

THE 196TH ANNUAL CONVENTION

of The Episcopal Church in the Diocese of Ohio

November 9-10, 2012

Marriott Cleveland East, Warrensville Heights



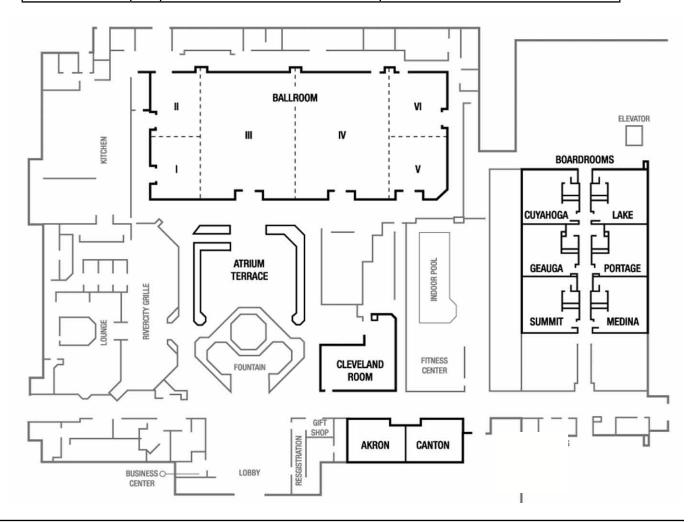
CONVENTION HANDBOOK

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Schedule and Location of Events

Friday, November 9, 2012					
11:00 ам	Registration Opens	Atrium Terrace			
	Convention Exhibits Open	Ballroom Hallway			
12:00 рм	New Delegate Orientation	Ballroom			
1:00 рм	Opening Session Episcopal Address (early in business)	Ballroom			
4:15 рм	Convention Recess				
5:00 рм	Convention Banquet	Christ Church, Shaker Heights			
6:30 рм	Convention Eucharist	Christ Church, Shaker Heights			
Saturday, November	Saturday, November 10, 2012				
7:30 ам	Registration Opens	Atrium Terrace			
8:30 am	Convention Reconvenes	Ballroom			
12:15 рм	Convention Recesses for Lunch				
	Clergy Spouse / Partner Luncheon	Cleveland Room			
1:00 рм	Convention Reconvenes	Ballroom			



General Information

Registration

- The Registration area is in the Atrium Terrace.
- *Registration will be open* on Friday, November 9, from 11:00 AM 4:30 PM. On Saturday, November 10, it will open at 7:30 AM 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* will take place at 6:30 PM Friday night at Christ Church, Shaker Heights. Car pools to and from Christ Church are encouraged.

Special Arrangements

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

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

- **Children 5 and under**—Care is provided for young children of delegates, volunteers and visitors at Convention, though pre-registration is required. Childcare is provided on Friday and Saturday when Convention is in session. Please know that we are not equipped to entertain children who are over the age of 5 years.
- To register your child for childcare please fill out the registration form online at www.dohio.org/convention or contact Eva Cole by November 1, at ecole@dohio.org or 216-774-0457. If you have not pre-registered your child for childcare, a limited number of drop-in spaces may be available if staffing ratio permits.

Convention Ballroom

- While in the Ballroom, in accordance with the Rules of Order, use of cellular phones is prohibited.
- Internet access will be available in the ballroom, and individuals will be able to access all of the Convention
 Handbook electronically via the diocesan website.

Hotel Arrangements

- *The diocese has reserved a block of rooms* for November 9-10 at the Cleveland Marriott East, 26300 Harvard Road, Warrensville Heights, Ohio, 216-378-9191 or 800-533-0162.
- All room reservations must be made directly with the Marriott. The special room rate will be available until
 October 18 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 is free.

Meals

- All Ordering of meals is done online at http://196thconventionmeals.eventbrite.com.
- *The deadline for ordering meals is October 19.* An additional 10% late fee is assessed for all meals ordered between October 19–31.
- 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.

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

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** 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 are asked to sit at the tables designated for "Alternates and Visitors."
- *Only persons in the Delegates' section* will be recognized for voice and/or vote.
- **Special arrangements for seating** or other needs may be made for persons with disabilities by contacting Eva Cole at Trinity Commons: *ecole@dohio.org* or (216) 774-0457.

Certification of Delegates

- *The canons require that all delegates* must be certified by the Secretary of Convention no later than thirty days prior to Convention.
- *Delegate certification forms were due* in the Office of the Secretary of Convention by Wednesday, October 10, 2012. 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 9, from 12:00 to 12:30 pm in the Ballroom.

Business Sessions

- Clergy and lay delegates sit as one house.
- The Presiding Officer rules on all parliamentary matters upon the advice of the Parliamentarian.
- 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

The 196th Annual Convention of the Episcopal Diocese of Ohio

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

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

Friday, November 9, 2012

Opening devotions

- 1. The Convention is called to order in the Ballroom.
- 2. **Opening Prayer.**
- 3. Appointment of Parliamentarian.
- 4. **Organization of the Convention for Business.** Report by the Secretary whether or not a quorum is present in the clerical and lay orders.

5. 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) the Diocesan Consultant for Camp and Retreat Ministry,
- f) non-canonically-resident clergy serving as Interim or Priest-In-Charge in a cure,
- g) Lutheran pastors serving in Episcopal Parishes,
- h) President of the Diocesan Episcopal Church Women,
- i) lay members of the Standing Committee,
- j) lay members of the Diocesan Council,
- k) lay members of the Trustees,
- 1) lay Deputies and Provisional Deputies to the General Convention,
- m) recipients of the Bishop's Medal, and
- n) Special Youth Representatives.

6. 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 all **diocesan assessments** for the periods prior to the current year and the current year through June 30, 2012 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*).
- 7. Appointment of Assistant Secretaries and Tellers, and Voting Judges.

