
2004	71	32	30% 24%	\$104,439		\$104,439	\$104,439 \$94,950	\$11,205 \$9,417	\$93,233 \$54,355	\$2,536 \$0	\$- \$-	\$1,169	\$2,748 \$1,993	50% 46%
	70 71	32 29		\$63,772 \$77,777	\$0 \$0	\$63,772 \$77,777	\$94,950 \$77,777	\$9,417 \$4,065	\$54,355 \$70,199	\$320			\$1,993	
2006 2007	7 I 59	29	22% 26%	\$77,777 \$97,524	\$0 \$0	\$77,777 \$97,524	\$77,777 \$97,524	\$4,065 \$10,584	\$70,199 \$86,940	\$961	\$- \$-	\$1,252 \$1,620	\$2,561	54% 57%
Ashland,				420, ۱۲ډ	ŞU	27/,024	424, الاذ	10,364 ډ	20U,7 4 U	106¢		21,020	۱۵/٫۵۶	7/ ال
	St. Mattn 65	43	urcn 38%	\$86,704	\$0	\$86,704	\$96,449	\$0	\$85,570	\$0	ċ	\$1,691	\$1,990	0%
2003 2004	73	40	39%	\$41,442	\$0 \$0	\$41,442	\$90,449 \$67,359	\$0 \$8,181	\$33,261	\$0 \$0	\$- \$-	\$1,091	\$1,990	0%
	73 64	40	57%		\$0 \$0	\$41,442 \$61,826	\$07,339 \$72,837	\$6,783	\$53,880	\$0 \$237	\$- \$-		\$1,036 \$1,517	
2005				\$61,826 \$67.348		\$67,348			\$53,880	\$237 \$113		\$1,440 \$1.731		0%
2006	62 63	37	60%	\$67,348	\$0 \$0		\$68,248	\$6,737 \$5,100			\$- ¢	\$1,731	\$1,804 \$1,606	0%
2007		36	36%	\$57,750	\$0	\$57,750	\$62,360	\$5,183	\$55,508	\$0	\$-	\$1,572	\$1,686	0%
Ashtabula				¢167 1E0	ćn	¢167.1E0	¢200 110	¢12 07E	¢1£2 10#	¢240	ć7 42A	Ċ1 2 <i>E1</i>	Ċ1 402	ΛΩ/
2003	151 152	112 105	49% 46%	\$167,159	\$0 \$0	\$167,159	\$308,119	\$13,975 \$0	\$153,184 \$139,899	\$240 \$0	\$7,430 \$1,203	\$1,354 \$1,185	\$1,492 \$1,332	0% 0%
2004	132	IUD	40%	\$139,899	\$0	\$139,899	\$200,621	20	2127,077	50	31,203	21,182	21,332	U%

	Comm.	Avg.	Avg.	Normal	Assistance				Other		Transmitted	Pledge &	Operating	From Inv -
	in Good	Sun.	Attend ÷	Operating	from	Operating	Total		Operating	Outreach	to Other	Plate ÷	Expense ÷	Operatir
	Stand.			Income	Diocese	Revenue	Revenue	To Diocese	Expenses	(Line 13+16)	Organizations	Avg Attend	Avg Attend	Expens
2005	147	99	43%	\$164,110	\$0	\$164,110	\$184,479	\$0	\$164,110	\$0	\$-	\$1,332	\$1,658	0%
2006	157	93	40%	\$151,923	\$0	\$151,923	\$158,367	\$0	\$151,923	\$0	\$-	\$1,470	\$1,634	0%
2007	228	93	40%	\$145,898	\$0	\$145,898	\$147,478	\$1,254	\$144,644	\$0	\$-	\$1,232	\$1,569	0%
Barberton	, St. And	rew's Ch	urch											
2003	130	83	49%	\$147,209	\$0	\$147,209	\$155,089	\$14,855	\$132,354	\$3,202	\$4,943	\$1,381	\$1,774	21%
2004	128	84	49%	\$134,684	\$0	\$134,684	\$140,644	\$13,880	\$120,804	\$3,057	\$3,645	\$1,318	\$1,603	16%
2005	128	78	45%	\$140,824	\$0	\$140,824	\$140,824	\$14,814	\$126,009	\$1,444	\$-	\$1,357	\$1,805	24%
2006	129	76	44%	\$142,188	\$0	\$142,188	\$142,188	\$14,765	\$127,423	\$1,582	\$-	\$1,256	\$1,871	31%
2007	115	67	42%	\$131,880	\$0	\$131,880	\$131,880	\$13,615	\$118,265	\$2,144	\$-	\$1,271	\$1,968	34%
Bay Village	e, St. Ba	rnabas's	Church											
2003	480	183	20%	\$373,800	\$0	\$373,800	\$458,685	\$21,000	\$337,846	\$24,847	\$31,621	\$1,622	\$1,961	0%
2004														
2005														
2006														
2007														
Bellefonta	aine, Chu	rch of tl	ne Holy Tri	nity										
2003	86	28	17%	\$27,378	\$0	\$27,378	\$36,832	\$2,857	\$24,520	\$0	\$4,285	\$973	\$978	0%
2004	86	28	17%	\$29,749	\$0	\$29,749	\$32,656	\$3,605	\$26,144	\$300	\$2,005	\$1,062	\$1,062	0%
2005	71	26	35%	\$29,547	\$0	\$29,547	\$34,404	\$2,639	\$26,908	\$0	\$2,757	\$1,136	\$1,136	0%
2006	52	26	35%	\$34,102	\$0	\$34,102	\$35,504	\$3,064	\$31,038	\$0	\$1,402	\$1,245	\$1,312	4%
2007	40	25	40%	\$34,547	\$0	\$34,547	\$38,233	\$3,439	\$31,108	\$0	\$2,450	\$1,288	\$1,382	6%
Bellevue, S	St. Paul's	Church												
2003	57	21	37%	\$126,075	\$0	\$126,075	\$127,315	\$14,910	\$111,165	\$4,510	\$-	\$1,963	\$6,004	62%
2004	57	26	38%	\$95,721	\$0	\$95,721	\$109,304	\$9,110	\$87,450	\$3,482	\$-	\$1,290	\$3,714	63%
2005	58	34	46%	\$54,615	\$0	\$54,615	\$124,246	\$5,471	\$49,129	\$2,418	\$-	\$1,089	\$1,606	28%
2006	58	30	42%	\$56,428	\$0	\$56,428	\$63,474	\$5,644	\$50,255	\$0	\$4,241	\$1,226	\$1,863	33%
2007	68	26	31%	\$53,143	\$0	\$53,143	\$60,843	\$5,324	\$48,830	\$1,642	\$-	\$1,219	\$2,083	37%
Berea, St.	Thomas	s Church	1											
2003	220	108	42%	\$159,420	\$0	\$159,420	\$295,084	\$21,169	\$138,251	\$7,388	\$196	\$1,176	\$1,476	18%
2004	214	100	39%	\$190,309	\$0	\$190,309	\$198,628	\$17,033	\$173,276	\$7,624	\$2,710	\$1,251	\$1,903	32%
2005	248	119	45%	\$195,369	\$0	\$195,369	\$206,209	\$18,953	\$176,416	\$4,054	\$2,921	\$1,128	\$1,642	25%
2006	280	129	45%	\$206,498	\$0	\$206,498	\$222,518	\$24,305	\$182,193	\$498	\$4,708	\$1,146	\$1,601	26%
2007	291	124	42%	\$226,541	\$0	\$226,541	\$240,841	\$28,601	\$197,940	\$13,967	\$-	\$1,541	\$1,827	0%
Boardman	ı, St. Jan	nes's Chu	ırch											
2003	92	56	48%	\$100,162	\$0	\$100,162	\$131,265	\$11,025	\$89,137	\$0	\$1,984	\$1,353	\$1,789	3%
2004	88	62	52%	\$113,880	\$0	\$113,880	\$134,228	\$10,082	\$103,799	\$0	\$10,761	\$1,331	\$1,837	5%
2005	94	61	57%	\$121,318	\$0	\$121,318	\$149,804	\$13,530	\$107,787	\$2,203	\$3,015	\$1,439	\$1,989	4%
2006	100	63	57%	\$138,571	\$0	\$138,571	\$140,200	\$13,449	\$125,122	\$599	\$1,620	\$1,527	\$2,200	11%
2007	111	59	47%	\$131,342	\$10,000	\$141,342	\$152,557	\$13,496	\$127,011	\$1,135	\$1,835	\$1,629	\$2,381	10%
Bowling G	reen, St.	John th	e Baptist's	s Church										
2003	43	31	72%	\$91,435	\$20,000	\$111,435	\$137,413	\$7,082	\$104,353	\$2,889	\$28	\$1,528	\$3,595	26%
2004	43	30	70%	\$78,256	\$3,750	\$82,006	\$97,500	\$9,922	\$72,084	\$4,974	\$1,393	\$1,751	\$2,734	31%
2005	43	28	65%	\$111,960	\$0	\$111,960	\$112,914	\$11,480	\$100,481	\$0	\$1,708	\$1,925	\$3,999	1%
2006	39	22	56%	\$45,807	\$5,000	\$50,807	\$51,218	\$5,188	\$35,185	\$239	\$415	\$2,068	\$1,835	0%
2007	40	23	58%	\$44,124	\$16,257	\$60,381	\$65,925	\$4,622	\$55,759	\$1,047	\$1,373	\$1,871	\$2,625	2%
Brecksville	e, St. Ma	tthew's	Church	<u> </u>		·	·	·	-	·	<u> </u>	· · · · · · · · · · · · · · · · · · ·	· · · · · · · · · · · · · · · · · · ·	
2003	216	156	69%	\$174,547	\$0	\$174,547	\$224,430	\$17,218	\$157,329	\$2,522	\$1,924	\$979	\$1,119	9%
2004	223	148	65%	\$175,492	\$0	\$175,492	\$217,739	\$19,189	\$156,303	\$2,967	\$1,821	\$1,182	\$1,186	0%
	223	146	66%	\$185,405	\$0	\$185,405	\$209,434	\$21,790	\$163,616	\$6,736	\$1,265	\$1,199	\$1,270	0%
2005						,			. ,	. ,	. ,		. , .	
2005	242	145	58%	\$198,686		\$198,686	\$225,209	\$23,571	\$173,990	\$11,996	\$2,868	\$1,353	\$1,362	0%

