



The 194th Annual Convention
of the Episcopal Church in the Diocese of Ohio

November 12-13, 2010
Crowne Plaza, Toledo



Building Healthy Communities
Convention Handbook

Table of Contents

Schedule and Location of Events 2

General Information 3

How the Convention Organizes for Business..... 5

The Order of Business and Other Rules 7

Report of the Nominating Committee 13

 Diocesan Trustee 15

 Standing Committee 16

 Diocesan Council..... 18

 Episcopal Community Services Development Council..... 20

 General Convention Deputy 22

Report of the Constitution and Canons Committee..... 27

 Proposed Amendments to the Canons:

 First Proposed Amendment 28

 Second Proposed Amendment 29

 Resolutions Referred to Dioceses from the 76th General Convention 32

Report of the Resolutions Committee..... 33

 R1 Resolution on the Tithe as the Means of Financing the Work of the Diocese of Ohio 34

 R2 Resolution on Clergy Compensation for 2011 36

 R3 Resolution on Immigration 38

 R4 Resolution Concerning Public Sector Funding for Food and Nutrition..... 40

 R5 Resolution Concerning Criminal Justice Reform..... 42

 R6 Resolution to Recharter the Commission to End Racism 43

Proposed Program and Budget for 2011

 Overview 44

 Budget Summary 45

 Narratives..... 48

Appendices

 Report on Clergy Compensation for 2010..... 62

 Parochial Report Data through 2009 65

 The Constitution and Canons of the Episcopal Diocese of Ohio (2010)..... 77

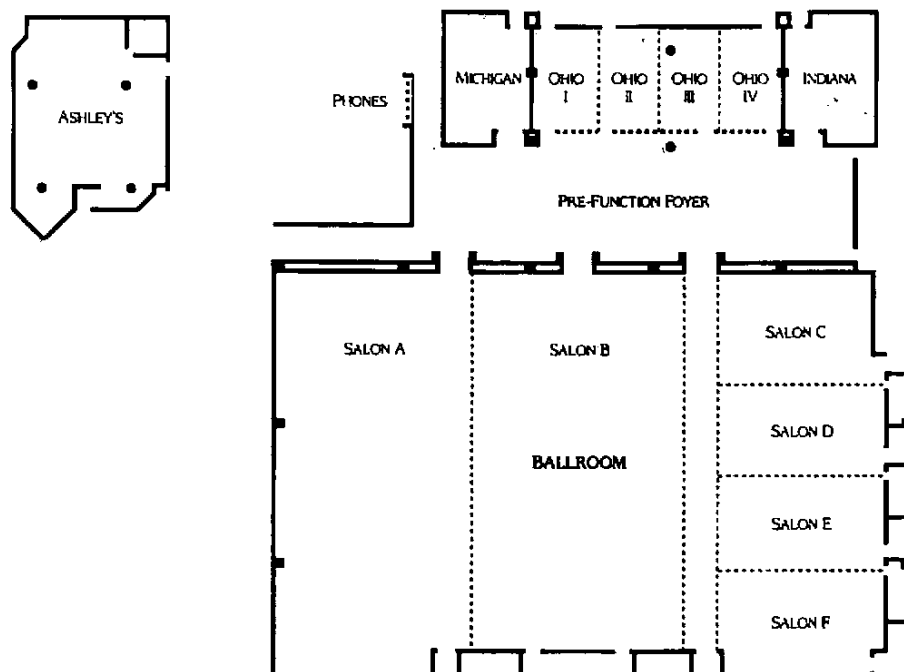
Schedule and Location of Events

Friday, November 12, 2010

11:00 A.M. Registration Opens	Ohio I-IV
Convention Exhibits Open	Ballroom
12:00 P.M. New Delegate Orientation	Ashley's
1:00 P.M. Opening Session	Ballroom
Episcopal Address (early in business)	Ballroom
4:00 P.M. Convention Recess / Check-in	
4:15 P.M. Presentation on developing covenanted relationships with the Dioceses of Belize and Tanga	Ashley's
6:00 P.M. Convention Banquet	Ballroom
7:30 P.M. Convention Eucharist and Diaconal Ordination	Trinity Episcopal Church

Saturday, November 13, 2010

7:00 A.M. Registration Opens	Ohio I-IV
7:15–8:30 A.M. Breakfast Buffet	Indiana
8:30 A.M. Convention Reconvenes	Ballroom
12:00 P.M. Clergy Spouse/Partner Luncheon	Ashley's
12:15 P.M. Convention Recess for Lunch	Ballroom
1:00 P.M. Convention Reconvenes	Ballroom



General Information

Registration

- **The Registration area** is in Ohio I-IV.
- **Registration will be open** on Friday, November 12, from 11 A.M. – 4 P.M. On Saturday, November 13, it will open at 7:30 A.M. and will remain open throughout the business sessions of Convention.
- **All Clergy, Lay Delegates, Seat/Voice, and Youth Representatives register** by Mission Area.
- **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 if registering on Friday.** 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 take place early in the business meeting on Friday.
- **The Convention Eucharist and Diaconal Ordination** will take place at 7:30 P.M. Friday night at Trinity Episcopal Church (across the street from the hotel).

Special Arrangements

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

Literature Distribution

- **No literature of any kind may be distributed** on the tables on the floor of Convention without the approval of the Presiding Officer.
- **Literature may be displayed** on designated exhibit tables or the information table in the registration area only.

Childcare and Children's Program

- **Children 5 and under**—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 on Friday and Saturday when Convention is in session.
- **To register your child for childcare or for the Children's Program** please fill out the registration form online at www.dobio.org/convention or contact Eva Cole by November 1, at ecole@dobio.org or 216-774-0457. *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.*

Convention Ballroom Access

- **While in the ballroom, in accordance with the Rules of Order,** use of communications devices, cellular phones, or PDAs is prohibited.

Watch the diocesan web site for current information:
<http://www.dohio.org/convention>

Hotel Arrangements

- ***The diocese has reserved a block of rooms*** for November 11-13 at the Crowne Plaza, Toledo, located at 444 North Summit St., Toledo.
- ***All room reservations must be made*** directly with the Crowne Plaza, 419-241-1411. The special room rate will be available until October 21 or until the group block is sold-out, whichever comes first. Ask for the group rate for the Episcopal Diocese of Ohio.
- ***On-site parking*** for overnight guests is \$8.
- ***There are other hotels*** in the downtown Toledo area, and delegates may seek different accommodations, if they wish.

Meals

- ***All Ordering of meals*** is done online at <http://conventionmeals.eventbrite.com>
- ***The deadline for ordering meals is October 15.*** An additional 10% late fee is assessed for all meals ordered between October 16-31.
- ***No meal orders can be accepted after October 31.***

For Young People Attending Convention

- ***If you are a Special Youth Representative for your Parish:*** You will be sitting with your Parish and Mission Area 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 members of your Mission Area 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.

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 that are reserved for their Mission Area. On Friday, delegates and special youth representatives will sit at randomly assigned tables with other members of their Mission Area. On Saturday, representatives from a parish may sit together at one of the tables reserved for their Mission Area.
- **Lay Delegates whose parishes are unable to vote** because of a failure to meet canonically mandated reporting and assessment requirements are seated on the floor of Convention at Mission Area assigned tables with other clergy and parochial delegates.
- **Official guests of Convention** and other persons having privileges of the floor will sit in designated sections.
- **Alternate delegates and visitors** may sit at the marked area for guests in the back of the Ballroom.
- **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@dobio.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 13, 2010. Forms are posted on the Diocesan website.

New Delegate Orientation

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

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 if a motion to suspend the rules is adopted.
- **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

194th Annual Convention of the Diocese of Ohio

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

Presiding Officer

The Rev. Marie Phillips, President of the Standing Committee

Assistant Presiding Officer

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

Friday, November 12, 2010

Opening devotions

1. The Convention is called to order **in the Ballroom.**
2. **Organization of the Convention for Business.** Report by the Secretary whether or not 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) Assisting Bishops in the Diocese of Ohio,
 - b) the Chief Financial Officer,
 - c) the Director of Communications,
 - d) the Diocesan Consultant for Development,
 - e) non-canonically-resident clergy serving as Interim or Priest-In-Charge in a cure,
 - f) Lutheran pastors serving in Episcopal Parishes,
 - g) President of the Diocesan Episcopal Church Women,
 - h) lay members of the Standing Committee,
 - i) lay members of the Diocesan Council,
 - j) lay members of the Trustees,
 - k) lay missionary to the Diocese of Tanga
 - l) lay members of C056 Task Force
 - m) lay Deputies and Provisional Deputies to the General Convention,
 - n) recipients of the Bishop's Medal, and
 - o) Special Youth Representatives
4. **Report on Parish Compliance with National and Diocesan Canons:**
 - a) Payment of **pension assessments** in accordance with **Title II. Canon 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. **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 8, 2010. 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 Development Council** (3 laity and 1 clergy for 3-year terms).
 5. **General Convention Deputies** (4 laity and 4 clergy for 3-year terms).
7. **First ballot**, subject to the rule that all elections shall be decided by a majority vote.
8. **Report of the Treasurer.**
9. **Election of the Treasurer**, to assume duties upon the close of Convention.
10. **Election of the Secretary**, to assume duties upon the close of Convention.
11. **Episcopal Address.**
12. **Break.**
13. **Report from Mission Area Council Presidents.**
14. **Table Discussion #1** In what ways have you experienced collaboration with or connection to other Episcopalians in your Mission Area?
15. **Results of the First Ballot, and voting on Second Ballot.**
16. **First Report of the Committee on Canons** concerning proposed changes to the *Constitution and Canons of the Diocese of Ohio*.
17. **Recess.**
18. **Convention Banquet.**
19. **Convention Eucharist and Diaconal Ordination.** Clergy are encouraged to vest (Red Stoles).

Saturday, November 13, 2010

20. **Conclusion of Unfinished Business** from the first day, including **results of the Second Ballot, and voting on Third Ballot;** results by plurality if authorized.
21. **Camp and Conference Ministry.**
22. **Table Discussion #2** For those who grew up in the Church, describe an important experience you had as a youth in a camp or retreat setting? How has it been important in your spiritual development?
23. **First Report of the Committee on Resolutions.**
24. **Report on work toward International Companion Relationships.**

25. **Table Discussion #3** How has your parish been involved in doing ministry with an international partner? What impact has that partnership had on the life of the parish and the individuals actively involved in the ministry?
26. **Break.**
27. **Second Report of the Committee on Resolutions.**
28. **Table Discussion #4** What experiences have led you to a deeper understanding of the racial dynamics and racism in your community? How can the Church help in building healthier relationships between individuals of different races?
29. **Introduction of seminarians, clergy new to diocese, and retiring clergy** who are present; **Thank off-going commission/committee leadership.**
30. **Announce Results of Third Ballot;** results by plurality if authorized.
31. **Lunch.**
32. **Presentation by Commission on Congregations and Christian Formation.**
33. **Table Discussion #5** What experiences have led you to make a greater spiritual commitment to follow Jesus Christ as a disciple? How can the Church continue to support you in living into this commitment?
34. **Report from Diocesan C056 Task Force.**
35. **Report of the Trustees.**
36. **Appointment of members to the Commission on Ministry.**
37. **Election of Disciplinary Board.**
38. **Break.**
39. **Presentation and Vote on the Proposed 2010 Diocesan Program and Budget.**
40. **Third Report of the Committee on Resolutions.**
41. **The Disposal of any unfinished business and Resolutions of Courtesy.**
42. **Closing Devotions.**

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***

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

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

- (1) Mover must be recognized and requires a second.
- (2) Not debatable.
- (3) Not amendable.
- (4) Cannot be laid on table.
- (5) Majority vote.
- (6) May be renewed after progress.

(c) ***To Recall from Committee***

- (1) Mover may be recognized.
- (2) Debatable.
- (3) Amendable as to whether to be considered or placed on Calendar.
- (4) May be laid on table.
- (5) Two-thirds majority vote.
- (6) May be renewed after progress.

(d) ***To Create Special Order of Day for a Particular Time***

- (1) Mover must be recognized and requires a second.
- (2) Debatable.
- (3) Amendable as to time.
- (4) Cannot be laid on table.
- (5) Two-thirds majority vote.
- (6) May be renewed after progress.

(e) ***Call for Order of the Day***

- (1) Mover may interrupt a member who has the floor and is not required to be recognized or to have a second.
- (2) Not debatable.
- (3) Not amendable.

- (4) Cannot be laid on table.

- (5) No vote required, but two-thirds majority vote is necessary to suspend general or special order.

- (6) May be renewed after progress.

(f) ***To Suspend the Rules or Take Up Business Out of Order***

- (1) Mover must be recognized and requires a second.
- (2) Debatable; two minutes to each speaker.
- (3) Not amendable.
- (4) Cannot be laid on table.
- (5) Two-thirds majority vote.
- (6) Cannot be reconsidered or renewed.

(g) ***To Divide the Question***

- (1) May be made without being recognized and even though another member has the floor.
- (2) Not debatable.
- (3) Cannot be amended.
- (4) Cannot be laid on table.
- (5) Majority vote, if vote required.
- (6) Can be reconsidered.
- (7) If the Question under debate contains several distinct propositions, which are independent of each other, at the request of any member the same shall be divided and a separate vote shall be taken, but the motion to strike out and to insert shall be indivisible.
- (8) If the propositions relate to the same subject, and yet each part can stand alone, they may be divided only on a regular motion and vote.

(h) ***Objection to Consideration***

- (1) If objection 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

In 2010, the Nominating Committee benefitted greatly by working through the Mission Area Council structure, and we are grateful for the active participation of each Mission Area in the nominations process. We are also especially grateful for the assistance of Diocesan staff members Eva Cole, Kristen Crites and Martha Wright, who made our work possible.

This year's large and diverse list of nominees is a testimony to the great gifts of the people of the Diocese. We are grateful to all who heard God's call through the nomination process and agreed to stand for election.

Although the Mission Area structure has greatly improved the recruiting process, the nominations process continues to face some challenges:

- Again this year, we talked with talented people whose gifts would benefit the Diocese but who are unable to attend meetings during the traditional workday.
- Nominations are due on September 15 of each year, just after many vestries have taken a summer hiatus and clergy and lay leaders alike have been away on vacation.

Again this year, we urge Diocesan bodies to consider whether their meeting days, 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. The Nominating Committee sought to model this practice by conducting its business via conference call and email.

We urge Mission Area Councils to continue their excellent work by nurturing diocesan leaders year-round. Job descriptions for diocesan positions are available at www.dohio.org, and diocesan staff and currently serving leaders are available to answer questions any time during the year.

The Nominating Committee is pleased to present to the 194th Convention of the Diocese of Ohio these nominees for General Convention Deputy, Standing Committee, Trustee, Diocesan Council, and ECS Development Council. We commend them to you.

Faithfully submitted by the Nominating Committee:

Rebecca Wilson, *Chair, Church of Our Saviour, Akron*

Richard Goodale, *St. James Church, Painesville*

Linda Heitger, *New Life, Uniontown*

The Rev. Donna Maree, *Christ Church, Warren*

Elizabeth Moosbrugger, *St. Paul's Church, Cleveland Heights*

The Rev. C. Eugene Pearson, *Grace Church, Defiance*

Ernest Q. Petrey, *St. Paul's Church, Cleveland Heights*

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

The Rev. Alan James, *Staff*

Trustee of the Diocese

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

- **Michael Bickerton** *(St. Peter's, Lakewood)*
- **Fred Frisbie** *(Christ Church, Geneva)*
- **Ernie Petrey** *(St. Paul's, Cleveland Heights)*

Standing Committee

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

Lay

- **Jim Hayes** *(St. Luke's, Cleveland)*
- **Elizabeth Moosbrugger** *(St. Paul's, Cleveland Heights)*
- **Rebecca Roth** *(Trinity Church, Toledo)*

Clergy

- **The Rev. Keith Owen** *(St. Peter's, Lakewood)*
- **The Rev. Dan Schoonmaker** *(St. Hubert's, Kirtland Hills)*
- **The Rev. Himi-Budu Shannon** *(St. Andrew, Cleveland)*

Diocesan Council

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

Lay

- **Jim Baker** *(Grace Church, Mansfield)*
- **Ben Davis** *(St. Mark's, Toledo)*

Clergy

- **The Rev. Marie Phillips** *(Church of the Epiphany, Euclid)*
- **The Rev. Deborah Rankin** *(St. John's, Cuyahoga Falls)*

ECS Development Council

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

Lay

- **Jacque Fertick** *(St. Hubert's, Kirtland Hills)*
- **Lonnie Gatlin** *(St. Luke's, Cleveland)*
- **Sonia Miller** *(St. Thomas, Berea)*

Clergy

- **The Rev. Lisa Hackney** *(St. Paul's, Cleveland Heights)*

General Convention Deputy

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

Lay

- **Robert Bennett** *(Harcourt Parish, Gambier)*
- **Denise Caywood** *(St. Philip's, Akron)*
- **Jane Freeman** *(St. Paul's, Akron)*
- **Stephen Gracey** *(St. Luke's, Cleveland)*
- **Jane Hamilton** *(St. Mark's, Toledo)*
- **Bill Joseph** *(New Life, Uniontown)*
- **Rebecca Montague** *(Grace Church, Sandusky)*
- **Elizabeth Moosbrugger** *(St. Paul's, Cleveland Heights)*
- **Sue Perkinson** *(Our Saviour, Akron)*

Clergy

- **The Rev. Jeff Baker** *(St. Stephens' Shared Ministry, East Liverpool & Steubenville)*
- **The Rev. Alan James** *(Bishop's Staff)*
- **The Rev. Gay Jennings** *(Assoc. Director, CREDO)*
- **The Very Rev. Tracey Lind** *(Trinity Cathedral, Cleveland)*
- **The Rev. Evelyn Manzella** *(St. James, Wooster)*
- **The Rev. Greg Sammons** *(St. Michael's in the Hills, Toledo)*
- **The Rev. Conrad Selnick** *(St. Christopher's-by-the-River, Gates Mills)*
- **The Rev. Helen Svoboda-Barber** *(Harcourt Parish, Gambier)*
- **The Rev. Jeremiah Williamson** *(St. Andrew's, Toledo)*
- **The Rev. Dr. Brian Wilbert** *(Christ Church, Oberlin)*

Trustee of the Diocese

Position Description

The Trustees are responsible for the investment management of endowment funds of the diocese and funds derived from parishes receiving aid or extinct parishes. The Trustees may, on request, assume investment management of other funds, including other diocesan funds, and funds of parishes, parish organizations, and other not-for-profit organizations affiliated with the Episcopal Church, through the Joint Investment Fund, now valued at over \$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:

Roderick Adams	<i>St. Andrew's Church, Cleveland</i>
The Rev. Meghan F. Froelich	<i>Church of Our Saviour, Akron</i>
The Rev. Dr. C. Eric Funston	<i>St. Paul's Church, Medina</i>
John Shelley	<i>Christ Church, Shaker Heights</i>

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



Michael Bickerton (*St. Peter's, Lakewood*)—I am a life long Episcopalian, active at St. Peter's for over 25 years. I have held the offices of Treasurer, Senior Warden and Search Committee Chair over that time and currently serve as President of the St. Peter's Foundation Board of Trustees. I am currently President of the Diocesan Trustees and have enjoyed my service

to that body over the last five years very much. I feel that I have been able to use my skills as a banker and businessperson to help forward this vital part of the church's ministry. In my professional life, I am an Executive Vice President at Key Bank where I have worked with many types of companies throughout the Midwest for over 28 years. It has been my privilege to serve this Diocese as a Trustee and would like the opportunity to continue that work.

with all above parishes; Parish Foundation officer with two of the above parishes, initiating, administrating and rewriting their operational documents. Financial Qualifications: Stock Market investor since 1960, Personal portfolio has stocks as well as mutual funds, read two monthly financial magazines, two bi-weekly newsletters and follow markets by TV and computer. Priority: Will bring long-term stock market investment experience along with the financial needs and concerns of a small parish investing in the Diocesan Joint Investment Fund.



Ernie Petrey (*St. Paul's, Cleveland Heights*)—St. Paul's Episcopal Church: Vestry, Lector, Usher, Treasurer, Committee Member, Chair, Communications and Technology. The Episcopal Diocese of Ohio: Member Diocesan Council and Various Committees. The Episcopal Church of the United States of America: Member, Audit Committee. The Consortium of En-

dowed Episcopal Parishes: Board, Secretary, Treasurer, Member and Chair of Committees. The Episcopal Church Foundation: Member of the Board and member of committees. Ardleigh Minerals, Inc.: President and CEO. I believe that I am being called to be a member of the Trustees of the Diocese so that my experience in the development of alternate sources of funding and fund management for not-for-profit organizations, such as the diocese, and my experience in the implementation of unique growth strategies for both for profit and not-for-profit organizations can be utilized by the diocese.



Fred Frisbie (*Christ, Geneva*)—Occupations: Military Officer, National Sales Representative, Sales Manager, Marketing Promotions Manager, Retired. Education: Graduate of Geneva High School and Ohio's Bowling Green State University. Parish Qualifications: Licensed Lay Reader since 1971 (Christ Episcopal Church, Geneva, Ohio; Church of Good Shepherd, St. Louis, Mo.;

Christ Church, Cape Girardeau, Mo.); Vestry member and officer

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:

Laity

Patricia B. Kilpatrick *Christ Church, Hudson*
 Susannah Perkinson *Church of Our Saviour, Akron*
 Jim Simon *Church of Our Saviour, Akron*

Clergy

The Rev. Dr. J. Paul Board *St. Paul's Church, Maumee*
 The Rev. Peter Faass *Christ Church, Shaker Heights*
 The Rev. Evelyn N. Manzella *St. James Church, Wooster*

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

Laity



Jim Hayes (*St. Luke's, Cleveland*)—

As a member of St. Luke's for over 6 years, I have held leadership and support roles, including our weekly dinner for 120 people, Farmers Markets, scripture studies, the NCD Health Team and our "Vibrant Neighbors" campaign. I have served on the vestry and as Treasurer and have helped upgrade our facility and met our financial needs. I am currently managing

a project to expand our ministries into another building. I recently retired from a multi-national company where I held senior management positions for over 34 years. I am known for understanding the "big picture," getting the right people involved and aligned with the organization's needs, and assuring that the basis for decisions is clear. Our oldest daughter recently graduated from CDSP seminary and, God willing, will be ordained to the priesthood next year. I have worked closely with priests and other ministers and known them personally. These experiences have provided insight into the lives and challenges of those who serve the church in ministry.

Elizabeth Moosbrugger (*St. Paul's, Cleveland Heights*)—Elizabeth Moosbrugger has been an active member of St. Paul's, Cleveland Heights, for 15 years. She served on the vestry for six years, including four years as Clerk, and on the Personnel Committee. In 2006–7, she co-chaired the parish strategic planning committee. Her current service positions include Vice President of the Altar



Guild, and member of the Diocesan Nominating Committee. Elizabeth is a Conference Administrator for CREDO and has worked in sales, human resources, and life coaching. Elizabeth has keen organizational gifts, with a capacity to envision fruitful structuring of both events and institutional bodies. She is a careful counselor to those in authority, conveying her own views and

those of others in the organization with clarity and loyalty, even when she may disagree with the decisions or direction of others. She is absolutely committed to the Episcopal Church, and would like to bring her gifts to the Standing Committee.



Becky Roth (*Trinity Church, Toledo*)—My parish constantly offers me ministry opportunities. I've been a senior warden (which taught me about leadership, humility and service), parish newsletter editor, NCD Church Health Team member and a communion bread baker. I serve on the diocesan Constitution & Canons Committee, am a provisional deputy to General Convention, and a member of the Diocesan Judicial Panel. I've

Nominations

served on parish discernment committees and deanery vocations committees for those exploring ordained ministry. My gifts are a deep curiosity, a thoughtful and discerning approach to issues, and a commitment to work for a diocese and a Church that are loving, vital and welcoming to all. I would be delighted to serve our diocese and our Bishop, offering support and guidance where I can and listening for God's guidance always.

Clergy



The Rev. Keith Owen (*St. Peter's, Lakewood*)—The Rev. Keith Owen has served as rector since August 2004. He currently serves on the Commission on Ministry, the Constitution and Canons Committee for Convention, and is an Examining Chaplain. He served previously on Diocesan Council, the Finance and Budget Committees, senior high camp chaplain at Cedar

Hills, spiritual director for "Happening" weekends, Assessment Review and Camp and Conference Ministry Task Forces. He serves as Executive Secretary for the North American Regional Committee of Saint George's College, Jerusalem, and is a part-time student of Arabic and Islamic Studies at Cleveland State University. "In 22 years of ministry, I've not yet had the privilege of serving on a Diocesan Standing Committee. I am excited to imagine ways to support and enable our bishops and individual parishes to thrive. I am also keen to help envision ways to recruit and form new clergy in a Church that is very different from the one in which I, and most of us, grew up!"



The Rev. Dan Schoonmaker (*St. Hubert's, Kirtland Hills*)—Dan has served in the Diocese of Ohio since 1998 and has been involved in numerous Committees and Commissions. He's ending a term on Diocesan Council and has served on the Nominations Committee, and the Personnel Committee. He chairs the Trustees of St. John's Church, Cleveland, sits on the Socially

Responsible Investment Subcommittee of the Diocesan Trustees and is an elected member of Cathedral Chapter. He served as Chairperson of Episcopal Community Services Foundation and a member of that body for 7 years. As Rector of St. Hubert's Church, Kirtland Hills, Dan serves a parish that is committed to

collaborative ministry and diocesan involvement. Standing Committee is a welcome opportunity to use his skills and experiences in a new area.



The Rev. Himi-Budu Shannon (*St. Andrew, Cleveland*)—I believe that I am called to serve the church in many areas including being a voice for many persons whose voices have not been heard. My years of national and international experiences have prepared me to make clear decisions, understand the issues that are on the table in today's society and help lead the church to solutions or

answers to today's problems. My years of serving on three standing committees have, in my belief, prepared me to be a part of a bigger picture and ready to serve through listening and learning as a counsel of advice. In my 25 years of church leadership I have moved within diverse groups in building bridges and relationships. Of all of the tasks that God gives me, none is more important nor more joyful than the task of doing the business of God in representing his people at all levels. I believe it is my Christian stewardship, and it is incumbent upon me to be a part of revitalizing and rethinking the mission of the church on earth.

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

Ann Hemphill	<i>Church of the Epiphany, Euclid</i>
Damon Hickey	<i>St. James Church, Wooster</i>
Linda Martin	<i>Christ Church, Hudson</i>
Jim Miller	<i>Trinity Church, Findlay</i>
Rebecca Montague	<i>Grace Church, Sandusky</i>
Marvin Peek	<i>Christ Church, Shaker Heights</i>
Ernie Petrey	<i>St. Paul's, Cleveland Heights</i>

Brian Sisak

New Life, Uniontown

Natalie Tallon

St. Paul's Church, Maumee

Clergy

The Rev. David Bargetzi

Epis. West Side Shared Min.

The Rev. James Brown

St. Andrew's Church, Mentor

The Rev. Joy Caires

Church of Our Saviour, Akron

The Rev. Howard Humphrey

St. Martin's, Chagrin Falls

The Rev. Kenneth Pepin

St. Timothy's, Perrysburg

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

Laity



Jim Baker (*Grace Church, Mansfield*)—After choosing to become an Episcopalian as a young adult I have served several parishes, over the years, on committees, vestries, as convention delegate and as Junior and Senior Warden. I have recently retired so have a little more time to devote to volunteer activities and I have been encouraged by my parish to stand for election to Council.

After receiving my BS and MBA in finance and marketing I have had two careers: the first as a banker, serving as president of Bank One (now Chase) banks and then as a hospital administrator in Mansfield. Hopefully my skills and experience in the church, as well as finance, marketing and general management, could be useful in helping the Diocese in these turbulent times.



Ben Davis (*St. Mark's, Toledo*)—I was raised on three continents and have worked on five. Raised Episcopalian: New Jersey, Confirmed: Emmanuel Church, Geneva, Switzerland. Phillips Exeter Academy, Harvard College, Law School and Business School. 1983-2000: member, chalice bearer, and vestry member, American Cathedral Church of the Holy Trinity, Paris, France. Instigated process for the Cathedral to be a French national landmark to receive governmental financial upkeep assistance. 2000-2003: member, Trinity Episcopal Church, Fort Worth. Since 2003: member, chalice bearer, and/or vestry member, St. Mark's. Vestry work: pastor search and worked through financial difficulties. Associate Professor, University of Toledo College of Law. Thurgood Marshall's Episcopalian tradition. Years of work on Human Rights Committee and Board of the Society of American Law Teachers (torture, education, non-discrimination against GLBT Christian law students, immigration, etc). Community meals. Close to the Toledo Muslim community. Feel God is saying "I am not finished with you yet." Business consulting and legal experience.

Clergy



The Rev. Marie Philips (*Epiphany, Euclid*)—I have been an active member of the Diocese of Ohio for over 12 years, serving on Congregational Development, Committee on the Diaconate, Commission on Ministry, and Standing Committee. Implementing effective administrative structures and encouraging leadership have been central to my oversight and faith formation in the

parish. I would be happy to offer my skills as a member of Diocesan Council, collaborating in the oversight of diocesan programming, budget and policies.



The Rev. Deborah Rankin (*St. John's, Cuyahoga Falls*)—After seminary, I did two CPE Residencies in both County and Psychiatric Hospitals. After ordination I served in eight churches in West Virginia. During the time I served in West Virginia, I gained experience in the ways that small churches cope with the downsizing we are seeing everywhere. I know about clusters, yokes,

and their covenant agreements and administrative experiments first hand. I have mentored local canon priests and supervised their entry into church settings. We went through three different training programs for local canon priests in the time I served, the last one I attended with my trainees was with Bexley Hall. For years I was part of the struggle to keep small churches alive and well. Because of significant grief issues, it can be difficult. Each community honestly prefers to have its own priest. A person willing to work with those issues and with fresh approaches can do good service. It is experience I believe is useful now, and I offer it.

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:

Lorraine Angus	<i>Trinity Cathedral, Cleveland</i>	Suzanne Palmer	<i>St. Timothy's, Macedonia</i>
The Rev. Kay Ashby	<i>St. Matthew's Church, Ashland</i>	Anne Schwan	<i>Church of Our Saviour, Akron</i>
The Rev. Jeff Baker	<i>St. Stephens' Shared Ministry</i>	George Siss	<i>Church of the Redeemer, Lorain</i>
Cheryl Gray	<i>St. Martin's, Chagrin Falls</i>	Roger Smith	<i>St. Peter's Church, Ashtabula</i>
The Rev. Kelly O'Connell	<i>St. Mark's, Toledo</i>	Dick Wilkinson	<i>St. Matthew's Church, Brecksville</i>

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

Laity



Jacquie Fertick (*St. Hubert's, Kirtland Hills*)—In the past year, I have been welcoming newcomers to services, and handing out welcome bags, which I have also helped prepare. Two of the people I talked with did join the St. Hubert's family. I also help with our "Cook-ies for College Kids" program, along with the Christmas Caring Tree, feeding the homeless at St. James

Parish, and donating school supplies to a school in Painesville. I like the idea of being able to help various charities to accomplish their mission, and feel that I have a good sense for deciding where the donations would be used successfully. I have worked in accounting for one company for over 35 years, and believe that this background would be an asset to the Council.