8. 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 5, 2012. 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. **Standing Committee** (1 clergy and 1 lay person for 4-year terms).
 - 2. **Diocesan Council** (2 clergy and 2 laity for 3-year terms).
 - 3. **ECS Development Council** (3 laity and 1 clergy for 3-year terms).
 - 4. **Diocesan Trustee** (1 person, clergy or lay for a 5-year term).
 - 5. **Diocesan Disciplinary Board** (1 clergy ordained at least 5 years and 2 laity for 3-year terms).
- 9. **First ballot,** subject to the rule that all elections shall be decided by a majority vote.
- 10. Report of the Treasurer.
- 11. **Election of the Treasurer,** to assume duties upon the close of Convention.
- 12. **Election of the Secretary,** to assume duties upon the close of Convention.
- 13. **Welcome clergy and lay delegates** from St. Barnabas, Bay Village, and report on the replanting of the congregation.
- 14. Break.
- 15. First Report of the Committee on Resolutions.
- 16. **Episcopal Address.**
- 17. **Table Discussion #1** re: Reflection on Episcopal Address.
- 18. Report from Episcopal Youth Service Corps.
- 19. Results of the First Ballot and voting on Second Ballot.
- 20. **First Report of the Committee on Constitution and Canons** concerning proposed changes to the *Constitution and Canons of the Diocese of Ohio*.
- 21. **Report from the Commission on Global and Domestic Mission** Companion Relationships with the Dioceses of Tanga and Belize.
- 22. Recess.
- 23. Convention Banquet.
- 24. **Convention Eucharist.**

Saturday, November 10, 2012

- 25. **Conclusion of Unfinished Business** from the first day, including **results of the Second Ballot, and voting on Third Ballot;** results by plurality if authorized.
- 26. Camp and Retreat Ministry Update.
- 27. **Table Discussion #2** re: Camp and Retreat Ministry.
- 28. Bishop's Annual Appeal Presentation.
- 29. Break.

- 30. Report from Congregation and Christian Formation Commission.
- 31. **Table Discussion #3** re: Congregation status and diocesan grant strategy.
- 32. Second Report of the Committee on Constitution and Canons.
- 33. **Presentation by the Commission on Ministry** Revised Ordination Process.
- 34. Appointment of members to the Commission on Ministry.
- 35. Introduction of seminarians, clergy new to the diocese, and retiring clergy who are present; Thank off-going commission / committee leadership.
- 36. **Announce Results of Third Ballot;** results by plurality if authorized.
- 37. Lunch.
- 38. Presentation and Vote on the Proposed 2013 Diocesan Program and Budget.
- 39. Report of the Trustees.
- 40. **Presentation on the Official Youth Presence** at 2012 General Convention and the Young Adult Festival.
- 41. **Reports** by title unless reading is called for by a majority of Convention.
- 42. Report on Adult Christian Formation.
- 43. **Table Discussion #4** re: Experiences of and support for congregational adult formation.
- 44. The Disposal of any unfinished business and Resolutions of Courtesy.
- 45. **Closing Devotions.**
- 46. Adjourn.
- **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 communications devices, including pagers and cell phones. Computers are to be used to access the Convention Handbook on the diocesan website only.
- 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.

$(f) \quad \textit{To Commit or Recommit to any Committee} \\$

- (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

The Nominating Committee utilized the Mission Area structure and diocesan website to carry out its work. We are grateful for the support and nominations we received from the various Mission Area Councils who contributed nominations during this year's process. In addition, we express our appreciation for the administrative and technical assistance we received from members of the Diocesan Staff, especially Eva Cole and Karyn Calaway.

The Nominating Committee is pleased to present to the 196th Convention of the Diocese of Ohio these nominees for: Trustee, Standing Committee, Diocesan Council, ECS Development Council, and Diocesan Disciplinary Board. We commend them to you.

Faithfully submitted by the Nominating Committee:

The Rev. Amy Fallon, Trinity, Tiffin, Chair

The Rev. Carol S. Evans, Grace Church, Ravenna

Mr. Richard Goodale, St. James Church, Painesville

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

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

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

The Rev. Jeremiah D. Williamson, St. Andrew's Church, Toledo

The Rev. Alan C. James, Staff Liaison

Standing Committee

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

Lay

• Ms. Jane R. Freeman

Trinity Cathedral, Cleveland

• Ms. Linda M. Martin
Christ Church, Hudson

• Ms. Anne Yug

Redeemer, Lorain

Clergy

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

Diocesan Council

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

Lay

• Ms. Maxanna Demko St. Andrew's, Barberton

• Mr. Dennis Coughlin St. Paul's, Cleveland Heights

Clergy

• The Rev. Debra Bennett
Our Saviour, Akron

• The Rev. Alton Plummer Grace Church, Willoughby

ECS Development Council

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

Lay

• Ms. Cheryl Gray
St. Martin's, Chagrin Falls

Clergy

• The Rev. Helen Svoboda-Barber Harcourt Parish, Gambier

Diocesan Trustee

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

• Mr. Fitzroy DaSilva St. Paul's, Cleveland Heights

Diocesan Disciplinary Board

(Elect one clergy ordained at least 5 years and two laity for three-year terms)

Lay

• Ms. Mary Cushing
St. Paul's, Cleveland Heights

Clergy

• The Rev. Mary C. Carson Redeemer, Lorain

• The Rev. Peter Faass
Christ Church, Shaker Heights

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 four clerical and four 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:

<u>Laity</u>		Clergy	
Ms. Elizabeth Moosbrugger	St. Paul's, Cleveland Heights	The Rev. Margaret C. D'Anieri	St. Paul's, Norwalk
Ms. Susannah Perkinson	Church of our Saviour, Akron	The Rev. Evelyn N. Manzella	St. James, Wooster
Ms. Rebecca Roth	Trinity Church, Toledo	The Rev. G. Keith Owens II	St. Peter's, Lakewood

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

LAITY



Ms. Jane R. Freeman
Trinity Cathedral, Cleveland
Email: jfreemanlisw@gmail.com

My greatest joy comes from serving God. My deep love for The Episcopal Church has led me into a lifelong commitment to service. With this convention, I complete my second term on the Commission on Ministry. I have served on Diocesan Council, Committee on Constitution and Canons, Disciplinary Board, Episcopal Search Committee and provide training to clergy and lay leaders. I served on a Disciplinary Court for the National Church. In my former parish I have been a senior warden, verger, Eucharistic visitor and chaired mission, building and capital campaign committees. I am a Bible study facilitator at my home parish, Trinity Cathedral. I believe my breadth of experience in these leadership roles has prepared me to provide faithful service on Standing Committee.



Ms. Linda M. Martin Christ Church, Hudson Email: lmartin@ursuline.edu

I have been a member of Christ Church Episcopal, Hudson since 2003. During that time, I have become increasingly involved in the diocese. I served on Diocesan Council from 2009 – 2012, on the Commission on Ministry from 2005 – 2008, and was presiding chair of the COM 2007 – 2008. I have also been a member of the Committee on the Priesthood, have served on and convened several Diocesan discernment committees, and have served as a BACAM evaluator for the diocesan ordination process. I have enjoyed these experiences and find the work rewarding, in part because it has provided me with the opportunity to get to know members of the diocese outside of my own parish, but also because engaging in diocesan work has presented me with rich opportunities to participate in and be a part of the work of the Church on a larger scale. I am an effective communicator, an effective facilitator, and I prefer dialogue as opposed to debate and/or discussion. I also love the Episcopal Church and believe deeply in its mission and purpose.