Appendi	X										Parochi	al Report [ata throug	jh 2007
	Comm.	Avg.	Avg.	Normal	Assistance				Other		Transmitted	Pledge &	Operating	From Inv ÷
	in Good		Attend ÷	Operating	from	Operating	Total	T- D:	Operating	Outreach	to Other	Plate ÷	Expense ÷	Operating
D	Stand.		Members	Income	Diocese	Revenue	Revenue	To Diocese	Expenses	(Line 13+16)	Organizations	Avg Attend	Avg Attend	Expenses
Brunswic	к, эт. Ра 1 86			¢40.414	¢00,000	¢120 414	¢120 720	¢E NEE	Ċ1242E0	¢2 £70	ć2 122	¢600	¢1 072	00/
2003		71	83%	\$49,414	\$80,000	\$129,414	\$138,730	\$5,055	\$124,359	\$2,578	\$3,133	\$682	\$1,823	0%
2004	91	53 73	58% 80%	\$46,590	\$70,000	\$116,590	\$131,242	\$5,415	\$111,175	\$4,325	\$3,059	\$879 \$791	\$2,200 \$1,688	0% 0%
2005	91	73 74	89%	\$63,222	\$60,000 \$40,000	\$123,222	\$128,081	\$6,095	\$117,127	\$4,052	\$3,374		\$1,000 \$1,694	0% 4%
2006 2007	83 85	74	88%	\$85,364 \$91,836	\$30,500	\$125,364 \$122,336	\$138,376 \$130,140	\$8,392 \$9,259	\$116,972 \$113,077	\$2,518 \$1,791	\$3,855 \$2,834	\$980 \$969	\$1,631	0%
Bryan, Tr			0070	771,030	330,300	\$122,330	3130,140	¥9,Z39	3113,077	۱٫۱۶۱	32,034	J909	1 (0,1 ¢	
2003	31	19	62%	\$28,766	\$0	\$28,766	\$29,446	\$3,656	\$25,109	\$708	\$149	\$1,325	\$1,492	9%
2003	25	21	68%	\$37,913	\$0 \$0	\$37,913	\$46,547	\$3,387	\$34,526	\$1,164	\$222	\$1,033	\$1,805	43%
2004	33	25	71%	\$34,065	\$0 \$0	\$37,913	\$38,912	\$2,698	\$31,367	\$643	\$971	\$1,033	\$1,363	24%
2005	35	25	71%	\$30,398	\$0 \$0	\$30,398	\$30,681	\$3,448	\$43,880	\$1,171	\$283	\$1,039	\$1,893	2%
2007	21	16	47%	\$25,664	\$0 \$0	\$25,664	\$51,090	\$2,367	\$52,079	\$323	\$69	\$1,558	\$3,403	1%
Canfield,				727,004		723,004	050,1 دډ	72,307	\$3Z,073	7777	707	٥دد,۱ډ	22,403	
2003	157	64	28%	\$80,610	\$0	\$80,610	\$130,863	\$8,830	\$71,780	\$1,190	\$1,364	\$1,232	\$1,260	0%
2003	140	64	29%	\$123,356	\$0 \$0	\$123,356	\$130,863	\$9,589	\$113,767	\$1,190	\$1,304	\$1,232	\$1,200	24%
2004	140	55	26%	\$123,330	\$0 \$0	\$123,330	\$148,508	\$11,673	\$109,702	\$0 \$0	\$302	\$1,425	\$2,207	26%
2006	119	55	26%	\$91,852	\$0 \$0	\$91,852	\$125,790	\$13,109	\$112,294	\$0	\$-	\$1,408	\$2,298	6%
2007	119	47	23%	\$111,045	\$0 \$0	\$111,045	\$114,099	\$13,103	\$97,080	\$0	\$202	\$1,701	\$2,302	22%
Canton, S			2370	7111,015	70		7111,000	711,101	777,000	70	7202	71,701	72,302	
2003	697	225	32%	\$250,338	\$0	\$250,338	\$266,262	\$31,917	\$218,421	\$2,502	\$-	\$1,113	\$1,113	0%
2004	684	220	32%	\$243,974	\$0 \$0	\$243,974	\$256,075	\$27,374	\$216,598	\$2,447	\$-	\$1,109	\$1,109	0%
2005	686	138	20%	\$252,552	\$0 \$0	\$252,552	\$264,438	\$29,360	\$223,192	\$2,428	\$-	\$1,830	\$1,830	0%
2006	699	216	31%	\$275,511	\$0 \$0	\$275,511	\$356,367	\$32,009	\$243,502	\$3,000	\$-	\$1,252	\$1,276	2%
2007	686	214	31%	\$267,560	\$0 \$0	\$267,560	\$809,154	\$32,328	\$242,732	\$10,769	\$3,319	\$1,250	\$1,285	0%
Canton, S			3170	7201 1300		7207 300	7007/131	732,320	72 12/1 32	710/107	75/517	71/250	71,203	
2003	197	102	42%	\$203,394	\$0	\$203,394	\$377,412	\$32,163	\$171,231	\$8,158	\$2,229	\$1,620	\$1,994	15%
2004	118	95	50%	\$209,623	\$0	\$209,623	\$254,558	\$24,988	\$184,635	\$9,944	\$2,070	\$1,844	\$2,207	8%
2005	131	101	51%	\$220,734	\$0	\$220,734	\$233,842	\$24,141	\$196,593	\$1,764	\$2,344	\$1,751	\$2,185	12%
2006	132	86	42%	\$239,957	\$0	\$239,957	\$247,888	\$26,414	\$218,793	\$1,701	\$3,122	\$2,011	\$2,851	20%
2007	148	86	40%	\$235,874		\$235,874	\$240,841	\$24,697	\$210,677	\$5,623	\$-	\$1,986	\$2,737	18%
Chagrin F						, .	,.	. , , , , , ,	,.	,	·	. , ,	. , .	
2003	665	235	22%	\$441,209	\$0	\$441,209	\$517,585	\$51,742	\$389,567	\$351	\$14,625	\$1,686	\$1,878	9%
2004	720	228	21%	\$459,199	\$0	\$459,199	\$517,890	\$51,659	\$407,540	\$0	\$14,352	\$1,771	\$2,014	10%
2005	700	219	21%	\$501,388	\$0	\$501,388	\$602,569	\$75,222	\$426,166	\$0	\$16,091	\$1,870	\$2,289	12%
2006	750	190	18%	\$430,880	\$0	\$430,880	\$625,662	\$51,134	\$379,746	\$3,469	\$7,891	\$1,858	\$2,268	2%
2007	730	194	18%	\$423,770	\$0	\$423,770	\$921,755	\$59,308	\$364,462	\$10,370	\$-	\$1,894	\$2,184	2%
Chardon,	St. Luke	's Church				<u> </u>	<u> </u>						,	
2003	162	69	30%	\$119,728	\$0	\$119,728	\$215,930	\$10,381	\$109,347	\$0	\$3,256	\$1,475	\$1,735	10%
2004	118	63	30%	\$123,210	\$0	\$123,210	\$173,716	\$11,950	\$111,259	\$3,302	\$2,000	\$1,510	\$1,956	1%
2005	124	51	25%	\$78,127	\$0	\$78,127	\$111,209	\$8,956	\$68,842	\$0	\$1,189	\$1,532	\$1,525	0%
2006	100	68	32%	\$94,558	\$6,500	\$101,058	\$130,071	\$9,294	\$91,764	\$10,000	\$1,355	\$1,134	\$1,486	0%
2007	110	58	27%	\$96,294	\$2,000	\$98,294	\$102,165	\$7,828	\$90,501	\$0	\$4,116	\$1,464	\$1,695	0%
Cleveland	l, Church	of the T	ransfigura	ntion		,								
2003	80	42	40%	\$71,398	\$0	\$71,398	\$106,970	\$7,140	\$65,111	\$0	\$-	\$956	\$1,720	43%
2004														
2005														
2006														
2007														
Cleveland	l, St. And	lrew's Ch	urch											
2003	229	150	31%	\$236,309	\$0	\$236,309	\$236,309	\$22,963	\$213,346	\$300	\$-	\$1,571	\$1,575	0%
2004	200	150	31%	\$239,770	\$0	\$239,770	\$242,270	\$25,533	\$216,737	\$558	\$-	\$1,598	\$1,615	0%
66									102nd App	ual Convent	ion of the	Enicconal	Diacaca of (Ahio

	al Report Comm.	Avg.	Avg.	Normal	Assistance				Other		Transmitted	Pledge &	Operating	From Inv -:
	in Good		Attend ÷	Operating	from	Operating	Total		Operating	Outreach	to Other	Plate ÷	Expense ÷	Operatin
	Stand.	Attend.	Members	Income	Diocese	Revenue	Revenue	To Diocese	Expenses	(Line 13+16)	Organizations	Avg Attend	Avg Attend	Expense
2005	229	125	27%	\$239,048	\$0	\$239,048	\$284,066	\$26,641	\$213,378	\$6,960	\$-	\$1,390	\$1,920	0%
2006	161	82	51%	\$178,601	\$0	\$178,601	\$220,501	\$28,604	\$149,997	\$158	\$-	\$1,975	\$2,178	1%
2007	165	82	50%	\$203,822	\$0	\$203,822	\$216,278	\$16,465	\$187,950	\$0	\$-	\$2,448	\$2,493	0%
Cleveland	l, St. Luke	e's Churc	h											
2003	74	36	47%	\$49,463	\$0	\$49,463	\$78,544	\$5,079	\$44,384	\$2,000	\$-	\$589	\$1,374	10%
2004	65	47	52%	\$72,206	\$0	\$72,206	\$73,415	\$7,746	\$64,460	\$1,363	\$-	\$666	\$1,536	4%
2005	78	41	41%	\$55,343	\$0	\$55,343	\$55,343	\$6,371	\$48,972	\$1,173	\$-	\$1,194	\$1,350	12%
2006	75	48	44%	\$70,178	\$0	\$70,178	\$75,431	\$5,912	\$64,266	\$7,251	\$-	\$1,079	\$1,462	5%
2007	87	54	45%	\$76,195	\$0	\$76,195	\$112,516	\$8,555	\$67,640	\$19,036	\$-	\$1,345	\$1,411	5%
Cleveland	l, St. Mar	k's Chur	ch											
2003	46	23	42%	\$60,554	\$0	\$60,554	\$62,259	\$6,055	\$54,499	\$0	\$780	\$1,291	\$2,633	5%
2004	46	25	45%	\$65,815	\$0	\$65,815	\$75,751	\$6,461	\$59,354	\$237	\$1,020	\$1,311	\$2,633	14%
2005	44	24	44%	\$57,677	\$0	\$57,677	\$58,713	\$6,342	\$51,335	\$730	\$411	\$1,519	\$2,403	3%
2006	34	25	74%	\$48,631	\$0	\$48,631	\$52,709	\$5,289	\$43,342	\$30	\$1,153	\$1,101	\$1,945	0%
2007	34	20	59%	\$55,438	\$0	\$55,438	\$59,081	\$4,769	\$50,669	\$30	\$918	\$1,468	\$2,772	3%
Cleveland	l, St. Phili	ip's Chui	rch							·	· · · · · · · · · · · · · · · · · · ·			
2003		•		\$38,712	\$0	\$38,712	\$38,712	\$1,447	\$38,712	\$0	\$-			80%
Cleveland	d, Trinity (Cathedr	al	. ,						<u> </u>	<u> </u>			
2003	667	470	67%	\$1,555,395	\$0	\$1,555,395	\$1,900,183	\$236,208	\$1,319,187	\$108,209	\$2,700	\$750	\$3,309	76%
2004	696	470	64%	\$1,518,915	\$0	\$1,518,915	\$1,634,125	\$230,026	\$1,288,887	\$204,561	\$9,696	\$853	\$3,232	71%
2005	682	500	68%	\$1,445,880	\$0	\$1,445,880	\$1,591,453	\$219,700	\$1,226,173	\$192,894	\$24,575	\$841	\$2,892	68%
2006	690	447	62%	\$1,649,120	\$0	\$1,649,120	\$1,856,994	\$250,860	\$1,398,512	\$298,434	\$1,992	\$1,024	\$3,690	70%
2007	726	375	50%	\$1,620,196	\$0	\$1,620,196	\$2,104,910	\$246,231	\$1,373,734	\$308,484	\$1,970	\$1,252	\$4,320	69%
	l Heights,						. , . ,		. , , , .	,,,,,,		. , , -	. , , , ,	
2003	63	38	60%	\$36,205	\$0	\$36,205	\$39,109	\$3,751	\$30,604	\$3,111	\$-	\$953	\$904	0%
2004	65	26	38%	\$29,166	\$0	\$29,166	\$43,604	\$3,545	\$25,621	\$773	\$6,095	\$1,122	\$1,122	0%
2005	52	24	34%	\$42,315	\$0	\$42,315	\$51,269	\$3,837	\$38,478	\$1,493	\$-	\$1,662	\$1,763	5%
2006				. ,		. ,	. ,	. ,	. ,	. ,		. ,	. ,	
2007														
Cleveland	l Heights,	, St. Pau	l's Church	 										
2003	2,037	477	21%	\$1,538,474	\$0	\$1,538,474	\$2,043,922	\$193,091	\$1,345,383	\$186,110	\$9,184	\$2,294	\$3,225	28%
2004	2,000	463	20%	\$1,490,137	\$0	\$1,490,137	\$1,829,364	\$225,000	\$1,265,137	\$182,145	\$90,811	\$2,397	\$3,218	26%
2005	2,079	488	20%	\$1,471,410	\$0	\$1,471,410	\$2,213,851	\$223,057	\$1,248,353	\$186,863	\$197,600	\$2,703	\$3,015	10%
2006	2,068	541	26%	\$1,575,342	\$0	\$1,575,342	\$1,968,043	\$235,543	\$1,339,799	\$177,164	\$61,165	\$2,539	\$2,912	13%
2007	2,057	500	24%	\$1,706,663	\$0	\$1,706,663	\$2,247,450	\$261,000	\$1,445,663	\$231,470	\$127,768	\$2,960	\$3,413	13%
	n, Trinity		2170	71/100/003		71,700,005	72/2 17 / 130	7201,000	71/115/005	7231/110	71277100	72,700	73/113	
2003	76	44	58%	\$122,917	\$0	\$122,917	\$133,982	\$14,924	\$107,993	\$1,294	\$448	\$1,716	\$2,794	21%
2004	77	31	40%	\$121,745	\$0 \$0	\$121,745	\$127,471	\$13,899	\$107,848	\$1,319	\$426	\$2,300	\$3,927	19%
2005	78	43	56%	\$125,400	\$0 \$0	\$125,400	\$137,574	\$12,265	\$113,136	\$1,368	\$520	\$1,628	\$2,916	17%
2005	66	37	50%	\$123,400	\$0 \$0	\$123,400	\$137,574	\$12,203	\$116,060	\$0	\$-	\$1,020	\$3,473	39%
2007	77	21	27%	\$132,950	\$0 \$0	\$121,057	\$136,571	\$10,310	\$126,260	\$2,179	\$-	\$3,510	\$6,503	43%
	a Falls, St.			7132,730	70	7132,730	7130,371	710,510	7120,200	72,117	· · · · · ·	75,510	70,505	
2003	256	. 124	33%	\$188,457	\$0	\$188,457	\$206,180	\$18,600	\$169,857	\$6,909	\$1,409	\$1,393	\$1,520	7%
2004	230	117	31%	\$178,748	\$0 \$0	\$178,748	\$200,100	\$19,927	\$158,821	\$9,767	\$3,852	\$1,523	\$1,528	0%
2004	234	109	29%	\$178,748	\$0 \$0	\$178,748	\$235,386	\$19,927	\$172,520	\$12,546	\$5,270	\$1,767	\$1,778	0%
2003	224	95	29%	\$193,007	\$0 \$0	\$193,807	\$319,475	\$19,945	\$172,320	\$8,159	\$3,270	\$1,707	\$1,776	0%
2007	213	82	26%	\$104,937	\$0 \$0	\$104,937 \$179,122	\$1,422,701	\$19,943	\$144,992	\$9,615	\$913	\$2,184	\$2,184	0%
	, Grace Ch		20/0	7117,144	- 04	7117,144	71,744,1VI	720,032	7170,4270	כו ט, כ ג	را رہ	74,104	74,104	
venance,	, Grace Cii 70	43	46%	\$64,406	\$0	\$64,406	\$90,133	\$7,426	\$56,979	\$19,866	\$231	\$1,345	\$1,498	0%
						ハルナ・サルル		J1,4/U	JJU,J/ J	217,000	ノムノー	フロンゴン	シェオクロ	0 / 0
2003														770/-
	70 71 66	41	49% 47%	\$88,050 \$109,900	\$0 \$0	\$88,050 \$109,900	\$96,718 \$111,566	\$7,841 \$11,059	\$80,209 \$89,198	\$10,088 \$1,411	\$1,177 \$916	\$1,311 \$1,836	\$2,148 \$2,571	22% 27%