Lonnie Gatlin (*St. Luke's, Cleveland*)—As Christians, we have the rare privilege of helping Jesus fulfill His mission. The opportunity to support outreach ministries is central to my interest in serving on Episcopal Community Services (ECS) Development Council. St. Luke's, Cleveland is my home parish representing a beacon of hope in the inner city. Although my lifelong Christian experiences have been in context of the Black Baptist Church; after witnessing the compassion St. Luke's displays for "the least



of these," I answered the call and became a communicant of the Episcopal Church. Currently, I head our Front Door Ministry which promotes a hospitable environment for everyone who comes, serve as Worship Leader and Eucharistic Minister, and was invited to help structure our Christian Formation Program. At the Diocesan level, I chair the Cuyahoga Mission Area Council. It would be an honor to further serve the Diocese and God's Kingdom as a member of the ECS Development Council.



Sonia Miller (*St. Thomas, Berea*)—I am writing to endorse the nomination of Sonia Miller for one of the positions on the ECS Development Council. Sonia has been a very faithful member of this parish in outreach of all kinds. She has expressed an interest in this position in the past, and as she has raised up a new leader in her former role as ECW President, she now has the time to pursue it. Sonia has been a leader in Los Amigos Episcopales. She has also helped in almost every outreach program we

Nominations

have initiated. I believe she will be a persistent advocate for those in need if she is elected to Diocesan Council. —The Rev. Gayle Catinella, Rector, St. Thomas Episcopal Church, Berea.

Clergy



The Rev. Lisa Hackney (*St. Paul's, Cleveland Heights*)—I serve as Associate Rector at St. Paul's, Cleveland Heights, where I have primary oversight over outreach ministries and advocacy efforts. I have been privileged to represent St. Paul's in partnerships throughout the Greater Cleveland community, including my role as Trustee on the Board of InterAct Cleveland. I currently serve

as Co-Chair of the Diocesan Commission to End Racism, and my service on the Mission Strategy Task Force introduced me to the richness and geographical breadth of our diocese and its member congregations. I have just completed serving a three-year term on the ECS Development Council, during which time I have gained an understanding of the grant cycle and council processes. I am grateful for the variety and vitality of God's mission manifested in the lives of faithful Episcopalians in Northern Ohio. If elected for another term, I will continue to bring my passion for supporting the outreach ministries of our congregations across the entire breadth of this great diocese.

General Convention Deputy

Position Description

Clergy and lay members elected to this position serve as deputies from the Diocese of Ohio to the General Convention of the Episcopal Church in 2012 and any Special General Convention between their election and the election of their successors. At Convention, the deputies consider amendments to the church's constitution and canons, resolutions on ecclesiastical matters and social issues, adopt a budget for the ministry of the Episcopal Church, and elect people to various national offices.

Elect four clergy and four laity for three-year terms (General Convention 2012):

Laity



Robert Bennett (*Harcourt Parish, Gambier*)—My ministry experiences include: Standing Committee 2006–2010. Registrar, Kenyon Conference, planning committee Ohio Episcopal Celebration at Kenyon. Provincial Deputy 2009. Integrity National Board 2006–2009. EFM Diocesan coordinator and Mentor, 2006 to present. Recent Volunteer: Hospice, Humane Society. Caregiver. Actor

in community theater. Harcourt Parish former Senior Warden, Treasurer. Ancient Historian and Retired Classics Professor, Kenyon. Four years Associate Provost. PhD Yale. Church and community choirs continually since I was nine. Tenor. Mission Area Council representative. A cradle Episcopalian, I would bring to the position of General Convention Deputy: New Blood. Energy. Faith. Experience. Staffed the Integrity Booth at the 2006 General Convention and have attended two others. Extensive Small group experience. A clergy partner, I have been active and sung in choirs in seven Ohio parishes. Know the diocese, national and global church well. A seminary graduate (Trinity Lutheran, Columbus, where Bexley Hall now is) in 1986. Theologically trained.



Denise Caywood (*St. Philip's, Akron*)—My ministry experience spans over twenty years. During that time, I have served as Senior Warden, Clerk of the Vestry, Youth Group Advisor, Altar Guild Chair, and Vacation Bible School Coordinator. Currently, I am serving as one of the four lay General Convention Deputies from our diocese. I believe that it is our call as Christians to see

the face of God in all people. My experience working with diverse populations and ministries has prepared me to serve our diocese.



Jane Freeman (*St. Paul's, Akron*)—Jane Freeman is on Commission on Ministry, Judicial Council and Committee on Constitutions and Canons. She was a judge on the National Court for the Trial of a Bishop. She previously served on Diocesan Council, Commission on Ministry and Episcopal Search Committee. At St. Paul's, Akron, she's a Eucharistic visitor and vergar.

Prior service includes two vestry terms, senior warden, and chairs of various committees. She presents parish and community adult education classes and workshops. Jane is director of behavioral science in Akron General's Family Medicine Residency and has an independent psychotherapy practice. She served on the Lutheran Chaplaincy Services Board and has been an instructor in Clinical Pastoral Education. Jane believes that we are called to seek unity in diversity and to support the cause of social justice. She respects the polity of the Episcopal Church and would be honored to be a deputy from our Diocese to the National Convention.



Stephen Gracey (*St. Luke's, Cleveland*)—Ministry Experience: Over 10 years leadership, both formal and informal in the Episcopal West Side Shared Ministry; 6 years on diocesan staff as communication and technology strategist (2000–2006); Twice General Convention Lay Deputy (2006 and 2009). Discernment of Call: I feel I am called to continue as a General Convention

Deputy because I have insight to offer the Episcopal Church about congregational growth: in faith, in strength, and in numbers. I witnessed and mourned the death of three parishes in my shared ministry; I have worked with you and your congregations

Nominations

across the diocese to devise and implement successful growth strategies; and I have taken part in the renaissance and growth of St. Luke's in urban Cleveland. In addition, leadership in the General Convention is largely based on seniority: As the tenure of our deputation increases, we as a diocese have more voice in the legislative committees of our Church. In 2009, I served on the legislative committee on Episcopal Church communication. If reelected, I would have even more opportunity to carry our diocesan voice to General Convention in 2012.



Jane Hamilton (*St. Mark's, Toledo*)—I was raised a Lutheran but 18 years ago I “saw the light” and became an Episcopalian. I have grown to greatly respect the polity and the commitment to social issues of the Episcopal Church. Currently, in my home parish, I serve on vestry, sing in the choir and belong to the Membership Committee. I am also a member of the Diocesan

Audit Team and I serve as secretary of the Western Area Mission Council. I have been a delegate to diocesan convention several times. Earlier this year, it was my privilege to travel with the Ohio delegation to Washington DC for Ohio Day at the National Cathedral, an experience I will never forget.



Bill Joseph (*New Life, Uniontown*)—Bill's ministry in this diocese includes serving as Deputy to the 2009 General Convention, Diocesan Council, its Executive Committee, the ECS Development Council, and the Commission on Global and Domestic Mission. At the parish level, he's served multiple terms on vestry and as Senior Warden, been a delegate to Diocesan

Convention, taught Confirmation Class, and served on the New Rector Search Committee. Bill is a freelance website developer who is working with the dioceses of Ohio, Western New York, and Upper South Carolina, as well as for the President of the House of Deputies. The father of four young children, he is concerned about how the church is able to reach out to and connect with the next generation of Episcopalians, and how their perspectives can help solidify The Episcopal Church's commitment to diversity and inclusion.



Rebecca Montague (*Grace, Sandusky*)—Becky Montague's ministry experience includes work with youth groups, leading bible study, founding and chairing key church committees, and serving on Vestry, Visioning and Diocesan Council. We at Grace Church have benefitted from Becky's deep spiritual commitment and her work in the community.

Becky's graduate education in communication, business/finance, and her career in the corporate and non-profit world is an important asset for the church. She is able to facilitate communication, effect change, and mediate conflict in a prayer-centered manner. We are confident that Becky is called to service as a deputy. Her involvement in Diocesan work through Council and Mission Area representation as well as her commitment to a wider evangelism throughout the Church demonstrates Becky's sure understanding of the greater Episcopal Church. Becky has the ability, tools, and desire to add value to the work of our General Convention. We are privileged to nominate her.



Elizabeth Moosbrugger (*St. Paul's, Cleveland Heights*)—An active member of St. Paul's, Cleveland Heights, for 15 years, Elizabeth Moosbrugger served on the vestry for six years, including 4 years as Clerk, and on the Personnel Committee. In 2006 she co-chaired the parish strategic planning committee. She taught Sunday School for 6 years. She is currently serving on

the Altar Guild, the Diocesan Nominating Committee, and is enrolled in EFM. Elizabeth is a Conference Administrator for CREDO and previously worked in sales, human resources, and life coaching. “I love the Episcopal Church. My sense of call to serve as GC Deputy stems from my work with the national church through CREDO. As a church we need to focus on creating vibrant ministries caring for God's people and loving one another to strengthen and grow our church. We also need to support the spiritual and emotional well being of our clergy and lay employees as they serve and lead us in ministry.”

Sue Perkinson (*Our Saviour, Akron*)—Much of my life, professionally and within the church, has been devoted to helping develop and support strong, healthy, effective leadership in our church. I have served as a member of the Commission on Ministry and as a BACAM selector. I am currently a member of the



roots, and our distinctive polity. I am committed to inclusion of all in our common life and at all levels of ministry. I believe I am called to help the church address its issues and challenges both locally and in the larger church and Communion. I will work to foster careful and respectful listening and conversation.

Clergy



The Rev. Jeff Baker (*St. Stephens' Shared Ministry, East Liverpool and Steubenville*)—I am passionate about the work of the broader Church! We are a messy, somewhat dysfunctional, community of very diverse Christians—in short we are the Body of Christ, and I love it. I have the gift of being able to listen to assorted enthusiastic opinions and, with a discerning heart, seek

the truth. I feel called to use my gifts and limited experience as a parish priest in two separate parishes (in East Liverpool and Steubenville) and mix that with my considerable energy to learn all I can about the polity of the Episcopal Church and the wider Anglican Communion. I have a deep appreciation of a broad range of perspectives and I am a team player. All of these attributes will be helpful resources to accomplish the good work of the General Convention.



The Rev. Alan James (*Bishop's Staff*)—One of my primary passions as Canon to the Ordinary and President of Province V (a grouping of 15 dioceses in the upper Midwest whose function is similar to the Mission Areas, but on a larger scale), is to help the Church be more creative and collaborative in ministry. In both ministries, I am fortunate to have had the opportu-

nity to see and be involved in serving the breadth of the Church. I have seen the variety of ministries about which people are passionate, the joy and peace embodied in communities of all sizes, and the common and unique challenges with which they struggle. As a Deputy, I found it very advantageous to be able to draw on the breadth of these experiences when weighing the implications of legislation being considered in the House of Deputies. I appreciate having had the opportunity to serve as a Deputy in 2009, and would be honored to do so again.



The Rev. Gay Jennings (*Associate Director, CREDO*)—As CREDO's Associate Director, I work to enhance the wellness of clergy and lay employees. I served as Canon to the Ordinary for 17 years and at St. Peter's, Lakewood (6 years). A seven-time deputy to General Convention, I've chaired three legislative committees; Canons, Communications, and World Mission. I am a member of

the Executive Council of the Episcopal Church, and one of three representatives to the Anglican Consultative Council (a governing body of the worldwide Anglican Communion). I hope I am called because of my commitment to the Risen Lord whom I love and serve; my love for this diocese and the Episcopal Church; my unending hopefulness about the gifts we have to share with the world; my recognized expertise in canons, polity and structure; and my pledge to serve with integrity, energy, and faithfulness. It would be an honor and privilege to serve the diocese in this capacity.



The Very Rev. Tracey Lind (*Trinity Cathedral, Cleveland*)—I feel called to serve as a deputy and offer my experience and perspectives on social justice, worship, church growth, stewardship, and interfaith relations. I have nearly 25 years of ordained ministry in city and suburb, including ten years as Dean of Trinity Cathedral. Elected by the GC in 2009, I am a Trustee of the

Church Pension Fund that serves the financial, health, insurance and retirement needs of our clergy, lay employees and institutions. I have been a GC deputy from the Diocese of Newark, as well as a legislative aid. I have served in a variety of leadership capacities at the diocesan and national church levels. As a deputy, I would work to foster strong partnerships between the General Convention, the Pension Fund, and the congregations, clergy, and laity of

Nominations

our diocese as we seek to proclaim the Gospel and be responsible stewards of the resources entrusted to us.



The Rev. Evelyn Manzella (*St. James, Wooster*)—I have served in a multitude of ways in the 12 ½ years I have been in the Diocese including ECS Development Council, Fresh Start Facilitator, Commission on Ministry, Bishop Search Committee, and presently the Standing Committee. I have attended the last two General Conventions as a visitor and would love to be a part of the Church

gathered in worship, work, and reflection at the next General Convention. As a delegate, I would serve with integrity, energy and good camaraderie. In the past, I have had commitments that have made it impossible to consider serving in this capacity but I am now free to offer myself to this important ministry in the church.



The Rev. Greg Sammons (*St. Michael's in the Hills, Toledo*)—I have thirty-three years of pastoral care and leadership in 4 congregations located in 3 diocese, amidst various economic settings; joy in fostering a team approach to ministry; service in the following areas: Dean of West Mission Area; Diocesan Council, Anglican Partnerships, Campus Ministry Board, Youth Mission

Trips; Stewardship, and Adult Education. I bring the ability to appreciate truth in many viewpoints without surrendering my own; a deep love for the Church; a desire to help us weather storms and grow as a community of prayer and hope; a trust in the wide-embracing and present Christ; commitment to Christian essentials as Episcopalians have received and practiced them.



The Rev. Conrad Selnick (*St. Christopher's-by-the-River, Gates Mills*)—The strength of the Episcopal Church is seen in the faith of its members. We worship and serve the Risen Christ. That faith has opened us to God's Spirit, which is guiding us beyond the first decade of this millennium with refreshed hope and direction. I have been honored to serve the diocese as Deputy to Gen-

eral Convention since 2004, as a member of Diocesan Council, as a Transition Consultant to numerous congregations, and on other committees in the past 20 years. Continued service as a Deputy increases our diocese's committee appointments and influence. When I serve at the wider levels of the Episcopal Church as a General Convention Deputy, or a consultant to dioceses, I remember I represent the Diocese of Ohio, but also each of its members, so many of whom have become my friends over the years.



The Rev. Helen Svoboda-Barber (*Harcourt Parish, Gambier*)—Helen Svoboda-Barber has been a Clergy Deputy or Provisional Deputy to three General Conventions. She spent six years on the Council of Advice for the President of the House of Deputies, and coordinated the national Octave of Prayer for the 2003 General Convention. Helen's work for the diocese includes the

Constitution and Canons Committee, the Christian Formation Commission (chair), South Central Mission Area Council (vice-president), and Ohio Episcopal Celebration at Kenyon Planning Committee. In addition to being the full-time rector of Harcourt Parish in Gambier, Helen is also on the board of Knox County Interchurch Social Services and is an active La Leche League Leader for breastfeeding mothers. Her home is filled with her husband, two young children, and her elderly mother. Helen is passionate about the work of General Convention, and finds the work of convention to be a time of deep prayer. She delights in watching the Holy Spirit at work there.



The Rev. Jeremiah Williamson (*St. Andrew's, Toledo*)—I currently serve as the Rector of St. Andrew's in Toledo—a position in which I have served with passion and dedication since April 1, 2009. Before coming to Toledo, I was the Curate at St. John's in Youngstown. There I worked in a variety of areas, including college ministry, community service and outreach. I believe I can

bring to this particular ministry - General Convention Deputy - a variety of unique experiences. I am a proud convert to the Episcopal Church and have strong ecumenical interests and ties -weekly Lutheran Scripture study, United Methodist and Episcopal seminary experiences and an ordained United Methodist pastor for a spouse. I have served in parishes in both this Diocese

and the Diocese of Newark. I have worked with College-work, Nominations, Advocacy and Transitional ministries at a Diocesan level. I would be honored and excited to represent the Diocese of Ohio at the next General Convention. Thank you.



The Rev. Brian Wilbert (*Christ Church, Oberlin*)—It is my joy to have been a member of the Episcopal Church in the Diocese of Ohio for over fifty years. Having attended part of every General Convention since 1988 and having served as an Alternate Deputy in 2000 and a Deputy in 2009 it would be a privilege to use that experience for the work of the Episcopal Church

gathering in Indianapolis in 2012. And there will be much work for our deputy team to accomplish with others from across the church—from pondering the proposed Anglican Covenant, making Evangelism a priority ministry, making our church inclusive, and discerning other work God is giving us to do, to worshiping and praising God together during our time together. As a lifelong Episcopalian and after 25 years as a priest this corporate and prayerful work of the wider church and its mission impact on our diocese, our parishes and ourselves as Christians. This part of Christ's body continues to excite and energize me in God's service.

Report of the Constitution and Canons Committee

Proposed Amendments to the Constitution and Canons of the Episcopal Diocese of Ohio to be Considered at the 194th Annual Convention of the Diocese of Ohio.

The Committee on Canons proposed no amendments to the Constitution and one amendment to Canons of the Diocese of Ohio.

One Canonical and no Constitutional changes were submitted by committees and clergy of the diocese.

Except for one large wholesale substitution to the Canons that is noted in the proposal, language proposed for elimination is denoted by a ~~strike-through~~. New language proposed is denoted by **bold-face type and underlined**.

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

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

Respectfully submitted,

The Rev. Alan C. James, <i>Staff Liaison and Convenor</i>	<i>Bishop's Staff</i>
The Rev. Dr. J. Paul Board	<i>St. Paul's Church, Maumee</i>
The Rev. Vanessa Clark	<i>St. James Church, Painesville</i>
Ms. Jane Freeman	<i>St. Paul's Church, Akron</i>
The Hon. Ute Lindenmaier Vilfroy	<i>Trinity Cathedral, Cleveland</i>
The Rev. G. Keith Owen, II	<i>St. Peter's Church, Lakewood</i>
Ms. Rebecca Roth	<i>Trinity Church, Toledo</i>
The Rev. Helen Svoboda-Barber	<i>Harcourt Parish, Gambier</i>
The Hon. William F. B. Vodrey	<i>St. Paul's Church, Cleveland Heights</i>

The Rt. Rev. Mark Hollingsworth, Jr., *ex-officio*
Richard T. Watson, Esq., *ex-officio*

First Proposed Amendment to the Canons

Replace the title for the Youngstown Mission Area.

Text of the Proposed Amendment:

Title II. Canon 3. Sec. 1

Sec. 1. Congregations in the Diocese of Ohio shall be organized into eight Mission Areas by action of Diocesan Council. The areas shall be known as: Central East, Cuyahoga, North Central, Northeast, South Central, Southeast, Summit, and West, ~~and~~ Youngstown.

Proposer

Youngstown Mission Area Council

Rational of the Proposer

The title "Southeast" more accurately reflects the Mission Area, which includes communities outside the Youngstown metropolitan area.

Second Proposed Amendment to the Canons

Delete Current Title III. Canon 3 and Substitute the following

Text of Proposed Amendment:

CANON 3: Title IV of General Canons

Sec. 1. Those provisions of Title IV of the General Canons which are applicable to the Diocese are hereby incorporated as part of this Title. To the extent that any of the provisions of this Title are in conflict or inconsistent with the provisions of Title IV, the provisions of Title IV shall govern.

CANON 4: Discipline Structure

Sec. 1 Disciplinary Board. The Board shall consist of not less than nine persons, five of whom are members of the Clergy and four of whom are Laity.

Sec. 2 Clergy Members. The Clergy members of the Board must be canonically and geographically resident within the Diocese, have been ordained to the order from which they were elected for five or more years, and not be, either at the time of election nor the five years prior to election, under sentence or pastoral direction.

Sec. 3 Lay Members. The lay members of the Board shall be Adult Communicants in Good Standing in the Diocese.

Sec. 4 Election. The members of the Board shall be elected by the Convention. Each member shall be elected for a three (3)-year term; except, if a member is elected to fill a vacancy, the term of such member shall be the unexpired term of the member being replaced. The term of the member shall commence on the first (1st) day of the year following election. The terms of office of the Board shall be staggered and arranged into three classes.

Sec. 5 Vacancies. Vacancies on the Board shall be filled as follows:

- (a) Upon the determination that a vacancy exists, the President of the Board shall notify the Bishop of the vacancy and request appointment of a replacement member of the same order as the member to be replaced.
- (b) The Bishop shall, within sixty (60) days, appoint a replacement Board member with the advice and consent of the Standing Committee.
- (c) Persons appointed to fill vacancies on the Board shall meet the same eligibility requirements as apply to elected Board members.
- (d) With respect to a vacancy created for any reason other than pursuant to a challenge as provided below, the term of any person selected as a replacement Board member shall be until the next annual Convention. With respect to a vacancy resulting from a challenge, the replacement Board member shall serve only for the proceedings for which the elected Board member is not serving as a result of the challenge.

Sec. 6 Preserving Impartiality. In any proceeding under this Title, if any member of a Conference Panel or Hearing Panel of the Board shall become aware of a personal conflict of interest or undue bias, that member shall immediately notify the President of the Board and request a replacement member of the Panel. Respondent's Counsel and the Church Attorney shall have the right to challenge any member of a Panel for conflict

of interest or undue bias by motion to the Panel, seeking disqualification of the challenged member. The members of the Panel not the subjects of the challenge shall promptly consider the motion and determine whether the challenged Panel member shall be disqualified from participating in that proceeding.

Sec. 7 President. Within sixty (60) days following the annual Convention, the Board shall convene to elect a President to serve for the calendar year following the Convention.

Sec. 8 Intake Officer. The Intake Officer shall be appointed from time to time by the Bishop after consultation with the Board. The Bishop may appoint one or more Intake Officers according to the needs of the Diocese. The Bishop shall publish the name(s) and contact information of the Intake Officer(s) throughout the Diocese.

Sec. 9 Investigator. The Bishop shall appoint an Investigator in consultation with the President of the Board. The Investigator may, but need not, be a Member of the Church.

Sec. 10 Church Attorney. Within sixty (60) days following each annual Convention, the Bishop with the advice and consent of the Standing Committee shall appoint an attorney to serve as Church Attorney to serve for the calendar year following the Convention. The person so selected must be a Member of the Church and a duly Ohio-licensed attorney in good standing, but need not reside within the Diocese.

Sec. 11 Pastoral Response Coordinator. The Bishop may appoint a Pastoral Response Coordinator, to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral responses provided for in Title IV.8 of the General Canons and this Title. The Pastoral Response Coordinator may not serve in any other appointed or elected capacity under this Title.

Sec. 12 Advisors. In each proceeding under this Title, the Bishop shall appoint an Advisor for the Complainant and an Advisor for the Respondent. Persons serving as Advisors shall hold no other appointed or elected position provided for under this Title, and shall not include chancellors or vice chancellors of this Diocese or any person likely to be called as a witness in the proceeding. "Either the Complainant or the Respondent may, without penalty, decline the services of an Advisor."

Sec. 13 Clerk. The Board shall appoint a Board Clerk to assist the Board with records management and administrative support. The Clerk may be a member of the Board.

Sec. 14 Intercessor. The Bishop shall appoint in consultation with the Standing Committee an intercessor to pray for all parties involved in the discipline process, for the diocese, and for healing and a just resolution.

CANON 5: Costs and Expenses.

Sec 1 Costs Incurred by the Church. The reasonable costs and expenses of the Board, the Intake Officer, the Investigator, the Church Attorney, the Board Clerk and the Pastoral Response Coordinator shall be the obligation of the Diocese, subject to budgetary constraints as may be established by Diocesan Council or its designee.

Sec. 2 Costs Incurred by the Respondent. In the event of a final Order dismissing the complaint, or by provisions of a Covenant approved by the Bishop, the reasonable defense fees and costs incurred by the Respondent may be paid or reimbursed by the Diocese, subject to budgetary constraints as may be established by Diocesan Council or its designee.

Constitution and Canons

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

CANON 6: Records.

Sec. 1 **Records of Proceedings.** Records of active proceedings before the Board, including during the period of any pending appeal, shall be preserved and maintained in the custody of the Clerk, if there be one, or otherwise by the Diocesan offices.

Sec. 2 **Permanent Records.** The Bishop shall make provision for the permanent storage of records of all proceedings under this Title at the Diocese and the Archives of the Episcopal Church, as prescribed in Title IV of the General Canons.

CANON 7: Responsibility to State Authorities

Sec. 1 **All individuals involved in a case under the provisions of this title have an affirmative duty to disclose any allegations, not otherwise privileged, of sexual or physical abuse to the appropriate state authorities, and thereafter fully cooperate with any subsequent investigation.**

Proposer

Constitution and Canons Committee

Rationale of the Proposer

These canons are proposed to align the Diocesan Canons with the new canons of The Episcopal Church, which take effect July 1, 2011.

Resolutions Referred to Dioceses from the 76th General Convention

B015: Amend Constitution Article I.4

Resolved, the House of Bishops concurring, That lines 3 and 4 and 11 of Article I.4 of the Constitution (page 2) be amended to change the name of the “Convocation of the American Churches in Europe” to “Convocation of Episcopal Churches in Europe” as follows:

Sec. 4. The Church in each Diocese which has been admitted to union with the General Convention, each area Mission established as provided by Article VI, and the Convocation of ~~the American~~ *Episcopal* Churches in Europe, shall be entitled to representation in the House of Deputies by not more than four ordained persons, Presbyters or Deacons, canonically resident in the Diocese and not more than four Lay Persons, confirmed adult communicants of this Church, in good standing in the Diocese but not necessarily domiciled in the Diocese; but the General Convention by Canon may reduce the representation to not fewer than two Deputies in each order. Each Diocese, and the Convocation of ~~the American~~ *Episcopal* Churches in Europe, shall prescribe the manner in which its Deputies shall be chosen.

B029: Amend Constitution Article II.2

Resolved, the House of Deputies concurring, That the 76th General Convention amend Article II, Section 2 of the Constitution of The Episcopal Church as follows:

Sec. 2. No one shall be ordained and consecrated Bishop until the attainment of thirty years of age; nor without the consent of a majority of the Standing Committees of all the Dioceses, and the consent of a majority of the Bishops of this Church exercising jurisdiction. ~~But if the election shall have taken place within one hundred twenty days before the meeting of General Convention, the consent of the House of Deputies shall be required in place of that of a majority of the Standing Committees.~~ No one shall be ordained and consecrated Bishop by fewer than three Bishops.

D029: Amend Constitution Article VIII

Resolved, the House of Deputies concurring, That the last paragraph of Article VIII of the Constitution is amended by the addition of a final sentence as follows:

No minister of such a Church ordained by other than a Bishop, apart from any such ministers designated as part of the Covenant or Instrument by which full communion was established shall be eligible for licensing to officiate under this Article.

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 the Tithe as the Means of Financing the Work of the Diocese of Ohio
- R2: Resolution on Clergy Compensation for 2011
- R3: Resolution on Immigration
- R4: Resolution Concerning Public Sector Funding for Food and Nutrition
- R5: Resolution Concerning Criminal Justice Reform
- R6: Resolution to Recharter the Commission to End Racism

Respectfully submitted,

The Rev. R. Stephen Sedgwick, <i>Chair</i>	<i>Church of the Redeemer, Lorain</i>
The Rev. J. Paul Board	<i>St. Paul's Church, Maumee</i>
The Rev. Joy M. Caires	<i>Church of Our Saviour, Akron</i>
Lisa O'Rear-Lassen	<i>St. Peter's, Lakewood</i>
Dorothy Rieman	<i>St. Matthew's Church, Brecksville</i>
Eugene Stacy	<i>Old Trinity Church, Tiffin</i>
Martha Wright	<i>Staff</i>

R1: Resolution on the Tithe as the Means of Financing the Work of the Diocese of Ohio

Resolved, by this 194th Annual Convention of the Diocese of Ohio that each Parish be required to commit a tithe (10%) of its Normal Operating Expense (NOE) as its contribution to the Diocese, beginning January 1st, 2013; and be it further

Resolved, because such a substantive change will require a period of time for discernment, reflection, prayer and conversation, that the Assessment Review Committee and The Committee on Constitutions and Canons be charged with bringing a report to the 195th Diocesan Convention with necessary changes to implement this policy, and that such implementation be completed by the 196th Diocesan Convention in November of 2012; and be it further

Resolved, that the requested tithe from the Parish to the Diocese, be understood as indispensable for the successful operation of the Diocese.

Submitted by:

The Rev. Brian S. Suntken, Rector, Christ Church Episcopal, Hudson

Rationale:

The theme of this year's 194th Diocesan Convention is "Building Healthy Communities." Healthy communities of faith invite people to become passionate followers of Jesus Christ; create opportunities for personal and corporate transformation; and equip and empower people for gospel mission in the world.

One of the most important characteristics of a healthy spiritual community is its commitment to holistic stewardship practices and grace-filled generosity.

Christian stewardship is the grateful and responsible use of God's gifts in light of God's purpose as revealed in Jesus Christ. Christian stewards, empowered by the Holy Spirit, commit themselves to conscious, purposeful decisions. Stewardship is lived out through: living and telling the Good News; sharing God in seeking justice, peace, and the integrity of creation in an interdependent universe; wisely employing God-given human resources, abilities, and relationships; sharing the material resources we hold and giving them in service, justice, and compassion; providing for future generations, sharing in the life, worship, and responsible stewardship of the Church and of its mission, both for the individual and for the community. Stewardship is a joyful act for the sake of God's world.

Stewardship is not simply about money. Stewardship is a fundamental of Christian discipleship – an important spiritual discipline. It is about how we live and how we give. What we give to God in response for all that God has given to us. We give time, talent and treasure in response to the gifts of unconditional love, salvation and grace. Tithing is a major contributor to the giver's spiritual health and inner joy.

Holy Scripture commends the practice of giving one tenth of one's income to the work of the Lord beyond the individual's household or family. The tithe has long been taught as the standard of individual giving for committed disciples of Jesus Christ.

When we tithe, we are aligning our attitudes and actions with universal principles originating with God, the great Giver (Matthew 10:8; 19:21; 20:28; Luke 6:38; 12:32; Acts 20:35). Tithing reflects the unselfish, giving nature of our Creator and Provider. Through willing and cheerful giving (2 Corinthians 9:6-8), we honor God while supporting the physical means of proclaiming the gospel.