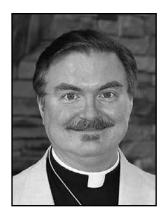
Nominations



Ms. Anne Yug Redeemer, Lorain Email: anneyug@live.com

On the diocesan level, I am a member of the Congregations and Christian Formation Commission and the Interim Team. I have consulted with parishes through transitions and conflict and in doing planning. Previously I was on the Bishop's Pastoral Response Team and have served on several Vocations Committees. At Redeemer, Lorain I coordinate the Community Meal and have served as Senior Warden and Outreach Committee Chair. I have been the eyes and ears for many leaders with an ability to discern the gifts and challenges of people and systems. My professional experience in school counseling has assisted me in my ministry in the church. I have an open mind, a discerning spirit, and an ability to see beneath the surface of problems and successes. These skills would assist me on the Standing Committee, and I would be honored to serve the Diocese and the Bishop in that capacity.

CLERGY



The Rev. Dr. Brian K. Wilbert Christ Church, Oberlin Email: bwilbert@oberlin.net

To the Bishop's counsel of advice I would bring 52 years of institutional memory and experience in the Diocese of Ohio. During this time I have had the privilege of serving among some very faithful companions on the Way. As a part time instructor of World Religion I appreciate how pluralistic our world is becoming. An early mentor instilled in me the importance of being open and teachable to God's Spirit. Embracing that posture has helped me define myself as a Christian in our multi-faceted world. Our church has changed in many ways during the past half century and it is at a much different place now than it was when I was ordained 27 years ago. Working collaboratively to renew and grow the ministry of Christ's Gospel to which God calls us is essential. It was my privilege to serve on the Standing Committee for a term between 2004 - 2008. I am willing and able to serve in this capacity again with our Bishop, the clergy and people of our diocese and the wider church.

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:

<u>Laity</u>		Clergy	
Mr. James Baker	Grace Church, Mansfield	The Rev. Aaron R. Gerlach	St. Mark's, Sidney
Mr. Ben Davis	St. Mark's, Toledo	The Rev. Heather L. Hill	All Saints, Parma
Mr. Jeffrey Downey	St. James, Boardman	The Rev. Kelly E. Kirby	St. Andrew's, Mentor
Ms. Diane Hawkins	St. Mark's, Wadsworth	The Rev. Canon Will H. Mebane, Jr.	Trinity Cathedral, Cleveland
Mrs. Rebecca Montague	Grace Church, Sandusky	The Rev. Deborah T. Rankin	St. John's, Cuyahoga Falls
Mr. Craig Nicol	Good Shepherd, Lyndhurst	The Rev. Helen C. Svoboda-Barber	Harcourt Parish, Gambier
Ms. Patty Peacock	Christ Church, Oberlin		

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

LAITY



Ms. Maxanna Demko St. Andrew's, Barberton Email: mmdemko@aol.com

I respectfully request your vote for a seat on the Diocesan Council. I have lived in the Diocese of Ohio for my entire life. At age 58, I am a retired vocal music teacher, Akron Public Schools (35 years). I was baptized at St. Matthew's Episcopal Church, Cleveland, and confirmed at All Saints, Parma. I received my Bachelor's Degree from Edinboro University of Pennsylvania and Master's from The University of Akron. In 1977, I became a member of St. Paul's, Akron, where I taught Sunday School for 20+ years. My husband, Robert, and I were married at St. Paul's and have two sons, Scott and Mark. We joined St. Andrew's in 2003 where I have served as a Christian Education teacher, chairperson of Parish Life, serving second term on the Vestry, elected lay representative to Summit Mission Area Council, active in ECW, CPC chairperson for Summit Mission Area ECW, organist/choirmistress (voluntary), lector, licensed worship leader, Eucharistic minister, Eucharistic lay visitor, delegate to Diocesan Convention 8 times in 10 years, volunteered at General Con-

vention in Indianapolis. If elected, I will attend all meetings; fulfill all responsibilities in accordance with Church Canons to serve the Lord and the Episcopal Church that I embrace.



Mr. Dennis Coughlin St. Paul's, Cleveland Heights Email: denniscoughlin@gmail.com

I will bring significant and proven experience as a church (12 years) and hospital (13 years) administrator in operations management and finance; developing, maintaining, and analyzing systems; coordinating and/or team building with staffs, commission or committee members, and colleagues, dealing with complex issues and developing and implementing programs and plans, evaluating needs; utilizing comprehensive skills in management, human resources, public relations, building management, accounting, and finance. I have been involved with the Episcopal Church since attending Sewanee as a student and with St. Paul's in Cleveland Heights for more than thirty-five years as a member and several years as Administrator for Ministry. I seek to sustain and strengthen the vibrant community of the Diocese of Ohio.

CLERGY



The Rev. Debra Bennett Our Saviour, Akron Email: revdebcoos@episcopalakron.org

I take seriously the admonition to "take my share in the councils of the church". I believe serving as a member of Diocesan Council is one way in which to accomplish this task. If elected to serve on Diocesan Council, I would bring the experience of having served as an ex officio member of Diocesan Council as assistant secretary of convention in the diocese of Long Island; as a member of the diocesan stewardship committee; delegate to diocesan convention and Province I Synod; and additional leadership in parochial, diocesan and national church ministries. Additionally, as Director of Editorial, I was required to oversee staff, create and implement policy and procedures, maintain departmental budget, and interface with colleagues and departments. All these require the ability to lead and be a team player, an attention to detail, the ability to see the big picture, and the gift of discernment. This I would bring.



The Rev. Alton Plummer Grace, Willoughby Email: alton.plummer@gmail.com

As I read the list of "Gifts, Experience and Skills" looked for in a Diocesan Council member, I saw the basic abilities of a Rector. I began acquiring and honing these abilities, not in a parish office, but during twenty previous years I spent over a workbench as a Journeyman Cabinetmaker, leading a crew of apprentices, and working side-by-side with other similar crews toward the completion of projects, such as, all the cabinetry and millwork necessary for outfitting a new hospital. As a leader in this type of environment you must be able to keep "the big picture" always before you, communicating that vision down into the details, while working cooperatively with others toward that common goal. Abilities not listed in the skill set that I also believe necessary, and have worked to cultivate within myself, are flexibility, creativity, and adaptability. Whether in the shop or in the church, projects and plans are always vulnerable to outside influence; the plan can change, sometimes rapidly. A creative malleability of spirit is essential to meeting these challenges and

moving forward with "the big picture" in mind. Thank you for the consideration and the possibility of opportunity to serve on the Diocesan Council.