Appendix	(Parochia	al Report D	ata throug	jh 2007
	Comm.	Avg.	Avg.	Normal	Assistance				Other		Transmitted	Pledge &	Operating	From Inv \div
	in Good Stand.		Attend ÷ Members	Operating Income	from Diocese	Operating Revenue	Total Revenue	To Diocese	Operating Expenses	Outreach (Line 13+16)	to Other Organizations	Plate ÷ Avg Attend	Expense ÷ Avg Attend	Operating Expenses
2006	59	37	46%	\$109,899	\$0	\$109,899	\$117,363	\$11,095	\$81,926	\$2,229	\$3,382	\$1,961	\$2,514	24%
2007	56	33	47%	\$90,305	\$0	\$90,305	\$100,763	\$9,206	\$81,099	\$0	\$2,688	\$1,870	\$2,737	16%
East Clevel	land, St.	Paul's C	hurch											
2003	69	30	20%	\$64,290	\$40,000	\$104,290	\$110,601	\$6,014	\$98,276	\$1,636	\$405	\$1,514	\$3,476	2%
East Liverp	pool, St.	Stephen	's Church											
2003	101	62	33%	\$164,389	\$0	\$164,389	\$322,439	\$14,959	\$149,430	\$7,772	\$11,782	\$1,338	\$2,651	46%
2004	88	70	37%	\$208,338	\$0	\$208,338	\$219,264	\$8,220	\$200,119	\$2,510	\$8,695	\$806	\$2,976	72%
2005	101	52	27%	\$80,272	\$0	\$80,272	\$101,696	\$6,574	\$73,699	\$4,557	\$5,060	\$1,196	\$1,544	23%
2006	99	52	27%	\$85,897	\$0	\$85,897	\$172,673	\$9,530	\$76,367	\$4,305	\$645	\$1,155	\$1,665	17%
2007	100	49	27%	\$99,815	\$0	\$99,815	\$115,012	\$10,417	\$89,398	\$4,410	\$645	\$1,307	\$2,037	32%
Elyria, St.	Andrew	's Church			,				,					
2003	223	82	32%	\$179,011	\$0	\$179,011	\$246,248	\$18,145	\$160,866	\$8,215	\$15,520	\$1,552	\$2,183	21%
2004	160	82	36%	\$180,703	\$0	\$180,703	\$224,681	\$19,476	\$161,227	\$11,223	\$11,632	\$1,531	\$2,204	9%
2005	172	85	37%	\$188,796	\$0	\$188,796	\$225,687	\$20,184	\$168,612	\$19,821	\$5,293	\$1,760	\$2,221	17%
2006	178	92	36%	\$197,071	\$0	\$197,071	\$334,383	\$21,989	\$175,082	\$27,256	\$9,977	\$1,676	\$2,142	18%
2007	181	81	32%	\$209,501	\$1,500	\$211,001	\$264,432	\$21,927	\$181,120	\$4,671	\$-	\$1,906	\$2,507	20%
Euclid, Chu	urch of t	he Epiph	any											
2003	137	122	44%	\$141,740	\$0	\$141,740	\$144,596	\$14,941	\$126,799	\$775	\$2,401	\$834	\$1,162	18%
2004	161	124	42%	\$145,669	\$0	\$145,669	\$156,527	\$16,340	\$129,330	\$845	\$2,377	\$831	\$1,175	3%
2005	179	126	41%	\$145,293	\$0	\$145,293	\$157,377	\$14,972	\$130,321	\$0	\$4,735	\$1,072	\$1,153	1%
2006	186	133	43%	\$153,962	\$0	\$153,962	\$181,821	\$16,917	\$148,821	\$5,219	\$1,678	\$1,031	\$1,246	3%
2007	194	120	37%	\$168,827	\$0	\$168,827	\$176,611	\$17,656	\$151,040	\$4,894	\$-	\$1,206	\$1,406	3%
Findlay, Tr	rinity Ch	urch												
2003	224	95	40%	\$182,834	\$0	\$182,834	\$260,823	\$21,023	\$161,811	\$8,300	\$2,444	\$1,790	\$1,925	6%
2004	230	97	40%	\$139,974	\$0	\$139,974	\$319,792	\$18,104	\$121,870	\$9,100	\$1,684	\$1,419	\$1,443	1%
2005	208	99	40%	\$148,227	\$0	\$148,227	\$276,288	\$12,272	\$135,955	\$8,718	\$1,991	\$1,497	\$1,497	0%
2006	208	106	45%	\$172,467	\$0	\$172,467	\$319,514	\$16,066	\$156,401	\$9,100	\$1,648	\$1,603	\$1,627	2%
2007	183	91	39%	\$180,124	\$0	\$180,124	\$224,021	\$17,739	\$162,385	\$9,100	\$2,334	\$1,800	\$1,979	1%
Fostoria, T	rinity Cl	nurch												
2003	15	12	80%	\$29,529	\$0	\$29,529	\$29,529	\$6,123	\$23,406	\$0	\$2,400	\$1,541	\$2,461	37%
2004	16	13	81%	\$27,965	\$0	\$27,965	\$27,965	\$2,086	\$25,234	\$2,600	\$-	\$1,358	\$2,102	38%
2005														
Fremont, S	St. Paul'	Church								,				
2003	115	48	23%	\$99,857	\$0	\$99,857	\$113,227	\$12,218	\$87,639	\$446	\$5,200	\$1,858	\$2,080	4%
2004	123	55	28%	\$131,837	\$0	\$131,837	\$136,154	\$13,835	\$118,002	\$2,312	\$709	\$2,040	\$2,397	8%
2005	112	49	25%	\$150,924	\$0	\$150,924	\$164,902	\$12,939	\$137,985	\$970	\$800	\$1,722	\$3,080	41%
2006	106	44	23%	\$164,144	\$0	\$164,144	\$168,451	\$17,663	\$146,481	\$906	\$2,995	\$1,976	\$3,731	41%
2007	80	56	30%	\$179,065	\$0	\$179,065	\$179,499	\$21,779	\$157,286	\$600	\$-	\$1,629	\$3,198	44%
Galion, Gra	ace Chui	ch												
2003	21	12	57%	\$12,711	\$0	\$12,711	\$12,711	\$850	\$11,860	\$850	\$-	\$671	\$1,059	32%
2004														
2005														
2006														
2007														
Gambier, H														
2003	107	69	56%	\$116,957	\$0	\$116,957	\$165,419	\$15,253	\$101,704	\$13,542	\$26,028	\$1,509	\$1,695	7%
2004	154	70	50%	\$125,143	\$0	\$125,143	\$237,660	\$10,815	\$114,756	\$17,295	\$42,755	\$1,381	\$1,794	14%
2005	115	74	51%	\$151,434	\$0	\$151,434	\$238,139	\$16,126	\$136,968	\$15,802	\$91,460	\$1,628	\$2,069	18%
2006	120	78	54%	\$165,149	\$0	\$165,149	\$195,128	\$20,080	\$143,884	\$14,330	\$20,052	\$1,686	\$2,102	10%
2007	124	70	48%	\$151,554	\$0	\$151,554	\$187,321	\$15,069	\$136,029	\$11,751	\$10,190	\$1,684	\$2,159	11%