Resolutions

1 In giving back to God a tenth of our income, we enter into a special relationship with our Creator. We dedicate ourselves to
2 serving God and financially supporting Christ's commission to preach the gospel and nourish the Church. In return God
3 promises to bless us. Tithing, then, is the opposite of a selfish approach to life. God stands prepared to support this generous
4 approach by, in turn, blessing us. God invites all to take God up on God's promise: "Bring all the tithes into the storehouse,
5 that there may be food in My house, and try Me now in this," says the Lord of hosts, "if I will not open for you the windows of
6 heaven and pour out for you such blessing that there will not be room enough to receive it" (Malachi 3:10).

8 Since 1982, The General Conventions of the Episcopal Church have stated that the tithe is "the minimum standard of giving
9 for Episcopalians." Several subsequent General Conventions (1988, 1994, 1997, 2000, 2003 and 2009) have reaffirmed this
10 concept in the same or similar language. Currently, the Diocese of Ohio has required an assessment of its Parishes ranging
11 from ten to nineteen per cent of Normal Operating Expense (NOE), depending on the size of the budget of the Parish. The
12 formula is as follows:

- 13 • 10 percent of the first \$50,000 of Normal Operating Expense (NOE) of a parish;
- 14 • 13 percent of that portion of the NOE above \$50,000 and up to \$150,000;
- 15 • 16 percent of that portion of the NOE above \$150,000 and up to \$250,000;
- 16 • 19 percent of that portion of the NOE above \$250,000.

18 The Institutional Church finds itself in an amazing period of history. Peter Drucker, teacher, management consultant and
19 author, wrote, "Every few hundred years in Western history, there occurs a sharp transition. Within a few short decades,
20 society rearranges itself – its worldview; its basic values; its social and political structure; its arts; its key institutions. Fifty years
21 later, there is a new world. And the people born then cannot imagine the world in which their grandparents lived and into
22 which their own parents were born. We are currently living through just such a transformation." If Drucker is correct, we find
23 ourselves, as the Body of Christ, in the first portion of this fifty year experience of change.

25 Institutional structures which have worked moderately well for the past thirty to fifty years will no longer be viable in this
26 period of transformation. Our world is undergoing a profound metamorphosis of mind and heart. Something of this magni-
27 tude happens only once or twice a millennium. This resolution seeks to honestly address the current realities of our time and
28 to seek change for the good of the whole and the future well being of the Church. As one historian has written: "Change does
29 not change tradition. It strengthens it. Change is a challenge and an opportunity; not a threat."

31 And yet eternal truths stand firm. We are the children of a living God, and we need to give faithfully to the work and mission
32 of the Church. As disciples we are called to live as servants of God and each other, doing good through the gifts the Spirit has
33 given us, living generously and simply, seeking to bring about the fullest expression of God's rule in our culture. The challenge
34 laid before us as members of the Diocese of Ohio is to embrace a new vision of stewardship that will assist in building healthy
35 communities of faith; empowering the mission of Christ through appropriate giving; and realizing that the Kingdom of God
36 is a new way of life that changes everything.

R2: Resolution on Clergy Compensation for 2011

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 2011 be established as follows:

- At least \$45,000 for assisting clergy ordained less than three years;
- At least \$48,500 for clergy ordained less than three years, who are in charge of congregations and assisting clergy ordained more than three years;
- 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 shall:

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

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

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

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

Resolved, that, while recognizing the difficult current economic conditions for employers of clergy in the diocese, we urge those congregations who are financially able to provide additional compensation, and we urge congregations who are not able to increase cash compensation to be creative in consider non-cash benefits (e.g., additional vacation and personal time).

Submitted by:

The Commission on Ministry

Rationale

Title II, Canon 8, of the Canons of the Diocese of Ohio directs the Annual Convention to establish a minimum standard of compensation for clergy employed in the diocese. The minimum standard for 2011 represents the following adjustment from the minimums established by the 190th Annual Convention for 2008:

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 2009 the diocese ranked 36th of 99 dioceses in median clergy compensation. In 2009 the diocese also had median clergy compensation comparable to or higher than the contiguous dioceses

Resolutions

of 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 2011.

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 2011.

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

R3: Resolution on Immigration

The Episcopal Church Witness With and For Immigrants

Resolved, that the 194th Convention of the Diocese of Ohio call on the United States Government for comprehensive immigration reform that supports:

- a) A path to citizenship for the 10-12 million undocumented people in the U.S.;
- b) Reform of our immigration system, so that migrant workers can enter the United States and work in a safe, regulated and humane manner;
- c) Reform of the family-based immigration system, so that waiting times/backlogs to reunite families are significantly reduced;
- d) Restoration of due process protections for immigrants;
- e) Reform that is humane, workable, and reflects the paramount importance and socio-economic necessity of family unity;
- f) Development and implementation of policies which address the root causes of migration, such as economic development in poor countries; and be it further

Resolved, that the 194th Convention call each congregation to affirm the 76th General Convention Resolution B006, “Immigration: Economic Implications,” and become informed about the realities of immigration including its root causes and to collaborate in ministries that meet the needs of new immigrants to our communities; and be it further

Resolved, that the 194th Convention specifically call for termination of any programs, (“Secure Communities”, 287(g) program), allowing or mandating local or state agencies to enforce federal immigration law and linking local or state computers to Immigration and Customs Enforcement, returning enforcement to federal immigration agents and leaving local law enforcement agencies and their resources the work of investigating and preventing crime to keep communities safe; and be it further

Resolved, that the 194th Convention specifically oppose local or statewide legislation which would require police officers to verify a person’s immigration status upon arrest or require immigrants to prove that they are authorized to be in the country or risk state charges.

Resolved, that the 194th Convention of the Diocese of Ohio communicate this resolution and B006 to the Governor, Lt. Governor, Secretary of State, and Attorney General of the State of Ohio; and that each congregation be encouraged to communicate the same to their state legislators and local law enforcement agencies.

Submitted by:

Commission on Global and Domestic Mission.

Rationale:

Prior to General Convention, B006 was reviewed by the Social Justice and Public Policy Network and bishops. It was passed by both Houses of General Convention, with input from deputations and bishops serving in border states and areas of high-density immigrant populations, as well as in regions like ours which have more recently seen an increase in immigrant numbers.

Members of Ohio parishes have been deported or detained, ripping apart families. Immigrants have been detained, harassed and intimidated even though they presented documents of legal status. Some of our own clergy who are immigrants have faced exasperating situations, and several parishes have walked with immigrants through despair, needlessly inflicted by immigration policies and agencies that need reform.

Some in the Ohio legislature have proposed laws similar to Arizona’s, which would not only permit but also require local law enforcement to take on the additional burden of immigration status inquiry and deportation processing, both federal responsibilities.

Resolutions

A General Accounting Office report released in March 2009 confirms these arrangements are ineffective in deterring undocumented immigration and riddled with abuse, lead to racial profiling, divert scant resources away from public safety, and may hinder the work of local investigators in solving and preventing crime. Where such laws have been enacted, law enforcement chiefs have often requested an exemption, citing additional costs, lack of training and resulting reduction in public safety.

Numerous cities, (San Francisco and Washington DC, among others), have sought to opt out of the current “Secure Communities” policy. In August, 2010 police chiefs of 27 major cities met to examine additional expenses of equipment, training and personnel Secure Communities would require and concluded that overall law enforcement would suffer.

Immigrants who are members of our congregations and those who serve in partnership with us have indicated that the Church’s stand with them for immigration reform sends an important message of our intent to be present as Christ’s representatives in their lives. This resolution offers one focused way, relevant to the immigration debate in our own local context, that we may “welcome the stranger” in our midst and in so doing, welcome Christ.

Impact on formation and mission

Providing relief to those who suffer injustice and offering hospitality to strangers is at the heart of the Christian message. In St. Matthew, Jesus began his life as an immigrant to Egypt with his family, and concludes his teaching of the Last Judgment based on the criteria of feeding the hungry, clothing the naked, visiting the prisoners, and welcoming the strangers.

Our common story is about an immigrant child whose parents fled with him to a hostile country. We drink the common cup with immigrants and we are called to serve the common good, which means recognizing the needs and rights of immigrant families.

Program Impact

Implementation of this resolution will involve a minimal effort on the part of the Commission on Global and Domestic Mission, staff and individual congregations. To the extent that its purposes are realized, it will provide great relief to immigrant families and the congregations and clergy who minister to them.

The Social Justice and Public Policy Network of the Diocese of Southern Ohio prepared this rationale. The 106th Convention of the Diocese of Southern Ohio is considering this resolution in the hope that both dioceses in Ohio will present a united witness in the State of Ohio.

R4: Resolution Concerning Public Sector Funding for Food and Nutrition

Resolved, the 194th Convention of the Diocese of Ohio encourages federal and state agencies to develop budgets, which ensure the following principles: (this still may not be strong enough)

- food security for all people living in this country, by ensuring that people in poverty have access to sufficient food and nutritional balance to promote the optimal physical and mental development of children and to prevent chronic diseases such as diabetes and hypertension;
- ensuring that households in poverty do not have to choose to meet one basic human need, such as housing, health care, or food, at the expense of another;

and be it further,

Resolved, this Convention encourages

- federal and state agencies to develop budgets that sustain funding at the levels needed to ensure adequate supplies of emergency food, food stamps, and nutrition programs for pregnant women, infants, preschoolers and children – both during and beyond school hours;
- a pragmatic review of state tax policy to identify opportunities to maintain revenue during the ongoing recession without further burdening households struggling with unemployment, low wages, or fixed income;

and be it further

Resolved, this Convention encourages the Bishop, clergy, and members of the Diocese to advocate for food security for Ohio residents, through an efficient partnership of churches, non-profits, business and the public sector, by combining a sturdy safety net with strategies to help Ohio households achieve self-sufficiency.

Submitted by:

Commission on Global and Domestic Mission.

Rationale:

The public sector is important to food security, because Federal and state funds provide infant and maternal nutrition (WIC), school meals, summer nutrition programs, and commodities to the statewide non-profit network of food banks that are the major source of food to over 3,000 emergency food programs, including many of our church-based pantries and soup kitchens. Ohio's non-profit and faith-based emergency food network is overwhelmed with rising need. The foods most important to optimal development and preventing obesity and diabetes – protein and fresh produce – are the most expensive, and increasingly scarce in the emergency food pipeline. Families can use food stamps to buy these crucial nutrients in grocery stores. Food stamps allow them to dedicate limited income to other essentials like rent and utilities.

Ohio has the third highest rate in the nation of children under five at risk of hunger. By August, 2010, with the state's unemployment rate at 10.5%, over 1.745 million (1 in 7) Ohioans were depending on food stamps to meet their families' food needs, with an average monthly benefit of \$141 per household. Economists agree that food stamps are one of the most effective stimulus strategies available, because they are spent immediately in the local economy. Each food stamp dollar generates an average of \$1.84 in economic activity, according to the Ohio Department of Jobs and Family Services county profiles report data services.

Current fiscal policies endanger hunger and human services funding. Congress has adopted a pay-as-you-go rule requiring that new spending must be offset by cuts in other programs. This has already resulted in two moves to slash food stamp funding in order to cover other safety net programs. In August 2010 Congress passed an emergency bill expanding funding for Medicaid,

Resolutions

1 teacher's salaries, and other key programs, but it included major cutbacks in food stamp funding to take effect in 2014. The
2 Child Food Nutrition Reauthorization Bill passed by the Senate imposed an additional cutback on food stamp funding
3 which would take place a year earlier, in 2013. In addition to a significant cut in the average monthly food stamp allotment to
4 families facing hunger, the food stamp cuts in the Medicaid and teacher salary bill alone would result in a loss of over 6,000
5 Ohio jobs and \$1.374 billion in economic activity, based on the summer 2010 Ohio food stamp case loads by county (Source:
6 Ohio Association of Second Harvest Foodbanks)

7
8 The State of Ohio must maintain a balanced budget and faces a projected \$7-8 billion gap between revenues and expenditures
9 which must be resolved in passing the next biennial budget in summer, 2011. Ohio has already drastically cut human services
10 funding in the current biennium, including huge cuts to the county departments of Job and Family Services that administer
11 public benefits and protect child welfare. The pressures to further cut hunger and human services funding will be huge in the
12 coming budget debates.

13
14 Legislators have been afraid to endorse plans to increase tax revenue, but advocates for the poor have identified many
15 opportunities. The state tax code is crammed with credits and exemptions (called tax expenditures) costing the state billions in
16 lost revenue every year. These credits and exemptions typically go unexamined in biennial budget debates. In addition, in 2005
17 Ohio began implementing a 21% income tax cut phased in over five years. The final year of cuts was postponed last winter,
18 but the plan, when fully implemented, sends more than 40% of the tax savings goes to the households with incomes in the top
19 5%, and only 13% to households in the bottom 60%. In 2005 the state also implemented major cuts in corporate taxes. Taken
20 together, these tax cuts cost the state \$2.1 billion in annual revenue, according to the Ohio Department of Taxation. Source:
21 "Report to the Ohio Budget planning and Management Commission," Policy Matters Ohio, [http://www.policymattersohio.org/](http://www.policymattersohio.org/OhioBudgetPlanningAndManagementCommission2010.htm)
22 *OhioBudgetPlanningAndManagementCommission2010.htm*

23
24 As the people of the Church, we are called to speak of the real impact of public policy on the most vulnerable and to work for
25 practical, fair and effective programs to return those in need to stability and security. The enormous effect of the recession—
26 with many middle class people losing jobs, homes, health insurance, and retirement savings—only brings home the spiritual
27 truth that we are all in this together, we must care for each other, and we must work together to ensure a just and wholesome
28 commonwealth.

29
30 The Social Justice and Public Policy Network of the Diocese of Southern Ohio prepared this rationale. The 106th Convention
31 of the Diocese of Southern Ohio is considering this resolution in the hope that both dioceses in Ohio will present a united
32 witness in the State of Ohio.

R5: Resolution Concerning Criminal Justice Reform

Resolved, the 194th Convention of the Diocese of Ohio encourages criminal justice reform that

- Promotes rehabilitative criminal sentencing and fairness;
- Reduces excessive punishments that do not benefit the victim, the community, nor the offender;
- Incorporates new and improved ways for former offenders to reintegrate productively into society; and
- Reduces criminal-justice spending while improving community safety and wholeness;

and be it further

Resolved, that the 194th Convention of the Diocese of Ohio communicate this resolution to the Governor, Lt. Governor, Secretary of State, and Attorney General of the State of Ohio; and that each congregation be encouraged to communicate the same to their state legislators and local law enforcement agencies.

Submitted by:

Commission on Global and Domestic Mission.

Rationale:

Ohio's steadily rising prison census takes an enormous toll on families, communities, taxpayers and the state budget. According to the Ohio Department Of Rehabilitation and Correction, incarceration has become epidemic, with Ohio's prison census increasing more than 292% from 1978 to 2008, compared to a 6% growth in the state's population. Ohio's prisons are now crammed to 133% of capacity.

The state of Ohio must take drastic measures to close a projected \$7-8 billion deficit in the next biennial budget. Between 2000 and 2008, annual state spending on corrections climbed 21%, from \$1.04 to \$1.27 billion. It costs an average of \$25,000 to incarcerate someone for a year, compared to undergraduate tuition of \$10,065 this year at the University of Cincinnati. The Urban Institute reports that addiction treatment is 15 times less expensive than incarcerating a person for a drug-related crime. The current state budget has cut funding for mental health by 12% and for addiction programs by 30%.

Nearly 30,000 people are released from Ohio prisons each year, returning to our communities. Once released, ex-felons face myriad barriers to housing and employment. Hundreds of these collateral sanctions are enacted in state law or local ordinance, making it almost impossible for ex-felons to start productive, law-abiding and stable lives in the community after completing their sentences.

More than half of Ohio prison inmates have child support orders, according to the Child Support Collaboration Report 2009. In prison, parents have no way to earn sufficient wages to support their children. Once parents are released, their felony record can make it almost impossible to get a job paying enough for them to meet their responsibilities to overcome the accumulated debt and to meet their children's current needs. Using alternatives to incarceration for parents means fewer children needing foster care or Medicaid—preventing further disruption to families and saving state money.

The Social Justice and Public Policy Network of the Diocese of Southern Ohio prepared this rationale. The 106th Convention of the Diocese of Southern Ohio is considering this resolution in the hope that both dioceses in Ohio will present a united witness in the State of Ohio.

R6: Resolution to Recharter the Commission to End Racism

Resolved, that the 194th Annual Convention of the Diocese of Ohio recharts the Commission to End Racism as the Commission for Racial Understanding, whose mission is to work for healing and transformation in ourselves, our church, and society.

Resolved, that this Convention directs all Diocesan Commissions and Committees to identify and address problems caused by racism or a lack of racial understanding. To that end these entities are encouraged to work with the Commission for Racial Understanding in developing action plans for promoting transformation and healing of division caused by racism.

Resolved, that the parishes of the diocese are challenged to make racial healing and transformation within their congregations and communities a priority and are encouraged to draw upon the resources of the Commission for Racial Understanding to fulfill this objective.

Submitted by:

Commission to End Racism.

Rationale:

The Commission to End Racism was directed by the 1994 and 1995 Diocesan Conventions to address racism, defined as an abuse of power. This particular definition of racism is often named as institutional racism (abuse of power, systemic barriers, and privileges based upon one's race). From 2005 to 2008 the Commission was challenged by the loss of active members and frequent turn-over in leadership. Therefore, the Commission has spent the last two years in a two-prong process of restarting basic discussions about racial issues in the Diocese and reviewing its own structure and mission.

The Commission has sponsored and underwritten the cost of multiple screenings and discussions of the film *Traces of the Trade*, which chronicles one family's wrestling with its ancestor's participation in and benefit from the slave trade. The Commission has also led discussions on White Privilege in a workshop at the Winter Convocation and a Diocesan Council meeting.

In nearly two years of trust building, reflection, and discussion, the current members of the Commission remain committed to breaking down structural barriers to equal opportunity for racial minorities. What they have concluded, however, is that this sort of work cannot succeed if there is not an equal and complimentary process of building strong, constructive, and healthy relationships across racial lines. Negative racial stereotypes and experiences that any individual has are an impediment to mutual understanding, healing, and the ultimate break down of institutional racism.

Therefore, the Commission believes that it is essential to broaden the context in which discussions about race and racial understanding take place in the Diocese of Ohio. In nurturing conversations about the racial stereotypes and prejudices embedded in each of us regardless of our race, the Commission will focus on supporting members of the Diocese in deepening their individual understandings of the role one's race plays in our daily life and interactions, and thereby enable parochial and diocesan leaders to identify and correct instances of structural racism within our parishes, diocese commissions/committees, and the communities in which we live.

This initiative is consistent with the most recent General Convention resolution A142, which states, "Resolved, that dioceses and provinces develop programs and ministries to dismantle and eradicate structures of racism, both internally and externally, and integrate the practices of anti-racism into their ongoing life."

Overview of the 2011 Diocesan Program and Budget

In the spring of 2010, the Diocesan Council approved the following priorities for the 2011 Diocesan Budget:

- **Initiatives that support church growth:**

- Evangelism;
- Natural Church Development (NCD);
- Unbinding the Gospel; and
- Education regarding liturgical and spiritual renewal.

- **Leadership development:**

- All ages—especially an increased emphasis on adult formation;
- Lay and Clergy; and
- Mission-based servant leadership

- **Funds for collaborative ministry:**

- Direct funding to Mission Areas; and
- Support for collaborative parochial mission initiatives.

- **Technology:**

- Greater use in diocesan commissions, committees, and ministries; and
- Support access to and use of technology in parishes.

These priorities are more fully described and detailed in the budget narratives which follow the budget summary.

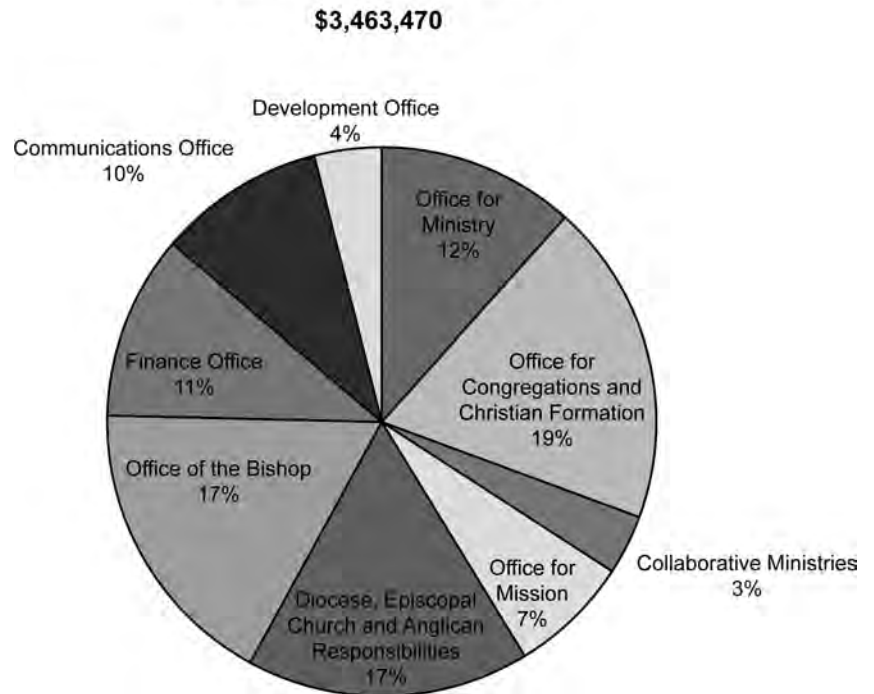
The programs and activities funded in the budget are geared toward living out the mission statement of the Diocese: To GROW, GIVE and SERVE.

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

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

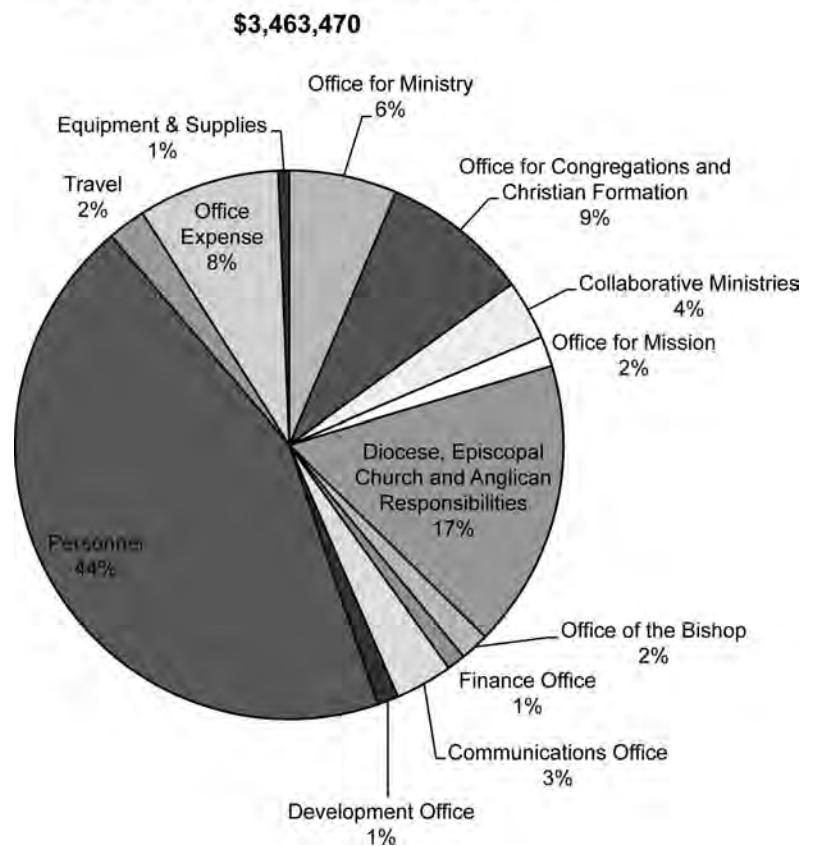
EXPENSE BY MINISTRY AREA

Figure 1



EXPENSE BY MANAGEMENT AREA

Figure 2



Budget Summary

	2010 Budget	2011 Budget	Change from 2010 Budget
RECEIPTS			
Support from Congregations			
Assessments	\$2,425,000	\$2,440,000	\$15,000
Grants			
Cleveland Foundation	\$2,000	\$2,435	\$435
	\$2,000	\$2,435	\$435
Investment Income			
Endowment Income—Missionary Fund	\$41,271	\$41,448	\$177
Endowment Income—Diocesan Fund	\$145,098	\$140,630	\$(4,468)
Endowment Income—Lay Pension & Custodial	\$7,225	\$7,002	\$(223)
Endowment—ECSF Administration	\$30,687	\$31,982	\$1,295
Endowment - Bishop's Office	\$40,000	\$32,591	\$(7,409)
Endowment - Legacy Campaign	\$2,172	\$2,430	\$258
Interest & Dividend Income	\$112,481	\$111,137	\$(1,344)
	\$378,934	\$367,220	\$(11,714)
Fees Received for Administrative Services			
Bishop Leonard Fund (Capital Loans & Grants)	\$18,300	\$18,849	\$549
Holy Cross Fund	\$6,900	\$7,107	\$207
Church Home Fund	\$36,960	\$38,069	\$1,109
Brayton, Cooper & Darnell Funds	\$14,280	\$14,708	\$428
Joint Investment Fund	\$77,000	\$79,310	\$2,310
Other Education Funds Administration	\$4,500	\$4,635	\$135
Miller Trust	\$20,400	\$21,012	\$612
	\$178,340	\$183,690	\$5,350
Transfers			
Education Funds	\$147,600	\$143,600	\$(4,000)
BLF Capital Fund	\$121,380	\$116,525	\$(4,855)
Disabled & Infirm Clergy Fund	\$12,000	\$12,000	-
Bishop's Discretionary Fund	\$5,000	\$5,000	-
Bishop's Fund for New Congregations	\$78,000	\$96,000	\$18,000
Youth Scholarship Funds	\$2,000	\$1,500	\$(500)
Legacy-AB Williams Endowment Income Fund	\$12,000	\$11,000	\$(1,000)
Other Custodial Funds	\$24,000	\$6,000	\$(18,000)
Bishop's Appeal	\$61,300	\$78,500	\$17,200
	\$463,280	\$470,125	\$6,845
TOTAL AVAILABLE	\$3,447,554	\$3,463,470	\$15,916

	2010 Budget	2011 Budget	Budget Summary Change from 2010 Budget
EXPENSES			
Ministries Office			
Formation	\$127,800	\$139,500	\$11,700
Support	\$16,000	\$16,000	-
Development	\$55,550	\$52,550	\$(3,000)
Deployment (Transition Ministry)	\$5,450	\$5,450	-
Planning & Administration	\$7,010	\$7,010	-
	<u>\$211,810</u>	<u>\$220,510</u>	<u>\$8,700</u>
Office For Congregations and Christian Formation			
Administration	\$6,000	\$10,000	\$4,000
Aid to Congregations			
Assisted Congregations	\$153,250	\$145,000	\$(8,250)
Grants for Parish Ministry, Growth, and College Work	\$62,000	\$67,000	\$5,000
Task Group Funds			
Natural Church Development	\$15,000	\$10,000	\$(5,000)
Diocesan Youth Programs	\$13,000	\$13,000	-
Evangelism	\$2,000	\$2,000	-
Other	\$0	\$10,000	\$10,000
Total Task Group Funds	\$30,000	\$35,000	\$5,000
Other Expenses			
Winter Convocation	\$15,000	\$15,000	-
Ohio Episcopal Celebration at Kenyon	\$5,000	\$5,000	-
Resource Center	\$4,000	\$3,000	\$(1,000)
Leadership Development Events	\$0	\$10,000	\$10,000
PERCEPT	\$7,500	\$2,500	\$(5,000)
Other	\$18,300	\$8,500	\$(9,800)
Total Other Expenses	\$49,800	\$44,000	\$(5,800)
	<u>\$301,050</u>	<u>\$301,000</u>	<u>\$(50)</u>
Diocese, Episcopal Church and Anglican Responsibilities			
Mission of the General Church (assessment)	\$594,000	\$544,900	\$(49,100)
Provincial Synod (assessment)	\$6,735	\$6,534	\$(201)
Travel to Provincial Synod meetings and events	\$0	\$1,000	\$1,000
Diocesan Convention	\$17,000	\$17,000	-
Diocesan Council	\$2,000	\$2,000	-
To Reserve for Travel to General Convention	\$12,000	\$6,000	\$(6,000)
To Reserve for Future Episcopal Transition	\$5,000	\$10,000	\$5,000
	<u>\$636,735</u>	<u>\$587,434</u>	<u>\$(49,301)</u>
Office For Mission			
Administration and ER&D Promotion	\$2,500	\$2,500	-
Community of Deacons	\$2,000	\$2,000	-
Domestic & International Mission			
Millenium Development Goals @ .7%	\$21,000	\$21,000	-
Mission Area Council Mission & Service Projects	\$0	\$8,000	\$8,000

Budget Summary

	2010 Budget	2011 Budget	Change from 2010 Budget
Domestic Mission & Service Projects	\$10,000	\$7,800	\$(2,200)
International Mission & Service Projects	\$10,000	\$7,800	\$(2,200)
ECS, Advocacy, Health Ministry Task Force	\$2,500	\$2,250	\$(250)
Ohio Council of Churches	\$15,000	\$7,500	\$(7,500)
Commission to End Racism	\$3,000	\$3,000	-
	\$66,000	\$61,850	\$(4,150)
Collaborative Ministries			
Cedar Hills Camp & Conference Center	\$122,000	\$122,000	-
Trinity Commons Books & Gifts	\$15,000	\$0	\$(15,000)
	\$137,000	\$122,000	\$(15,000)
Office of the Bishop	\$36,100	\$59,100	\$23,000
Finance Office	\$31,800	\$37,500	\$5,700
Development Office	\$39,600	\$43,350	\$3,750
Communications Office	\$117,835	\$117,800	\$(35)
Personnel	\$1,503,680	\$1,523,281	\$19,601
Travel	\$76,000	\$78,000	\$2,000
Office	\$278,844	\$289,489	\$10,645
Equipment & Supplies	\$11,100	\$22,156	\$11,056
	\$2,094,959	\$2,170,676	\$75,717
TOTAL EXPENSES	\$3,447,554	\$3,463,470	\$15,916
TOTAL RECEIPTS OVER (UNDER) EXPENSES	\$0	\$0	(\$0)

Funding for the 2011 Proposed Budget

Funding Sources

Funding for the budget comes primarily from four sources:

- **Parish Payment of Support** for our Diocesan Program: \$2,440,000 (which funds 70.4% of total expenses, and includes amounts due for both current and prior years)
- **Endowment and Investment income:** \$367,220 (funds 10.6%)
- **Fees Received for Administrative Services:** \$183,690 (funds 5.3%)
- **Transfers:** \$470,125 (funds 13.6%)

The remaining funds are from grants, in the amount of \$2,435, which funds .1%.