ECS 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:

Laity	y and	Clergy

Mr. Leslie Blakemore	St. Andrew's, Cleveland	Ms. Sonia Miller	St. Thomas, Berea
The Rev. Joseph G. Butler	New Life, Uniontown	The Rev. Kelly O'Connell	St. Mark's, Toledo
Ms. Mary Ann Caston	Trinity Cathedral, Cleveland	The Rev. Bradley Pace	St. John's, Youngstown
Ms. Jacque Fertick	St. Hubert's, Kirtland Hills	Mrs. Anne Schwan	Our Saviour, Akron
Mr. Lonny Gatlin	St. Luke's, Cleveland	Ms. Mary Shepherd	St. Paul's, Akron
The Rev. Lisa E. Hackney	St. Paul's, Cleveland Heights	Mr. Richard Wilkison	St. Matthew's, Brecksville

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

LAITY



Ms. Cheryl Gray St. Martin's, Chagrin Falls

Email: tncjgray@windstream.net

I have served on the ECS Council for one full term plus 1 year. I am past Diocesan President for Daughters of the King for two terms. Presently, I am on the ECW Diocesan Board as chairman for the Hospice Outreach Committee and Parish Health Ministry; Chairman of the Bishop Health Ministry Task Force; Diocese of Ohio liaison to National Episcopal Health Ministry. I am a health minister, function as parish nurse at my church as well as a lay Eucharist visitor. I have enjoyed serving on the council, reading and granting the various grant requests, doing site visitations and assisting with the Bishop's Appeal. I would like to continue being on the ECS Council.

CLERGY



The Rev. Helen Svoboda-Barber

Harcourt Parish, Gambier

Email: SvobodaBarberH@kenyon.edu

I believe that we are blessed to be a blessing. All of us have gifts to share with those who need those gifts. Outreach and serving others is central to my faith. I have been a member of the Board of Directors for Interchurch Social Services of Knox County for eight years. I have led both youth and all-ages mission trips locally and internationally. During my tenure at Harcourt Parish, our giving to outreach has increased 200% and we have begun a small grant program to distribute funds raised through our annual Rummage Sale. I would be honored to be a member of the ECS.

Diocesan Trustee

Position Description

The Diocesan Trustees, a group of five laypeople and clergy, manage and have fiduciary responsibility for the Diocese's Joint Investment Fund and Real Property of the Diocese:

Joint Investment Fund (JIF)*

Working with an investment advisor, the Diocesan Trustees:

- (a) Establish an investment policy for JIF and monitor adherence to the policy
- (b) Review financial performance of JIF and evaluate performance of individual investment managers
- (c) As appropriate, make decisions on investment manager replacement, including interviewing new manager candidates
- (d) Set the spending rule for the Fund
- (e) Work with Diocesan staff on promoting the endowment and planned giving initiatives

Real Property of the Diocese - Working with the Bishop, the Diocesan Trustees make decisions about the disposition of, and other appropriate actions related to, the real property of the Diocese in missions, parishes and at the Diocese itself.

*JIF includes (1) endowment funds of the Diocese, (2) funds derived from parishes receiving aid or extinct parishes, and (3) other Diocesan funds and funds of parishes, parish organizations and other not-for-profit organizations affiliated with the Episcopal church. JIF is valued at over \$37 million.

Continuing Diocesan Trustees:

Laity and Clergy

Mr. Roderick Adams St. Andrew's, Cleveland The Rev. Dr. C. Eric Funston St. Paul's, Medina
Mr. Michael Bickerton St. Peter's, Lakewood Ms. Christina A. Monreal Christ Church, Hudson

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



Mr. Fitzroy DaSilva St. Paul's, Cleveland Heights Email: fitzroy.dasilva@yahoo.com

I embarked upon a life of leadership in the Anglican Church at age 19 as a vestry member of my home parish in Jamaica, my country of origin. I served as a vestry member at St Paul's Church in Cleveland Heights, board member of Open Doors Academy, President of St Paul's Men's Council, and Advisory Board of Parma City Schools. As an Assistant Vice President managing a bank financial center with assets over \$100 million, I achieved revenue and customer-retention goals while increasing profitability and complied with various regulatory and custodial guidelines. I feel called to serve as a member of the Diocesan Trustees and offer my knowledge of finance/investing in administering, strategic planning, for handling the Diocese's Joint Investment Fund and Real Property of the Diocese. I would be committed to working collaboratively with the Bishop and the Diocesan Trustees to make decisions about the disposition of, and other appropriate actions related to, the real property of the Diocese in missions, parishes, and at the Diocese itself.

Diocesan Disciplinary Board

Position Description

If there is a case involving potential Clergy misconduct, the Diocesan Disciplinary Board is the pool of individuals from which people are selected to serve as members of a Conference or Hearing Panel. The current Title IV canons seek to provide for appropriate and transparent accountability when clergy have committed some sort of infraction or misconduct. IT also seeks to be built upon a model of reconciliation and healing, as opposed to confrontation. The Panel is comprised of five clergy and four lay members, each serving a 3-year term.

Continuing Diocesan Disciplinary Board:

<u>Laity</u>		Clergy	
Mr. Charles M. Billows	St. Paul's, Akron	The Rev. Gayle L. Catinella	St. Thomas, Berea
Mrs. Celia C. Smart	St. James, Wooster	The Rev. Christopher R. McCann	St. Luke's, Chardon
		The Rev. R. Stephen Sedgwick	Good Shepherd, Lyndhurst
		The Rev. Gav C. Jennings	St. Timothy's, Macedonia

Elect one clergy ordained at least 5 years and two laity for three-year terms:

LAITY



Ms. Mary Cushing

Parish: St. Paul's, Cleveland Heights

Email: mcushing912@aol.com

My legal training and 30 years of experience as a lawyer have honed my natural ability to attend to detail, providing me with the necessary skills to make decisions based on carefully-weighed evidence and applicable rules/laws. I believe that our gifts and skills are to be used when help is needed. In this case, I have the ability and the personality to be of help on the Diocesan Disciplinary Board and I would be honored to do so.

CLERGY



The Rev. Mary C. Carson
Redeemer, Lorain

Email: mcarson108@att.net

In 20 years of ordained ministry, especially while on the diocesan staff, I have seen clergy and congregations suffer due to conflict and misconduct. Treating all parties in cases of potential misconduct with dignity and respect makes healing more likely. My staff work required that I be well-versed in the canons related to clergy. While there is a new Title IV, my general knowledge of the canons combined with experience working with the clergy and congregations qualify me to serve on the Disciplinary Board. Using the knowledge and experience I have in service to the diocese is required by the ordination vows. The Board's work is not easy, and I pray it will not need to convene during my term should I be elected. Should it be necessary, I believe that I will bring compassion and competence to the work.