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	Comm. in Good	Avg.	Avg. Attend ÷	Normal Operating	Assistance from	Operating	Total		Other Operating	Outreach	Transmitted to Other	Pledge & Plate ÷	Operating Expense ÷	From Inv - Operatin
	Stand.		Members	Income	Diocese	Revenue	Revenue	To Diocese	Expenses	(Line 13+16)	Organizations	Avg Attend	Avg Attend	Expens
Gates Mil	ls. St. Chi			ver Church		-								
2003	220	108	43%	\$368,100	\$0	\$368,100	\$368,100	\$42,377	\$325,724	\$3,809	\$5,000	\$2,511	\$3,408	26%
2004	220	105	43%	\$386,214	\$0	\$386,214	\$386,214	\$53,292	\$332,921	\$3,517	\$-	\$2,576	\$3,678	30%
2005	220	109	46%	\$350,686	\$ 0	\$350,686	\$374,455	\$44,750	\$324,247	\$3,193	\$5,000	\$2,076	\$3,385	28%
2006	220	100	41%	\$347,114	\$0	\$347,114	\$363,853	\$36,488	\$307,392	\$3,997	\$5,000	\$2,171	\$3,439	32%
2007	210	92	37%	\$338,701	\$ 0	\$338,701	\$364,939	\$49,497	\$301,692	\$7,655	\$2,114	\$2,460	\$3,817	33%
Geneva, C				1,		1,	100.77.01	1 /	100./07	1.7	1-/	1=,:55	12/2	
2003	63	55	57%	\$79,257	\$20,000	\$99,257	\$102,541	\$5,410	\$93,847	\$4,094	\$92,243	\$1,061	\$1,805	21%
2004	69	40	45%	\$55,117	\$3,122	\$58,239	\$74,545	\$8,031	\$50,228	\$2,499	\$446	\$1,225	\$1,456	0%
2005	69	41	52%	\$45,793	\$0	\$45,793	\$69,078	\$4,580	\$41,213	\$2,709	\$954	\$1,107	\$1,117	0%
2006	65	37	48%	\$49,487	\$0 \$0	\$49,487	\$53,634	\$4,951	\$44,972	\$469	\$2,148	\$1,211	\$1,349	9%
2007	75	39	49%	\$48,538	\$0 \$0	\$48,538	\$61,527	\$4,861	\$43,567	\$2,936	\$1,323	\$1,174	\$1,242	5%
Hudson, (1270	7 10/550		7 10/550	701/321	7 1,00 1	7 15/507	72,730	71/323	71/171	71/212	
2003	801	317	35%	\$566,421	\$0	\$566,421	\$1,075,528	\$79,127	\$487,294	\$10,846	\$22,302	\$1,787	\$1,787	0%
2004	795	257	29%	\$513,673	\$ 0	\$513,673	\$529,285	\$70,397	\$444,207	\$27,903	\$14,684	\$1,916	\$2,002	1%
2005	777	267	34%	\$553,699	\$0 \$0	\$553,699	\$671,191	\$69,003	\$482,550	\$27,846	\$9,036	\$1,915	\$2,066	6%
2006	802	280	35%	\$645,943	\$0 \$0	\$645,943	\$674,369	\$87,833	\$585,136	\$19,257	\$24,576	\$2,198	\$2,403	0%
2007	834	263	31%	\$638,619	\$5,000	\$643,619	\$711,378	\$105,360	\$538,258	\$13,123	\$5,669	\$2,428	\$2,447	0%
Huron, Ch			3170	7030/017	75,000	70 13/013	77 11/57 0	7103/300	7550/250	713/123	75,005	72,120	72/11/	
2003	296	84	26%	\$161,447	\$0	\$161,447	\$165,207	\$16,926	\$144,521	\$11,905	\$-	\$1,665	\$1,922	7%
2004	296	96	30%	\$171,209	\$0 \$0	\$171,209	\$176,624	\$14,825	\$156,384	\$9,785	\$-	\$1,443	\$1,783	12%
2005	247	55	21%	\$169,901	\$0 \$0	\$169,901	\$170,021	\$7,760	\$162,705	\$6,835	\$10	\$2,153	\$3,099	1%
2006	198	63	22%	\$195,640	\$0 \$0	\$195,640	\$196,040	\$2,184	\$178,466	\$4,571	\$-	\$1,821	\$2,867	1%
2007	201	75	26%	\$183,754	\$0 \$0	\$183,754	\$194,449	\$38,509	\$176,400	\$4,096	\$1,429	\$1,663	\$2,450	0%
Kent, Chri			2070	7103,731	70	1 6 1,601 ¢	7171,117	730,307	7117,213	71,000	71,127	71,005	72,130	
2003	272	99	36%	\$176,072	\$0	\$176,072	\$307,128	\$17,835	\$158,237	\$4,873	\$1,579	\$1,581	\$1,778	7%
2003	277	85	31%	\$170,072	\$0 \$0	\$176,072	\$206,538	\$17,633	\$130,237	\$3,639	\$4,003	\$1,503	\$1,778	5%
2004	278	74	27%	\$94,312	\$0 \$0	\$94,312	\$200,330	\$9,391	\$113,240	\$19,379	\$18,286	\$1,180	\$1,928	5%
2003	189	81	33%	\$132,281	\$0 \$0	\$132,281	\$330,128	\$12,838	\$133,237	\$19,379	\$20,093	\$1,160	\$1,633	0%
2007	182	86	35%	\$152,261	\$0 \$0	\$160,665	\$330,126	\$12,636 \$17,472	\$119,444	\$10,607	\$20,093	\$1,766	\$1,868	5%
Kirtland H				2 100,000		\$100,000	\$227,420	317,472	Ş 143,193 ————————————————————————————————————	310,007	دا درا کډ	31,/00	31,000	
		79 79	23%	¢242.655	¢Ω	¢242.655	\$322,206	\$22,924	¢ 210 722	¢16.627	¢577	¢1.062	¢2 072	35%
2003 2004	250 218	80	23%	\$242,655 \$231,806	\$0 \$0	\$242,655 \$231,806	\$322,200	\$27,894	\$219,732 \$203,080	\$16,627 \$1,554	\$577 \$14,037	\$1,962 \$2,106	\$3,072 \$2,887	27%
2004	269	86	23%	\$231,000	\$0 \$0	\$231,000		\$28,085	\$203,000	\$878	\$14,037	\$1,919	\$2,868	33%
			23%				\$275,537		\$210,362					
2006 2007	254 263	86 79	24%	\$251,226	\$0 \$0	\$251,226 \$291,460	\$282,240 \$815,861	\$35,156 \$22,670	\$217,672	\$13,640 \$0	\$402 \$14,081	\$2,046 \$2,000	\$2,940 \$3,689	17%
			Ascension	\$291,460		3291,400 ———————————————————————————————————	100,001	322,070	\$200,790 		314,001	32,000	33,009	46%
	a , Cnurc n 227	118	scension 52%	\$210,756	\$0	\$210,756	\$270,591	\$24,225	\$186,530	\$47,441	\$7,362	\$1,309	\$1,786	0%
2003														
2004	247	125	51% 57%	\$226,029	\$0 \$0	\$226,029	\$256,642	\$23,607 \$22,830	\$202,422	\$37,650	\$5,140 \$7,350	\$1,285 \$1,235	\$1,808 \$1,533	8%
2005	246	141	57% 50%	\$214,685	\$0 \$0	\$214,685	\$232,930	\$22,839	\$191,846	\$7,003	\$7,350	\$1,235	\$1,523	2%
2006	236	139	59% 50%	\$202,403	\$0 \$0	\$202,403	\$223,726	\$21,291	\$181,112	\$11,781	\$2,726	\$1,242	\$1,456 \$1,420	0%
2007	239	141 n's Chur	59%	\$202,834	\$0	\$202,834	\$223,083	\$23,139	\$179,695	\$9,142	\$1,400	\$1,261	\$1,439	1%
Lakewood				¢00 (02	ć٨	¢00.702	¢106 022	¢11 <i>(\si</i>	¢60 050	ć1 cnn	٠	¢1.040	ć2 020	£ 40/
2003	30	21	68%	\$80,603	\$0 \$0	\$80,603	\$106,033	\$11,645 \$6,078	\$68,958 \$84.341	\$1,600 \$47.308	\$- ¢	\$1,049 \$784	\$3,838	64%
2004	20 16	21	91%	\$90,419	\$0 \$0	\$90,419	\$92,069	\$6,078 \$7,639	\$84,341	\$47,398	\$- ¢	\$784 ¢1 017	\$4,306	82%
2005	16	11	69%	\$63,709	\$0 \$0	\$63,709	\$69,970	\$7,638	\$56,071	\$0 \$0	\$- ċ	\$1,817	\$5,792	69%
2006	8	10	67%	\$68,080	\$0 \$0	\$68,080	\$80,307	\$4,334	\$63,746	\$0 \$0	\$-	\$634	\$6,808	90%
2007	5	7 /- Ch	70%	\$32,725	\$0	\$32,725	\$62,725	\$7,618	\$25,107	\$0	\$30,000	\$489	\$4,675	90%
Lakewood				6272.020	61.667	6274 407	CC0F 0.44	£40 777	6224744	6222.464	ć2 225	62.022	62.000	001
2003	452	181	32%	\$372,820	\$1,667	\$374,487	\$605,041	\$49,776	\$324,711	\$222,161	\$3,225	\$2,033	\$2,069	0%
2004	452	197	34%	\$380,636	\$0	\$380,636	\$682,919	\$53,969	\$326,666	\$258,361	\$6,270	\$1,932	\$1,932	0%
Conventi	on Han	abook												69