Parish Support is projected to increase \$15,000 (0.6% from the 2010 budget). This increase is based on the estimated support from parishes increasing very slightly in 2011.

The decrease of \$11,714 (3.1% from the 2010 budget) in **Endowment and Investment Income** results primarily from the actual decline in market value of the endowment and custodial funds. The Trustees approved a spending rule of 4% for 2011, and this rate is consistent with the 2010 rate. The market value of the investments continues to improve, but the 12-quarter average still contains lower market values from the 2008-2009 credit crisis.

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 \$5,350, or 3.0% from the 2010 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 \$6,845, or 1.5% from the 2010 budget. This net increase includes reductions of \$4,855 from the loans and grants funds, a \$1,500 from custodial funds, a \$1,000 from an endowment fund for leadership development, and a \$4,000 decrease from education funds. Expenses funded from the Bishop's Appeal increase by \$17,200, and the resource center funding is increased by \$1,000.

The total proposed budget provides funding of \$3,463,470, an increase of \$15,916 (0.5%) over the 2010 budget. In these times

of economic uncertainty, effective stewardship of all of resources remains a priority for all the Diocesan staff and constituent groups.

Effect of the New Assessment Canon

At its 2009 Convention, the Diocese of Ohio approved a change in Title 1. Canon 14 regarding parish assessments. The change was designed to add clarity, transparency, and simplification to the process for calculating and paying diocesan assessments. We have heard many favorable comments about the change; and believe that the new system is on its way toward meeting its objectives.

Using the 2010 assessment estimates submitted by 86 parishes, the information below compares the number of parishes among the old and new assessment rates:

New			Old		
Rate	# of Parishes	%	Rate	# of Parishes	%
10%	11	13%	10%	33	38%
13%	29	34%	12%	20	23%
16%	30	35%	14%	23	27%
19%	16	18%	16%	10	12%
	86	100%		86	100%

While many parishes are in a higher rate bracket, the new assessment base (Normal Operating Expenses, or NOE) is lower than the old assessment base of Normal Operating Income, or NOI, which is essentially equivalent to (Operating Expenses Less Aid from the Diocese), if any.

The total Normal Operating Expense (NOE) reported by parishes is over \$2.5 million, or 13.5% below the old assessment base of (Operating Expenses Less Aid from the Diocese). By exempting both the assessment expense and outreach from the operating budget from the assessment computation, parishes can compute their assessment expense more easily, and fund outreach without first netting out a provision for assessments.

The total Assessment dollars computed on the new base is about \$16,400, or .7% lower than using the old base. The new canon was designed to be revenue-neutral for the Diocese, and this computation confirms that the diocese has experienced little change in the projected assessment dollars for 2010.

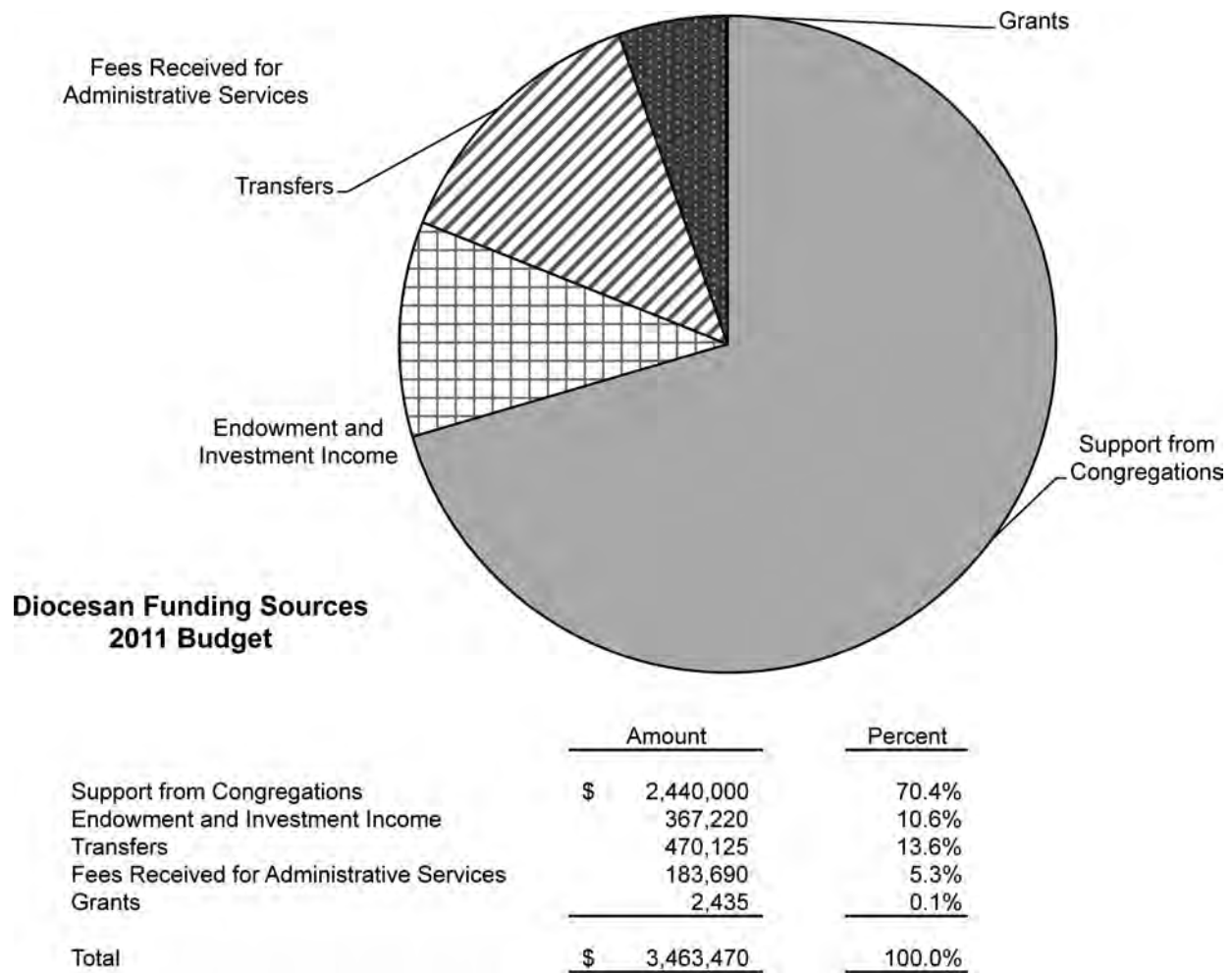
Thirty-six of the 86 reporting parishes are paying more assessment under the new canon, and the remaining 58 are paying less.

The new assessment canon preserves the real-time reporting of

Proposed 2011 Program and Budget

the old canon, whereby the system is responsive to both seasonal changes in operating expenses and more permanent systemic changes.

Effects of the new canon will continue to be monitored for implications on reporting and payment of assessments by parishes.



Ministries Office

Transition (Deployment) Ministry

Working with the Bishop, the Ministries Office 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 Office of Transitions Ministry; 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.

Training and continuing education for interim priests and interim consultants is imperative as the churches are transformed from the church that was to the church that is. Education of priests and parishes and consultants is necessary as the National Church converts from Church Deployment Office profiles to Office for Transitional Ministry portfolios.

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. Due to the reduced income from endowments and a desire to shift the use of educational endowment funds to internships for newly ordained clergy in coming years, the Seminarians receive support in the range of \$3,000 - \$7,500. The Diocese of Ohio is providing scholarships for seven seminarians and a diaconal postulant during the 2010-2011 academic year.

Deacon Formation Program: A key piece in our diocesan priority of developing servant leaders is to have a strong network of deacons who are able both to call upon members of the diocese to develop their own diaconal ministry and to assist individuals in understanding how their actions are spiritually formative. This year a cooperative program has been put together between the Dioceses of Ohio, Southern Ohio and Pittsburgh. In 2011, \$13,000 is allocated towards this process.

Special Ministries: 2011 is the fifth year to "Develop and Employ Creative Models for Congregational Ministry" into three ministries. 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 continued shared ministry with St. Stephen's, East Liverpool, and St. Stephen's, Steubenville, and a half time curate at St. James in Boardman. 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.

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. The annual Clergy Conference in May provided significant continuing education opportunities in addition to time for worship and building collegial relationships. This year the author Martha Grace Reese and Dent Davidson offered a wonderful mixture of practical, spiritual and musical guidance. 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.

Office for Congregations and Christian Formation

More than 70% of the budget of the Office for Congregations and Christian Formation consists of direct grants to congregations to encourage spiritual and church growth and vitality. New to 2011 is that another 11.6% of our budget is now directly available for use by eight volunteer task groups of lay and ordained members of the diocese. These task groups each exist to vision, encourage, and support different essential aspects of ministry and formation at the congregational level.

These two areas combined, along with new initiatives such as \$10,000 for leadership development programs for lay and ordained congregational leaders, means that **more than 85% of the budget of this office is directly spent to support parishes in the Christian formation of their members and in the life, ministry and growth of the congregation.** The majority of the remainder is used for the annual Winter Convocation, the Kenyon Conference, and a line item for additional opportunities that are sure to arise.

Diocesan Council in 2010 dissolved the former Congregational Development Commission and the former Christian Formation Commission and created a new Congregations and Christian Formation Commission (CCFC). The 2011 budget for this new office and commission is described below. Overall, the 2011 budget is flat compared to 2010 (actual decrease of \$50). The listing of line item categories below is given in the same order as the accompanying budget summary.

1. **Administration** (\$10,000) – This includes office, travel, and related expenses. It is increased by \$4,000 over 2010 because there are now two program staff members (the Canon for Congregations and the Canon for Christian Formation) traveling regularly throughout the diocese and incurring additional administrative expenses. This represents 3.3% of our expenditures.
2. **Aid to Congregations** (\$145,000) – The largest expense for this office is Operating Expense Grants to congregations and shared minis-

tries as they work, in most cases, to become financially self-sufficient. All congregations receiving such assistance are or soon will be involved in Natural Church Development, our primary congregational development process. This year the total of such grants was decreased by \$8,250 and now represents 48.2% of our expenditures. The majority of that decrease was shifted to other direct congregational grants as described in item 3 below. We anticipate possible further shifts in this direction over the coming years.

3. **Other Grants** (\$67,000) – The second largest expense for this office is direct grants to congregations for growth in numbers, ministry, Christian formation (with a new grant specifically for parish based adult Christian formation), college ministry, and Lilly Endowment coaching for the *Unbinding the Gospel* process. The total of such grants increased in this year's budget by \$5,000 and now represents 22.3% of our expenditures.
4. **Task Group Funding** (\$35,000) – As mentioned in the opening paragraphs, the CCFC consists fundamentally of eight task groups, only one of which (Diocesan Youth Event Group) focuses on diocesan wide events. The other seven (Evangelism, Parish Leadership Development, Parish Liturgy and Worship, Natural Church Development, Parish Adult Formation, Parish Children and Youth Ministry, and College Work Group) each seek to support congregational level ministries in their respective areas. With two exceptions, each group has a basic budget of \$2,000. The exceptions are NCD (\$10,000, down \$5,000 from last year) and Diocesan Youth Events (\$13,000, same as last year). These task group funds represent 11.6% of our expenses.
5. **Other Expenses** (\$44,000) – This area includes the cost for the diocese's annual Winter Convocation and support of the Ohio Episcopal Celebration at Kenyon (formerly the

Kenyon Conference). Both are the same as last year. It also includes our contract with Percept Demographics for congregational planning and use. This expense was renegotiated for a savings of \$5,000 from previous years. Also included is support of the diocesan Resource Center, which has been significantly overhauled; a new line item referenced above for \$10,000 to sponsor leadership development training for parish leaders, both lay and ordained; and \$8,500 for additional ministry opportunities that God will bring our way in the coming year. These expenses represent 14.6% of our budget.

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 \$544,900 is the **Diocese of Ohio's share of the Episcopal Church's budget**, as adopted by General Convention. The 2011 figure is \$49,100 lower than 2010. The majority of the decrease, \$28,500, is due to the rate being reduced from 21% to 20% for the year 2011, while the remaining decrease of \$20,600 is due to lower operating income in 2009 vs. 2008. Full payment of our calculated share is a long-standing commitment of the diocese. This amount is calculated as follows:

$(2009 \text{ Operating Income less } \$120,000) \times 20\%$

The **provincial synod assessment** of \$6,534 is calculated at 1.1% of our assessment to the national church for 2010 (\$594,000 x 1.1%). One thousand dollars, \$1,000, was budgeted for **travel to provincial synod meetings**.

Expenses of the annual **Diocesan Convention** remain unchanged at \$17,000. An amount of \$2,000 is budgeted for **Diocesan Council** in 2011, which pays for copies, postage, and the annual orientation meeting in December for the full Council. This amount is also unchanged for 2010.

The allocation for **Reserve for Travel to General Convention** is decreased from \$12,000 to \$6,000. An endowment fund provides income for the triennial General Convention and these funds, along with existing reserves, are estimated to be adequate for the 2012 Convention in Indianapolis, IN. The Reserve for Travel – Lambeth Conference was not funded in 2011, due to remaining reserves from the 2008 Conference. Funding for the 2018 Conference is expected to commence in later years. The amount for Reserve for Future Episcopal Transition was increased by \$5,000 to \$10,000. This reserve is periodically monitored to ensure adequate funding is available for the next transition in the Episcopate.

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: Cedar Hills Camp and Conference Center and Trinity Commons Books & Gifts.

Changes in the 2011 budget for existing programs:

- Trinity Commons Books & Gifts—The 2010 budget included an allocation to the operating budget of the bookstore of \$15,000. Since the bookstore was closed in 2009 and the remaining inventory sold or disposed of, this budget allocation is no longer needed.

Cedar Hills Camp and Conference Center

The allocation in the diocesan budget for Cedar Hills remains at \$122,000 in 2011. These monies represent 35% of the Cedar Hills annual operating budget of \$340,000. This allocation reflects a \$30,000 decrease in support from the diocese from 2009. In the past five years, when considering the financial needs of Cedar Hills, inflation and the necessary maintenance of our aging facilities have not been considered in determining the level of support coming through the diocesan operating fund. As with last year, this decrease in diocesan support will require continued changes in operations at Cedar Hills.

The Executive Director, the Rev. Peter W. Nielsen III, will continue to monitor all operating systems to accommodate the demands of regulatory agencies (potable water, septic plant and pool). He will also attend the property through hiring and follow-up with multiple service providers in various categories to accomplish property related tasks that cannot be handled by him or through a corps of volunteers.

Once again, Cedar Hills will offer a nine-month calendar running from mid-February until mid-November offering both program and hospitality. During the hard winter season, Cedar Hills will not

entertain guests thus minimizing operating costs. The cost of operating during these months tends to exceed the historic capacity to generate revenues. During the three winter months, the Director and the part time administrative assistant will take earned time off, maintain the property, invest their time in program design and preparation, as well as market Cedar Hills to user groups and programs with the intention of maximizing our revenue generating potential during our nine months of operation.

The advantage to this plan is that we will have the time to prepare marketing materials and design programs that are well thought out, as well as invest time and energy in property maintenance that is not easily done during the operating months. Our challenge continues to be accommodating the increase in facility and program costs with the limitations inherent in the property and a minimal staff.

The diocesan family will be experiencing 51 years of ministry at Cedar Hills Camp and Conference Center in 2011.

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

Personnel—The Executive Director, 1-part time hourly Administrative Assistant, a few part-time (on-call) hourly Services Assistants that work throughout the year and 20 – 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 exploring their relationship with God, and how they are called to respond to that relationship through action. In 2010, we experienced a small growth in Episcopal campers and significant growth in hospitality camps where our youth provide recreational leadership and learning opportunities. It is important to note that the Diocesan Youth Event and Happening have come back to the Cedar

Proposed 2011 Program and Budget

Hills calendar of events in 2010–2011 because Cedar Hills has underwritten part of the cost for these programs, which would otherwise be unaffordable. In 2011, we look to grow both camper numbers and Episcopal leadership while still attending opportunities to serve the larger community.

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, as our supporting infrastructure and buildings become another year older and more susceptible to breakdown.

The challenges, limitations and 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. In 2010, a general trend in the growth of youth leadership training, recreation and retreats positively influenced the revenue generating capacity at Cedar Hills that we expect to continue in 2011.

The Diocesan Council has received the work of the Camp and Conference Center Task Force. Defining the best use of Cedar Hills, as an asset of the Diocese of Ohio, continues without being resolved as of the writing of this report.

Mission Office

The Mission Office encourages and oversees mission work of all kinds in the Diocese of Ohio: collaborative, local and foreign. This office oversees the applications and grants offered on behalf of the Bishop and Diocese in support of well over 100 social service projects, seeding upstart collaborative ministries, and supporting the aged, food banks, and ministry of service to all of God's people. As the Canon for Mission, I am privileged to work with a myriad of volunteers on our Commissions who share wisdom, a commitment to Jesus Christ, and a remarkable amount of time committed to site visits, telephone conferences, and meetings to discern God's will as we respond to the requests of people and organizations from around the Diocese, nation and world. In my first year of work in this position, I have had the opportunity to visit 58 of our parish churches for either meetings or visitations and presentations on Mission and made numerous visits to those who have received grants or support from the Mission Office. Among the vehicles used to promote effective mission work are the following commissions and committees.

Commission on Global and Domestic Mission (CGDM)

This Commission was formed by the 190th Diocesan Convention (2006) to help the diocese address and work toward fulfillment of the Millennium Development Goals (MDGs), and to educate the Diocese about ways to eradicate domestic poverty. The diocese has set aside 0.7% of its annual budget to go towards projects that fulfill one or more of the eight MDGs. The CGDM then receives grant proposals from organizations that meet the standards for funding. CGDM reviews the proposals and makes recommendations to the Diocesan Council and Bishop of how the money should be allocated.

The commission could not do this effective ministry without the tremendous financial support it receives from the operating budget provision for global and domestic mission and service projects. The 192nd Convention [2008] approved the initial allocation of funds toward these projects. CGDM also provides

encouragement and counsel to our regional Mission Areas as they discern social justice and advocacy issues on which they might collaborate.

Companion Diocese Relationships

Partnership in mission is at the heart of all relationships, both within the Anglican Communion and throughout the wider church. Diocesan companion relationships have been in existence since the 1970s, with the Diocese of Ohio having been one of the first to create an international church bond. These relationships offer opportunities to engage in mission activity with dioceses internationally. Companion diocese relationships exist to strengthen each participant in ministry and mission. CGDM has been tasked to assist the Bishop in the development of these companion relationships.

As the diocese discerns its proposed partner relationships (voted on at the 193rd Diocesan Convention [2009]) with the Diocese of Tanga, Tanzania, and the Diocese of Belize in Central America, we hope that these relationships will involve the partners in support of developing and supporting cross-cultural relationships in our Anglican Communion. We have been fortunate to have Brendan Knoblauch, a 24-year old from the Diocese of Ohio, live this past year in the Diocese of Tanga, Tanzania, to assist in collecting information as a parish worker and further the contacts and projects that could be undertaken in a partnership. Cindy and Dick Shaffer, two communicants from Defiance, Ohio, developed a keen interest in a companion relationship as they began to do work in Belize. CGDM has asked both Brendan and Dick to serve as our in-country representatives as we continue to discern a call into companion relationships.

Our companion relationships are recognized by the Diocesan Council and overseen by the Bishop and CGDM. The initial period of the relationship can be as long as five years, with mutually agreed upon periods of extension.

We desire that mission includes:

- mutual encouragement and prayer for one another;

Proposed 2011 Program and Budget

- new knowledge of and concern for one another, and
- the exchange of resources, both spiritual and material.

We hope to complete a formal proposal to be reviewed in the coming year.

Commission to End Racism

The Commission to End Racism seeks to facilitate dialogue on racism and promote greater awareness of diversity in the Diocese of Ohio through programming and education. This year we have proposed to Diocesan Convention a name change to allow us to more fully work towards understanding and acceptance for all of God's people in the Diocese of Ohio.

Episcopal Community Services (ECS)

The ECS mission is to promote a reconciling Episcopal witness that encourages justice through service, compassion, and liberation, empowering both those being served and those who serve. ECS lives out its mission through the collection and organization of programmatic and financial resources, in particular conducting an annual campaign; through grant distributions to parish and community initiatives that serve the needs of communities in the diocese; and through support to Episcopal parishes and collaborative initiatives that educate and advocate for systemic change, justice, and liberation.

Diocesan Advocacy Committee

This committee assists in identifying a focus for advocacy in the diocese and is a resource to parishes participating in diocesan advocacy. The Bishop and Diocesan Council, acting on a recommendation from the Advocacy Committee, name a fundamental societal need that parishes are invited and encouraged to address individually and collectively to effect transformation and healing.

Jubilee Ministries

This program was founded in 1982 for the purpose

of affirming churches doing the work Christ commissions us to do among poor and oppressed people such as: providing food to the hungry, shelter to the homeless and welcome to the stranger... (Matt. 25). The program issues grants as a concrete expression of the church's commitment to this ministry. The Jubilee Ministry Mandate is as follows: To be a "ministry of joint discipleship in Christ with poor and oppressed people, wherever they are found, to meet basic human needs and to build a just society."

United Thank Offering

The United Thank Offering (UTO) is a program of The Episcopal Church for the mission of the whole Church, founded by and administered by women since 1889. The UTO Committee is a spiritual and financial partner in the mission work of The Episcopal Church, through every person in every pew. UTO is entrusted to promote thank offerings, to receive the offerings, and to distribute the offerings through grants. The Committee awards and administers these grants within the framework of the policies and procedures of the Domestic and Foreign Missionary Society (DFMS) of The Episcopal Church. The mission of the United Thank Offering is to expand the circle of thankful people. To achieve this mission we encourage daily prayers, offerings, and awareness of the abundance of God's blessings.

Office of the Bishop and Support Offices

Office of the Bishop

The core of this section remains unchanged from the 2010 level. Money remains available in this section of the budget to fund new emerging initiatives that were unknown and unfunded at the time of approving this budget. 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.

The one addition is a line item to support the work of the Mission Area Councils. Each Mission Area Council will receive \$3,000 from the Diocesan Operating Budget. The money from this line item has no restrictions on how it may be used (ie, administrative, event underwriting, educational, service, etc.). [Note: Each Mission Area will receive an additional \$1,000 from a line item in the Office of Mission section of the Budget which may only be used for outreach/service projects, either domestic or international.] Mission Area Councils will report to Convention each year on the collaborative work they are doing and how the money is being expended.

Finance Office

The total of \$37,500 for the Finance Office represents a \$5,700 increase from the 2010 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 \$6,000, archive expenses of \$700, payroll preparation costs of \$2,400, and the fee for the Diocesan audit of \$20,000. These costs are substantially the same as in 2010, except for bank fees, which were increased to fund additional costs associated with website access, online reporting, and electronic deposits. One factor contributing to the increased costs is the current interest rate environment. As rates increase in the future, fees may decline.

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 \$33 million and 255 Diocesan and parish accounts); the health and dental insurance programs (offered by The Medical Trust, part of the Church Pension Group) for 95 lay and clergy employees and their families; the Capital Loans and Grants program; maintains records of all gifts and grants to the Bishop's Annual Appeal, ECS, 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, ECS, the Church Home and Holy Cross).

The year 2010 began as a year of transition in the Finance Office, as the following systems and vendors were changed:

- New assessment canon, with substantial changes in reporting and payment,
- Changed health/dental/life insurance back to the Medical Trust,
- Engaged new auditors for the Diocese and the Joint Investment Fund, and
- Entered into a new banking relationship with US Bank.

These changes will allow us to be better stewards of our resources, as we continue to seek ways to improve communication and provide relevant resources to parishes on financial topics.

Other activities of the Finance Office in 2010 included:

- Updated group tax exemption list and informed parish foundations about preserving their tax-exempt status;
- Coordinated 30 Diocesan audit team audits. This important ministry has grown from

Proposed 2011 Program and Budget

8 audits and 6 team members in 2005, to 30 audits and 15 team members in 2010. Diocesan team audits continue to be a cost effective source to guide parishes through the annual audit process;

- Communicate with parishes about compliance status through web site reporting;
- Continue to recommend Episcopal Payroll Services through Paychex as an effective solution for payroll preparation. Fifteen parishes and the Diocese currently use this service; and
- Expanded e-mail and direct deposit options for Joint Investment Fund participants.

Development Office

The Development Office exists to promote 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.

The Bishop's Annual Appeal Meeting the Challenge of Challenging Times

The Bishop's Annual Appeal, in its sixth year, provides 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.

2009 Appeal. The total 2009 campaign contributions exceeded \$231,000. Your generosity provided Episcopal Community Services with \$100,000 for direct funding of services to those in need across the Diocese of Ohio. In addition, over \$97,000 has been allocated for initiatives to provide opportunities to grow, give, and serve, such as the diocesan youth mission trips to send young people to serve within the diocese and around the country; internships for seminarians and recently ordained clergy; and college and university campus ministry to form and inspire a new generation of servant leaders.

2010 Appeal. At the end of September, 63% of the 2010 campaign goal of \$275,000 has been realized with 83 parishes participating thus far in the campaign. With need ever increasing during these challenging times, there is room to do much more. Your participation in The Bishop's Annual Appeal, this year and every year, is invited, encouraged, and important to grow our resources for service and mission.

Giving as Spiritual Surrender

The Development Office serves 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 coordinate productive partnerships between parishes; and to provide the financial resources to facilitate collaboration or initiation of new programs.

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 is especially meaningful because these gifts provide long-term support to strengthen the diocese's ability to meet future challenges and ministry opportunities. With your help, The Diocese of Ohio supports planned giving efforts to build Diocesan Endowment through The Sterling Newell Endowment Society, a diocesan gift society established to honor those providing lasting financial witness to the mission of the Diocese, and through local parish endowment strategies such as Charitable Gift Annuities.

Office of Communications

The Office of Communications creates and maintains channels for the people and parishes of the Diocese of Ohio to share information with one another and with those outside the Church. Our budget for 2011 is essentially unchanged from 2010—The 2011 budget is \$35 less than that of 2010—but we have changed some of our priorities. An additional \$2,000 has been added to writing, video production, and photography, while money for mailings and postage has been reduced; the reduction reflects increased electronic communication.

Advertising money, which was originally under the auspices of the Office of Congregational Develop-

ment, was transferred to the Office of Communications two years ago. That money has been approximately \$50,000 per year. After spending two years researching what people knew about us, what they wanted from church, and what kinds of appeals would attract them, we concluded that raising the profile of The Episcopal Church was our first priority. (Research results are available on the website under our office). Few people know the Episcopal Church or much about its beliefs. We have begun this year to spend that money on billboards and radio ads (see below).

Kristin Crites continues to do the design work for this office and for others on request. Martha Wright is available to speak to any parish, vestry, or group in the diocese about parish communications, including projects to help get your church known in the community and welcoming exercises.

During 2010, the Office of Communications worked primarily in the following areas:

1. We launched a new diocesan website (www.dohio.org) and Facebook page, designed by our graphic designer, Kristin Crites, with the structure and navigation developed by Kristin Crites and Bill Joseph. The website continues to use CMS open source templates from Joomla, which was updated to Joomla 1.5.20. We are now working on a second website for young people, with the help of Pastor Joe Kovitch and some of his students, called "Imagine Church." We have reserved the domain name, imaginechurch.info.
2. We updated and customized our database from Filemaker 6 to Filemaker Pro 10. We are still working out a few problems, but for the most part, it runs very smoothly. This has largely been the combined work of Kristin Crites, Eva Cole, and Rita Rozell, using a consultant who customized the database for us.
3. We have placed 36 billboards (through the month of October) in major metropolitan areas throughout the diocese since last February. They have had rotating slogans: Love God, Love Your Neighbor, Change the World; God Loves You, No Exceptions;

Welcome . . . regardless; If You're Looking for a Sign from God. . . Here It Is!

4. We have developed and offered yard signs to churches and individuals with two of our billboard slogans, and plan to offer similar permanent signs.
5. We are launching four to six different 15-second radio spots (2-3 for young people, ages 18 to 25; and 2-3 for adults over age 25) that will run on several stations around the diocese. The spots began in September and air with traffic or weather reports.
6. We organized the Bishop's Bike Ride this year, which began at St. Paul's, Put-in-Bay and ended at St. Peter's, Ashtabula. It resulted in over \$12,000 in donations to the Bishops' Appeal. We had a total of 52 riders and seven SAG drivers
7. We continue to offer website development for parishes that either need a website or need their website updated. Our part-time technology consultant, Bill Joseph, New Life, Uniontown, is available to any parish to help with website advice, development, or updating.
8. We mail out *ChurchLife!* quarterly.
9. We send out an electronic bulletin weekly to those for whom we have email addresses.
10. We continue to offer advertising for special events for parishes and provide designs for them when needed. Feel free to ask me or Kristin Crites about any advertising you would like to do.

Personnel, Travel, Office Equipment and Supplies

Personnel

Expenses for Personnel in 2011 are \$19,601 (1.3%) higher than the 2010 budget. The increase has four major components: increase in health insurance of \$13,224, an increase in worker's compensation of \$1,887, decrease in the retiree health supplement of \$3,500, and a change in the reserve for sabbaticals of \$4,000. Summer internships for high school and college students are funded from the Bishop's Annual Appeal.

Proposed 2011 Program and Budget

Over 12% percent (\$183,690) of the \$1,523,281 is funded by reimbursement from diocesan trusts administered by diocesan staff, providing accounting and grant making services.

The budget includes funding for Bishop Hollingsworth, 7 full-time program staff positions, 7 full-time support staff positions, a part-time Development Officer, three part-time assisting bishops and two part-time positions in the archives. There is no increase in the number of positions in the 2011 budget.

Personnel expenses are 43.98% of the Diocesan budget in 2011, as compared to 43.6% of the 2010 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 2011 budget for travel expenses represents reimbursement for all business-related travel expenses of the Diocesan staff. The \$78,000 represents a \$2,000 increase from 2010, which includes a reduction in the mileage reimbursement for lay volunteers, which is estimated at \$1,000, and an additional \$4,000 in staff travel reimbursements.

Office Equipment and Supplies

Office expenses, including our share of the operating expenses of Trinity Commons, are \$289,489 in 2011, an increase of \$10,645 from 2010. The operating costs of Trinity Commons increase by four percent (\$10,345) and plant maintenance increases by \$300. All other amounts remain at the 2010 levels. An additional \$5,000 is included in the costs of Trinity Commons for the capital reserve. About

\$40,000 has been spent from the reserve in 2010.