The Rev. Peter Faass
Christ Church, Shaker Heights
Email: priest@cometochristchurh.org

I am currently the rector of Christ Church in Shaker Heights where I have served since 2006. Prior to coming to the Diocese of Ohio, I served in the dioceses of New Hampshire and Connecticut. I am a graduate of the General Theological Seminary and was ordained to the diaconate in June of 1999 and to the priesthood that following December. My service to the Diocese of Ohio includes being a Diocesan consultant to a parish experiencing conflict between the congregation and the rector, chairing a Diocesan discernment committee for an individual seeking Holy Orders, being a trained facilitator for the Fresh Start program, coordinating the CO56 committee, serving on the steering committee for the proposed new Camp and Retreat ministry and serving a four year term on the Standing Committee of which I am currently the president. I believe my priestly experience as the pastoral leader of two troubled parishes and working with those congregations to restore them to health and vibrancy, my extensive Diocesan work, as well as my temperament,

make me well suited to serve on the Diocesan Disciplinary Board.

Election Tally Sheet

			Ballot 1	Ballot 2	Ballot 3
	Total	Votes Cast:			
	Votes Requi	red to Elect:			
STANDING CO	ИМІТТЕЕ				
	Ms. Ja	ne R. Freeman			
	Ms. Li	nda M. Martin			
Lay Order		Ms. Anne Yug			
	New:				
	New:				
	The Rev. Dr. B	rian K. Wilbert			
Clerical Order	New:				
	New:				
DIOCESAN CO	INCIL				
	Ms. Ma	xanna Demko			
Law Order	Mr. De	nnis Coughlin			
Lay Order	New:				
	New:				
	The Rev. [Debra Bennett			
Clerical Order	The Rev. A	lton Plummer			
Cierical Order	New:				
	New:				
ECS DEVELOPI	MENT COUNCIL				
	N	ls. Cheryl Gray			
Lay Order	New:				
	New:				
	The Rev. Helen Sv	oboda-Barber			
Clerical Order	New:				
	New:				
DIOCESAN TRU	STEE				
	Mr. F	Fitzroy DaSilva			
Lay or Clerical	New:				
	New:				

Election Tally Sheet (continued)

		Ballot 1	Ballot 2	Ballot 3
	Total Votes Cast:			
	Votes Required to Elect:			
DIOCESAN DISC	CIPLINARY BOARD			
	Ms. Mary Cushing			
Lay Order	New:			
	New:			
	The Rev. Mary C. Carson			
Clarical Ordan	The Rev. Peter Faass			
Clerical Order	New:			
	New:			

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 196th Annual Convention of the Diocese of Ohio.

The Committee on Canons proposed four amendments to the Constitution and seven amendments to Canons of the Diocese of Ohio. There is also a special report asking the convention to declare four congregations extinct.

No Canonical or Constitutional changes were submitted by committees and clergy of the diocese.

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

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

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

Respectfully submitted,

The Rev. Alan C. James, Staff Liaison and Convenor

The Rev. Dustin Berg

St. Mark's, Canton

The Rev. Dr. J. Paul Board

St. Paul's, Maumee

The Rev. Vanessa Clark

Ms. Jane Freeman

St. Paul's, Akron

Ms. Clare Long

Ms. Rebecca Roth

Trinity Church, Toledo

The Rev. Jan Smith Wood

Grace Church, Sandusky

The Hon. William F. B. Vodrey

St. Paul's, Cleveland Heights

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

Mr. William Powel, III, Esq., ex-officio

First Proposed Amendment to the Constitution

• 1 The Committee on Constitution and Canons recommends Adoption

• 2 Proposed amendment to Article II. Sec. 3.

• 3

Text of the Proposed Amendment:

Insert the following as a new Article II Sec. 3 and renumber the following sections accordingly:

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Any member of the Convention shall be entitled to seat, voice, and vote, unless otherwise restricted by canon.

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• 9 Article VIII: The Chancellor

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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.

161718

Proposer

The Committee on the Constitution and Canons

192021

Rationale of the Proposer

The current constitution creates ambiguity about the role and rights of the Treasurer and Chancellor by listing them
as members of Convention in one section (presumably with equal rights to seat, voice, and vote as all other members),
only specifying that the Chancellor is entitled to seat in another part, and not having any statement regarding the
Treasurer's rights as ex-officio member at Convention in Canon I.5.1.

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The proposed language will bring both a standardization and explicit clarification on the rights of the Chancellor, Treasurer, and all other members of Convention.

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(For reference: Canon I.5.1 states, "It shall be the duty of the Treasure 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.)

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Second Proposed Amendment to the Constitution

The Committee on Constitution and Canons recommends Adoption

• 2 Proposed amendment to Article V. Sec. 1.

34

Text of the Proposed Amendment:

- 5 Article V Sec. 1. There shall be a Nominating Committee for each Annual Convention, appointed by the Bishop,
 6 which shall, at least thirty days before the Convention, present a slate of candidates for all vacancies in elected offices,
- 7 including unexpired terms. The Nominating Committee, in addition to considering experience and other qualifica-
- 8 tions of service, is charged to nominate so as to further Christian policies of, and concerns for, fairness, justice, and
- 9 inclusiveness in regard to race, color, ethnic origin, national origin, marital status, sex, sexual orientation, gender
- identity and expression, gender, age, disability, disabilities or age, except as otherwise specified by Canons. and ethnic origin.

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• 13 Proposer

The Committee on the Constitution and Canons

1415

16 Rationale of the Proposer

This change to this article on non-discrimination brings our Diocesan Constitution into conformity with the
 Church's Constitution and Canons, including the most recent amendment as adopted by General Convention this
 July.

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Third Proposed Amendment to the Constitution

The Committee on Constitution and Canons recommends Adoption

• 2 Proposed amendment to Article V. Sec. 2 (f).

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Text of the Proposed Amendment:

- Article V Section 2 (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

• 8

- 9 Article V Sec. 6. Vacancies occurring in foregoing offices shall be filled as follows:
- 10 (a) Any vacancies arising during the recess of Convention among the foregoing offices, excepting Trustees of the
- 11 Diocese, members of the Development Council of the Diocese of Ohio Episcopal Community Services Foundation,
- 12 and Deputies to the General Convention so long as Provisional Deputies are elected and available, may be filled by
- 13 appointment of the Standing Committee with the concurrence of the Bishop, if there be one, until the next Annual
- 14 Convention, which shall fill any unexpired term.
- 15 (b) If a vacancy shall occur in the Trustees of the Diocese of Ohio or in the Development Council of the Diocese of
- 16 Ohio Episcopal Community Services Foundation, the Bishop shall appoint a person to fill such vacancy until the next
- 17 Annual Convention, which shall fill any unexpired term.