Appendi	ix										Parochial Report Data through 2007			
	Comm. in Good Stand.		Avg. Attend ÷ Members	Normal Operating Income	Assistance from Diocese	Operating Revenue	Total Revenue	To Diocese	Other Operating Expenses	Outreach (Line 13+16)	Transmitted to Other Organizations	Pledge & Plate ÷ Avg Attend	Operating Expense ÷ Avg Attend	From Inv ÷ Operating Expenses
2005	461	198	43%	\$430,049	\$0	\$430,049	\$802,143	\$57,681	\$372,368	\$354,786	\$8,014	\$2,126	\$2,172	0%
2006	472	197	42%	\$451,881	\$0	\$451,881	\$886,832	\$59,033	\$392,848	\$378,693	\$24,048	\$2,135	\$2,294	3%
2007	475	184	39%	\$442,068	\$0	\$442,068	\$637,067	\$60,543	\$416,696	\$16,868	\$42,801	\$2,248	\$2,594	0%
Lima, Chi	rist Chur	ch												
2003 2004	55	32	35%	\$133,930	\$0	\$133,930	\$143,130	\$11,550	\$122,380	\$0	\$-	\$1,900	\$4,185	55%
Lisbon, H	loly Trini	ty Churc	n											
2003	48	25	40%	\$32,918	\$0	\$32,918	\$35,197	\$3,435	\$29,484	\$1,758	\$-	\$727	\$1,317	45%
2004	34	19	39%	\$26,462	\$0	\$26,462	\$27,724	\$2,417	\$24,045	\$1,439	\$-	\$488	\$1,393	63%
2005	36	18	35%	\$23,922	\$0	\$23,922	\$25,042	\$2,467	\$21,455	\$919	\$-	\$431	\$1,329	66%
2006	36	17	33%	\$23,572	\$0	\$23,572	\$24,572	\$2,420	\$21,152	\$810	\$-	\$493	\$1,387	62%
2007	35	16	32%	\$22,422	\$0	\$22,422	\$23,422	\$2,242	\$20,180	\$963	\$-	\$422	\$1,401	67%
Lorain, C	hurch of	the Red	eemer											
2003	195	90	32%	\$143,646	\$0	\$143,646	\$174,660	\$15,621	\$128,026	\$2,606	\$8,199	\$983	\$1,596	34%
2004	187	84	31%	\$143,376	\$0	\$143,376	\$179,405	\$16,490	\$126,886	\$11,982	\$1,584	\$1,088	\$1,707	33%
2005	169	73	29%	\$126,140	\$0	\$126,140	\$153,511	\$13,458	\$112,682	\$12,429	\$4,086	\$1,200	\$1,728	31%
2006	170	79	32%	\$131,917	\$0	\$131,917	\$150,760	\$13,717	\$118,200	\$9,861	\$1,299	\$1,216	\$1,670	22%
2007	163	69	29%	\$128,328	\$0	\$128,328	\$135,388	\$11,391	\$116,937	\$8,128	\$1,048	\$1,603	\$1,860	11%
Lyndhurs	t, Church	of the (Good Shep			<u> </u>	<u> </u>	<u> </u>		<u> </u>		· · · · · · · · · · · · · · · · · · ·	· · ·	
2003	241	145	51%	\$203,228	\$0	\$203,228	\$257,212	\$22,779	\$194,476	\$20,244	\$2,919	\$1,315	\$1,498	0%
2004	196	138	49%	\$236,606	\$0	\$236,606	\$256,127	\$26,847	\$209,759	\$4,879	\$4,862	\$1,564	\$1,715	0%
2005	243	144	51%	\$261,666	\$0	\$261,666	\$320,653	\$33,776	\$226,932	\$3,351	\$15,967	\$1,691	\$1,810	1%
2006	51	106	37%	\$265,821	\$0	\$265,821	\$332,123	\$31,272	\$234,549	\$4,201	\$23,761	\$2,182	\$2,508	7%
2007	156	90	33%	\$275,061	\$0	\$275,061	\$306,952	\$32,458	\$242,603	\$12,426	\$13,822	\$2,430	\$3,056	14%
Macedon	ia, St. Tii	mothy's	Church	<u> </u>		<u> </u>	·		<u> </u>	· .		·		
2003	151	60	25%	\$101,988	\$0	\$101,988	\$152,348	\$8,806	\$93,182	\$3,873	\$5,438	\$1,523	\$1,700	8%
2004	179	58	23%	\$101,574	\$0	\$101,574	\$122,688	\$11,303	\$90,271	\$1,662	\$4,467	\$1,751	\$1,751	0%
2005	193	66	25%	\$111,344	\$0	\$111,344	\$128,893	\$10,500	\$100,844	\$2,298	\$7,769	\$1,539	\$1,687	0%
2006	194	69	25%	\$121,019	\$0	\$121,019	\$139,040	\$12,429	\$108,590	\$3,765	\$516	\$1,743	\$1,754	1%
2007	196	66	24%	\$132,042	\$0	\$132,042	\$151,201	\$13,237	\$118,805	\$1,444	\$6,764	\$1,819	\$2,001	0%
	, St. Anne		ields Chur				, .	, .	,	. ,		. , ,	. , , , , ,	
2003	151	110	62%	\$146,116	\$0	\$146,116	\$165,301	\$14,464	\$131,651	\$15,907	\$2,895	\$1,214	\$1,328	7%
2004				, ,,		, ,,	,,	, , ,	, , , , , ,	, ,,,,	, ,	. ,	, ,-	
2005														
2006														
2007														
Mansfiel	d, Grace (Church												
2003		130	14%	\$231,098	\$0	\$231,098	\$299,705	\$24,362	\$206,736	\$4,676	\$-	\$938	\$1,778	47%
2004	257	100	31%	\$286,953	\$0	\$286,953	\$286,953	\$38,365	\$248,589	\$0	\$-	\$995	\$2,870	64%
2005	173	88	27%	\$262,021	\$0	\$262,021	\$289,523	\$31,737	\$230,284	\$9,265	\$-	\$1,143	\$2,978	62%
2006	192	83	26%	\$236,673	\$0	\$236,673	\$278,785	\$27,134	\$209,539	\$15,912	\$-	\$1,211	\$2,851	56%
2007	325	84	25%	\$245,445	\$0 \$0	\$245,445	\$263,404	\$29,234	\$216,210	\$23,295	\$278	\$1,431	\$2,922	50%
Marion, S			2370	72 13/113	70	72 13/113	7203/101	727/231	7210/210	7231273	7210	41/121	7-17-1-	
2003	69	34	26%	\$179,745	\$0	\$179,745	\$193,954	\$15,000	\$164,745	\$6,962	\$4,765	\$1,508	\$5,361	36%
2004	48	31	24%	\$132,485	\$0 \$0	\$132,485	\$153,186	\$12,000	\$121,558	\$13,057	\$1,765	\$1,382	\$4,308	54%
2005	44	27	22%	\$116,682	\$0 \$0	\$116,682	\$116,682	\$12,100	\$104,118	\$0	\$400	\$1,429	\$4,304	10%
2006	42	24	20%	\$113,447	\$0 \$0	\$113,447	\$113,447	\$11,300	\$101,283	\$400	\$-	\$1,510	\$4,783	1%
2007	35	21	18%	\$106,530	\$0 \$0	\$106,530	\$106,530	\$10,466	\$96,064	\$400	\$-	\$1,449	\$5,073	1%
Massillor				7 100,000	70	0.00,000	7 100,000	7 10, 100	420,00 r	7 100	7	71/112	77,013	170
2003	340	156	24%	\$243,391	\$0	\$243,391	\$257,877	\$20,610	\$222,781	\$8,303	\$1,248	\$1,234	\$1,560	21%
2003	344	120	19%	\$246,916	\$0 \$0	\$246,916	\$257,077	\$29,271	\$217,645	\$8,732	\$2,105	\$1,386	\$2,058	33%
70	١١٧	120	1270	72 10/2 10	70	72 10,7 10	7237/110	4671611		۶۰٬۰۶۷ Jual Convent				

	Comm.	Avg.	Avg.	Normal	Assistance				Other		Transmitted	Pledge &	Operating	From Inv
	in Good		Attend ÷	Operating	from	Operating	Total		Operating	Outreach	to Other	Plate ÷	Expense ÷	Operati
	Stand.	Attend.	Members	Income	Diocese	Revenue	Revenue	To Diocese	Expenses	(Line 13+16)	Organizations	Avg Attend	Avg Attend	Expen:
2005	350	116	18%	\$249,255	\$0	\$249,255	\$272,483	\$30,275	\$218,980	\$6,513	\$5,674	\$1,678	\$2,149	229
2006	307	75	17%	\$241,348	\$0	\$241,348	\$313,894	\$25,724	\$215,624	\$8,048	\$10,626	\$2,449	\$3,218	249
2007	307	102	23%	\$236,606	\$0	\$236,606	\$262,883	\$22,575	\$214,031	\$7,828	\$4,565	\$1,828	\$2,320	219
laumee,	St. Paul's	s Church	<u> </u>			<u> </u>	<u> </u>	<u> </u>		<u> </u>		<u> </u>	<u> </u>	
2003	640	215	34%	\$431,244	\$0	\$431,244	\$636,761	\$57,278	\$373,966	\$184,669	\$6,970	\$1,617	\$2,006	199
2004	633	206	33%	\$410,914	\$0	\$410,914	\$651,512	\$57,286	\$353,629	\$222,903	\$6,645	\$1,734	\$1,995	139
2005	602	211	35%	\$381,524	\$0	\$381,524	\$641,282	\$44,412	\$337,112	\$213,202	\$9,329	\$1,600	\$1,808	119
2006	614	200	33%	\$417,836	\$0	\$417,836	\$805,758	\$47,294	\$370,542	\$197,451	\$5,716	\$1,639	\$2,089	229
2007	624	185	30%	\$351,942	\$0	\$351,942	\$638,348	\$51,766	\$300,175	\$277,562	\$8,844	\$1,450	\$1,902	219
			olomew C			75517512	7030/310	751/100	7500/175	7277,502	70,011	71/150	71/202	
2003	126	90	67%	\$219,597	\$0	\$219,597	\$227,379	\$17,473	\$202,124	\$0	\$5,171	\$1,293	\$2,440	469
	114	75	52%	\$157,885	\$0 \$0	\$157,885	\$165,149	\$25,378	\$132,507	\$0 \$0		\$1,606	\$2,105	249
2004											\$1,652			
2005	112	67	47%	\$141,330	\$0 \$0	\$141,330	\$200,079	\$14,853	\$126,477	\$175	\$1,548	\$1,616	\$2,109	219
2006	109	71	56%	\$149,223	\$0 \$0	\$149,223	\$152,768	\$14,211	\$135,012	\$129	\$377	\$1,637	\$2,102	149
2007	131	71	52%	\$161,391	\$0	\$161,391	\$161,717	\$18,242	\$143,149	\$782	\$326	\$1,721	\$2,273	229
	it. Paul's													
2003	334	143	34%	\$216,380	\$0	\$216,380	\$244,955	\$22,732	\$193,648	\$11,472	\$3,877	\$1,301	\$1,513	139
2004	339	139	32%	\$221,846	\$0	\$221,846	\$234,271	\$23,827	\$198,020	\$13,134	\$3,055	\$1,458	\$1,596	59
2005	357	128	28%	\$240,285	\$5,000	\$245,285	\$261,973	\$26,795	\$218,490	\$13,647	\$7,330	\$1,818	\$1,916	39
2006	377	134	29%	\$251,417	\$0	\$251,417	\$287,489	\$30,610	\$220,807	\$11,611	\$4,672	\$1,762	\$1,876	49
2007	389	125	26%	\$251,095	\$0	\$251,095	\$263,535	\$24,387	\$226,708	\$17,396	\$9,796	\$1,779	\$2,009	89
lentor, S	t. Andrev	v's Episo	opal Churc	:h										
2003	274	216	49%	\$227,119	\$0	\$227,119	\$227,139	\$20,567	\$206,552	\$2,676	\$-	\$899	\$1,051	159
2004	304	211	48%	\$231,490	\$0	\$231,490	\$248,455	\$25,529	\$205,961	\$9,761	\$200	\$1,005	\$1,097	49
2005	304	151	33%	\$205,689	\$0	\$205,689	\$229,123	\$29,821	\$175,868	\$4,662	\$2,730	\$1,326	\$1,362	09
2006	311	152	35%	\$156,211	\$0	\$156,211	\$158,470	\$20,960	\$135,251	\$11,963	\$-	\$1,028	\$1,028	09
2007	311	149	34%	\$189,994	\$0	\$189,994	\$219,498	\$14,427	\$175,567	\$15,082	\$-	\$1,188	\$1,275	49
	lle, Zion (,		,	,	. ,	,	,	<u> </u>	. ,	. , .	
2003	17	15	75%	\$39,822	\$0	\$39,822	\$44,320	\$2,521	\$37,301	\$444	\$224	\$255	\$2,655	869
	rnon, St.			737,022	70	737,022	711/520	72,521	757,501	7111	7221	7233	72,033	
2003	226	94	38%	\$156,177	\$0	\$156,177	\$179,460	\$17,407	\$138,770	\$2,960	\$2,557	\$1,314	\$1,661	189
2003	219	84	34%	\$177,057	\$0 \$0	\$177,057	\$252,059	\$17,158	\$159,900	\$2,500	\$1,915	\$1,367	\$2,108	289
			35%	\$177,037		\$177,037		\$17,138		\$2,500			\$1,780	207 59
2005	219	82			\$0 \$0		\$230,974		\$130,098		\$5,766 \$4,996	\$1,551		
2006	148	97	42%	\$204,091	\$0 \$0	\$204,091	\$218,366	\$24,235	\$179,668	\$2,500	\$4,886	\$1,450	\$2,102	239
2007	121	73	37%	\$198,726	\$0	\$198,726	\$211,602	\$13,379	\$185,347	\$3,626	\$4,795	\$1,949	\$2,722	229
-			angelist's C		ćo	£20.027	£2.4.6.42	ć2 202	626.444	ĊO	¢200	ć054	ć1 260	250
2003	37	24	64%	\$29,827	\$0	\$29,827	\$34,643	\$3,382	\$26,444	\$0	\$298	\$954	\$1,269	259
2004	33	22	67%	\$47,582	\$0	\$47,582	\$48,138	\$4,744	\$42,838	\$88	\$532	\$878	\$2,163	589
2005	32	28	88%	\$52,550	\$0	\$52,550	\$52,856	\$5,256	\$42,786	\$357	\$306	\$662	\$1,716	689
2006	32	28	88%	\$41,258	\$0	\$41,258	\$105,184	\$4,126	\$45,657	\$0	\$521	\$692	\$1,778	429
2007														
lew Phila	adelphia,	Trinity	Church											
2003	87	52	58%	\$67,579	\$0	\$67,579	\$77,668	\$7,666	\$59,913	\$3,000	\$10,088	\$1,239	\$1,300	19
2004	103	46	45%	\$67,087	\$0	\$67,087	\$76,115	\$6,560	\$60,527	\$3,763	\$1,977	\$1,382	\$1,458	09
2005	99	60	53%	\$67,927	\$0	\$67,927	\$79,877	\$6,990	\$60,938	\$2,800	\$1,931	\$1,077	\$1,132	09
2006	106	47	37%	\$73,659	\$0	\$73,659	\$76,882	\$7,550	\$66,110	\$3,700	\$3,072	\$1,562	\$1,567	09
2007	129	46	36%	\$73,569	\$0	\$73,569	\$86,844	\$6,935	\$66,634	\$9,536	\$1,350	\$1,403	\$1,599	69
	Luke's Ch			. ,			. ,	.,		. ,	. ,	. ,		
2003	142	40	28%	\$52,120	\$0	\$52,120	\$56,887	\$4,888	\$47,232	\$1,235	\$367	\$1,100	\$1,303	39
2004	152	40	26%	\$49,425	\$0 \$0	\$49,425	\$58,871	\$3,763	\$45,662	\$1,521	\$692	\$939	\$1,236	119
2004	152	45	30%	\$42,652	\$0 \$0	\$42,652	\$237,638	\$2,929	\$39,723	\$3,247	\$739	\$839	\$948	09
70013	132	40	JU70	747,007	Ų	J4Z,UJZ	2227,020	32,727	2.17.//.)	22,747	3/39	20.77	J740	U9