Office equipment and supplies are \$22,156 in the 2011 budget. This amount is \$11,056 higher than the 2010 level, primarily from an increase to the computer replacement reserve of \$9,650. The budget includes funding for postage, copies, computer software, supplies and network maintenance; and office supplies and stationery. In 2011, all of these costs are funded from the operating budget.

Parish/Institution	Position	2010 Compensation	2010 Est. Parish NOI	2009 Actual Parish NOI
Akron, Holy Spirit				
Akron, Our Saviour	Rector	\$82,569	\$355,948	\$407,163
	Assistant Rector	\$25,584	\$25,584	
Akron, St. Andrew's	(Supply)		\$47,500	\$52,340
Akron, St. Luke's				
Akron, St. Paul's	Rector	\$105,575	\$957,470	\$1,088,474
	Associate Rector	\$75,355		
	Assistant Rector			
Akron, St. Phillip's	(Supply)		\$41,750	\$42,790
Alliance, Trinity	See Episcopal Shared Ministry of Trinity & Our Saviour		\$77,200	\$50,797
Ashland, St. Matthew's	Extended Supply	\$21,308	\$56,097	\$59,712
Ashtabula, St. Peter's	Interim Pastor		\$127,151	\$148,736
Barberton, St. Andrew's	Rector	\$53,138	\$113,777	\$125,666
Bay Village, St. Barnabas				
Bellefontaine, Trinity	See Northern Miami Valley Episcopal Center		\$26,413	\$34,862
Bellevue, St. Paul's	(Supply)		\$49,740	\$54,852
Berea, St. Thomas	Rector	\$58,000	\$222,537	\$242,941
Boardman, St. James	Rector	\$64,305	\$158,246	\$161,334
	Assistant Rector	\$22,500		
Bowling Green, St. John's	Priest-in-Charge	\$50,155	\$60,054	\$49,074
Brecksville, St. Matthew's	Priest-in-Charge	\$18,603	\$114,863	\$157,881
Brunswick, St. Patrick's	Priest-in-Charge	\$26,805	\$66,872	\$44,999
Bryan, Trinity	See Episcopal Shared Ministry of NW Ohio			
Canfield, St. Andrew's	See Niles, St. Luke's			
Canton, St. Mark's	Rector	\$65,000	\$237,483	\$262,529
Canton, St. Paul's	Rector	\$64,700	\$213,100	\$254,485
Chagrin Falls, St. Martin's	Rector	\$98,699	\$287,706	\$375,323
Chardon, St. Luke's	Priest-in-Charge	\$32,664	\$96,293	\$106,847
Cleveland, St. Andrew's	Rector	\$60,000		\$222,449
Cleveland, West Side Shared Ministry	Urban Missioner	\$60,000		
Cleveland, St. Luke's			\$85,905	\$97,180
Cleveland, St. Mark's			\$55,768	\$60,258
Cleveland, Transfiguration				
Cleveland, Trinity	Dean	\$132,850	\$1,388,250	\$1,677,699
	Curate	\$55,978		
Cleveland Heights, St. Alban's	Priest-in-Charge	\$11,458	\$20,500	\$18,743
Cleveland Heights, St. Paul's	Rector	\$124,147	\$1,437,043	\$1,665,391
	Associate Rector	\$74,386		
	Associate Rector	\$74,100		
	Youth Minister	\$26,654		
	Deacon	\$24,942		
Coshocton, Trinity	Priest-in-Charge	\$40,000	\$84,814	\$100,635

Parish/Institution	Position	2010 Compensation	2010 Est. Parish NOI	2009 Actual Parish NOI
Cuyahoga Falls, St. John's	Rector	\$61,190	\$189,195	\$214,980
Defiance, Grace	See Episcopal Shared Ministry of NW Ohio		\$79,813	\$68,878
Diocese of Ohio	Bishop	\$155,400		
	Canon to the Ordinary	\$79,663		
	Canon for Congregations	\$75,000		
	Canon for Missions	\$75,000		
	Canon for Ministry	\$75,000		
	Canon for Christian Formation	\$45,000		
East Liverpool, St. Stephen's	See St. Stephens' Shared Ministry		\$85,234	\$98,807
Elyria, St. Andrew's	Rector	\$58,000	\$201,630	\$206,737
Episcopal Shared Ministry of NW Ohio	(Supply)			
Episcopal Shared Ministry of Trinity & Our Saviour	Priest-in-Charge	\$41,250		
Euclid, Epiphany	Rector	\$54,941	\$155,193	\$175,721
Findlay, Trinity	Rector	\$59,100	\$132,523	\$147,967
Fremont, St. Paul's	Rector	\$60,715	\$176,718	\$188,992
Gambier, Harcourt	Rector	\$57,800	\$151,500	\$159,533
Gates Mills, St. Christopher's	Rector	\$76,214	\$308,742	\$351,493
Geneva, Christ Church	(Supply)		\$48,058	\$48,331
Hudson, Christ	Rector	\$98,077	\$560,800	\$607,268
	Associate Rector	\$58,737		
Huron, Christ Church	Rector	\$102,519	\$206,488	\$142,138
Kent, Christ	Rector	\$56,600	\$134,198	\$197,140
Kirtland Hills, St. Hubert's	Rector	\$87,115	\$232,449	\$280,852
Lakewood, Ascension	(Interim Pastor)		\$151,470	\$158,542
Lakewood, St. Peter's	Rector	\$79,852	\$376,228	\$420,183
Lisbon, Trinity	(Supply)		\$18,800	\$20,165
Lorain, Redeemer	Interim Rector	\$19,377	\$73,755	\$133,685
Lyndhurst, Good Shepherd	Interim Pastor	\$58,500	\$208,260	\$216,543
Macedonia, St. Timothy's	Rector	\$57,480	\$112,330	\$125,680
Madison, St. Anne's				
Mansfield, Grace	Rector	\$77,250	\$234,069	\$269,866
Marion, St. Paul's	Rector		\$94,000	\$114,015
Massillon, St. Timothy's	Rector	\$66,300	\$182,000	\$238,102
Maumee, St. Paul's	Rector	\$95,612	\$350,292	\$409,589
Mayfield Village, St. Bartholomew's	(Extended Supply)	\$30,000	\$59,380	\$111,033
Medina, St. Paul's	Rector	\$72,995	\$253,155	\$257,223
Mentor, St. Andrew's	Rector	\$60,500	\$175,750	\$222,694
Mount Vernon, St. Paul's	Priest-in-Charge	\$48,846	\$128,825	\$176,723
Napoleon, St. John's	See Episcopal Shared Ministry of NW Ohio		\$13,359	
New Philadelphia, Trinity	Priest-in-Charge		\$61,340	\$68,629
Niles, St. Luke's	Rector	\$49,275	\$83,489	\$82,414
Northern Miami Valley Episcopal Center	Diocese of Southern Ohio			

Parish/Institution	Position	2010 Compensation	2010 Est. Parish NOI	2009 Actual Parish NOI
Norwalk, St. Paul's	Rector	\$27,500	\$75,623	\$82,003
Oberlin, Christ Church	Rector	\$75,335	\$194,195	\$217,586
Oregon, St. Paul's	(Supply)		\$58,000	\$61,972
Painesville, Cedar Hills	Director	\$71,352		
Painesville, St. James	Rector	\$60,000	\$200,459	\$227,604
Parma, All Saints	Rector	\$56,000	\$152,310	\$117,679
Perrysburg, St. Timothy's	Rector	\$69,590	\$250,000	\$260,779
Port Clinton, St. Thomas/Peace Lutheran	Rector	\$33,690	\$54,500	\$59,543
Put-in-Bay, St. Paul's	Rector	\$47,482	\$86,590	\$36,686
Ravenna, Grace Church	Rector	\$68,693	\$147,432	\$159,810
Salem, Our Saviour	See Episcopal Shared Ministry of Trinity & Our Saviour		\$60,700	\$47,552
Sandusky, Grace Church	Interim Pastor	\$54,800	\$289,600	\$312,907
Shaker Heights, Christ Church	Rector	\$82,102	\$374,964	\$444,327
Shelby, St. Mark's	(Supply)		\$44,044	\$54,921
Sidney, St. Mark's	Priest-in-Charge	\$34,375	\$17,440	\$34,237
Steubenville, St. Paul's	(Extended Supply)		\$59,634	\$80,702
Steubenville, St. Stephen's	See St. Stephens' Shared Ministry		\$72,632	\$84,548
St. Stephens' Shared Ministry	Priest-in-Charge	\$48,000		
Tiffin, Trinity	Rector	\$59,207	\$61,800	
Toledo, All Saints Church	Priest-in-Charge	\$23,177		
Toledo, St. Andrew's	Rector	\$54,167	\$142,066	\$158,880
Toledo, St. Mark's	Rector	\$71,300	\$225,755	\$353,568
Toledo, St. Matthew's	Rector	\$90,995	\$253,693	\$290,977
Toledo, St. Michael's	Co-Rector	\$83,432	\$391,628	\$439,113
	Co-Rector	\$60,557		
Toledo, Trinity	Rector	\$74,001	\$289,897	\$346,323
Uniontown, New Life	Rector	\$70,000	\$149,070	\$114,439
Wadsworth, St. Mark's	(Supply)	\$22,000	\$51,736	\$66,903
Warren, Christ Church	Rector	\$73,000	\$265,573	\$275,334
Westlake, Advent	Rector	\$73,000	\$164,350	\$112,382
Willoughby, Grace Church	Rector	\$59,280	\$147,600	\$103,072
Wooster, St. James'	Rector	\$78,000	\$189,591	\$245,364
Youngstown, St. Augustine's	(Supply)		\$25,600	
Youngstown, St. John's	Rector	\$75,000	\$236,557	\$355,306

Clergy Compensation figures are taken from The Church Pension Fund Compensation Report as of September 9, 2010 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.

Parochial Report Data through 2009

Appendix

	Comm. in Good Stand.	Avg. Sun. Attend.	Avg. Attend ÷ Members	Normal Operating Income	Assistance from Diocese	Operating Revenue	Total Revenue	To Diocese	Other Operating Expenses	Total Operating Expenses	Outreach (Lines 13+16)	Transmitted to Other Organizations	Pledge & Plate ÷ Avg Attend	Operating Expense ÷ Avg Attend	From Inv ÷ Operating Expenses
Akron, Church of Our Saviour															
2005	228	105	42%	\$354,894	\$0	\$354,894	\$413,934	\$44,266	\$311,162	\$355,428	\$24,712	\$17,252	\$1,364	\$3,385	27%
2006	225	101	40%	\$360,287	\$0	\$360,287	\$419,578	\$41,758	\$318,530	\$360,288	\$26,375	\$6,100	\$1,726	\$3,567	31%
2007	221	98	40%	\$366,709	\$0	\$366,709	\$461,088	\$48,151	\$318,558	\$366,709	\$23,922	\$15,000	\$1,912	\$3,742	27%
2008	215	82	32%	\$353,605	\$0	\$353,605	\$396,299	\$44,698	\$309,045	\$353,743	\$12,426	\$8,462	\$2,158	\$4,314	33%
2009	215	84	32%	\$407,163	\$0	\$407,163	\$447,401	\$48,845	\$358,368	\$407,213	\$24,827	\$10,145	\$2,183	\$4,848	36%
Akron, Church of the Holy Spirit															
2005															
2006															
2007															
2008															
2009															
Akron, St. Andrew's Church															
2005	43	32	55%	\$46,547	\$0	\$46,547	\$51,594	\$4,387	\$42,161	\$46,548	\$0	\$0	\$1,083	\$1,455	6%
2006	40	33	55%	\$45,599	\$0	\$45,599	\$47,611	\$3,934	\$41,665	\$45,599	\$1,100	\$2,012	\$1,002	\$1,382	10%
2007	43	35	53%	\$44,716	\$0	\$44,716	\$77,724	\$5,277	\$39,439	\$44,716	\$0	\$1,745	\$1,031	\$1,278	14%
2008	40	34	61%	\$48,433	\$0	\$48,433	\$58,262	\$5,149	\$43,284	\$48,433	\$500	\$1,290	\$1,021	\$1,425	0%
2009	43	33	58%	\$52,340	\$0	\$52,340	\$54,281	\$4,652	\$47,688	\$52,340	\$500	\$1,941	\$1,021	\$1,586	0%
Akron, St. Luke's Church															
2005															
2006															
2007															
2008															
2009															
Akron, St. Paul's Church															
2005	1250	496	22%	\$1,072,558	\$0	\$1,072,558	\$1,723,273	\$144,035	\$928,523	\$1,072,558	\$283,937	\$154,730	\$1,616	\$2,162	19%
2006	1147	546	25%	\$1,122,015	\$0	\$1,122,015	\$1,568,766	\$174,779	\$920,810	\$1,095,589	\$213,495	\$170,333	\$1,429	\$2,007	27%
2007	1448	412	19%	\$1,101,325	\$0	\$1,101,325	\$1,453,700	\$167,527	\$933,798	\$1,101,325	\$195,080	\$180,893	\$1,946	\$2,673	23%
2008	1433	376	17%	\$1,202,266	\$0	\$1,202,266	\$1,906,907	\$163,731	\$1,038,535	\$1,202,266	\$313,258	\$18,042	\$2,062	\$3,198	31%
2009	1448	377	17%	\$1,088,474	\$0	\$1,088,474	\$1,413,511	\$175,436	\$913,038	\$1,088,474	\$337,246	\$38,638	\$1,968	\$2,887	28%
Akron, St. Philip's Church															
2005	97	65	62%	\$63,032	\$0	\$63,032	\$67,345	\$6,849	\$56,548	\$63,397	\$850	\$2,204	\$867	\$975	0%
2006	0	55	56%	\$52,643	\$0	\$52,643	\$52,643	\$7,101	\$43,850	\$50,951	\$145	\$0	\$957	\$926	0%
2007	94	50	53%	\$54,934	\$0	\$54,934	\$54,934	\$4,478	\$45,803	\$50,281	\$100	\$0	\$61	\$1,006	0%
2008	93	35	38%	\$46,283	\$0	\$46,283	\$59,441	\$4,628	\$41,332	\$45,960	\$100	\$0	\$1,322	\$1,313	0%
2009	93	39	42%	\$42,790	\$0	\$42,790	\$48,717	\$4,466	\$38,324	\$42,790	\$845	\$275	\$1,097	\$1,097	0%
Alliance, Trinity Church															
2005	70	32	24%	\$63,772	\$0	\$63,772	\$94,950	\$9,417	\$54,355	\$63,772	\$0	\$0	\$1,024	\$1,993	46%
2006	71	29	22%	\$77,777	\$0	\$77,777	\$77,777	\$4,065	\$70,199	\$74,263	\$320	\$0	\$1,252	\$2,561	54%
2007	59	26	26%	\$97,524	\$0	\$97,524	\$97,524	\$10,584	\$86,939	\$97,524	\$961	\$0	\$1,620	\$3,751	57%
2008	56	31	36%	\$67,303	\$0	\$67,303	\$69,734	\$9,232	\$58,071	\$67,303	\$3,613	\$4,400	\$1,328	\$2,171	23%
2009	58	29	34%	\$50,797	\$0	\$50,797	\$53,432	\$3,578	\$49,748	\$53,326	\$649	\$450	\$1,096	\$1,839	32%
Ashland, St. Matthew's Church															
2005	64	40	57%	\$61,826	\$0	\$61,826	\$72,837	\$6,783	\$53,880	\$60,663	\$237	\$0	\$1,440	\$1,517	0%
2006	62	37	60%	\$67,348	\$0	\$67,348	\$68,248	\$6,737	\$60,012	\$66,749	\$113	\$0	\$1,731	\$1,804	0%
2007	63	36	36%	\$57,750	\$0	\$57,750	\$62,360	\$5,183	\$55,508	\$60,691	\$0	\$0	\$1,572	\$1,686	0%
2008	63	36	36%	\$60,173	\$0	\$60,173	\$60,173	\$4,465	\$47,658	\$52,123	\$1,939	\$0	\$1,408	\$1,448	0%
2009	73	38	53%	\$59,712	\$0	\$59,712	\$64,570	\$6,280	\$53,932	\$60,212	\$100	\$0	\$1,527	\$1,585	0%
Ashtabula, St. Peter's Church															
2005	147	99	43%	\$164,110	\$0	\$164,110	\$184,479	\$0	\$164,110	\$164,110	\$0	\$0	\$1,332	\$1,658	0%
2006	157	93	40%	\$151,923	\$0	\$151,923	\$158,367	\$0	\$151,923	\$151,923	\$0	\$0	\$1,470	\$1,634	0%
2007	228	93	40%	\$145,898	\$0	\$145,898	\$147,478	\$1,254	\$144,644	\$145,898	\$0	\$0	\$1,232	\$1,569	0%
2008	235	94	40%	\$139,529	\$0	\$139,529	\$149,520	\$14,704	\$124,825	\$139,529	\$0	\$8,319	\$1,418	\$1,484	0%
2009	230	94	40%	\$148,736	\$0	\$148,736	\$161,869	\$21,103	\$127,152	\$148,255	\$8,733	\$0	\$1,535	\$1,577	0%

Appendix

Parochial Report Data through 2009

	Comm. in Good Stand.	Avg. Sun. Attend.	Avg. Attend ÷ Members	Normal Operating Income	Assistance from Diocese	Operating Revenue	Total Revenue	To Diocese	Other Operating Expenses	Total Operating Expenses	Outreach (Lines 13+16)	Transmitted to Other Organizations	Pledge & Plate ÷ Avg Attend	Operating Expense ÷ Avg Attend	From Inv ÷ Operating Expenses
Barberton, St. Andrew's Church															
2005	128	78	45%	\$140,824	\$0	\$140,824	\$140,824	\$14,814	\$126,009	\$140,823	\$1,444	\$0	\$1,357	\$1,805	24%
2006	129	76	44%	\$142,188	\$0	\$142,188	\$142,188	\$14,765	\$127,422	\$142,188	\$1,582	\$0	\$1,256	\$1,871	31%
2007	115	67	42%	\$131,880	\$0	\$131,880	\$131,880	\$13,615	\$118,265	\$131,880	\$2,144	\$0	\$1,271	\$1,968	34%
2008	117	64	39%	\$133,715	\$0	\$133,715	\$133,715	\$14,331	\$119,384	\$133,715	\$1,009	\$0	\$1,287	\$2,089	37%
2009	109	55	35%	\$125,666	\$0	\$125,666	\$125,666	\$13,146	\$112,520	\$125,666	\$1,449	\$0	\$1,330	\$2,285	40%
Bay Village, St. Barnabas's Church															
2005															
2006															
2007															
2008															
2009															
Bellefontaine, Church of the Holy Trinity															
2005	71	26	35%	\$29,547	\$0	\$29,547	\$34,404	\$2,639	\$26,908	\$29,547	\$0	\$2,757	\$1,136	\$1,136	0%
2006	52	26	35%	\$34,102	\$0	\$34,102	\$35,504	\$3,064	\$31,038	\$34,102	\$0	\$1,402	\$1,245	\$1,312	4%
2007	40	25	40%	\$34,547	\$0	\$34,547	\$38,233	\$3,439	\$31,108	\$34,547	\$0	\$2,450	\$1,288	\$1,382	6%
2008	36	22	37%	\$34,715	\$0	\$34,715	\$36,096	\$3,264	\$31,452	\$34,716	\$0	\$1,547	\$1,359	\$1,578	13%
2009	36	23	38%	\$34,862	\$0	\$34,862	\$36,533	\$3,672	\$31,190	\$34,862	\$0	\$1,520	\$1,271	\$1,516	15%
Bellevue, St. Paul's Church															
2005	58	34	46%	\$54,615	\$0	\$54,615	\$124,246	\$5,471	\$49,129	\$54,600	\$2,418	\$0	\$1,089	\$1,606	28%
2006	58	30	42%	\$56,428	\$0	\$56,428	\$63,474	\$5,644	\$50,255	\$55,899	\$0	\$4,241	\$1,226	\$1,863	33%
2007	68	26	31%	\$53,143	\$0	\$53,143	\$60,843	\$5,324	\$48,830	\$54,154	\$1,642	\$0	\$1,219	\$2,083	37%
2008	66	27	30%	\$55,808	\$0	\$55,808	\$55,808	\$5,653	\$50,129	\$55,782	\$1,713	\$0	\$1,132	\$2,066	44%
2009	64	25	28%	\$54,852	\$0	\$54,852	\$54,852	\$5,085	\$49,855	\$54,940	\$2,860	\$0	\$1,187	\$2,198	39%
Berea, St. Thomas's Church															
2005	248	119	45%	\$195,369	\$0	\$195,369	\$206,209	\$18,953	\$176,416	\$195,369	\$4,054	\$2,921	\$1,128	\$1,642	25%
2006	280	129	45%	\$206,498	\$0	\$206,498	\$222,518	\$24,305	\$182,193	\$206,498	\$498	\$4,708	\$1,146	\$1,601	26%
2007	291	124	42%	\$226,541	\$0	\$226,541	\$240,841	\$28,601	\$197,940	\$226,541	\$13,967	\$0	\$1,541	\$1,827	0%
2008	262	119	40%	\$243,353	\$0	\$243,353	\$266,955	\$30,873	\$212,480	\$243,353	\$23,109	\$0	\$1,502	\$2,045	21%
2009	256	131	43%	\$242,941	\$0	\$242,941	\$284,122	\$27,877	\$215,064	\$242,941	\$19,621	\$0	\$1,369	\$1,855	22%
Boardman, St. James's Church															
2005	94	61	57%	\$121,318	\$0	\$121,318	\$149,804	\$13,530	\$107,787	\$121,317	\$2,203	\$3,015	\$1,439	\$1,989	4%
2006	100	63	57%	\$138,571	\$0	\$138,571	\$140,200	\$13,449	\$125,122	\$138,571	\$599	\$1,620	\$1,527	\$2,200	11%
2007	111	59	47%	\$131,342	\$10,000	\$141,342	\$152,557	\$13,496	\$127,011	\$140,507	\$1,135	\$1,835	\$1,629	\$2,381	10%
2008	96	67	64%	\$146,168	\$8,000	\$154,168	\$213,779	\$14,950	\$139,219	\$154,169	\$1,329	\$4,174	\$1,349	\$2,301	15%
2009	131	87	57%	\$161,334	\$0	\$161,334	\$165,474	\$15,538	\$145,795	\$161,333	\$1,785	\$1,462	\$1,202	\$1,854	3%
Bowling Green, St. John the Baptist's Church															
2005	43	28	65%	\$111,960	\$0	\$111,960	\$112,914	\$11,480	\$100,481	\$111,961	\$0	\$1,708	\$1,925	\$3,999	1%
2006	39	22	56%	\$45,807	\$5,000	\$50,807	\$51,218	\$5,188	\$35,185	\$40,373	\$239	\$415	\$2,068	\$1,835	0%
2007	40	23	58%	\$44,124	\$16,257	\$60,381	\$65,925	\$4,622	\$55,759	\$60,381	\$1,047	\$1,373	\$1,871	\$2,625	2%
2008	41	21	51%	\$46,015	\$54,428	\$100,443	\$109,241	\$5,277	\$95,166	\$100,443	\$4,055	\$5,102	\$2,137	\$4,783	1%
2009	35	22	55%	\$49,074	\$60,975	\$110,049	\$119,959	\$5,461	\$105,088	\$110,549	\$3,377	\$7,521	\$1,958	\$5,025	0%
Brecksville, St. Matthew's Church															
2005	223	146	65%	\$185,405	\$0	\$185,405	\$209,434	\$21,790	\$163,616	\$185,406	\$6,736	\$1,265	\$1,199	\$1,270	0%
2006	242	145	58%	\$198,686	\$0	\$198,686	\$225,209	\$23,571	\$173,990	\$197,561	\$11,996	\$2,868	\$1,353	\$1,362	0%
2007	274	150	55%	\$215,989	\$0	\$215,989	\$233,522	\$23,086	\$184,316	\$207,402	\$25,619	\$3,195	\$1,395	\$1,383	2%
2008	237	130	51%	\$222,731	\$0	\$222,731	\$222,731	\$20,786	\$195,019	\$215,805	\$1,716	\$0	\$1,636	\$1,660	5%
2009	209	103	49%	\$157,881	\$0	\$157,881	\$187,210	\$18,090	\$140,291	\$158,381	\$12,495	\$384	\$1,323	\$1,538	10%
Brunswick, St. Patrick's Church															
2005	91	73	80%	\$63,222	\$60,000	\$123,222	\$128,081	\$6,095	\$117,127	\$123,222	\$4,052	\$3,374	\$791	\$1,688	0%
2006	83	74	89%	\$85,364	\$40,000	\$125,364	\$138,376	\$8,392	\$116,972	\$125,364	\$2,518	\$3,855	\$980	\$1,694	4%
2007	85	75	88%	\$91,836	\$30,500	\$122,336	\$130,140	\$9,259	\$113,077	\$122,336	\$1,791	\$2,834	\$969	\$1,631	0%
2008	92	57	62%	\$60,714	\$16,894	\$77,608	\$81,779	\$7,156	\$70,452	\$77,608	\$1,075	\$1,765	\$1,065	\$1,362	0%
2009	88	46	52%	\$44,999	\$0	\$44,999	\$81,020	\$5,280	\$39,719	\$44,999	\$2,202	\$1,932	\$978	\$978	0%

Parochial Report Data through 2009

Appendix

	Comm. in Good Stand.	Avg. Sun. Attend.	Avg. Attend ÷ Members	Normal Operating Income	Assistance from Diocese	Operating Revenue	Total Revenue	To Diocese	Other Operating Expenses	Total Operating Expenses	Outreach (Lines 13+16)	Transmitted to Other Organizations	Pledge & Plate ÷ Avg Attend	Operating Expense ÷ Avg Attend	From Inv ÷ Operating Expenses
Bryan, Trinity Church															
2005	33	25	71%	\$34,065	\$0	\$34,065	\$38,912	\$2,698	\$31,367	\$34,065	\$643	\$971	\$1,039	\$1,363	24%
2006	35	25	71%	\$30,398	\$0	\$30,398	\$30,681	\$3,448	\$43,880	\$47,328	\$1,171	\$283	\$1,179	\$1,893	2%
2007	21	16	47%	\$25,664	\$0	\$25,664	\$51,090	\$2,367	\$52,079	\$54,446	\$323	\$69	\$1,558	\$3,403	1%
2008															
2009															
Canfield, St. Andrew's Church															
2005	140	55	26%	\$121,375	\$0	\$121,375	\$148,508	\$11,673	\$109,702	\$121,375	\$0	\$302	\$1,425	\$2,207	26%
2006	119	55	26%	\$91,852	\$0	\$91,852	\$125,790	\$13,109	\$112,294	\$125,403	\$0	\$0	\$1,408	\$2,298	6%
2007	119	47	22%	\$111,045	\$0	\$111,045	\$114,099	\$11,104	\$97,080	\$108,184	\$0	\$202	\$1,701	\$2,302	22%
2008	115	50	24%	\$95,768	\$0	\$95,768	\$97,642	\$9,496	\$80,040	\$89,536	\$300	\$500	\$1,298	\$1,791	13%
Canton, St. Mark's Church															
2005	686	138	20%	\$252,552	\$0	\$252,552	\$264,438	\$29,360	\$223,192	\$252,552	\$2,428	\$0	\$1,830	\$1,830	0%
2006	699	216	31%	\$275,511	\$0	\$275,511	\$356,367	\$32,009	\$243,502	\$275,511	\$3,000	\$0	\$1,252	\$1,276	2%
2007	686	214	31%	\$267,560	\$0	\$267,560	\$809,154	\$32,328	\$242,732	\$275,060	\$10,769	\$3,319	\$1,250	\$1,285	0%
2008	692	160	23%	\$221,660	\$0	\$221,660	\$395,603	\$30,292	\$191,368	\$221,660	\$1,000	\$11,591	\$1,385	\$1,385	0%
2009	247	150	66%	\$262,529	\$0	\$262,529	\$322,158	\$27,593	\$234,936	\$262,529	\$0	\$15,317	\$1,606	\$1,750	0%
Canton, St. Paul's Church															
2005	131	101	51%	\$220,734	\$0	\$220,734	\$233,842	\$24,141	\$196,593	\$220,734	\$1,764	\$2,344	\$1,751	\$2,185	12%
2006	132	86	42%	\$239,957	\$0	\$239,957	\$247,888	\$26,414	\$218,793	\$245,207	\$1,701	\$3,122	\$2,011	\$2,851	20%
2007	148	86	40%	\$235,874	\$0	\$235,874	\$240,841	\$24,697	\$210,677	\$235,374	\$5,623	\$0	\$1,986	\$2,737	18%
2008	145	90	42%	\$242,471	\$0	\$242,471	\$247,556	\$24,805	\$217,165	\$241,971	\$2,695	\$0	\$1,922	\$2,689	17%
2009	128	87	41%	\$254,485	\$0	\$254,485	\$259,485	\$28,612	\$225,373	\$253,985	\$350	\$0	\$1,951	\$2,919	28%
Chagrin Falls, St. Martin's Church															
2005	700	219	21%	\$501,388	\$0	\$501,388	\$602,569	\$75,222	\$426,166	\$501,388	\$0	\$16,091	\$1,870	\$2,289	12%
2006	750	190	18%	\$430,880	\$0	\$430,880	\$625,662	\$51,134	\$379,746	\$430,880	\$3,469	\$7,891	\$1,858	\$2,268	2%
2007	730	194	18%	\$423,770	\$0	\$423,770	\$921,755	\$59,308	\$364,462	\$423,770	\$10,370	\$0	\$1,894	\$2,184	2%
2008	625	189	18%	\$381,827	\$0	\$381,827	\$2,508,031	\$47,123	\$334,704	\$381,827	\$7,490	\$0	\$1,761	\$2,020	2%
2009	599	184	18%	\$375,323	\$0	\$375,323	\$1,238,275	\$47,052	\$328,075	\$375,127	\$35,130	\$0	\$1,592	\$2,039	21%
Chardon, St. Luke's Church															
2005	124	51	25%	\$78,127	\$0	\$78,127	\$111,209	\$8,956	\$68,842	\$77,798	\$0	\$1,189	\$1,532	\$1,525	0%
2006	100	68	32%	\$94,558	\$6,500	\$101,058	\$130,071	\$9,294	\$91,764	\$101,058	\$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	\$98,329	\$0	\$4,116	\$1,464	\$1,695	0%
2008	110	64	30%	\$105,507	\$2,000	\$107,507	\$116,072	\$11,680	\$94,700	\$106,380	\$11,487	\$0	\$1,489	\$1,662	0%
2009				\$106,847	\$2,000	\$108,847	\$124,413	\$10,402	\$98,945	\$109,347	\$1,971	\$0			4%
Cleveland, Church of the Transfiguration															
2005															
2006															
2007															
2008															
2009															
Cleveland, St. Andrew's Church															
2005	229	125	27%	\$239,048	\$0	\$239,048	\$284,066	\$26,641	\$213,378	\$240,019	\$6,960	\$0	\$1,390	\$1,920	0%
2006	161	82	51%	\$178,601	\$0	\$178,601	\$220,501	\$28,604	\$149,997	\$178,601	\$158	\$0	\$1,975	\$2,178	0%
2007	165	82	50%	\$203,822	\$0	\$203,822	\$216,278	\$16,465	\$187,950	\$204,415	\$0	\$0	\$2,448	\$2,493	0%
2008	160	70	44%	\$191,813	\$0	\$191,813	\$211,557	\$21,867	\$189,636	\$211,503	\$1,670	\$0	\$2,109	\$3,021	0%
2009	152	67	42%	\$222,449	\$0	\$222,449	\$250,777	\$21,800	\$200,649	\$222,449	\$1,864	\$0	\$2,187	\$3,320	13%
Cleveland, St. John's Church															
2005	16	11	69%	\$63,709	\$0	\$63,709	\$69,970	\$7,638	\$56,071	\$63,709	\$0	\$0	\$1,817	\$5,792	69%
2006	8	10	67%	\$68,080	\$0	\$68,080	\$80,307	\$4,334	\$63,746	\$68,080	\$0	\$0	\$634	\$6,808	90%
2007	5	7	70%	\$32,725	\$0	\$32,725	\$62,725	\$7,618	\$25,107	\$32,725	\$0	\$30,000	\$489	\$4,675	90%
2008															
2009															