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19 **Proposer**

- The Committee on the Constitution and Canons
- 20 • 21

Rationale of the Proposer 22

- 23 This deletion is to make consistent the name of Episcopal Community Services in our Constitution, Canons, and • 24 common usage. "Foundation" was dropped from the name when the organization was brought back into diocesan
- 25 operations and was no longer a separate 501(c)3 foundation.
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Fourth Proposed Amendment to the Constitution

The Committee on Constitution and Canons recommends Adoption

- 2 Proposed amendment to Article IX.
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• 4 **Text of the Proposed Amendment:**

- 5 **Article IX: Parishes**
- 6 Section 1. Parishes may be admitted into canonical union with the Diocese upon such conditions as may be pre-
- 7 scribed by Canon. The connection of any Parish with the Diocese may be dissolved by canonical process. Any Parish
- 8 which, 30 days prior to any Convention, shall not have paid all assessments for the Diocesan Fund, imposed upon
- 9 it according to canon, and all premiums due to the Church Pension Fund, shall retain seat and voice at following Di-
- 10 ocesan Convention but forfeit their lay representation vote be suspended from the rights of lay representation, and • 11
- shall remain thus suspended until the delinquency shall have been canceled by payment.

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13 **Proposer**

The Committee on the Constitution and Canons

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Rationale of the Proposer 16

• 17 This eliminates an internal conflict in our Diocesan Constitution and Canons by making the Constitution consistent 18 with a previous change to Title I Canon 14 Section 4, which states:

19

- 20 Parishes in arrears on the day delegate certificates are canonically due shall retain seat and voice at following Diocesan • 21 Convention but forfeit their lay representation vote. Parishes are deemed in arrears when they fail to pay their Dioc-
- 22 esan assessments in full for all months up to and including the last day of the fifth month prior to Diocesan Conven-23
 - tion. There is no power entrusted to the Convention or any Committee thereof to waive this fault.

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First Proposed Amendment to the Canons

1 The Committee on Constitution and Canons recommends Adoption

• 2 Proposed amendment to Title I. Canon 5. Sec. 4.

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Text of the Proposed Amendment:

Title I Canon 5 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 Finance
 and Audit Committee 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.

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11 Proposer

The Committee on the Constitution and Canons

121314

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Rationale of the Proposer

Two years ago the Diocesan Council reconstituted and re-chartered the Finance Committee based upon recommendations of the Diocesan Auditors. The new entity has specific audit oversight responsibilities, thus the name change. This amendment to the Canons would reflect this new structure and name.

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Second Proposed Amendment to the Canons

1 The Committee on Constitution and Canons recommends Adoption

Proposed amendment to Title I. Canon 6. Sec. 3.

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Text of the Proposed Amendment:

Title I Canon 6 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, color, ethnic origin, national origin, marital status, sex, sexual orientation, gender identity and expression, gender, age, disability, disabilities or age, except as otherwise specified

by Canons, and to ensure fair representation on Diocesan governing bodies.

91011

Proposer

• 12 The Committee on the Constitution and Canons

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Rationale of the Proposer

This change to the canon on non-discrimination brings our Diocesan Canons into conformity with the Church's Constitution and Canons, including the most recent amendment as adopted by General Convention this July.

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Third Proposed Amendment to the Canons

1 The Committee on Constitution and Canons recommends Adoption

• 2 Proposed amendment to Title I. Canon 7. Sec. 2.

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Text of the Proposed Amendment:

one of its own members to preside.

Title I Canon 7 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 Diocesa shall be the secretary and treasurer of the Diocesan Council. The Chancellor, and 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

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Proposer

The Committee on the Constitution and Canons

141516

Rationale of the Proposer

Past changes to our diocesan organizational structure have eliminated the Ministry with Young People Cluster. This amendment brings our canons into consistency with our practice.

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Fourth Proposed Amendment to the Canons

The Committee on Constitution and Canons recommends Adoption

Proposed amendment to Title I. Canon 10.

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Text of the Proposed Amendment:

• 5 Title I Canon 10: Of the Development Council of Episcopal Community Services Foundation

• 6 Sec. 1. The Development Council of Episcopal Community Services Foundation shall consist of the Diocesan

Bishop, and 19 additional members who shall each serve a term of three years and shall be eligible for reappointment

or reelection. Each year, the Convention shall elect one member of the clergy and three lay persons, and the Bishop

• 9 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

• 11 as the Cathedral's representative to the Development Council and to represent the interests of The Church Home

• 12 endowment. The Bishop shall serve as chair of the Development Council, and may appoint a member of the Devel-

opment Council to chair meetings in the Bishop's absence. The Development Council may invite other persons to

• 14 serve on subcommittees or assist in its work.

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Proposer

The Committee on the Constitution and Canons

171819

Rationale of the Proposer

This deletion is to make consistent the name of Episcopal Community Services in our Constitution, Canons, and common usage. "Foundation" was dropped from the name when the organization was brought back into diocesan operations and was no longer a separate 501(c)3 foundation.

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Fifth Proposed Amendment to the Canons

• 1 The Committee on Constitution and Canons recommends Adoption

- 2 Proposed amendment to Canon 2. Sec. 2.
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- 4 Text of the Proposed Amendment:
- 5 Canon 2: Of the Cathedral
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- 7 Sec. 2. There shall be a council of advice to the Cathedral, to be called the Cathedral Chapter, which shall meet at
- 8 least once per year. The Chapter shall consist of the following:
- 9 (a) The Bishop;
- 10 (b) The Bishop Coadjutor and Bishop(s) Suffragan, if there be any;
- 11 (c) Such members of the Diocese, not to exceed two, as designated by the Bishop
- 12 (d) The Dean;
- 13 (e) The Chancellor;
- 14 (f) The residentiary Canon(s);
- (g) One member of the clergy and one member of the laity to be elected biennially by the Diocesan Convention for
 two-year terms;
- 17 (h) Two or more members of the Greater Cleveland community to be appointed by the Dean in consultation with the
 18 Bishop for a term of two years;
- 19 (i) The Chair of the <u>Cathedral Council</u> Board of Trustees of the Cathedral;
 - (j) The Senior Warden, Junior Warden, Clerk, and Treasurer of the Vestry.
- 2021
- 22 Proposer
 - The Committee on the Constitution and Canons
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- 25 Rationale of the Proposer
- This amendment reflects a past organizational change in the Cathedral's governance structure, which included an elimination of a Board of Trustees of the Cathedral and created a Cathedral Council. This amendment brings the canon into conformity with current practice.
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Sixth Proposed Amendment to the Canons

1 The Committee on Constitution and Canons recommends Adoption

Proposed amendment to Title II. Canon 9. Sec. 1.

234

Text of the Proposed Amendment:

Title II Canon 9: Of Clergy Pensions

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- 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, shall retain seat and voice at the following Diocesan
- Convention but forfeit their lay representation vote suspended from the union with the Convention of the Diocese
 of Ohio and shall remain thus forfeited 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.