Append	ix										Parochi	al Report D	ata throug	jh 2007
	Comm. in Good Stand.	Avg. Sun. Attend.	Attend ÷	Normal Operating Income	Assistance from Diocese	Operating Revenue	Total Revenue	To Diocese	Other Operating Expenses	Outreach (Line 13+16)	Transmitted to Other Organizations	Pledge & Plate ÷ Avg Attend	Operating Expense ÷ Avg Attend	From Inv ÷ Operating Expenses
2006	96	43	43%	\$44,742	\$0	\$44,742	\$90,218	\$3,272	\$41,470	\$2,295	\$455	\$859	\$1,041	0%
2007	108	52	55%	\$57,748	\$0	\$57,748	\$63,002	\$4,474	\$53,274	\$2,746	\$1,182	\$780	\$1,111	17%
Norwalk	, St. Paul	's Churcl	h											
2003	62	28	42%	\$79,283	\$0	\$79,283	\$80,988	\$5,585	\$73,698	\$2,028	\$195	\$1,768	\$2,832	33%
2004	45	34	63%	\$73,775	\$0	\$73,775	\$74,315	\$6,692	\$67,083	\$352	\$188	\$1,646	\$2,170	21%
2005	58	41	61%	\$74,415	\$0	\$74,415	\$77,541	\$6,686	\$67,729	\$560	\$1,416	\$1,473	\$1,815	17%
2006	59	33	49%	\$74,879	\$0	\$74,879	\$95,986	\$7,649	\$67,230	\$1,006	\$101	\$1,648	\$2,269	18%
2007	58	30	36%	\$80,629	\$0	\$80,629	\$99,230	\$6,675	\$73,954	\$1,343	\$47	\$2,436	\$2,688	7%
Oberlin,				1/		1 /	111/=01	1 -/	1.2/22.	1 ./	* **	1=, 100	1=/	
2003	153	105	66%	\$189,811	\$0	\$189,811	\$278,496	\$21,503	\$168,308	\$48,375	\$6,249	\$1,781	\$1,808	1%
2004	148	100	67%	\$206,296	\$0	\$206,296	\$358,898	\$21,663	\$184,634	\$66,169	\$36,000	\$1,987	\$2,063	1%
2005	140	98	66%	\$205,973	\$0 \$0	\$205,973	\$408,880	\$23,974	\$181,999	\$88,997	\$36,000	\$1,963	\$2,102	0%
2006	132	85	62%	\$203,773	\$0 \$0	\$214,488	\$318,799	\$24,028	\$190,460	\$7,001	\$-	\$2,395	\$2,523	0%
2007	135	85	61%	\$214,977	\$0 \$0	\$214,977	\$310,777	\$24,020	\$190,880	\$50,318	\$28,604	\$2,351	\$2,529	1%
Oregon,			0170	7214,777		7214,377	7322,022	724,077	7170,000	01 0,000	720,004	۱ د در ۲۶	72,323	
2003	216	80	31%	\$101,638	\$0	\$101,638	\$108,942	\$8,088	\$93,550	\$2,694	\$-	\$923	\$1,270	26%
	207	75	30%			\$83,156		\$8,360	\$74,796	\$2,034		\$978		
2004	207	73		\$83,156	\$0 \$0		\$99,902				\$- \$		\$1,109	12% 0%
2005			28%	\$69,393	\$0	\$69,393	\$90,163	\$5,437	\$63,954	\$6,217	\$-	\$898	\$951	
2006	185	76	33%	\$69,811		\$69,811	\$96,419	\$7,562	\$62,999	\$4,720	\$-	\$917	\$928	0%
2007		, 41												
Painesvil				*2.00.02.0	÷0	4242.00		420.444	±227.000	40.000	40.475	44 700	44.000	
2003	249	142	42%	\$268,026	\$0	\$268,026	\$295,415	\$30,144	\$237,882	\$9,002	\$8,675	\$1,722	\$1,888	6%
2004	334	129	37%	\$255,421	\$0	\$255,421	\$275,368	\$28,984	\$227,041	\$255	\$7,999	\$1,811	\$1,985	4%
2005	249	121	34%	\$251,539	\$0	\$251,539	\$292,235	\$27,827	\$223,712	\$16,067	\$9,315	\$1,806	\$2,079	6%
2006	217	112	43%	\$246,748	\$0	\$246,748	\$325,782	\$29,940	\$216,808	\$12,237	\$7,716	\$2,087	\$2,203	2%
2007	220	112	42%	\$189,786	\$0	\$189,786	\$291,639	\$22,372	\$167,414	\$12,455	\$5,965	\$1,644	\$1,695	0%
Parma, A														
2003	255	89	32%	\$140,665	\$0	\$140,665	\$182,287	\$14,699	\$125,966	\$545	\$-	\$1,368	\$1,581	5%
2004	248	96	39%	\$143,003	\$0	\$143,003	\$165,552	\$13,191	\$129,812	\$5,788	\$164	\$1,225	\$1,490	12%
2005	256	99	39%	\$158,198	\$0	\$158,198	\$188,357	\$15,252	\$142,947	\$30,090	\$159	\$1,339	\$1,598	12%
2006	253	94	37%	\$153,328	\$0	\$153,328	\$192,590	\$16,432	\$136,896	\$41,817	\$-	\$1,587	\$1,631	1%
2007	256	89	35%	\$155,742	\$0	\$155,742	\$321,343	\$16,119	\$139,623	\$18,351	\$-	\$1,634	\$1,750	1%
Perrysbu	rg, St. Tir	nothy's	Church											
2003	311	114	27%	\$322,134	\$0	\$322,134	\$378,490	\$36,748	\$285,386	\$13,632	\$1,870	\$2,384	\$2,826	10%
2004	277	114	30%	\$313,884	\$0	\$313,884	\$330,061	\$30,342	\$283,542	\$8,031	\$1,723	\$2,096	\$2,753	13%
2005	308	94	25%	\$282,843	\$0	\$282,843	\$295,422	\$33,414	\$249,429	\$10,453	\$2,854	\$2,237	\$3,009	15%
2006	271	91	27%	\$246,584	\$0	\$246,584	\$311,177	\$37,299	\$209,285	\$14,462	\$1,096	\$2,532	\$2,710	0%
2007	254	88	27%	\$247,221	\$0	\$247,221	\$272,577	\$25,032	\$222,189	\$5,787	\$1,924	\$2,206	\$2,809	8%
Port Clin	ton, St. Tl	nomas's	Church											
2003	50	31	44%	\$81,663	\$0	\$81,663	\$84,828	\$5,493	\$76,170	\$300	\$50	\$1,724	\$2,634	32%
2004	41	28	39%	\$61,051	\$0	\$61,051	\$68,301	\$6,105	\$54,914	\$200	\$-	\$1,731	\$2,179	14%
2005	40	29	45%	\$66,404	\$0	\$66,404	\$78,029	\$7,484	\$56,931	\$400	\$233	\$2,137	\$2,221	0%
2006	39	30	51%	\$61,910	\$0	\$61,910	\$114,505	\$5,740	\$59,011	\$789	\$-	\$1,972	\$2,158	0%
2007	39	29	53%	\$61,917	\$0	\$61,917	\$73,936	\$5,398	\$56,778	\$200	\$144	\$2,015	\$2,144	3%
Put-in-Ba				*		·	· · · · · · · · · · · · · · · · · · ·	- *	· · · ·		· · · · · · · · · · · · · · · · · · ·	· · · · · · · · · · · · · · · · · · ·		
2003	101	49	29%	\$85,612	\$0	\$85,612	\$91,299	\$10,328	\$75,284	\$2,489	\$3,764	\$1,468	\$1,747	4%
2004	101	48	28%	\$85,819	\$0	\$85,819	\$203,231	\$8,146	\$78,223	\$4,025	\$885	\$1,249	\$1,799	25%
2005	105	49	27%	\$92,824	\$0	\$92,824	\$102,265	\$8,755	\$84,069	\$7,690	\$5,389	\$1,217	\$1,894	27%
2006	108	50	27%	\$87,330	\$0	\$87,330	\$89,654	\$7,044	\$74,142	\$803	\$223	\$1,052	\$1,624	35%
2000	100	50		707,330	70	, o , o ,	707,001	77,011	7/1/11/	7005	722	71,002	71,02 f	22/0