Appendix

Parochial Report Data through 2009

	Comm. in Good Stand.	Avg. Sun. Attend.	Avg. Attend ÷ Members	Normal Operating Income	Assistance from Diocese	Operating Revenue	Total Revenue	To Diocese	Other Operating Expenses	Total Operating Expenses	Outreach (Lines 13+16)	Transmitted to Other Organizations	Pledge & Plate ÷ Avg Attend	Operating Expense ÷ Avg Attend	From Inv ÷ Operating Expenses
Cleveland, St. Luke's Church															
2005	78	41	41%	\$55,343	\$0	\$55,343	\$55,343	\$6,371	\$48,972	\$55,343	\$1,173	\$0	\$1,194	\$1,350	12%
2006	75	48	44%	\$70,178	\$0	\$70,178	\$75,431	\$5,912	\$64,266	\$70,178	\$7,251	\$0	\$1,079	\$1,462	5%
2007	87	54	45%	\$76,195	\$0	\$76,195	\$112,516	\$8,555	\$67,640	\$76,195	\$19,036	\$0	\$1,345	\$1,411	5%
2008	103	63	53%	\$84,155	\$0	\$84,155	\$99,035	\$7,468	\$76,687	\$84,155	\$8,193	\$0	\$1,289	\$1,336	4%
2009	98	78	61%	\$97,180	\$0	\$97,180	\$102,087	\$8,621	\$88,559	\$97,180	\$28,356	\$0	\$1,199	\$1,246	4%
Cleveland, St. Mark's Church															
2005	44	24	44%	\$57,677	\$0	\$57,677	\$58,713	\$6,342	\$51,335	\$57,677	\$730	\$411	\$1,519	\$2,403	3%
2006	34	25	74%	\$48,631	\$0	\$48,631	\$52,709	\$5,289	\$43,342	\$48,631	\$30	\$1,153	\$1,101	\$1,945	0%
2007	34	20	59%	\$55,438	\$0	\$55,438	\$59,081	\$4,769	\$50,669	\$55,438	\$30	\$918	\$1,468	\$2,772	3%
2008	28	18	64%	\$58,474	\$0	\$58,474	\$67,953	\$6,619	\$51,855	\$58,474	\$0	\$914	\$1,772	\$3,249	0%
2009	29	19	66%	\$60,258	\$0	\$60,258	\$62,082	\$6,584	\$53,674	\$60,258	\$0	\$685	\$1,908	\$3,171	0%
Cleveland, Trinity Cathedral															
2005	682	500	68%	\$1,445,880	\$0	\$1,445,880	\$1,591,453	\$219,700	\$1,226,173	\$1,445,873	\$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	\$1,649,372	\$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	\$1,619,965	\$308,484	\$1,970	\$1,252	\$4,320	69%
2008	768	375	47%	\$1,671,464	\$0	\$1,671,464	\$1,853,256	\$254,434	\$1,417,218	\$1,671,652	\$331,455	\$4,981	\$1,373	\$4,458	68%
2009	846	409	47%	\$1,677,699	\$0	\$1,677,699	\$1,875,706	\$257,340	\$1,420,360	\$1,677,700	\$338,647	\$1,125	\$1,321	\$4,102	66%
Cleveland Heights, St. Alban's Church															
2005	52	24	34%	\$42,315	\$0	\$42,315	\$51,269	\$3,837	\$38,478	\$42,315	\$1,493	\$0	\$1,662	\$1,763	5%
2006															
2007															
2008	22	21	100%	\$19,434	\$0	\$19,434	\$19,619	\$1,976	\$15,742	\$17,718	\$255	\$0	\$925	\$844	0%
2009	20	22	100%	\$18,743	\$0	\$18,743	\$18,915	\$2,266	\$18,288	\$20,554	\$172	\$0	\$852	\$934	0%
Cleveland Heights, St. Paul's Church															
2005	2079	488	56%	\$1,471,410	\$0	\$1,471,410	\$2,213,851	\$223,057	\$1,248,353	\$1,471,410	\$186,863	\$197,600	\$2,703	\$3,015	10%
2006	2068	541	26%	\$1,575,342	\$0	\$1,575,342	\$1,968,043	\$235,543	\$1,339,799	\$1,575,342	\$177,164	\$61,165	\$2,539	\$2,912	13%
2007	2057	500	24%	\$1,706,663	\$0	\$1,706,663	\$2,247,450	\$261,000	\$1,445,663	\$1,706,663	\$231,470	\$127,768	\$2,960	\$3,413	13%
2008	2084	492	24%	\$1,752,224	\$0	\$1,752,224	\$2,129,330	\$269,984	\$1,482,240	\$1,752,224	\$260,895	\$135,229	\$2,845	\$3,561	20%
2009	2141	446	21%	\$1,665,391	\$0	\$1,665,391	\$2,672,540	\$253,000	\$1,412,391	\$1,665,391	\$255,010	\$123,397	\$3,271	\$3,734	12%
Coshocton, Trinity Church															
2005	78	43	56%	\$125,400	\$0	\$125,400	\$137,574	\$12,265	\$113,136	\$125,401	\$1,368	\$520	\$1,628	\$2,916	17%
2006	66	37	50%	\$124,837	\$0	\$124,837	\$125,582	\$12,444	\$116,060	\$128,504	\$0	\$0	\$1,994	\$3,473	39%
2007	77	21	27%	\$132,950	\$0	\$132,950	\$136,571	\$10,310	\$126,260	\$136,570	\$2,179	\$0	\$3,510	\$6,503	43%
2008	66	24	35%	\$141,760	\$0	\$141,760	\$142,100	\$18,604	\$123,497	\$142,100	\$2,130	\$0	\$3,367	\$5,921	42%
2009	66	27	36%	\$100,635	\$0	\$100,635	\$111,110	\$10,913	\$90,222	\$101,135	\$0	\$1,059	\$2,376	\$3,746	27%
Cuyahoga Falls, St. John's Church															
2005	234	109	20%	\$193,807	\$0	\$193,807	\$235,386	\$21,287	\$172,520	\$193,807	\$12,546	\$5,270	\$1,767	\$1,778	0%
2006	224	95	26%	\$164,937	\$0	\$164,937	\$319,475	\$19,945	\$144,992	\$164,937	\$8,159	\$3,119	\$1,736	\$1,736	0%
2007	213	82	24%	\$179,122	\$0	\$179,122	\$1,422,701	\$20,832	\$158,290	\$179,122	\$9,615	\$913	\$2,184	\$2,184	0%
2008	110	74	24%	\$204,102	\$0	\$204,102	\$705,615	\$19,642	\$184,460	\$204,102	\$14,737	\$7,459	\$2,338	\$2,758	12%
2009	87	72	21%	\$214,980	\$0	\$214,980	\$288,006	\$26,767	\$188,214	\$214,981	\$7,059	\$5,392	\$2,456	\$2,986	11%
Defiance, Grace Church															
2005	66	39	47%	\$109,900	\$0	\$109,900	\$111,566	\$11,059	\$89,198	\$100,257	\$1,411	\$916	\$1,836	\$2,571	27%
2006	59	37	46%	\$109,899	\$0	\$109,899	\$117,363	\$11,095	\$81,926	\$93,021	\$2,229	\$3,382	\$1,961	\$2,514	24%
2007	56	33	47%	\$90,305	\$0	\$90,305	\$100,763	\$9,206	\$81,099	\$90,305	\$0	\$2,688	\$1,870	\$2,737	16%
2008	55	35	49%	\$69,058	\$0	\$69,058	\$96,226	\$8,870	\$60,188	\$69,058	\$0	\$10,391	\$1,539	\$1,973	0%
2009	59	38	36%	\$68,878	\$0	\$68,878	\$73,335	\$5,154	\$63,724	\$68,878	\$1,460	\$3,446	\$1,294	\$1,813	1%
East Liverpool, St. Stephen's Church															
2005	101	52	29%	\$80,272	\$0	\$80,272	\$101,696	\$6,574	\$73,699	\$80,273	\$4,557	\$5,060	\$1,196	\$1,544	23%
2006	99	52	29%	\$85,897	\$0	\$85,897	\$172,673	\$9,530	\$76,367	\$85,897	\$4,305	\$645	\$1,155	\$1,665	17%
2007	100	49	26%	\$99,815	\$0	\$99,815	\$115,012	\$10,417	\$89,398	\$99,815	\$4,410	\$645	\$1,307	\$2,037	32%
2008	100	47	62%	\$94,918	\$6,281	\$101,199	\$108,441	\$10,786	\$90,413	\$101,199	\$2,850	\$992	\$1,263	\$2,153	32%
2009	80	42	60%	\$98,807	\$0	\$98,807	\$122,239	\$9,093	\$89,714	\$98,807	\$2,250	\$404	\$1,218	\$2,353	45%

Parochial Report Data through 2009

Appendix

	Comm. in Good Stand.	Avg. Sun. Attend.	Avg. Attend ÷ Members	Normal Operating Income	Assistance from Diocese	Operating Revenue	Total Revenue	To Diocese	Other Operating Expenses	Total Operating Expenses	Outreach (Lines 13+16)	Transmitted to Other Organizations	Pledge & Plate ÷ Avg Attend	Operating Expense ÷ Avg Attend	From Inv ÷ Operating Expenses
Elyria, St. Andrew's Church															
2005	172	85	47%	\$188,796	\$0	\$188,796	\$225,687	\$20,184	\$168,612	\$188,796	\$19,821	\$5,293	\$1,760	\$2,221	17%
2006	178	92	46%	\$197,071	\$0	\$197,071	\$334,382	\$21,989	\$175,082	\$197,071	\$27,256	\$9,976	\$1,676	\$2,142	18%
2007	181	81	47%	\$209,501	\$1,500	\$211,001	\$264,432	\$21,927	\$181,120	\$203,047	\$4,671	\$0	\$1,906	\$2,507	20%
2008	187	89	49%	\$190,387	\$0	\$190,387	\$293,296	\$22,395	\$167,992	\$190,387	\$12,005	\$0	\$1,639	\$2,139	17%
2009	195	85	52%	\$206,737	\$0	\$206,737	\$241,703	\$22,943	\$183,861	\$206,804	\$14,640	\$1,984	\$1,795	\$2,433	12%
Euclid, Church of the Epiphany															
2005	179	126	27%	\$145,293	\$0	\$145,293	\$157,377	\$14,972	\$130,321	\$145,293	\$0	\$4,735	\$1,072	\$1,153	1%
2006	186	133	27%	\$153,962	\$0	\$153,962	\$181,821	\$16,917	\$148,821	\$165,738	\$5,219	\$1,678	\$1,031	\$1,246	3%
2007	194	120	27%	\$168,827	\$0	\$168,827	\$176,611	\$17,656	\$151,040	\$168,696	\$4,894	\$0	\$1,206	\$1,406	3%
2008	199	124	26%	\$174,031	\$0	\$174,031	\$184,501	\$18,718	\$155,312	\$174,030	\$4,618	\$0	\$1,223	\$1,403	4%
2009	203	117	35%	\$175,721	\$0	\$175,721	\$186,721	\$16,131	\$159,590	\$175,721	\$3,227	\$0	\$1,204	\$1,502	3%
Findlay, Trinity Church															
2005	208	99	37%	\$148,227	\$0	\$148,227	\$276,288	\$12,272	\$135,955	\$148,227	\$8,718	\$1,991	\$1,497	\$1,497	0%
2006	208	106	36%	\$172,467	\$0	\$172,467	\$319,514	\$16,066	\$156,401	\$172,467	\$9,100	\$1,648	\$1,603	\$1,627	1%
2007	183	91	32%	\$180,124	\$0	\$180,124	\$224,021	\$17,739	\$162,385	\$180,124	\$9,100	\$2,334	\$1,800	\$1,979	1%
2008	210	91	35%	\$160,141	\$0	\$160,141	\$192,725	\$19,157	\$140,984	\$160,141	\$0	\$4,567	\$1,719	\$1,760	1%
2009	243	87	32%	\$147,967	\$0	\$147,967	\$161,225	\$15,834	\$132,133	\$147,967	\$0	\$3,445	\$1,599	\$1,701	1%
Fostoria, Trinity Church															
2005	16	13	41%	\$27,965	\$0	\$27,965	\$27,965	\$2,086	\$25,234	\$27,320	\$2,600	\$0	\$1,358	\$2,102	38%
Fremont, St. Paul's Church															
2005	112	49	37%	\$150,924	\$0	\$150,924	\$164,902	\$12,939	\$137,985	\$150,924	\$970	\$800	\$1,722	\$3,080	41%
2006	106	44	38%	\$164,144	\$0	\$164,144	\$168,451	\$17,663	\$146,481	\$164,144	\$906	\$2,995	\$1,976	\$3,731	41%
2007	80	56	35%	\$179,065	\$0	\$179,065	\$179,499	\$21,779	\$157,286	\$179,065	\$600	\$0	\$1,629	\$3,198	44%
2008	89	52	26%	\$176,083	\$0	\$176,083	\$191,045	\$18,029	\$158,054	\$176,083	\$2,642	\$11,605	\$1,898	\$3,386	34%
2009	70	47	40%	\$188,992	\$0	\$188,992	\$192,943	\$21,107	\$167,885	\$188,992	\$6,088	\$1,825	\$2,096	\$4,021	0%
Galion, Grace Church															
2005															
2006															
2007															
2008															
2009															
Gambier, Harcourt Parish															
2005	115	74	25%	\$151,434	\$0	\$151,434	\$238,139	\$16,126	\$136,968	\$153,094	\$15,802	\$91,460	\$1,628	\$2,069	18%
2006	120	78	23%	\$165,149	\$0	\$165,149	\$195,128	\$20,080	\$143,884	\$163,964	\$14,330	\$20,052	\$1,686	\$2,102	10%
2007	124	70	30%	\$151,554	\$0	\$151,554	\$187,321	\$15,069	\$136,029	\$151,098	\$11,751	\$10,190	\$1,684	\$2,159	11%
2008	98	88	78%	\$155,212	\$0	\$155,212	\$205,645	\$17,618	\$137,565	\$155,183	\$8,250	\$18,549	\$1,314	\$1,763	11%
2009	98	77	24%	\$159,533	\$0	\$159,533	\$182,044	\$16,336	\$143,154	\$159,490	\$6,006	\$20,293	\$1,466	\$2,071	11%
Gates Mills, St. Christopher by the River Church															
2005	220	109	46%	\$350,686	\$0	\$350,686	\$374,455	\$44,750	\$324,247	\$368,997	\$3,193	\$5,000	\$2,076	\$3,385	28%
2006	220	100	40%	\$347,114	\$0	\$347,114	\$363,853	\$36,488	\$307,392	\$343,880	\$3,997	\$5,000	\$2,171	\$3,439	32%
2007	210	92	37%	\$338,701	\$0	\$338,701	\$364,939	\$49,497	\$297,864	\$347,361	\$7,655	\$1,614	\$2,460	\$3,776	34%
2008	200	87	36%	\$376,251	\$0	\$376,251	\$377,882	\$36,717	\$339,534	\$376,251	\$1,881	\$0	\$2,230	\$4,325	34%
2009	195	81	35%	\$351,493	\$0	\$351,493	\$353,199	\$54,273	\$297,220	\$351,493	\$1,706	\$0	\$2,875	\$4,339	33%
Geneva, Christ Church															
2005	69	41	52%	\$45,793	\$0	\$45,793	\$69,078	\$4,580	\$41,213	\$45,793	\$2,709	\$954	\$1,107	\$1,117	0%
2006	65	37	48%	\$49,487	\$0	\$49,487	\$53,634	\$4,951	\$44,972	\$49,923	\$469	\$2,148	\$1,211	\$1,349	9%
2007	75	39	49%	\$48,538	\$0	\$48,538	\$61,527	\$4,861	\$43,567	\$48,428	\$2,936	\$1,323	\$1,174	\$1,242	5%
2008	80	39	45%	\$47,813	\$0	\$47,813	\$55,288	\$4,785	\$42,977	\$47,762	\$3,157	\$1,082	\$1,214	\$1,225	0%
2009	80	43	49%	\$48,331	\$0	\$48,331	\$60,397	\$4,836	\$43,532	\$48,368	\$7,592	\$1,342	\$1,112	\$1,125	0%
Hudson, Christ Church															
2005	777	267	34%	\$553,699	\$0	\$553,699	\$671,191	\$69,003	\$482,550	\$551,553	\$27,846	\$9,036	\$1,915	\$2,066	6%
2006	802	280	35%	\$645,943	\$0	\$645,943	\$674,369	\$87,833	\$585,136	\$672,969	\$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	\$643,618	\$13,123	\$5,669	\$2,428	\$2,447	0%
2008	761	249	32%	\$674,103	\$0	\$674,103	\$794,617	\$83,427	\$590,676	\$674,103	\$29,534	\$42,409	\$2,386	\$2,707	3%
2009	600	253	32%	\$607,268	\$1,500	\$608,768	\$694,304	\$87,577	\$574,261	\$661,838	\$14,875	\$18,060	\$2,250	\$2,616	0%

Appendix

Parochial Report Data through 2009

	Comm. in Good Stand.	Avg. Sun. Attend.	Avg. Attend ÷ Members	Normal Operating Income	Assistance from Diocese	Operating Revenue	Total Revenue	To Diocese	Other Operating Expenses	Total Operating Expenses	Outreach (Lines 13+16)	Transmitted to Other Organizations	Pledge & Plate ÷ Avg Attend	Operating Expense ÷ Avg Attend	From Inv ÷ Operating Expenses
Huron, Christ Church															
2005	247	55	21%	\$169,901	\$0	\$169,901	\$194,716	\$7,760	\$162,705	\$170,465	\$6,835	\$10	\$2,153	\$3,099	1%
2006	198	63	22%	\$195,640	\$0	\$195,640	\$196,040	\$2,184	\$178,466	\$180,650	\$4,571	\$0	\$1,821	\$2,867	1%
2007	201	75	26%	\$183,754	\$0	\$183,754	\$194,449	\$38,509	\$145,245	\$183,754	\$4,096	\$1,429	\$1,663	\$2,450	0%
2008	286	62	21%	\$130,674	\$0	\$130,674	\$143,504	\$15,006	\$127,926	\$142,932	\$727	\$0	\$1,320	\$2,305	0%
2009	287	54	19%	\$142,138	\$0	\$142,138	\$145,446	\$231	\$141,907	\$142,138	\$826	\$235	\$1,189	\$2,632	0%
Kent, Christ Church															
2005	278	74	27%	\$94,312	\$0	\$94,312	\$208,491	\$9,391	\$84,921	\$94,312	\$19,379	\$18,286	\$1,180	\$1,274	7%
2006	189	81	33%	\$132,281	\$0	\$132,281	\$330,128	\$12,838	\$119,444	\$132,281	\$24,736	\$20,093	\$1,633	\$1,633	0%
2007	182	86	35%	\$160,665	\$0	\$160,665	\$227,426	\$17,472	\$143,193	\$160,665	\$10,607	\$21,313	\$1,766	\$1,868	5%
2008	176	80	32%	\$196,678	\$0	\$196,678	\$274,308	\$20,944	\$175,734	\$196,678	\$25,756	\$41,073	\$2,017	\$2,458	10%
2009	158	76	33%	\$197,140	\$0	\$197,140	\$226,852	\$22,428	\$174,711	\$197,139	\$11,916	\$39,589	\$1,872	\$2,594	22%
Kirtland Hills, St. Hubert's Church															
2005	269	86	23%	\$247,019	\$0	\$247,019	\$275,537	\$28,085	\$218,582	\$246,667	\$878	\$14,991	\$1,919	\$2,868	33%
2006	254	86	24%	\$251,226	\$0	\$251,226	\$282,240	\$35,156	\$217,672	\$252,828	\$13,640	\$402	\$2,046	\$2,940	17%
2007	263	79	21%	\$291,460	\$0	\$291,460	\$815,861	\$22,670	\$268,790	\$291,460	\$0	\$14,081	\$2,000	\$3,689	46%
2008	235	77	20%	\$279,766	\$0	\$279,766	\$400,515	\$35,830	\$243,936	\$279,766	\$0	\$8,215	\$2,211	\$3,633	38%
2009	233	83	22%	\$280,852	\$0	\$280,852	\$354,230	\$28,014	\$252,488	\$280,502	\$17,742	\$5,920	\$2,132	\$3,380	35%
Lakewood, Church of the Ascension															
2005	246	141	57%	\$214,685	\$0	\$214,685	\$232,930	\$22,839	\$191,846	\$214,685	\$7,003	\$7,350	\$1,235	\$1,523	2%
2006	236	139	59%	\$202,403	\$0	\$202,403	\$223,726	\$21,291	\$181,112	\$202,403	\$11,781	\$2,726	\$1,242	\$1,456	0%
2007	239	141	59%	\$202,834	\$0	\$202,834	\$223,083	\$23,139	\$179,695	\$202,834	\$9,142	\$1,400	\$1,261	\$1,439	1%
2008	139	102	51%	\$186,815	\$0	\$186,815	\$221,116	\$21,846	\$164,969	\$186,815	\$7,185	\$13,980	\$1,369	\$1,832	1%
2009	92	62	44%	\$158,542	\$0	\$158,542	\$169,774	\$17,630	\$140,912	\$158,542	\$1,549	\$5,879	\$1,987	\$2,557	1%
Lakewood, St. Peter's Church															
2005	461	198	43%	\$430,049	\$0	\$430,049	\$802,143	\$57,681	\$372,368	\$430,049	\$354,786	\$8,014	\$2,126	\$2,172	0%
2006	472	197	42%	\$451,881	\$0	\$451,881	\$886,832	\$59,033	\$392,848	\$451,881	\$378,693	\$24,048	\$2,135	\$2,294	3%
2007	475	184	38%	\$442,068	\$0	\$442,068	\$637,067	\$60,543	\$416,696	\$477,239	\$16,868	\$42,801	\$2,248	\$2,594	0%
2008	500	188	38%	\$461,479	\$0	\$461,479	\$527,005	\$63,576	\$393,891	\$457,467	\$49,431	\$24,214	\$2,325	\$2,433	0%
2009	515	185	36%	\$420,183	\$0	\$420,183	\$501,343	\$57,189	\$362,994	\$420,183	\$39,747	\$14,361	\$2,219	\$2,271	0%
Lisbon, Holy Trinity Church															
2005	36	18	35%	\$23,922	\$0	\$23,922	\$25,042	\$2,467	\$21,455	\$23,922	\$919	\$0	\$431	\$1,329	66%
2006	36	17	33%	\$23,572	\$0	\$23,572	\$24,572	\$2,420	\$21,152	\$23,572	\$810	\$0	\$493	\$1,387	62%
2007	35	16	32%	\$22,422	\$0	\$22,422	\$23,422	\$2,242	\$20,180	\$22,422	\$963	\$0	\$422	\$1,401	67%
2008	33	16	34%	\$21,013	\$0	\$21,013	\$22,013	\$2,219	\$18,357	\$20,576	\$1,539	\$0	\$451	\$1,286	65%
2009	30	16	36%	\$20,165	\$0	\$20,165	\$23,095	\$2,140	\$18,025	\$20,165	\$693	\$0	\$512	\$1,260	57%
Lorain, Church of the Redeemer															
2005	169	73	29%	\$126,140	\$0	\$126,140	\$153,511	\$13,458	\$112,682	\$126,140	\$12,429	\$4,086	\$1,200	\$1,728	31%
2006	170	79	32%	\$131,917	\$0	\$131,917	\$150,760	\$13,717	\$118,200	\$131,917	\$9,861	\$1,299	\$1,216	\$1,670	22%
2007	163	69	29%	\$128,328	\$0	\$128,328	\$135,388	\$11,391	\$116,937	\$128,328	\$8,128	\$1,048	\$1,603	\$1,860	11%
2008	168	70	37%	\$138,916	\$0	\$138,916	\$154,465	\$14,916	\$124,000	\$138,916	\$1,176	\$2,503	\$1,551	\$1,985	8%
2009	160	63	33%	\$133,685	\$0	\$133,685	\$154,568	\$14,224	\$119,461	\$133,685	\$12,564	\$2,843	\$1,651	\$2,122	19%
Lyndhurst, Church of the Good Shepherd															
2005	243	144	51%	\$261,666	\$0	\$261,666	\$320,653	\$33,776	\$226,932	\$260,708	\$3,351	\$15,967	\$1,691	\$1,810	1%
2006	51	106	37%	\$265,821	\$0	\$265,821	\$332,123	\$31,272	\$234,549	\$265,821	\$4,201	\$23,761	\$2,182	\$2,508	7%
2007	156	90	33%	\$275,061	\$0	\$275,061	\$306,952	\$32,458	\$242,603	\$275,061	\$12,426	\$13,822	\$2,430	\$3,056	14%
2008	147	89	32%	\$264,500	\$0	\$264,500	\$283,258	\$32,374	\$232,126	\$264,500	\$3,295	\$166	\$2,259	\$2,972	10%
2009	128	87	31%	\$216,543	\$5,000	\$221,543	\$230,802	\$26,453	\$195,090	\$221,543	\$7,823	\$0	\$2,122	\$2,546	0%
Macedonia, St. Timothy's Church															
2005	193	66	25%	\$111,344	\$0	\$111,344	\$128,893	\$10,500	\$100,844	\$111,344	\$2,298	\$7,769	\$1,539	\$1,687	0%
2006	194	69	25%	\$121,019	\$0	\$121,019	\$139,040	\$12,429	\$108,590	\$121,019	\$3,765	\$516	\$1,743	\$1,754	1%
2007	196	66	22%	\$132,042	\$0	\$132,042	\$151,201	\$13,237	\$118,805	\$132,042	\$1,444	\$6,764	\$1,819	\$2,001	0%
2008	197	70	23%	\$125,317	\$0	\$125,317	\$143,545	\$15,133	\$110,184	\$125,317	\$5,361	\$2,677	\$1,766	\$1,790	0%
2009	198	70	23%	\$125,680	\$0	\$125,680	\$142,184	\$13,069	\$112,611	\$125,680	\$4,140	\$3,733	\$1,761	\$1,795	1%