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• 13 Proposer

The Committee on the Constitution and Canons

141516

Rationale of the Proposer

Past conventions have added and amended the consequence for being in arrears on both the diocesan assessment and
lay pension fund assessments. In each case, lay delegates from congregations that are in arrears retain seats and voices
but forfeit their votes. Parish clergy retain their vote because their vote is linked to their status as clergy, not their
position on staff at a parish.

2122

This amendment brings parity to the consequence for a parish being in arrears in paying their clergy's pension fund assessments compared to either lay pension or diocesan assessments. It also enables lay delegates to continue to have a seat at the table and their voice heard.

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Seventh Proposed Amendment to the Canons

1 The Committee on Constitution and Canons recommends Adoption

• 2 Proposed amendment to Title III. Canon 4. Sec. 10.

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Text of the Proposed Amendment:

Title III Canon 4. 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 or be a member of the Diocese.

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• 10 Proposer

The Committee on the Constitution and Canons

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Rationale of the Proposer

This amendment enables the Bishop and Standing Committee more opportunity to select the right Ohio-licensed lawyer to represent the Diocese in clergy misconduct proceedings under Title IV of the Canons. (A survey of chancellors across the Church indicates that dioceses are just as likely not to require their membership in the diocese as those that do.)

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Special Resolution of the Committee on Constitution and Canons

Resolved, that this 196th Convention acknowledges the end of the ministries of St. Mark's Church/Toledo, St. Mark's Church/Cleveland, St. Anne in the Fields Church/Madison, and St. Luke's Church/Akron. The Convention expresses its deep appreciation to the laity and clergy of these congregations for their years of faithful service to God and the people of their communities; and be it further

Resolved, that this Convention accepts this report of the Constitution and Canons Committee, in accordance with Title II. Canon 7, and declares St. Mark's Church/Toledo, St. Mark's Church/Cleveland, St. Anne in the Fields Church/Madison, and St. Luke's Church/Akron to be extinct.

Submitted by

The Committee on Constitution and Canons

Rationale

During 2012 the vestries of St. Mark's Church in Toledo and St. Mark's Church in Cleveland each voted to end their ministries as parishes in the Diocese of Ohio.

The congregations of St. Anne in the Fields Church in Madison and St. Luke's Church in Akron have chosen to leave the Episcopal Church and turned over their buildings to the Diocese of Ohio in 2012.

Further information about the history and ministries of these congregations is included in a handout available at this convention and will be included in the final documents of this convention.

Report of the Resolutions Committee

The Resolutions Committee considered and adopted the following resolution for submission to this Convention. The resolution has 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 Resolution submitted this year is:

• R1: Resolution on Clergy Compensation for 2013

Respectfully submitted,

The Rev. R. Stephen Sedgwick, Chair Good Shepherd, Lyndhurst

Ms. Patricia Burgess Christ Church, Shaker Heights

The Rev. Heather Hill All Saints, Parma

The Rev. Will Mebane Trinity Cathedral, Cleveland

Ms. Lisa O'Rear-Lassen St. Peter's, Lakewood

Ms. Dorothy Rieman St. Matthew's Church, Brecksville
Mr. Eugene Stacy Old Trinity Church, Tiffin

Ms. Martha Wright Staff

R1: Resolution on Clergy Compensation for 2013

R1: Resolution on Clergy Compensation for 2013 was not available at the time this Handbook was printed. Copies of this Resolution will be distributed at the Annual Convention. A copy of the resolution is available online at www.dohio.org.

Overview of the 2013 Diocesan Program and Budget

In the spring of 2012, the Diocesan Council approved the following values for the 2013 Diocesan Budget:

- Personnel We value an efficient and professional staff that provides resources and training
 for parochial leaders and facilitates the work of the diocese in those areas that can most
 effectively be accomplished collectively as a Diocese.
- **Diocesan, Episcopal, and Anglican Communion Responsibilities** We value fulfilling our responsibilities and mandated commitments to the larger Church through TEC Assessment of Dioceses and Province V Assessment.
- Office for Congregations and Christian Formation We value supporting our diocesan mission by providing vestry and lay leadership development events, congregational vitality grants, Christian formation events and grants, diocesan children's, youth and young adult fellowship and formation events, and general aid for operating expenses of some smaller congregations. We want to explore reducing the amount of aid for operating expenses and increasing the amount of money available for several multi-year development programs in parishes already showing significant signs of new vitality and growth and in areas of potential growth. We want to increase the number and quality of young adult and adult Christian formation events. We want to explore creating a funded relationship with a financial development consultant relationship for parochial use. We want to increase the number of diocesan leadership development events.
- **Office for Ministry** We value assisting in the discernment and formation of individuals preparing for ministry lay or ordained, the ongoing formation of clergy (particularly newly ordained), and discernment for clergy and congregations in transition.
- Communications Office We value clear and effective communication: internally (via website, ChurchLife!, and Diocesan mailings) and externally (via diocesan-wide advertising campaign and partnering with parishes in offering targeted local advertising). Money that is saved from printing and sending fewer documents, handbooks, directories, etc. could be spent in more targeted advertising. In addition, we believe radio advertising has limited value and therefore will only be done during Advent and Lent. Money saved from those two areas is better spent helping design ads and providing funds for individual parishes to advertise in their own neighborhoods and local papers. Billboard advertising will continue.
- Office of Mission In addition to the \$250,000-\$300,000 distributed for domestic mission initiatives through ECS and Church Home grants, we value supporting parochial mission projects, Millennium Development Goals, and international partnerships. Ohio's global

mission work is growing with our relationships in Tanga and Belize. Increasing the local parish involvement in global mission projects will continue to challenge and transform our understanding of self and neighbor. While domestic projects are supported primarily through Episcopal Community Services, the mission office will continue to prioritize monies designated for both global and domestic projects.

- Office of the Bishop We value collaboration, networking, pastoral care and relationship building among congregations and through the Mission Areas.
- *Finance Office* We value maintaining accountability for financial records and systems within the Diocesan Offices, and by giving parishes information on their financial compliance, reporting, and recordkeeping needs.

These values 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.

Proposed Program and Budget Budget Summary

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.

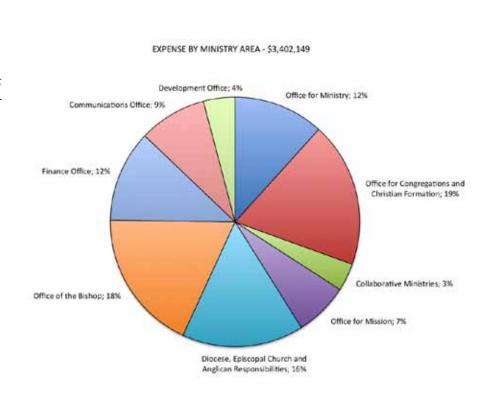
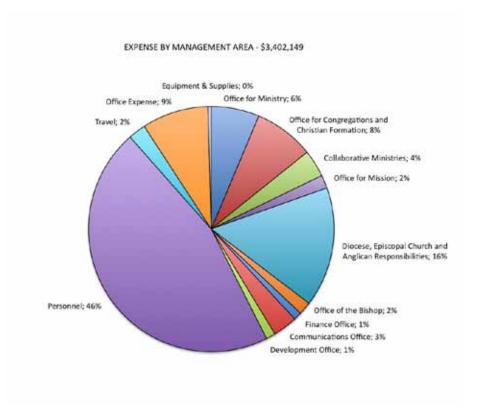


Figure 2 reflects the expenses shown in the budget summary (immediately following) by management area. Further details about the management areas and their use of funds are found in the budget narratives which follow the budget summary.