\$7,811

\$35,510

2007

110

32 17%

\$42,804

\$0

\$42,804

\$105,840

\$-

\$677

\$854

\$1,354

29%

Parocnia			hrough 2										_	pendix
	Comm.	Avg.		Normal	Assistance	Operating	Total		Other	Outroach	Transmitted	Pledge &	Operating	From Inv -
	in Good Stand.		Attend ÷ Members	Operating Income	from Diocese	Operating Revenue	Total Revenue	To Diocese	Operating Expenses	Outreach (Line 13+16)	to Other Organizations	Plate ÷ Avg Attend	Expense ÷ Avg Attend	Operatin Expense
Ravenna,													<u> </u>	
2003	158	93	45%	\$147,807	\$0	\$147,807	\$164,636	\$13,755	\$134,052	\$11,500	\$2,684	\$1,264	\$1,589	3%
2004	148	78	39%	\$147,559	\$0	\$147,559	\$160,310	\$15,546	\$132,338	\$10,940	\$1,486	\$1,563	\$1,896	3%
2005	144	85	43%	\$148,936	\$0	\$148,936	\$151,667	\$16,827	\$132,142	\$0	\$2,731	\$1,470	\$1,753	3%
2006	142	78	40%	\$147,413	\$0	\$147,413	\$165,825	\$15,113	\$132,300	\$0	\$2,090	\$1,561	\$1,890	3%
2007	139	78	40%	\$159,238	\$0	\$159,238	\$183,959	\$14,735	\$144,503	\$0	\$13,981	\$1,566	\$2,042	3%
Salem, Cl				¥ 137/230	40	4.05/250	4 103/232	¥ : 1,7 33	4	40	¥ 15/501	4 1/3 00	42/012	
2003	68	36	35%	\$45,195	\$0	\$45,195	\$48,325	\$4,238	\$40,957	\$913	\$-	\$700	\$1,255	16%
2004	59	32	34%	\$50,179	\$0	\$50,179	\$54,957	\$5,503	\$44,676	\$570	\$136	\$777	\$1,568	30%
2005	55	30	33%	\$42,256	\$0	\$42,256	\$53,083	\$4,228	\$43,407	\$7,410	\$181	\$807	\$1,588	16%
2006	51	25	42%	\$70,051	\$0 \$0	\$70,051	\$71,751	\$5,315	\$65,847	\$750	\$-	\$865	\$2,846	48%
2007	35	20	42%	\$68,661	\$0	\$68,661	\$86,766	\$4,066	\$67,650	\$110	\$-	\$973	\$3,586	51%
Sandusky			1270	700,001	70	700,001	700,700	71,000	707,030	7110	· · · · · ·	7713	75,500	
2003	54	33	56%	\$61,873	\$0	\$61,873	\$69,628	\$3,400	\$58,539	\$6,151	\$-	\$912	\$1,877	39%
Sandusky			3070	40.7073	40	401/073	403/020	437.00	430/337	40/101	*	47.2	4.7077	
2003	483	161	32%	\$396,930	\$0	\$396,930	\$819,501	\$48,122	\$348,808	\$92,410	\$352	\$1,352	\$2,465	45%
2004	470	159	32%	\$402,876	\$0	\$402,876	\$533,192	\$27,328	\$375,548	\$28,670	\$2,057	\$1,668	\$2,534	31%
2005	458	161	33%	\$457,661	\$0	\$457,661	\$951,890	\$67,742	\$389,919	\$20,896	\$-	\$1,666	\$2,843	35%
2006	438	172	36%	\$364,209	\$0	\$364,209	\$1,058,519	\$45,482	\$318,727	\$31,833	\$11,027	\$1,436	\$2,117	28%
2007	433	145	30%	\$315,283	\$0 \$0	\$315,283	\$440,985	\$6,909	\$308,374	\$1,100	\$100,438	\$1,676	\$2,174	20%
Shaker H				7515/205		73131203	7110,703	70,707	7500/57 1	71/100	7100/150	71,070	72/1/1	
2003	260	118	38%	\$744,177	\$0	\$744,177	\$861,057	\$111,352	\$632,825	\$10,045	\$2,344	\$2,148	\$6,307	57%
2004	182	123	38%	\$641,951	\$0 \$0	\$641,951	\$943,652	\$79,607	\$563,299	\$5,846	\$3,241	\$1,613	\$5,227	65%
2005	264	111	36%	\$572,085	\$0 \$0	\$572,085	\$831,790	\$81,639	\$490,446	\$291	\$4,448	\$1,718	\$5,154	63%
2006	176	112	39%	\$414,059	\$0 \$0	\$414,059	\$422,643	\$40,719	\$373,340	\$1,686	\$5,006	\$1,679	\$3,697	47%
2007	180	98	36%	\$411,179	\$0 \$0	\$411,179	\$416,510	\$53,968	\$357,211	\$1,906	\$2,200	\$2,375	\$4,196	36%
Shelby, S			3070	7111,172	70	7111,172	7110,510	755,500	75517211	71,700	72,200	72,515	71,170	
2003	77	34	44%	\$42,009	\$0	\$42,009	\$57,168	\$5,825	\$36,184	\$6,949	\$-	\$1,236	\$1,236	0%
2004	77	33	43%	\$40,904	\$0 \$0	\$40,904	\$60,280	\$4,080	\$36,822	\$10,075	\$217	\$1,240	\$1,239	0%
2005	96	35	35%	\$44,489	\$0 \$0	\$44,489	\$62,234	\$6,262	\$38,226	\$11,057	\$263	\$1,271	\$1,271	0%
2006	73	33	36%	\$53,829	\$0 \$0	\$53,829	\$58,534	\$4,113	\$49,716	\$10,820	\$347	\$1,631	\$1,631	0%
2007	88	88	98%	\$58,955	\$0 \$0	\$58,955	\$59,598	\$4,918	\$54,037	\$16,176	\$313	\$562	\$670	0%
Sidney, S			7070	750,755	70	730,733	757,570	7 1,7 10	751,057	710,170	7212	7502	7070	
2003	36	20	50%	\$43,691	\$0	\$43,691	\$43,691	\$4,450	\$39,241	\$407	\$-	\$1,939	\$2,185	11%
2004	34	18	47%	\$37,050	\$0 \$0	\$37,050	\$41,997	\$4,450	\$32,600	\$107	\$-	\$2,058	\$2,058	0%
2005	31	10	17 70	757,050	γO	757,050	וככן,וו ק	71,150	732,000	7100	7	72,030	72,030	070
2006	35	18	51%	\$34,336	\$0	\$34,336	\$34,336	\$3,710	\$30,342	\$1,465	\$-	\$1,908	\$1,892	0%
2007	33	10	3170	727,220	Ų	777,550	77,770	75,110	770,772	νη,τυ <i>σ</i>	J	71,700	71,072	070
Steubenv	rilla St D	aul's Ch	urch											
2003	220	61	28%	\$84,192	\$0	\$84,192	\$98,058	\$8,224	\$75,968	\$3,182	\$115	\$1,039	\$1,380	10%
2004	135	61	28%	\$81,370	\$0 \$0	\$81,370	\$84,068	\$6,934	\$74,436	\$0,102	\$650	\$1,005	\$1,334	12%
2005	131	63	48%	\$78,407	\$0 \$0	\$78,407	\$81,168	\$8,937	\$74,493	\$0 \$0	\$530	\$889	\$1,324	23%
2006	129	49	38%	\$77,805	\$0 \$0	\$77,805	\$80,594	\$8,647	\$74,463	\$0 \$0	\$585	\$1,020	\$1,696	9%
2007	12)	T)	3070	777,005	Ų	277,005	700,374	70,077	COT, T 1Ç	70	2005	71,020	71,070	770
Steubenv	ille. St. S	tenhen	's Church											
2003	103	4 5	44%	\$134,928	\$0	\$134,928	\$139,736	\$14,768	\$120,160	\$2,506	\$-	\$479	\$2,998	84%
2003	96	47	49%	\$105,276	\$0 \$0	\$105,276	\$139,730	\$14,766	\$94,213	\$2,500	\$1,016	\$487	\$2,240	78%
2004	123	42	34%	\$103,270	\$0 \$0	\$105,270	\$110,733	\$11,003	\$99,228	\$5,005	\$1,533	\$570	\$2,632	78%
2003	114	32	28%	\$69,417	\$0 \$0	\$69,417	\$78,057	\$7,414	\$62,003	\$25	\$1,367	\$706	\$2,032	67%
2007	117	32	27%	\$77,713	\$0 \$0	\$77,713	\$81,842	\$6,390	\$74,535	\$645	\$1,307 \$917	\$820	\$2,109	64%
2007	11/	32	∠1 /U	כו ו, וונ	υ¢	כו ויוול	70 1,04Z	70,270	(CCL, 1¢	CHUÇ	/۱۲ډ	ν	74,343	U 11 70

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Appendi	X										Parochia	al Report D	ata throug	jh 2007
	Comm. in Good Stand.		Avg. Attend ÷ Members	Normal Operating Income	Assistance from Diocese	Operating Revenue	Total Revenue	To Diocese	Other Operating Expenses	Outreach (Line 13+16)	Transmitted to Other Organizations	Pledge & Plate ÷ Avg Attend	Operating Expense ÷ Avg Attend	From Inv ÷ Operating Expenses
Tiffin, Old										(=				
2003	88	47	53%	\$115,390	\$0	\$115,390	\$138,599	\$12,262	\$101,599	\$3,148	\$6,013	\$1,369	\$2,423	44%
2004	71	44	54%	\$111,950	\$0	\$111,950	\$124,842	\$11,382	\$101,069	\$2,935	\$5,842	\$1,497	\$2,556	40%
2005	79	43	52%	\$111,308	\$0	\$111,308	\$119,229	\$12,367	\$108,639	\$3,722	\$1,353	\$1,749	\$2,814	29%
2006				,				,	,	. ,		. ,	. ,	
2007														
Toledo, A	II Saints	Church												
2003	159	79	22%	\$110,886	\$0	\$110,886	\$163,199	\$9,834	\$101,052	\$0	\$12,727	\$1,184	\$1,404	16%
2004	164	83	23%	\$99,489	\$0	\$99,489	\$156,487	\$10,413	\$89,076	\$0	\$10,331	\$1,021	\$1,199	0%
2005	161	68	19%	\$79,002	\$0	\$79,002	\$101,059	\$9,325	\$64,000	\$0	\$8,528	\$1,162	\$1,078	0%
2006														
2007	158	67	34%	\$100,782	\$0	\$100,782	\$139,581	\$9,808	\$91,292	\$0	\$8,940	\$1,251	\$1,509	0%
Toledo, St	t. Andrev	w's Churc	ch											
2003	184	116	60%	\$194,505	\$0	\$194,505	\$232,895	\$20,713	\$173,792	\$17,046	\$146	\$1,225	\$1,677	7%
2004	183	116	60%	\$207,780	\$0	\$207,780	\$219,779	\$25,413	\$182,367	\$7,122	\$2,240	\$1,221	\$1,791	10%
2005	190	120	61%	\$211,025	\$0	\$211,025	\$220,463	\$13,525	\$197,500	\$16,422	\$-	\$1,123	\$1,759	2%
2006	183	115	61%	\$218,057	\$0	\$218,057	\$233,777	\$32,318	\$185,739	\$8,917	\$2,574	\$1,505	\$1,896	7%
2007	191	114	60%	\$197,550	\$0	\$197,550	\$214,722	\$25,233	\$172,317	\$2,779	\$5,380	\$1,465	\$1,733	9%
Toledo, St	t. Mark's	Church												
2003	380	141	33%	\$359,082	\$0	\$359,082	\$380,176	\$30,785	\$328,297	\$18,840	\$1,124	\$978	\$2,547	51%
2004	362	65	15%	\$384,248	\$0	\$384,248	\$390,183	\$40,772	\$343,477	\$0	\$2,465	\$2,469	\$5,912	56%
2005	360	103	23%	\$413,791	\$0	\$413,791	\$451,809	\$131,650	\$282,141	\$800	\$4,906	\$1,279	\$4,017	68%
2006	317	109	28%	\$348,570	\$50,000	\$398,570	\$468,095	\$74,274	\$3,144	\$5,112	\$106	\$1,267	\$710	245%
2007	158	102	25%	\$352,609	\$0	\$352,609	\$1,005,674	\$47,992	\$304,617	\$4,810	\$1,388	\$1,349	\$3,457	59%
Toledo, St	t. Matth	ew's Chu	rch											
2003	283	172	39%	\$301,888	\$0	\$301,888	\$303,290	\$37,050	\$264,838	\$7,654	\$-	\$1,714	\$1,755	0%
2004	251	153	39%	\$297,562	\$0	\$297,562	\$311,947	\$36,330	\$263,386	\$4,900	\$14,385	\$1,884	\$1,959	0%
2005	233	137	40%	\$291,565	\$0	\$291,565	\$308,957	\$33,906	\$273,214	\$13,575	\$17,392	\$2,010	\$2,242	0%
2006	256	141	42%	\$294,860	\$0	\$294,860	\$339,471	\$34,290	\$260,570	\$0	\$6,820	\$2,091	\$2,091	0%
2007	246	139	41%	\$299,800	\$0	\$299,800	\$326,568	\$37,373	\$270,864	\$3,147	\$4,949	\$2,157	\$2,218	0%
Toledo, St	t. Michae	eľs-in-th	e-Hills Chu	ırch										
2003	384	205	24%	\$381,586	\$0	\$381,586	\$750,057	\$44,144	\$337,442	\$39,486	\$14,679	\$1,542	\$1,861	4%
2004	368	186	21%	\$391,649	\$0	\$391,649	\$522,077	\$49,266	\$342,383	\$38,452	\$6,099	\$1,734	\$2,106	13%
2005	439	196	22%	\$408,028	\$0	\$408,028	\$504,162	\$53,676	\$354,352	\$43,933	\$62,050	\$1,775	\$2,082	9%
2006	448	203	23%	\$398,591	\$0	\$398,591	\$536,227	\$53,870	\$344,721	\$7,220	\$46,216	\$1,802	\$1,964	5%
2007	388	192	40%	\$437,129	\$0	\$437,129	\$627,423	\$58,679	\$378,450	\$6,703	\$28,289	\$2,032	\$2,277	6%
Toledo, Ti	rinity Ch	urch												
2003	140	104	34%	\$521,115	\$0	\$521,115	\$618,970	\$67,086	\$454,029	\$8,660	\$4,624	\$1,343	\$5,011	62%
2004	141	131	42%	\$578,364	\$0	\$578,364	\$724,123	\$89,653	\$488,711	\$93,058	\$4,675	\$1,102	\$4,415	41%
2005	130	122	40%	\$582,762	\$0	\$582,762	\$976,440	\$79,000	\$503,762	\$9,473	\$3,203	\$1,098	\$4,777	67%
2006	142	95	42%	\$493,783	\$0	\$493,783	\$505,835	\$63,294	\$438,007	\$11,663	\$626	\$1,628	\$5,277	57%
2007	112	84	42%	\$459,392	\$0	\$459,392	\$461,167	\$55,100	\$404,292	\$7,587	\$1,775	\$1,872	\$5,469	52%
Uniontow	n, New	Life Epis	copal Chui	rch										
2003	129	94	72%	\$109,411	\$13,000	\$122,411	\$145,097	\$10,459	\$111,952	\$3,324	\$781	\$1,126	\$1,302	2%
2004	139	88	62%	\$105,441	\$12,500	\$117,941	\$132,827	\$11,036	\$106,906	\$2,267	\$968	\$1,198	\$1,340	0%
2005	135	86	61%	\$108,362	\$15,504	\$123,866	\$142,560	\$11,334	\$112,532	\$5,402	\$4,913	\$1,259	\$1,440	0%
2006	150	88	57%	\$114,444	\$12,500	\$126,944	\$159,906	\$11,406	\$115,539	\$600	\$3,976	\$1,260	\$1,443	2%
2007	130	80	49%	\$79,311	\$11,458	\$90,769	\$133,809	\$10,309	\$80,460	\$600	\$2,023	\$991	\$1,135	0%
Wadswor														
2003	38	38	100%	\$48,316	\$0	\$48,316	\$55,700	\$6,235	\$42,080	\$3,690	\$1,608	\$1,192	\$1,271	4%
2004	34	31	91%	\$42,184	\$0	\$42,184	\$50,962	\$3,620	\$38,565	\$4,150	\$2,174	\$1,233	\$1,361	7%
7/						_			102nd 8	ual Convent		F.,	N:	AL:

Parochi	al Report	t Data t	hrough	2007									Ар	pendix
	Comm.	Avg.	9		Assistance	0	Takal		Other	0	Transmitted	Pledge &	Operating	From Inv
	in Good Stand.	Sun. Attend.	Attend ÷ Members	1 3	from Diocese	Operating Revenue	Total Revenue	To Diocese	Operating Expenses	Outreach (Line 13+16)	to Other Organizations	Plate ÷ Avg Attend	Expense ÷ Avg Attend	Operatir Expens
2005	42	36	86%	\$50,613	\$0	\$50,613	\$64,545	\$4,744	\$45,868	\$5,780	\$3,013	\$1,301	\$1,406	1%
2006	50	39	78%	\$48,154	\$0	\$48,154	\$105,313	\$5,653	\$38,356	\$6,000	\$3,063	\$1,128	\$1,128	6%
2007	52	41	79%	\$43,905	\$0 \$0	\$43,905	\$137,840	\$3,968	\$39,937	\$3,967	\$2,510	\$933	\$1,071	5%
	Christ Chu		7770		70		7157,751	75,700	100,000	75,707	72,510	7/33	71,071	370
2003	487	160	22%	\$406,646	\$0	\$406,646	\$721,251	\$46,597	\$360,049	\$18,605	\$-	\$1,344	\$2,542	36%
2004	450	141	20%	\$411,065	\$0	\$411,065	\$531,068	\$55,692	\$355,373	\$20,390	\$2,090	\$1,260	\$2,915	24%
2005	441	102	14%	\$377,381	\$0	\$377,381	\$455,805	\$48,562	\$328,819	\$18,228	\$3,007	\$1,818	\$3,700	28%
2006	426	96	14%	\$340,645	\$0	\$340,645	\$381,419	\$52,249	\$340,421	\$15,732	\$1,209	\$1,953	\$4,090	29%
2007	350	123	27%	\$353,403	\$0	\$353,403	\$375,464	\$46,359	\$307,044	\$10,425	\$2,669	\$1,290	\$2,873	37%
	e, Church			COL'CCC	70	ν,του	75/75/107	7,0,007	7507,007	710,723	72,007	71,270	72,073	37 /0
2003	218	135	61%	\$208,811	\$0	\$208,811	\$261,122	\$29,309	\$179,502	\$13,811	\$-	\$1,547	\$1,547	0%
2003	200	114	56%	\$198,851	\$0	\$198,851	\$236,698	\$19,381	\$179,470	\$11,765	\$-	\$1,744	\$1,744	0%
2005	195	112	57%	\$193,369	\$0	\$193,369	\$275,829	\$12,301	\$173,470	\$11,765	\$33,770	\$1,727	\$1,727	0%
2005	210	119	56%	\$190,127	\$0	\$190,127	\$279,880	\$20,659	\$169,468	\$0 \$0	\$34,440	\$1,727	\$1,598	0%
2007	204	112	53%	\$190,127	\$0 \$0	\$190,127	\$279,880	\$22,000	\$105,408	\$0 \$0	\$21,943	\$1,762	\$1,762	0%
	nby, Grace		J3%0	3197,324		3197,324	3270,219	322,000	\$173,324			\$1,702	\$1,702	090
2003	176	126	72%	\$118,167	\$0	\$118,167	\$123,753	\$12,199	\$105,969	\$306	\$2,174	\$810	\$938	0%
2004	179	120	67%	\$123,401	\$0 \$0	\$123,401	\$127,479	\$12,481	\$111,588	\$646	\$1,553	\$881	\$1,034	0%
2005	155	87	56%	\$112,955	\$0 60	\$112,955	\$117,456	\$11,730	\$102,416	\$100	\$2,239	\$1,114	\$1,312	0%
2006	145	85	59%	\$104,602	\$0 \$0	\$104,602	\$112,085	\$10,553	\$105,799	\$350	\$1,675	\$1,007	\$1,369	0%
2007	149	71	50%	\$113,824	\$0	\$113,824	\$160,632	\$13,123	\$102,152	\$1,012	\$937	\$1,352	\$1,624	0%
	, St. Jame:			¢107 705	ćo	č107 70F	6272 602	¢21.454	¢1/F 2F1	£2.660	627.245	¢1.500	¢1.650	40/
2003	215	113	48%	\$186,705	\$0	\$186,705	\$272,693	\$21,454	\$165,251	\$3,660	\$27,345	\$1,569	\$1,652	4%
2004	214	99	43%	\$186,005	\$0	\$186,005	\$213,124	\$19,620	\$166,385	\$8,415	\$11,186	\$1,776	\$1,879	5%
2005	222	105	45%	\$192,085	\$0	\$192,085	\$215,995	\$21,068	\$171,017	\$9,539	\$8,970	\$1,689	\$1,829	5%
2006	215	104	44%	\$203,961	\$0	\$203,961	\$234,918	\$22,421	\$181,540	\$8,708	\$8,599	\$1,768	\$1,961	7%
2007	213	93	41%	\$215,925	\$0	\$215,925	\$262,871	\$23,855	\$192,070	\$7,153	\$8,136	\$2,063	\$2,322	6%
-	own, St. A	-			40	446.500		42.005	à 12 707	4.0	44.055	44.000	44 607	220/
2003	49	29	44%	\$46,592	\$0	\$46,592	\$47,197	\$2,885	\$43,707	\$63	\$1,855	\$1,038	\$1,607	33%
2004	36	28	42%	\$48,804	\$2,500	\$51,304	\$52,067	\$5,731	\$45,574	\$178	\$533	\$1,291	\$1,832	21%
2005	25	20	56%	\$51,946	\$0	\$51,946	\$53,337	\$2,997	\$48,949	\$495	\$602	\$1,785	\$2,597	10%
2006	28	16	46%	\$38,401	\$0	\$38,401	\$38,575	\$4,864	\$33,537	\$619	\$-	\$2,036	\$2,400	13%
2007														
-	own, St. J													
2003	392	162	25%	\$486,607	\$0	\$486,607	\$505,499	\$74,967	\$411,640	\$12,075	\$4,398	\$1,635	\$3,004	46%
2004	376	118	19%	\$429,908	\$0	\$429,908	\$445,370	\$52,828	\$377,080	\$6,000	\$1,019	\$1,798	\$3,643	51%
2005	226	124	24%	\$445,690	\$0	\$445,690	\$558,881	\$58,127	\$387,563	\$7,704	\$9,980	\$1,859	\$3,594	48%
2006	347	132	26%	\$465,806	\$2,000	\$467,806	\$517,928	\$55,435	\$414,532	\$19,983	\$981	\$2,033	\$3,560	33%
2007	435	122	23%	\$478,164	\$1,500	\$479,664	\$595,270	\$66,340	\$412,953	\$38,081	\$31,264	\$2,304	\$3,929	40%
_	own, St. R													
2003	94	47	47%	\$44,042	\$0	\$44,042	\$44,170	\$2,519	\$41,625	\$48	\$-	\$615	\$939	0%
2004	100	40	40%	\$41,054	\$0	\$41,054	\$41,466	\$2,328	\$38,726	\$0	\$205	\$723	\$1,026	0%
2005	124	45	36%	\$34,603	\$0	\$34,603	\$36,491	\$3,263	\$31,340	\$0	\$-	\$610	\$769	0%
2006	89	35	29%	\$52,477	\$0	\$52,477	\$52,773	\$7,055	\$46,789	\$45	\$296	\$824	\$1,538	20%
Totals			•											
2003	23,339	10,925	34%	\$22,299,376	\$174,667	\$22,474,043	\$28,762,638	\$2,539,906	\$19,926,686	\$1,720,638	\$504,913	\$1,428	\$2,056	25%
2004	20,608	9,168	31%	\$19,752,753	\$91,872	\$19,844,625	\$23,833,505	\$2,390,957	\$17,466,400	\$1,663,922	\$477,027	\$1,461	\$2,166	25%
2005	20,581	8,837	30%	\$19,490,252	\$80,504	\$19,570,756	\$25,564,589	\$2,454,514	\$17,147,618	\$1,831,684	\$904,948	\$1,554	\$2,218	23%
2006	19,765	8,747	34%	\$19,609,755	\$116,000	\$19,725,755	\$25,190,628	\$2,431,514	\$17,073,518	\$1,795,110	\$613,611	\$1,622	\$2,230	22%
2007	19,361	7,779	32%	\$18,979,538	\$78,215	\$19,057,753	\$26,622,364	\$2,343,908	\$16,801,303	\$1,516,087	\$808,394	\$1,765	\$2,461	21%

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Constitution and Canons (2008)

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CONSTITUTION OF THE EPISCOPAL DIOCESE OF OHIO (2008)

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 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.

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.

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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.
- 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.

CANONS OF THE EPISCOPAL DIOCESE OF OHIO (2008).

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
 - 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 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.

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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 I. 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 I. 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 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

- Sec. 1. 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 Diocesan Search 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 exofficio 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.
- 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.

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- (b) The Deanery representatives elected, when their terms have expired, shall be ineligible for reappointment 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.
- 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, 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.

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.
- 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.

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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 reconcilitation 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 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.

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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 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

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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:
 - (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.

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- (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:

"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

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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;
 - (i) 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.

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-forprofit 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

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;

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- (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. 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.

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- (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:
 - (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;

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- (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.
- 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.
- 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

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.

TITLE III. CANONS RELATING TO DISPUTE RESOLUTION AND DISCIPLINE

- 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
- 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

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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. (e) 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

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.

$Sec.\ 8. \quad \textbf{Challenges to the Ecclesiastical Trial Court}$

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 pr 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.

TITLE IV. OTHER CANONS

- CANON 1: Of Non-Discrimination
 - Sec. 1. 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.

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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 twothirds 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.

APPENDIX I	
Form for the Certification of Lay Delegates to Convention	
	n) in
THIS IS TO CERTIFY that at a meeting of the Vestry of	lowing named
persons, who are adult communicants of good standing in said Parish were elected Lay Delegates to repre	sent the same
n the Convention of The Episcopal Church in the Diocese of Ohio, to be held in the year	ear of our Lord
Delegates Alternates	
l1	
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 an	
Gospel, according to the doctrine, discipline and worship of The Episcopal Church and do hereby promise	conformity to
he Constitution and Canons of The Episcopal Church and of the Diocese of Ohio.	
Signed,	
71 1 Cd X/ .	
Clerk of the Vestry The Canon requires that this certificate be sent to the Secretary of the Convention.	
the Canon requires that this certificate be sent to the Secretary 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

2230 Euclid Avenue, Cleveland, Ohio, at least thirty days before the meeting of the Convention.

When the pastoral relationship in a parish between a Rector and the Vestry or Congregation is imperiled by disagreement or dissension, 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.

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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. If 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 Cannon.
- 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.

- (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.

APPENDIX V

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.