Parochial Report Data through 2009

Appendix

	Comm. in Good Stand.	Avg. Sun. Attend.	Avg. Attend ÷ Members	Normal Operating Income	Assistance from Diocese	Operating Revenue	Total Revenue	To Diocese	Other Operating Expenses	Total Operating Expenses	Outreach (Lines 13+16)	Transmitted to Other Organizations	Pledge & Plate ÷ Avg Attend	Operating Expense ÷ Avg Attend	From Inv ÷ Operating Expenses
Madison, St. Anne in the Fields Church															
2005															
2006															
2007															
2008															
2009															
Mansfield, Grace Church															
2005	173	88	27%	\$262,021	\$0	\$262,021	\$289,523	\$31,737	\$230,284	\$262,021	\$9,265	\$0	\$1,143	\$2,978	62%
2006	192	83	26%	\$236,673	\$0	\$236,673	\$278,785	\$27,134	\$209,539	\$236,673	\$15,912	\$0	\$1,211	\$2,851	56%
2007	325	84	25%	\$245,445	\$0	\$245,445	\$263,404	\$29,234	\$216,210	\$245,444	\$23,295	\$278	\$1,431	\$2,922	50%
2008	287	83	24%	\$270,695	\$0	\$270,695	\$307,289	\$30,201	\$240,494	\$270,695	\$37,951	\$0	\$1,410	\$3,261	56%
2009	296	88	25%	\$269,866	\$0	\$269,866	\$310,335	\$31,724	\$238,142	\$269,866	\$41,128	\$2,075	\$1,420	\$3,067	53%
Marion, St. Paul's Church															
2005	44	27	22%	\$116,682	\$0	\$116,682	\$116,682	\$12,100	\$104,118	\$116,218	\$0	\$400	\$1,429	\$4,304	10%
2006	42	24	19%	\$113,447	\$0	\$113,447	\$113,447	\$11,300	\$101,283	\$112,583	\$400	\$0	\$1,510	\$4,783	1%
2007	35	21	18%	\$106,530	\$0	\$106,530	\$106,530	\$10,466	\$96,064	\$106,530	\$400	\$0	\$1,449	\$5,073	1%
2008	29	24	21%	\$120,744	\$0	\$120,744	\$120,744	\$12,700	\$108,044	\$120,744	\$400	\$0	\$1,197	\$5,031	1%
2009	29	23	21%	\$114,015	\$0	\$114,015	\$114,015	\$12,785	\$101,230	\$114,015	\$400	\$0	\$1,064	\$4,957	10%
Massillon, St. Timothy's Church															
2005	350	116	18%	\$249,255	\$0	\$249,255	\$272,483	\$30,275	\$218,980	\$249,255	\$6,513	\$5,674	\$1,678	\$2,149	22%
2006	307	75	17%	\$241,348	\$0	\$241,348	\$313,894	\$25,724	\$215,624	\$241,348	\$8,048	\$10,626	\$2,449	\$3,218	24%
2007	307	102	23%	\$236,606	\$0	\$236,606	\$262,883	\$22,575	\$214,031	\$236,606	\$7,828	\$4,565	\$1,828	\$2,320	21%
2008	307	101	23%	\$245,912	\$0	\$245,912	\$278,587	\$23,435	\$222,477	\$245,912	\$7,312	\$4,699	\$1,939	\$2,435	20%
2009	309	112	25%	\$238,102	\$0	\$238,102	\$356,950	\$24,026	\$214,526	\$238,552	\$5,331	\$2,877	\$1,515	\$2,130	24%
Maumee, St. Paul's Church															
2005	602	211	35%	\$381,524	\$0	\$381,524	\$641,282	\$44,412	\$337,112	\$381,524	\$213,202	\$9,329	\$1,600	\$1,808	11%
2006	614	200	33%	\$417,836	\$0	\$417,836	\$805,758	\$47,294	\$370,542	\$417,836	\$197,451	\$5,716	\$1,639	\$2,089	21%
2007	624	185	30%	\$351,942	\$0	\$351,942	\$638,348	\$51,766	\$300,175	\$351,941	\$277,562	\$8,844	\$1,450	\$1,902	21%
2008	630	201	32%	\$349,408	\$0	\$349,408	\$682,516	\$35,745	\$313,663	\$349,408	\$319,758	\$13,350	\$1,263	\$1,738	20%
2009	629	211	34%	\$409,589	\$0	\$409,589	\$737,763	\$54,943	\$354,646	\$409,589	\$314,741	\$9,120	\$1,221	\$1,941	27%
Mayfield Village, St. Bartholomew Church															
2005	112	67	47%	\$141,330	\$0	\$141,330	\$200,079	\$14,853	\$126,477	\$141,330	\$175	\$1,548	\$1,616	\$2,109	21%
2006	109	71	56%	\$149,223	\$0	\$149,223	\$152,768	\$14,211	\$135,012	\$149,223	\$129	\$377	\$1,637	\$2,102	14%
2007	131	71	52%	\$161,391	\$0	\$161,391	\$161,717	\$18,242	\$143,149	\$161,391	\$782	\$326	\$1,721	\$2,273	22%
2008	91	65	50%	\$161,250	\$0	\$161,250	\$162,818	\$16,530	\$144,719	\$161,249	\$376	\$1,352	\$1,860	\$2,481	23%
2009	100	64	59%	\$111,033	\$0	\$111,033	\$121,013	\$13,841	\$97,192	\$111,033	\$5,139	\$1,102	\$1,646	\$1,724	0%
Medina, St. Paul's Church															
2005	357	128	28%	\$240,285	\$5,000	\$245,285	\$261,973	\$26,795	\$218,490	\$245,285	\$13,647	\$7,330	\$1,818	\$1,916	3%
2006	377	134	29%	\$251,417	\$0	\$251,417	\$287,489	\$30,610	\$220,807	\$251,417	\$11,611	\$4,672	\$1,762	\$1,876	4%
2007	389	125	26%	\$251,095	\$0	\$251,095	\$263,535	\$24,387	\$226,708	\$251,095	\$17,396	\$9,796	\$1,779	\$2,009	8%
2008	392	120	25%	\$296,035	\$12,559	\$308,594	\$371,256	\$32,900	\$275,694	\$308,594	\$10,538	\$3,852	\$2,130	\$2,572	12%
2009	396	125	25%	\$257,223	\$10,765	\$267,988	\$303,065	\$46,533	\$239,073	\$285,606	\$20,939	\$9,294	\$1,937	\$2,285	0%
Mentor, St. Andrew Episcopal Church															
2005	304	151	33%	\$205,689	\$0	\$205,689	\$229,123	\$29,821	\$175,868	\$205,689	\$4,662	\$2,730	\$1,326	\$1,362	0%
2006	311	152	34%	\$156,211	\$0	\$156,211	\$195,561	\$20,960	\$135,251	\$156,211	\$11,963	\$0	\$1,028	\$1,028	0%
2007	311	149	34%	\$189,994	\$0	\$189,994	\$219,498	\$14,427	\$175,567	\$189,994	\$15,082	\$0	\$1,188	\$1,275	4%
2008	193	147	60%	\$241,603	\$0	\$241,603	\$266,736	\$25,693	\$215,910	\$241,603	\$11,495	\$0	\$1,297	\$1,644	19%
2009	197	142	62%	\$222,694	\$0	\$222,694	\$261,016	\$26,141	\$196,553	\$222,694	\$36,349	\$0	\$1,389	\$1,568	9%
Mount Vernon, St. Paul's Church															
2005	219	82	34%	\$146,009	\$0	\$146,009	\$230,974	\$15,898	\$130,098	\$145,996	\$2,500	\$5,766	\$1,551	\$1,780	4%
2006	148	97	41%	\$204,091	\$0	\$204,091	\$218,366	\$24,235	\$179,668	\$203,903	\$2,500	\$4,886	\$1,450	\$2,102	23%
2007	121	73	37%	\$198,726	\$0	\$198,726	\$211,602	\$13,379	\$185,347	\$198,726	\$3,626	\$4,795	\$1,949	\$2,722	21%
2008	96	64	38%	\$202,648	\$0	\$202,648	\$208,655	\$26,281	\$179,147	\$205,428	\$7,879	\$549	\$2,199	\$3,210	21%
2009	100	57	35%	\$176,723	\$0	\$176,723	\$196,570	\$20,104	\$156,846	\$176,950	\$22,204	\$1,813	\$1,994	\$3,104	28%

Appendix

Parochial Report Data through 2009

	Comm. in Good Stand.	Avg. Sun. Attend.	Avg. Attend ÷ Members	Normal Operating Income	Assistance from Diocese	Operating Revenue	Total Revenue	To Diocese	Other Operating Expenses	Total Operating Expenses	Outreach (Lines 13+16)	Transmitted to Other Organizations	Pledge & Plate ÷ Avg Attend	Operating Expense ÷ Avg Attend	From Inv ÷ Operating Expenses
Napoleon, St. John the Evangelist's Church															
2005	32	28	88%	\$52,550	\$0	\$52,550	\$52,856	\$5,256	\$42,786	\$48,042	\$357	\$306	\$662	\$1,716	68%
2006	32	28	88%	\$41,258	\$0	\$41,258	\$105,184	\$4,126	\$45,657	\$49,783	\$0	\$521	\$692	\$1,778	42%
2007															
2008															
2009															
New Philadelphia, Trinity Church															
2005	99	60	53%	\$67,927	\$0	\$67,927	\$79,877	\$6,990	\$60,938	\$67,928	\$2,800	\$1,931	\$1,077	\$1,132	0%
2006	106	47	37%	\$73,659	\$0	\$73,659	\$76,882	\$7,550	\$66,110	\$73,660	\$3,700	\$3,072	\$1,562	\$1,567	0%
2007	129	46	36%	\$73,569	\$0	\$73,569	\$86,844	\$6,935	\$66,634	\$73,569	\$9,536	\$1,350	\$1,403	\$1,599	6%
2008	120	43	36%	\$78,126	\$0	\$78,126	\$93,657	\$6,680	\$71,446	\$78,126	\$9,235	\$925	\$1,560	\$1,817	14%
2009	115	43	37%	\$68,629	\$2,000	\$70,629	\$82,059	\$6,723	\$63,907	\$70,629	\$10,589	\$841	\$1,394	\$1,643	12%
Niles, St. Luke's Church															
2005	152	45	30%	\$42,652	\$0	\$42,652	\$237,638	\$2,929	\$39,723	\$42,652	\$3,247	\$739	\$839	\$948	0%
2006	96	43	43%	\$44,742	\$0	\$44,742	\$90,218	\$3,272	\$41,470	\$44,742	\$2,295	\$455	\$859	\$1,041	0%
2007	108	52	55%	\$57,748	\$0	\$57,748	\$63,002	\$4,474	\$53,274	\$57,748	\$2,746	\$1,182	\$780	\$1,111	17%
2008	110	64	52%	\$71,325	\$0	\$71,325	\$77,829	\$7,132	\$64,193	\$71,325	\$2,999	\$534	\$683	\$1,114	30%
2009	112	72	58%	\$82,414	\$0	\$82,414	\$92,839	\$8,144	\$74,269	\$82,413	\$4,626	\$365	\$726	\$1,145	27%
Norwalk, St. Paul's Church															
2005	58	41	61%	\$74,415	\$0	\$74,415	\$77,541	\$6,686	\$67,729	\$74,415	\$560	\$1,416	\$1,473	\$1,815	17%
2006	59	33	49%	\$74,879	\$0	\$74,879	\$95,986	\$7,649	\$67,230	\$74,879	\$1,006	\$101	\$1,648	\$2,269	18%
2007	58	30	36%	\$80,629	\$0	\$80,629	\$99,230	\$6,675	\$73,954	\$80,629	\$1,343	\$47	\$2,436	\$2,688	7%
2008	52	27	35%	\$63,056	\$0	\$63,056	\$65,820	\$7,362	\$55,694	\$63,056	\$964	\$135	\$2,004	\$2,335	12%
2009	53	30	43%	\$82,003	\$7,005	\$89,008	\$90,514	\$8,623	\$79,885	\$88,508	\$1,649	\$0	\$2,497	\$2,950	6%
Oberlin, Christ Church															
2005	140	98	66%	\$205,973	\$0	\$205,973	\$408,880	\$23,974	\$181,999	\$205,973	\$88,997	\$36,000	\$1,963	\$2,102	0%
2006	132	85	62%	\$214,488	\$0	\$214,488	\$318,799	\$24,028	\$190,460	\$214,488	\$7,001	\$0	\$2,395	\$2,523	0%
2007	135	85	61%	\$214,977	\$0	\$214,977	\$322,622	\$24,097	\$190,880	\$214,977	\$50,318	\$28,604	\$2,351	\$2,529	1%
2008	112	79	62%	\$206,303	\$0	\$206,303	\$384,109	\$23,156	\$183,147	\$206,303	\$45,274	\$4,482	\$2,432	\$2,611	1%
2009	123	73	56%	\$217,586	\$0	\$217,586	\$349,153	\$24,256	\$193,330	\$217,586	\$41,548	\$2,266	\$2,676	\$2,981	1%
Oregon, St. Paul's Church															
2005	215	73	28%	\$69,393	\$0	\$69,393	\$90,163	\$5,437	\$63,954	\$69,391	\$6,217	\$0	\$898	\$951	0%
2006	185	76	33%	\$69,811		\$69,811	\$96,419	\$7,562	\$62,999	\$70,561	\$4,720	\$0	\$917	\$928	0%
2007															
2008	125	58	35%	\$64,690	\$0	\$64,690	\$82,114	\$6,653	\$77,537	\$84,190	\$2,431	\$0	\$1,113	\$1,452	0%
2009	83	57	36%	\$61,972	\$0	\$61,972	\$62,972	\$6,377	\$50,364	\$56,741	\$2,787	\$0	\$1,087	\$995	0%
Painesville, St. James's Church															
2005	249	121	34%	\$251,539	\$0	\$251,539	\$292,235	\$27,827	\$223,712	\$251,539	\$16,067	\$9,315	\$1,806	\$2,079	6%
2006	217	112	43%	\$246,748	\$0	\$246,748	\$325,782	\$29,940	\$216,808	\$246,748	\$12,237	\$7,716	\$2,087	\$2,203	2%
2007	220	112	42%	\$189,786	\$0	\$189,786	\$291,639	\$22,372	\$167,414	\$189,786	\$12,455	\$5,965	\$1,644	\$1,695	0%
2008	215	110	42%	\$191,242	\$0	\$191,242	\$334,840	\$19,859	\$171,383	\$191,242	\$15,533	\$5,524	\$1,679	\$1,739	0%
2009	222	111	42%	\$227,604	\$0	\$227,604	\$328,177	\$21,914	\$205,690	\$227,604	\$14,904	\$3,226	\$1,744	\$2,050	11%
Parma, All Saints Church															
2005	256	99	39%	\$158,198	\$0	\$158,198	\$188,357	\$15,252	\$142,947	\$158,199	\$30,090	\$159	\$1,339	\$1,598	12%
2006	253	94	37%	\$153,328	\$0	\$153,328	\$192,590	\$16,432	\$136,896	\$153,328	\$41,817	\$0	\$1,587	\$1,631	0%
2007	256	89	35%	\$155,742	\$0	\$155,742	\$321,343	\$16,119	\$139,623	\$155,742	\$18,351	\$0	\$1,634	\$1,750	1%
2008	257	90	35%	\$146,757	\$0	\$146,757	\$147,702	\$15,553	\$131,204	\$146,757	\$1,479	\$0	\$1,631	\$1,631	0%
2009	255	82	32%	\$117,679	\$0	\$117,679	\$123,516	\$12,321	\$105,358	\$117,679	\$6,895	\$924	\$1,406	\$1,435	0%
Perrysburg, St. Timothy's Church															
2005	308	94	25%	\$282,843	\$0	\$282,843	\$295,422	\$33,414	\$249,429	\$282,843	\$10,453	\$2,854	\$2,237	\$3,009	15%
2006	271	91	27%	\$246,584	\$0	\$246,584	\$311,177	\$37,299	\$209,285	\$246,584	\$14,462	\$1,096	\$2,532	\$2,710	0%
2007	254	88	27%	\$247,221	\$0	\$247,221	\$272,577	\$25,032	\$222,189	\$247,221	\$5,787	\$1,924	\$2,206	\$2,809	8%
2008	300	92	28%	\$269,776	\$0	\$269,776	\$290,393	\$32,002	\$237,774	\$269,776	\$9,659	\$1,808	\$2,267	\$2,932	8%
2009	330	94	28%	\$260,779	\$0	\$260,779	\$282,459	\$26,065	\$234,714	\$260,779	\$7,552	\$33,005	\$2,309	\$2,774	17%

Parochial Report Data through 2009

Appendix

	Comm. in Good Stand.	Avg. Sun. Attend.	Avg. Attend ÷ Members	Normal Operating Income	Assistance from Diocese	Operating Revenue	Total Revenue	To Diocese	Other Operating Expenses	Total Operating Expenses	Outreach (Lines 13+16)	Transmitted to Other Organizations	Pledge & Plate ÷ Avg Attend	Operating Expense ÷ Avg Attend	From Inv ÷ Operating Expenses
Port Clinton, St. Thomas's Church															
2005	40	29	45%	\$66,404	\$0	\$66,404	\$78,029	\$7,484	\$56,931	\$64,415	\$400	\$233	\$2,137	\$2,221	0%
2006	39	30	51%	\$61,910	\$0	\$61,910	\$114,505	\$5,740	\$59,011	\$64,751	\$789	\$0	\$1,972	\$2,158	0%
2007	39	29	53%	\$61,917	\$0	\$61,917	\$73,936	\$5,398	\$56,778	\$62,176	\$200	\$144	\$2,015	\$2,144	3%
2008	40	28	53%	\$60,910	\$0	\$60,910	\$69,919	\$5,593	\$57,020	\$62,613	\$375	\$169	\$1,966	\$2,236	6%
2009	39	27	51%	\$59,543	\$4,583	\$64,126	\$72,776	\$5,574	\$59,019	\$64,593	\$300	\$100	\$1,911	\$2,392	6%
Put-in-Bay, St. Paul's Church															
2005	105	49	27%	\$92,824	\$0	\$92,824	\$102,265	\$8,755	\$84,069	\$92,824	\$7,690	\$5,389	\$1,217	\$1,894	27%
2006	108	50	27%	\$87,330	\$0	\$87,330	\$89,654	\$7,044	\$74,142	\$81,185	\$803	\$223	\$1,052	\$1,624	35%
2007	110	32	17%	\$42,804	\$0	\$42,804	\$105,840	\$7,811	\$35,510	\$43,321	\$677	\$0	\$854	\$1,354	29%
2008	190	33	17%	\$39,473	\$0	\$39,473	\$62,476	\$5,849	\$33,625	\$39,474	\$2,177	\$0	\$768	\$1,196	31%
2009	50	30	16%	\$36,686	\$0	\$36,686	\$65,159	\$0	\$36,686	\$36,686	\$1,024	\$0	\$694	\$1,223	12%
Ravenna, Grace Church															
2005	144	85	43%	\$148,936	\$0	\$148,936	\$151,667	\$16,827	\$132,142	\$148,969	\$0	\$2,731	\$1,470	\$1,753	3%
2006	142	78	40%	\$147,413	\$0	\$147,413	\$165,825	\$15,113	\$132,300	\$147,413	\$0	\$2,090	\$1,561	\$1,890	3%
2007	139	78	40%	\$159,238	\$0	\$159,238	\$183,959	\$14,735	\$144,503	\$159,238	\$0	\$13,981	\$1,566	\$2,042	3%
2008	144	73	37%	\$156,329	\$0	\$156,329	\$175,045	\$18,152	\$138,150	\$156,302	\$18,716	\$0	\$1,678	\$2,141	3%
2009	201	82	41%	\$159,810	\$0	\$159,810	\$172,930	\$16,380	\$143,249	\$159,629	\$10,007	\$0	\$1,585	\$1,947	3%
Salem, Church of Our Saviour															
2005	55	30	33%	\$42,256	\$0	\$42,256	\$53,083	\$4,228	\$43,407	\$47,635	\$7,410	\$181	\$807	\$1,588	16%
2006	51	25	42%	\$70,051	\$0	\$70,051	\$71,751	\$5,315	\$65,847	\$71,161	\$750	\$0	\$865	\$2,846	48%
2007	35	20	42%	\$68,661	\$0	\$68,661	\$86,766	\$4,066	\$67,650	\$71,716	\$110	\$0	\$973	\$3,586	51%
2008	27	18	36%	\$86,460	\$0	\$86,460	\$89,245	\$5,910	\$81,522	\$87,432	\$2,785	\$0	\$989	\$4,857	58%
2009	27	19	37%	\$47,552	\$0	\$47,552	\$48,759	\$7,482	\$40,571	\$48,052	\$1,100	\$0	\$935	\$2,529	32%
Sandusky, Grace Church															
2005	458	161	33%	\$457,661	\$0	\$457,661	\$951,890	\$67,742	\$389,919	\$457,661	\$20,896	\$0	\$1,666	\$2,843	35%
2006	438	172	36%	\$364,209	\$0	\$364,209	\$1,058,519	\$45,482	\$318,727	\$364,209	\$31,833	\$11,027	\$1,436	\$2,117	28%
2007	433	145	29%	\$315,283	\$0	\$315,283	\$440,985	\$6,909	\$308,374	\$315,283	\$1,100	\$100,438	\$1,676	\$2,174	20%
2008	420	138	28%	\$336,649	\$0	\$336,649	\$777,436	\$39,466	\$297,183	\$336,649	\$89,300	\$0	\$1,680	\$2,439	29%
2009	200	137	64%	\$312,907	\$0	\$312,907	\$1,660,037	\$33,549	\$279,858	\$313,407	\$16,448	\$0	\$1,499	\$2,288	24%
Shaker Heights, Christ Church															
2005	264	111	36%	\$572,085	\$0	\$572,085	\$831,790	\$81,639	\$490,446	\$572,085	\$291	\$4,448	\$1,718	\$5,154	63%
2006	176	112	39%	\$414,059	\$0	\$414,059	\$422,643	\$40,719	\$373,340	\$414,059	\$1,686	\$5,006	\$1,679	\$3,697	47%
2007	180	98	36%	\$411,179	\$0	\$411,179	\$416,510	\$53,968	\$357,211	\$411,179	\$1,906	\$2,200	\$2,375	\$4,196	36%
2008	258	112	43%	\$391,064	\$0	\$391,064	\$453,377	\$45,070	\$345,994	\$391,064	\$262,736	\$4,365	\$2,524	\$3,492	22%
2009	249	118	45%	\$444,327	\$0	\$444,327	\$480,821	\$61,823	\$382,504	\$444,327	\$5,734	\$629	\$2,094	\$3,765	39%
Shelby, St. Mark's Church															
2005	96	35	35%	\$44,489	\$0	\$44,489	\$62,234	\$6,262	\$38,226	\$44,488	\$11,057	\$263	\$1,271	\$1,271	0%
2006	73	33	35%	\$53,829	\$0	\$53,829	\$58,533	\$4,113	\$49,716	\$53,829	\$10,820	\$347	\$1,631	\$1,631	0%
2007	88	88	98%	\$58,955	\$0	\$58,955	\$59,598	\$4,918	\$54,037	\$58,955	\$16,176	\$313	\$562	\$670	0%
2008	86	37	41%	\$62,342	\$0	\$62,342	\$62,575	\$6,280	\$56,062	\$62,342	\$10,134	\$233	\$1,404	\$1,685	0%
2009	91	31	34%	\$54,921	\$0	\$54,921	\$55,547	\$6,714	\$47,756	\$54,470	\$10,426	\$551	\$1,637	\$1,757	0%
Sidney, St. Mark's Church															
2005															
2006	35	18	51%	\$34,336	\$0	\$34,336	\$34,336	\$3,710	\$30,342	\$34,052	\$1,465	\$0	\$1,908	\$1,892	0%
2007															
2008	36	28	78%	\$41,073	\$0	\$41,073	\$41,073	\$3,037	\$36,486	\$39,523	\$546	\$0	\$1,142	\$1,412	0%
2009	42	32	76%	\$34,237	\$0	\$34,237	\$37,172	\$3,564	\$30,673	\$34,237	\$855	\$0	\$993	\$1,070	0%
Steubenville, St. Paul's Church															
2005	131	63	48%	\$78,407	\$0	\$78,407	\$81,168	\$8,937	\$74,493	\$83,430	\$0	\$530	\$889	\$1,324	23%
2006	129	49	38%	\$77,805	\$0	\$77,805	\$80,594	\$8,647	\$74,463	\$83,110	\$0	\$585	\$1,020	\$1,696	9%
2007															
2008	96	49	42%	\$82,741	\$0	\$82,741	\$132,741	\$8,202	\$75,785	\$83,987	\$0	\$0	\$832	\$1,714	36%
2009	90	42	38%	\$80,702	\$0	\$80,702	\$80,702	\$7,578	\$73,124	\$80,702	\$0	\$0	\$862	\$1,921	28%

Appendix

Parochial Report Data through 2009

	Comm. in Good Stand.	Avg. Sun. Attend.	Avg. Attend ÷ Members	Normal Operating Income	Assistance from Diocese	Operating Revenue	Total Revenue	To Diocese	Other Operating Expenses	Total Operating Expenses	Outreach (Lines 13+16)	Transmitted to Other Organizations	Pledge & Plate ÷ Avg Attend	Operating Expense ÷ Avg Attend	From Inv ÷ Operating Expenses
Steubenville, St. Stephen's Church															
2005	123	42	34%	\$110,564	\$0	\$110,564	\$112,666	\$11,336	\$99,228	\$110,564	\$5,005	\$1,533	\$570	\$2,632	78%
2006	114	32	28%	\$69,417	\$0	\$69,417	\$78,057	\$7,414	\$62,003	\$69,417	\$25	\$1,366	\$706	\$2,169	67%
2007	117	32	27%	\$77,713	\$0	\$77,713	\$81,842	\$6,390	\$74,535	\$80,925	\$645	\$917	\$820	\$2,529	64%
2008	121	35	29%	\$95,421		\$95,421	\$109,319	\$10,694	\$84,727	\$95,421	\$0	\$13,898	\$986	\$2,726	63%
2009	114	36	32%	\$84,548	\$0	\$84,548	\$87,227	\$9,411	\$75,637	\$85,048	\$0	\$2,379	\$944	\$2,362	56%
Tiffin, Old Trinity Church															
2005	79	43	52%	\$111,308	\$0	\$111,308	\$119,229	\$12,367	\$108,639	\$121,006	\$3,722	\$1,353	\$1,749	\$2,814	29%
2006															
2007															
2008	60	32	40%	\$80,434	\$0	\$80,434	\$80,709	\$15,914	\$60,023	\$75,937	\$368	\$275	\$2,200	\$2,373	8%
2009															
Toledo, All Saints Church															
2005	161	68	19%	\$79,002	\$0	\$79,002	\$101,059	\$9,325	\$64,000	\$73,325	\$0	\$8,528	\$1,162	\$1,078	0%
2006															
2007	158	67	34%	\$100,782	\$0	\$100,782	\$139,581	\$9,808	\$91,292	\$101,100	\$0	\$8,940	\$1,504	\$1,509	0%
2008	134	68	43%	\$103,291	\$0	\$103,291	\$122,129	\$8,324	\$94,967	\$103,291	\$0	\$1,343	\$1,466	\$1,519	0%
2009															
Toledo, St. Andrew's Church															
2005	190	120	61%	\$211,025	\$0	\$211,025	\$220,463	\$13,525	\$197,500	\$211,025	\$16,422	\$0	\$1,123	\$1,759	2%
2006	183	115	61%	\$218,057	\$0	\$218,057	\$233,777	\$32,318	\$185,739	\$218,057	\$8,917	\$2,574	\$1,505	\$1,896	7%
2007	191	114	60%	\$197,550	\$0	\$197,550	\$214,722	\$25,233	\$172,317	\$197,550	\$2,779	\$5,380	\$1,465	\$1,733	9%
2008	180	102	57%	\$191,817	\$0	\$191,817	\$226,849	\$21,114	\$170,703	\$191,817	\$1,284	\$3,835	\$1,442	\$1,881	8%
2009	177	94	53%	\$158,880	\$0	\$158,880	\$163,138	\$16,520	\$142,859	\$159,379	\$3,935	\$2,059	\$1,459	\$1,696	0%
Toledo, St. Mark's Church															
2005	360	103	23%	\$413,791	\$0	\$413,791	\$451,809	\$131,650	\$282,141	\$413,791	\$800	\$4,906	\$1,279	\$4,017	68%
2006	317	109	27%	\$348,570	\$50,000	\$398,570	\$468,095	\$74,274	\$3,144	\$77,418	\$5,112	\$106	\$1,267	\$710	245%
2007	158	102	25%	\$352,609	\$0	\$352,609	\$1,005,674	\$47,992	\$304,617	\$352,609	\$4,810	\$1,388	\$1,349	\$3,457	59%
2008	168	92	58%	\$350,639	\$0	\$350,639	\$358,089	\$40,936	\$309,704	\$350,639	\$26,809	\$7,760	\$1,254	\$3,811	63%
2009	168	92	58%	\$353,569	\$0	\$353,569	\$380,382	\$48,828	\$304,740	\$353,569	\$2,000	\$6,740	\$1,088	\$3,843	67%
Toledo, St. Matthew's Church															
2005	233	137	39%	\$291,565	\$0	\$291,565	\$308,957	\$33,906	\$273,214	\$307,120	\$13,575	\$17,392	\$2,010	\$2,242	0%
2006	256	141	41%	\$294,860	\$0	\$294,860	\$339,471	\$34,290	\$260,570	\$294,860	\$0	\$6,820	\$2,091	\$2,091	0%
2007	246	139	41%	\$299,800	\$0	\$299,800	\$326,568	\$37,373	\$270,864	\$308,237	\$3,147	\$4,949	\$2,157	\$2,218	0%
2008	245	136	40%	\$300,838	\$0	\$300,838	\$331,195	\$35,367	\$265,471	\$300,838	\$0	\$4,357	\$2,136	\$2,212	3%
2009	209	128	41%	\$290,977	\$0	\$290,977	\$301,013	\$35,083	\$256,394	\$291,477	\$5,036	\$0	\$2,238	\$2,277	2%
Toledo, St. Michael's-in-the-Hills Church															
2005	439	196	22%	\$408,028	\$0	\$408,028	\$504,162	\$53,676	\$354,352	\$408,028	\$43,933	\$62,050	\$1,775	\$2,082	9%
2006	448	203	23%	\$398,591	\$0	\$398,591	\$536,227	\$53,870	\$344,721	\$398,591	\$7,220	\$46,216	\$1,802	\$1,964	5%
2007	388	192	40%	\$437,129	\$0	\$437,129	\$627,423	\$58,679	\$378,450	\$437,129	\$6,703	\$28,289	\$2,032	\$2,277	6%
2008	415	196	39%	\$464,240	\$0	\$464,240	\$547,265	\$62,781	\$401,459	\$464,240	\$5,811	\$27,446	\$2,120	\$2,369	7%
2009	419	191	38%	\$439,113	\$0	\$439,113	\$487,421	\$60,372	\$378,741	\$439,113	\$2,593	\$31,268	\$2,038	\$2,299	7%
Toledo, Trinity Church															
2005	130	122	40%	\$582,762	\$0	\$582,762	\$976,440	\$79,000	\$503,762	\$582,762	\$9,473	\$3,203	\$1,098	\$4,777	67%
2006	142	95	41%	\$493,783	\$0	\$493,783	\$505,835	\$63,294	\$438,007	\$501,301	\$11,663	\$626	\$1,628	\$5,277	57%
2007	112	84	42%	\$459,392	\$0	\$459,392	\$461,167	\$55,100	\$404,292	\$459,392	\$7,587	\$1,775	\$1,872	\$5,469	52%
2008	147	89	43%	\$460,806	\$0	\$460,806	\$468,815	\$58,522	\$402,284	\$460,806	\$14,621	\$415	\$1,770	\$5,178	52%
2009	108	78	42%	\$346,323	\$0	\$346,323	\$373,000	\$51,729	\$294,594	\$346,323	\$18,332	\$1,756	\$1,940	\$4,440	42%
Uniontown, New Life Episcopal Church															
2005	135	86	61%	\$108,362	\$15,504	\$123,866	\$142,560	\$11,334	\$112,532	\$123,866	\$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	\$126,945	\$600	\$3,976	\$1,260	\$1,443	2%
2007	130	80	49%	\$79,311	\$11,458	\$90,769	\$133,809	\$10,309	\$80,460	\$90,769	\$600	\$2,023	\$991	\$1,135	0%
2008	140	70	48%	\$60,734	\$1,042	\$61,776	\$107,337	\$7,712	\$54,064	\$61,776	\$1,583	\$407	\$868	\$883	0%
2009	145	74	50%	\$114,439	\$0	\$114,439	\$136,207	\$6,332	\$108,108	\$114,440	\$1,558	\$1,187	\$1,347	\$1,546	13%

Parochial Report Data through 2009

Appendix

	Comm. in Good Stand.	Avg. Sun. Attend.	Avg. Attend ÷ Members	Normal Operating Income	Assistance from Diocese	Operating Revenue	Total Revenue	To Diocese	Other Operating Expenses	Total Operating Expenses	Outreach (Lines 13+16)	Transmitted to Other Organizations	Pledge & Plate ÷ Avg Attend	Operating Expense ÷ Avg Attend	From Inv ÷ Operating Expenses
Wadsworth, St. Mark's Church															
2005	42	36	86%	\$50,613	\$0	\$50,613	\$64,545	\$4,744	\$45,868	\$50,612	\$5,780	\$3,013	\$1,301	\$1,406	1%
2006	50	39	78%	\$48,154	\$0	\$48,154	\$105,313	\$5,653	\$38,356	\$44,009	\$6,000	\$3,063	\$1,128	\$1,128	6%
2007	52	41	79%	\$43,905	\$0	\$43,905	\$137,840	\$3,968	\$39,937	\$43,905	\$3,967	\$2,510	\$933	\$1,071	5%
2008	52	49	94%	\$63,141	\$0	\$63,141	\$92,674	\$6,217	\$56,923	\$63,140	\$8,042	\$2,590	\$1,010	\$1,289	15%
2009	59	52	88%	\$66,903	\$0	\$66,903	\$83,880	\$7,674	\$59,229	\$66,903	\$7,209	\$2,540	\$818	\$1,287	29%
Warren, Christ Church															
2005	441	102	14%	\$377,381	\$0	\$377,381	\$455,805	\$48,562	\$328,819	\$377,381	\$18,228	\$3,007	\$1,818	\$3,700	28%
2006	426	96	14%	\$340,645	\$0	\$340,645	\$381,419	\$52,249	\$340,421	\$392,670	\$15,732	\$1,209	\$1,953	\$4,090	29%
2007	350	123	27%	\$353,403	\$0	\$353,403	\$375,464	\$46,359	\$307,044	\$353,403	\$10,425	\$2,669	\$1,290	\$2,873	37%
2008	310	113	26%	\$350,512	\$0	\$350,512	\$382,570	\$48,545	\$301,967	\$350,512	\$11,033	\$8,885	\$1,320	\$3,102	55%
2009	356	102	29%	\$275,334	\$0	\$275,334	\$396,274	\$32,983	\$242,351	\$275,334	\$3,962	\$8,710	\$1,299	\$2,699	38%
Westlake, Church of the Advent															
2005	195	112	57%	\$193,369	\$0	\$193,369	\$275,829	\$22,175	\$171,194	\$193,369	\$0	\$33,770	\$1,727	\$1,727	0%
2006	210	119	56%	\$190,127	\$0	\$190,127	\$279,880	\$20,659	\$169,468	\$190,127	\$0	\$34,440	\$1,598	\$1,598	0%
2007	204	112	53%	\$197,324	\$0	\$197,324	\$270,219	\$22,000	\$175,324	\$197,324	\$0	\$21,943	\$1,762	\$1,762	0%
2008	180	98	54%	\$171,818	\$0	\$171,818	\$238,972	\$20,586	\$151,232	\$171,818	\$0	\$26,033	\$1,753	\$1,753	0%
2009	137	76	54%	\$112,382	\$0	\$112,382	\$204,022	\$10,284	\$102,098	\$112,382	\$0	\$15,592	\$1,479	\$1,479	0%
Willoughby, Grace Church															
2005	155	87	56%	\$112,955	\$0	\$112,955	\$117,456	\$11,730	\$102,416	\$114,146	\$100	\$2,239	\$1,114	\$1,312	0%
2006	145	85	59%	\$104,602	\$0	\$104,602	\$112,085	\$10,553	\$105,799	\$116,352	\$350	\$1,675	\$1,007	\$1,369	0%
2007	149	71	50%	\$113,824	\$0	\$113,824	\$160,632	\$13,123	\$102,152	\$115,274	\$1,012	\$937	\$1,352	\$1,624	0%
2008	146	56	38%	\$101,301	\$0	\$101,301	\$462,445	\$9,602	\$91,700	\$101,301	\$233	\$263,675	\$1,333	\$1,809	8%
2009	95	59	62%	\$103,072	\$0	\$103,072	\$278,844	\$10,988	\$92,084	\$103,072	\$117	\$1,499	\$1,302	\$1,747	0%
Wooster, St. James's Church															
2005	222	105	44%	\$192,085	\$0	\$192,085	\$215,995	\$21,068	\$171,017	\$192,085	\$9,539	\$8,970	\$1,689	\$1,829	5%
2006	215	104	44%	\$203,961	\$0	\$203,961	\$234,918	\$22,421	\$181,540	\$203,961	\$8,708	\$8,599	\$1,768	\$1,961	7%
2007	213	93	41%	\$215,925	\$0	\$215,925	\$262,871	\$23,855	\$192,070	\$215,925	\$7,153	\$8,136	\$2,063	\$2,322	6%
2008	240	106	44%	\$217,470	\$0	\$217,470	\$253,456	\$24,892	\$192,578	\$217,470	\$7,326	\$11,658	\$1,892	\$2,052	0%
2009	248	100	40%	\$245,364	\$0	\$245,364	\$281,258	\$27,693	\$217,671	\$245,364	\$6,776	\$7,343	\$2,198	\$2,454	10%
Youngstown, St. Augustine's Church															
2005	25	20	56%	\$51,946	\$0	\$51,946	\$53,337	\$2,997	\$48,949	\$51,946	\$495	\$602	\$1,785	\$2,597	10%
2006	28	16	46%	\$38,401	\$0	\$38,401	\$38,575	\$4,864	\$33,537	\$38,401	\$619	\$0	\$2,036	\$2,400	13%
2007	3			\$28,224	\$0	\$28,224	\$28,497	\$2,328	\$25,896	\$28,224	\$316	\$0			0%
2008															
2009															
Youngstown, St. John's Church															
2005	226	124	24%	\$445,690	\$0	\$445,690	\$558,881	\$58,127	\$387,563	\$445,690	\$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	\$469,967	\$19,983	\$981	\$2,033	\$3,560	33%
2007	435	122	23%	\$478,164	\$1,500	\$479,664	\$595,270	\$66,340	\$412,953	\$479,293	\$38,081	\$31,264	\$2,304	\$3,929	40%
2008	355	126	24%	\$473,046	\$0	\$473,046	\$642,021	\$63,006	\$410,040	\$473,046	\$19,797	\$34,310	\$2,439	\$3,754	33%
2009	328	99	19%	\$355,306	\$0	\$355,306	\$457,521	\$55,076	\$300,230	\$355,306	\$49,029	\$4,000	\$1,946	\$3,589	41%
Youngstown, St. Rocco's Church															
2005	124	45	36%	\$34,603	\$0	\$34,603	\$36,491	\$3,263	\$31,340	\$34,603	\$0	\$0	\$610	\$769	0%
2006	89	35	29%	\$52,477	\$0	\$52,477	\$52,773	\$7,055	\$46,789	\$53,844	\$45	\$296	\$824	\$1,538	20%
Totals															
2005	20,581	8,837	30%	\$19,490,252	\$80,504	\$19,570,756	\$25,564,589	\$2,454,514	\$17,147,618	\$19,602,132	\$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	\$19,505,032	\$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	\$19,145,211	\$1,516,087	\$808,394	\$1,765	\$2,461	21%
2008	18,727	7,394	32%	\$19,007,191	\$109,243	\$19,116,435	\$26,537,335	\$2,361,208	\$16,752,557	\$19,113,765	\$2,126,627	\$845,062	\$1,809	\$2,585	23%
2009	18,026	7,396	33%	\$18,621,601	\$93,828	\$18,715,429	\$24,957,081	\$2,354,277	\$16,272,314	\$18,626,591	\$1,923,312	\$487,863	\$1,772	\$2,540	22%

The seal of the Episcopal Church in the Diocese of Ohio is a circular emblem. It features a central shield with a cross, a star, and a wreath. The shield is surrounded by a circular border containing the text "EPISCOPAL CHURCH" at the top and "DIOCESE OF OHIO" at the bottom. The seal is partially visible on the left side of the cover.

The **Episcopal Church**
in the **Diocese of Ohio**

**2010 Constitution
and Canons**

Revised through
193rd Convention held
November 13-14, 2009

TABLE OF CONTENTS

Table of Contents.....	1
Constitution of the Episcopal Diocese of Ohio (Revised through 193 rd Annual Convention).....	2
ARTICLE I Diocese of Ohio.....	2
ARTICLE II The Convention.....	2
ARTICLE III The President of the Convention.....	2
ARTICLE IV Convention Quorum.....	2
ARTICLE V Election of Bishops.....	3
ARTICLE VI Mode of Voting and Elections.....	4
ARTICLE VII Election to the Episcopate.....	4
ARTICLE VIII The Chancellor.....	4
ARTICLE IX Parishes.....	4
ARTICLE X Amendment of the Constitution.....	4
Canons of the Episcopal Diocese of Ohio (Revised through 193 rd Annual Convention).....	4
Title I: Canons Relating to Diocesan Structure.....	6
CANON 1: Of the Ecclesiastical Authority.....	6
CANON 2: Of the Convention.....	6
CANON 3: Of the Election of a Bishop.....	7
CANON 4: Of the Secretary.....	7
CANON 5: Of the Treasurer.....	7
CANON 6: Of the Standing Committee.....	7
CANON 7: Of the Diocesan Council.....	8
CANON 8: Of the Trustees.....	9
CANON 9: Of the Deputies to General Convention.....	10
CANON 10: Of the Development Council of Episcopal Community Services Foundation.....	10
CANON 11: Of the Commission on Ministry.....	10
CANON 12: Of Preparation for Ordination.....	11
CANON 13: Of the Archivist.....	11
CANON 14: Of the Diocesan Fund.....	11
Title II: Canons Relating to the Congregations of the Diocese.....	12
CANON 1: Of Parishes.....	12
CANON 2: Of the Cathedral.....	15
CANON 3: Of Mission Areas.....	16
CANON 4: Of Shared and Regional Ministries.....	17
CANON 5: Of New Parishes.....	18
CANON 6: Of Imperiled Parishes.....	19
CANON 7: Of Declaring Parishes Extinct.....	20
CANON 8: Of Minimum Clergy Compensation.....	20
CANON 9: Of Clergy Pensions.....	21
CANON 10: Of Lay Pensions.....	21
CANON 11: Of Licensed Ministries.....	21
Title III: Canons Relating to Dispute Resolution and Discipline.....	21
CANON 1: Of the Reconciliation of Disagreements Affecting the Pastoral Relation.....	21
CANON 2: Of the Dissolution of the Pastoral Relation.....	21
CANON 3: Of the Trial of a Priest or Deacon.....	21
Title IV: Other Canons.....	24
CANON 1: Of Non-Discrimination.....	24
CANON 2: Of Business Methods in Church Affairs.....	24
CANON 3: Of the Enactment, Amendment, and Repeal of the Canons.....	24
Appendix I.....	24
Form for the Certification of Lay Delegates to Convention.....	25
Appendix II.....	25
Title I. Canon 17: Of Regulations Respecting the Laity.....	25
Appendix III.....	25
Title III. Canon 14: Of the Reconciliation of Disagreements Affecting the Pastoral Relation.....	25
Appendix IV.....	26
Title III. Canon 15: Of the Dissolution of the Pastoral Relation.....	26
Appendix V.....	27
Title I. Canon 17: Of Regulations Respecting the Laity.....	27
Title III. Canon 1: Of the Ministry of All Baptized Persons.....	27

CONSTITUTION OF THE EPISCOPAL DIOCESE OF OHIO

(REVISED THROUGH 193RD ANNUAL CONVENTION, NOVEMBER 13-14, 2009)

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 193rd Annual Convention, November 13-14, 2009)

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, and clerical and lay members to the Diocesan Judicial Panel.
- Sec. 4. The foregoing officers shall respectively perform the duties which by Canon or general usage may be prescribed for them; and each shall continue in office until a successor is elected.
- Sec. 5. Those elected to the Standing Committee and the Diocesan Council when their terms have expired, shall be ineligible for re-election to the same office for a period of one Convention year.

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

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 193rd Annual Convention, November 13-14, 2009)

ARTICLE VI Mode of Voting and Elections

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

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

ARTICLE VII Election to the Episcopate

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

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

ARTICLE VIII The Chancellor

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

ARTICLE IX Parishes

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

ARTICLE X Amendment of the Constitution

- Sec. 1. Any proposed amendment to this Constitution shall be submitted to the Bishop of the Diocese who shall refer it to the Committee on Canons for its review and recommendation.
- Sec. 2. The Committee on Canons shall mail a copy of the proposed amendment and its recommendation to every member of the clergy canonically resident in the Diocese, and to the Clerk of the Vestry of each Parish in canonical union with the Diocese, at least thirty (30) days prior to the date of the Convention where the amendment is to be considered. The amendment need not be submitted for consideration to a Convention unless the amendment was received by the Bishop of the Diocese at least ninety (90) days prior to the Convention.
- Sec. 3. An amendment to the Constitution shall be effective when it is approved by an affirmative two-thirds vote of the two orders voting separately at a Convention. If the amendment is approved by a majority of both orders but not by two-thirds, then it shall be tabled and considered for final action at the next Convention. If it is approved by a majority vote of both orders voting separately at the next Convention it shall be effective as provided in Sec. 4.

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
(REVISED THROUGH 1937th ANNUAL CONVENTION, NOVEMBER 13-14, 2009)

TITLE I: CANONS RELATING TO DIOCESAN STRUCTURE

CANON 1: Of the Ecclesiastical Authority

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

CANON 2: Of the Convention

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

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

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

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

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

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

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 193rd Annual Convention, November 13-14, 2009)

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.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 193rd Annual Convention, November 13-14, 2009)

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

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 193rd Annual Convention, November 13-14, 2009)

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

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:

Sec. 1. Of the Trustees
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.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 193rd Annual Convention, November 13-14, 2009)

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:

Sec. 1. Of the Deputies to General Convention
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:

Sec. 1. Of the Development Council of Episcopal Community Services Foundation
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:

Sec. 1. Of the Commission on Ministry
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.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 1937 Annual Convention, November 13-14, 2009)

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.

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. (a) Beginning January 1, 2010, 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 \$50,000 of Normal Operating Expenses (NOE) of a parish;
- 13 percent of that portion of the NOE above \$50,000 and up to \$150,000;
- 16 percent of that portion of the NOE above \$150,000 and up to \$250,000;
- 19 percent of that portion of the NOE above \$250,000.

(b) Normal Operating Expenses is defined as "All Other Operating Expenses" (line #14) less "Assistance from diocese for operating budget" (line #7) in the Line-by-Line Instructions for the preparation of the 2008 Parochial Report as provided by the Episcopal Church.

Sec. 3. (a) By February 20, each parish shall estimate an annual assessment based on projected or budgeted Normal Operating Expenses for the current calendar 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 NOE of the parish for the year.

(b) Beginning February 20, 2010 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 Expenses for the preceding month.

(c) No later than March 1, each year, each parish will determine its final assessment for the preceding year by performing an end-of-year reconciliation of its assessment due using the formula set forth in Section 2 above and the final Parochial Report data for the same year, to the total assessment payments made for the calendar year. 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.

Sec. 4. Parishes in arrears on the day delegate certificates are canonically due shall retain seat and voice at following Diocesan Convention but forfeit their lay representation vote. Parishes are deemed in arrears when they fail to pay their Diocesan assessments in full for all months up to and including the last day

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 1937 Annual Convention, November 13-14, 2009)

of the fifth month prior to Diocesan Convention. There is no power entrusted to the Convention or any Committee thereof to waive this fault.

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.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 1937 Annual Convention, November 13-14, 2009)

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

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

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

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

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

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

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

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

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

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

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 1937 Annual Convention, November 13-14, 2009)

- (a) A resolution approving any alienation or encumbrance of real property shall first be adopted by the affirmative vote of a majority of the number of members of the entire Vestry who are (in accordance with the laws of the State of Ohio) eighteen years of age or older, with only such members voting.

- (b) The Secretary of the Vestry shall transmit to the Ecclesiastical Authority of the Diocese minutes of its proceedings, stating fully therein the reason(s) for such alienation or encumbrance, and in the case of a proposed alienation, the price to be obtained and the disposition of the proceeds, and in the case of an encumbrance, the amount, the rate of interest to be paid, a statement of the necessity therefore, and all relevant financial information.

- (c) The Ecclesiastical Authority shall solicit from the Treasurer of the Diocese a report of the financial implications of the proposed transaction.

- (d) Upon the written approval of the Bishop (if there be one) and the Standing Committee of the Diocese, the Vestry may proceed to give effect to its Resolution.

Sec. 11. (a) When submitting the Parochial Report, each parish shall also submit financial statements including a statement of assets, liabilities, and net assets, an IRS Form 990 (if required by the IRS), and a brief report on the activities of any related entity which has a separate annual budget of \$25,000 or more. Such report shall indicate whether such entity has a governing board separate from the vestry of the parish. The report shall list the names and addresses of the governing board members, and such related entity shall timely respond to any inquiries from the Bishop and the Standing Committee concerning the report.

- (b) In establishing any related entity, no parish shall list the Diocese of Ohio or the parish itself as an incorporator, agent, guarantor or responsible party without the prior written consent of the Bishop and the Standing Committee.

- (c) For purposes of this section, a "related entity" includes, but is not limited to, a daycare center, homeless shelter, school or educational institution, corporation, foundation, trust, nursery, outreach program or similar entity which uses the name of or a variant of the parish's name, and/or uses facilities, resources and/or personnel of the parish, and/or over which the parish exercises some degree of control.

Sec. 12. (a) Upon the resignation, retirement, or death of the Rector of any Parish, the Senior Warden thereof shall notify the Ecclesiastical Authority of the Diocese.

- (b) No person shall be elected Rector of any Parish until the name of such nominee shall have been made known to the Ecclesiastical Authority and sufficient time (not exceeding thirty days) shall have been given for the Ecclesiastical Authority to communicate with the Vestry thereon, nor until such communication, if made, shall have been considered at a meeting of the Vestry duly held for that purpose.

- (c) No person shall be elected or appointed Assistant Clergy in any Parish until the name of the nominee shall have been made known to the Ecclesiastical Authority and sufficient time (not exceeding thirty days) shall have been given for the Ecclesiastical Authority to communicate with the Rector thereon.

Sec. 13. (a) The provisions of this section shall apply to all parishes receiving financial assistance from the diocese for the support of their program and property.

- (b) The Member of the Clergy in charge shall be nominated by the Vestry and appointed by, and shall serve at the pleasure of, the Ecclesiastical Authority. Such person shall otherwise have the authority and responsibility of the Rector in any other parish.

- (c) The Ecclesiastical Authority may undertake such steps as are deemed necessary to initiate the formation of aided parishes, provided there is compliance with the provisions of the Canon "Of New Parishes." Application for the undertaking of a new parish shall be made to the Ecclesiastical Authority in the following form:

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 193rd Annual Convention, November 13-14, 2009)

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

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

CANON 2:
Of the Cathedral

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

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

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

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 193rd Annual Convention, November 13-14, 2009)

CANON 3:
Of Mission Areas

Sec. 1. Congregations in the Diocese of Ohio shall be organized into eight Mission Areas by action of Diocesan Council. The areas shall be known as: Central East, Cuyahoga, North Central, Northeast, South Central, Summit, West, and Youngstown.

(a) Mission areas shall be divided in order to assist in communication and the sharing of programs and resources, to provide mutual support among congregations, and to identify and implement opportunities for collaborative ministry. A Congregation may petition the Diocesan Council to be changed from one Mission Area to another Mission Area.

(b) Two or more congregations within one Mission Area may form a voluntary Mission Partnership for the purpose of collaborative ministry.

(c) Parishes in a shared ministry situated in two Mission Areas may form Mission Partnerships with parishes in either Mission Area.

Sec. 2. Each Mission Area shall form a Mission Area Council comprised of all active parochial clergy of the Mission Area and two laypersons from each parish. Each parish annually elects one representative, who is either a Vestry member or a Delegate to Annual Convention, and one representative, from the congregation at large, to serve on the Mission Area Council. Each Mission Area Council shall establish its own requirements for a quorum.

(a) The Council shall elect four officers from its membership. The Council is led by a Chair (lay or ordained), Vice Chair (from the opposite order of the Chair), Treasurer, and Secretary. Each officer shall serve a one-year term and is eligible for reelection, provided that no individual shall serve more than three (3) years consecutively in any single office.

(b) The Bishop shall appoint a Dean. The Dean serves as a liaison between the Bishop and Mission Area. She/He convenes the clergy of the Mission Area for fellowship and professional discussions. Pastorally, the Dean serves as a chaplain to the clergy of the Mission Area and the Mission Area Council. The Dean may not serve as either the Chair or Vice Chair. The Dean shall serve a three-year term.

(c) The Mission Area Episcopal Church Women President shall serve as an ex-officio member of the Mission Area Council with seat and voice.

Sec. 3. The duties of the Mission Area Council include:

(a) Provide leadership for the Mission Area, nurturing fellowship and collaboration among the parishes.

(b) Meet at least quarterly, of which one meeting will be prior to Diocesan Convention for the purpose of discussing nominations, proposed constitutional and canonical changes, resolutions and the Diocesan Operating Budget.

(c) Elect a member of the Mission Area Council to serve as a representative to Diocesan Council. The Diocesan Council representative is the liaison between the Diocesan and Mission Area Councils. She/He reports on Diocesan Council matters at each Mission Area Council meeting. If an individual's term on the Mission Area Council ends before her/his Diocesan Council term ends, she/he remains an ex-officio member of the Mission Area Council.

(d) Support and encourage the development of Mission Partnerships.

(e) When requested by funding sources, the Mission Area Council shall receive, discuss, and recommend grant applications.

(f) Facilitate regional conversations among parishes concerning congregational planting, reorganization, and closing.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 1937 Annual Convention, November 13-14, 2009)

- (g) Recruit and recommend individuals to be considered when filling vacancies on diocesan commissions, committees, and leadership positions.
- (h) Oversee the allocation and expenditure of all money designated for Mission Area usage.
- Sec. 4. Mission Areas or Mission Partnerships shall conduct their business affairs through one of their constituent parishes or by the creation of an independent not-for-profit corporation, which shall, in every case, comply with the provisions of the Canon "Of Business Methods in Church Affairs."
- Sec. 5. Mission Area Council Representatives to Diocesan Council.
- (a) Members of Diocesan Council elected as Deanery Representatives in 2007 or 2008 shall continue to serve as Mission Area Representatives until their terms on Diocesan Council conclude.
- (b) Each Mission Area Council shall elect a single representative, lay or ordained, from its body to Diocesan Council at its Pre-Convention meeting. Such representatives shall serve for a term of three years and may not be reelected without a year's break in service.
- (c) At the first Mission Area Council meeting in 2010, the Central East and Northeast Mission Area Councils will elect representatives to Diocesan Council whose term will begin immediately and conclude on November 30, 2012. Thereafter Mission Area representatives will be elected in the following rotation and their terms will begin on December 1 of the year they are elected:
- 2010 – Summit, North Central, Youngstown
- 2011 – Cuyahoga, South Central, West
- 2012 – Central East, Northeast
- (d) Mission Area representatives shall be responsible for reporting to Diocesan Council on the mission and ministry being carried out in their Mission Area, and for representing the interests of their Mission Area parishes in the affairs of the Diocese.
- (e) No Mission Area 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 the Mission Area Council for the remainder of the unexpired term, and any person so chosen shall be eligible for re-election. The Mission Area representatives elected, when their terms have expired, shall be ineligible for re-appointment for the term next succeeding, and shall remain ineligible for service as members of the Diocesan Council for a period of one Convention year.

CANON 4: Of Shared and Regional Ministries

- Sec. 1. Whenever two or more Congregations wish to share resources to provide ministry to a geographic region of the Diocese, or to a particular region in conjunction with a neighboring diocese, they shall draft a Covenant in consultation with the Bishop or the Bishop's appointed representative(s).
- Sec. 2. The Covenant shall contain, at least:
- (a) The method of selection of the leadership that will be shared by the Shared Ministry, including ordained clergy and licensed lay ministries;
- (b) The method of financing the Shared Ministry including the shared lay and ordained leadership;
- (c) The method by which the Shared Ministry governing body is chosen;
- (d) The responsibilities of the Shared Ministry governing body and the Wardens and Vestry of the member congregations, and;

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 1937 Annual Convention, November 13-14, 2009)

- (e) The method by which individual congregations may associate with or disassociate from the Shared Ministry.
- The Covenant shall be approved by a two-thirds majority vote by each Vestry of the individual congregations, and shall be subject to the approval of the Bishop.
- Sec. 3. Any congregation in the Diocese entering into a cooperative ecumenical or interfaith ministry with a congregation involving building use or other shared resources including personnel shall be obliged to conform to the provisions of Sections 1 and 2 of this Canon. Said Covenant must be reviewed by the Chancellor and is subject to the approval of the Bishop.
- Sec. 4. Any such Covenants shall be subject to all provisions of the Constitution and Canons of The Episcopal Church and this diocese.
- Sec. 5. Clergy in charge of Shared Ministries shall have in each of the member congregations the canonical privileges and responsibilities of Rectors under the national and diocesan Canons. If the Shared Ministry receives diocesan aid for its operating expenses, its clergy in charge are nominated by the Shared Ministry and appointed by, and serve at the pleasure of, the Ecclesiastical Authority.
- Sec. 6. (a) Shared Ministries are subject in their financial transactions and reporting to the requirements of the standard business methods set forth in the applicable Canons of the Episcopal Church, and the supplemental business practices guidelines and procedures established by resolution of the Diocesan Council.
- (b) Shared Ministries shall annually submit audited financial statements of the monies under their control, according to the business practices guidelines and procedures established by resolution of Diocesan Council.

CANON 5: Of New Parishes

- Sec. 1. No new parish shall be formed nor shall the site of any new church building be determined nor the site of any existing church building be changed without the written consent of the Bishop of the Diocese, acting by and with the advice and consent of the Diocesan Council, given after consideration of the interests of neighboring congregations.
- Sec. 2. For the organization of a Parish, the following Agreement of Association must be signed by no fewer than twenty persons who intend to be supporters of the Parish: "We, the undersigned do associate ourselves for the purpose of maintaining the worship of God and preaching the Gospel, according to the doctrine, discipline and worship of The Episcopal Church, under the name of the Parish of Church, in the town of and County of, State of Ohio, and do hereby promise conformity to the Constitution and Canons of The Episcopal Church and of the Diocese of Ohio. We do further represent that said Parish shall hold all of its property as a trustee for the Episcopal Church in the Diocese of Ohio, and that the foregoing covenants shall be given effect in the Articles of Incorporation to be adopted for the said Parish."
- Sec. 3. After twenty persons shall have signed the Agreement of Association, a meeting of the same may be called on ten days' notice. At this meeting such steps shall be taken as are necessary to the incorporation and organization of the Parish under the laws of the State of Ohio. The Articles of Incorporation shall contain the name, and also the promissory and purpose clauses, as set forth in the Agreement of Association. The minutes of the meeting shall be recorded in a book to be kept as a record of the proceedings of the Vestry or Bishop's Committee and Parish meeting in which shall be also kept the Articles of Incorporation.
- Sec. 4. (a) A certified copy of the Articles of Incorporation, and of minutes of the meeting for organizing the Parish, shall be sent to the Bishop without delay together with notice that the Parish will apply for admission into union with the Convention. At a subsequent Convention this application shall be made, and for this purpose a certified copy of the aforesaid papers shall be presented.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 1937 Annual Convention, November 13-14, 2009)

- (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:

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 1937 Annual Convention, November 13-14, 2009)

- (a) appointment of the Bishop of five or more adult communicants of the Parish to govern the affairs of the Parish as the Vestry, during the pendency of these conditions, and notwithstanding any other provisions for such governance, or for the election of a Vestry;
- (b) designation of the Rector of the Parish as Vicar, during the pendency of these conditions;
- (c) conveyance of title of all real property to the Trustees of the Diocese, who shall hold the same in trust during the pendency of these conditions;
- (d) such other measures, during the pendency of these conditions, as the Bishop, with the concurrence of the Standing Committee, shall determine.

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

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

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

CANON 7: Of Declaring Parishes Extinct

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

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

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

CANON 8: Of Minimum Clergy Compensation

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

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.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 1937 Annual Convention, November 13-14, 2009)

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 1937 Annual Convention, November 13-14, 2009)

effect from time to time. In the event of a conflict or inconsistency between Title IV and the provisions of this Canon, the provisions of Title IV shall be controlling.

Sec. 2. Ecclesiastical Nature of Proceedings

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

Sec. 3. Establishment of the Diocesan Judicial Panel

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

- (a) Clerical members of the Diocesan Judicial Panel must be canonically resident in the Diocese, have been ordained to the order from which they were elected for five or more years, and not be at the time of election, nor the five years prior to election under sentence or pastoral direction.
- (b) Lay members of the Diocesan Judicial Panel must be adult communicants in good standing and a member of a congregation in this Diocese.
- (c) No member of the Diocesan Judicial Panel may serve on the Standing Committee during a term on the Diocesan Judicial Panel.
- (d) At each Annual Convention of this Diocese, the Bishop shall nominate persons to fill vacancies for each vacant position on the Diocesan Judicial Panel. After opportunity for nominations from the floor, the Convention shall elect persons to fill such vacancies.
- (e) The term of members of the Diocesan Judicial Panel shall be four years. A member of the Diocesan Judicial Panel may not serve for more than two consecutive four-year terms. Members shall serve until their successors are elected.

Sec. 4. Vacancies in the Diocesan Judicial Panel

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 193rd Annual Convention, November 13-14, 2009)

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

Sec. 8. Challenges to the Ecclesiastical Trial Court

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

Sec. 9. Mode of Trial

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

Sec. 11. Oath

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

Sec. 12. Effective Date

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 193rd Annual Convention, November 13-14, 2009)

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.
- All such resolutions shall, upon adoption by the Diocesan Council, be deemed to be incorporated into this Canon.

CANON 3: Of the Enactment, Amendment, and Repeal of the Canons

Sec. 1. No new Canon shall be enacted, nor existing Canon be amended or repealed, except by a majority vote of the Delegates at a meeting of a Convention, and provided that the following requirements are met:

- (a) The proposed change(s) shall have been sent to the Committee on Canons no fewer than three months prior to the Convention for its review and recommendations.
- (b) The Committee on Canons shall have sent its recommendation on the proposed change(s) to the Bishop and to Vestries or Bishop's Committees no fewer than thirty days prior to the Convention.

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

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

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 193rd Annual Convention, November 13-14, 2009)

APPENDIX I

Form for the Certification of Lay Delegates to Convention

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

Delegates	Alternates
1. _____	1. _____
2. _____	2. _____
3. _____	3. _____

We do further certify that the payment of the annual assessments to the Church Pension Fund and those to the Diocesan Fund are current.

We do further certify that we do associate ourselves for the purpose of maintaining the worship of God and preaching the Gospel, according to the doctrine, discipline and worship of The Episcopal Church and do hereby promise conformity to the Constitution and Canons of The Episcopal Church and of the Diocese of Ohio.

Signed, _____

Clerk of the Vestry

The Canon requires that this certificate be sent to the Secretary of the Convention,
2220 Euclid Avenue, Cleveland, Ohio, at least thirty days before the meeting of the Convention.

APPENDIX II

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

Title I. Canon 17: Of Regulations Respecting the Laity

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

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

APPENDIX III

from the 2003 Constitution and Canons of the Episcopal Church

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

When the pastoral relationship in a parish between a Rector and the Vestry or Congregation is 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.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 193rd Annual Convention, November 13-14, 2009)

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 Canon.

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

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

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

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

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

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 1937 Annual Convention, November 13-14, 2009)

(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.