		2012		2013			
	Operating	Special Funds	Total	Operating	Special Funds	Total	Change
CEIPTS							
Support from Congregations							
Assessment Income (current year)	\$2,400,000.00	\$0.00	\$2,400,000.00	\$2,310,000.00	\$0.00	\$2,310,000.00	(\$90,000.0
Assessment Income (prior year)	\$10,000.00	\$0.00	\$10,000.00	\$0.00	\$0.00	\$0.00	(\$10,000.0
Total Support from Congregations	\$2,410,000.00	\$0.00	\$2,410,000.00	\$2,310,000.00	\$0.00	\$2,310,000.00	(\$100,000.0
Endowment Income							
Endowment-Episcopate (Distrib.)	\$140,629.91	\$0.00	\$140,629.91	\$149,291.09	\$0.00	\$149,291.09	\$8,661.1
Endowment-Missions (Distrib)	\$41,448.29	\$0.00	\$41,448.29	\$44,001.03	\$0.00	\$44,001.03	\$2,552.7
Endowment-Custodial (Distrib.)	\$455.82	\$0.00	\$455.82	\$483.89	\$0.00	\$483.89	\$28.0
Endowment-Lay Pension	\$6,546.21	\$0.00	\$6,546.21	\$6,949.38	\$0.00	\$6,949.38	\$403.1
Endowment - Bishop's Office	\$32,939.71	\$0.00	\$32,939.71	\$37,173.40	\$0.00	\$37,173.40	\$4,233.6
Endowment Income - Legacy endowments	2,430.03	\$0.00	\$2,430.03	\$2,579.70	\$0.00	\$2,579.70	\$149.6
Endowment - ECS - Administration (Actual)	31,982.42	\$0.00	\$31,982.42	\$33,952.17	\$0.00	\$33,952.17	\$1,969.7
Total Endowment Income	\$256,432.40	\$0.00	\$256,432.40	\$274,430.66	\$0.00	\$274,430.66	\$17,998.2
Investment Income - Other							
Distribution JIF-General Funds	93,728.56	\$0.00	\$93,728.56	\$99,501.17	\$0.00	\$99,501.17	\$5,772.6
Distribution JIF-Unrestricted Custodial Accts	17,408.14	\$0.00	\$17,408.14	\$19,482.25	\$0.00	\$19,482.25	\$2,074.1
Total Investment Income - Other	111,136.71	\$0.00	\$111,136.71	118,983.42	\$0.00	\$118,983.42	\$7,846.7
Fees Received For Administrative Services							
Darnell Adm. Fees	\$3,628.28	\$0.00	\$3,628.28	\$3,700.85	\$0.00	\$3,700.85	\$72.5
Brayton Administration Fees	\$10,821.18	\$0.00	\$10,821.18	\$11,037.60	\$0.00	\$11,037.60	\$72.5 \$216.4
Church Home Admin. Fee	\$39,210.86	\$0.00	\$39,210.86	\$39,995.08	\$0.00	\$39,995.08	
Holy Cross House - Admin. Fee	\$7,320.21	\$0.00	\$7,320.21	\$7,466.61	\$0.00	\$7,466.61	\$784.2 \$146.4
Joint Investment Fund Admin. Fee	\$81,689.30	\$0.00	\$81,689.30	\$83,323.09	\$0.00	\$83,323.09	
BLF Loans and Grants Administrative Fee	\$19,414.47	\$0.00	\$19,414.47	\$19,802.76	\$0.00	\$19,802.76	\$1,633.7 \$388.2
Cooper Administration Fees	\$700.19	\$0.00	\$700.19	\$714.19	\$0.00	\$714.19	\$300.2 \$14.0
Miller Funds Administrative Fee	\$21,642.36	\$0.00	\$21,642.36	\$22,075.21	\$0.00	\$22,075.21	\$432.8
Education Funds - Hornby Adm. Fees	\$4,774.05	\$0.00	\$4,774.05	\$4,869.53	\$0.00	\$4,869.53	\$432.0 \$95.4
Total Fees Received for Administrative Services	\$189,200.90	\$0.00	\$189,200.90	\$192,984.92	\$0.00	\$192,984.92	\$3,784.0
Other Receipts							
Fees for Adminstration of Sheadle Trust	\$7,500.00	\$0.00	\$7,500.00	\$7,500.00	\$0.00	\$7,500.00	\$0.0
Grants Received for Operating items	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.0
Grants - Foundations	\$2,300.00	\$0.00	\$2,300.00	\$2,150.00	\$0.00	\$2,150.00	(\$150.0
Total Other Receipts	\$9,800.00	\$0.00	\$9,800.00	\$9,650.00	\$0.00	\$9,650.00	(\$150.0
tal Receipts before transfers from Special Funds	\$2,976,570.00	£0.00	\$2,976,570.00	\$2,906,049.00	¢0.00	\$2,906,049.00	(\$41,042.0

Proposed Program and Budget Summary

	2012			2013			
	Operating	Special Funds	Total	Operating	Special Funds	Total	Change
From Special Funds							
From Special Funds-BLF Loans and Grants	\$0.00	\$116,525.00	\$116,525.00	\$0.00	\$130,000.00	\$130,000.00	\$13,475.00
From Special Funds - Library Fund	\$0.00	\$3,000.00	\$3,000.00	\$0.00	\$3,000.00	\$3,000.00	\$0.00
From Special Funds - Youth Scholarship Fund	\$0.00	\$1,500.00	\$1,500.00	\$0.00	\$1,500.00	\$1,500.00	\$0.00
From Special Funds - Kenyon Conference Fund	\$0.00	\$4,500.00	\$4,500.00	\$0.00	\$0.00	\$0.00	(\$4,500.00)
From Legacy End-Arthur B. Williams, Jr. Fund	\$0.00	\$11,000.00	\$11,000.00	\$0.00	\$11,700.00	\$11,700.00	\$700.00
From Special Funds - Bishop's Discretionary Fund	\$0.00	\$5,000.00	\$5,000.00	\$0.00	\$7,000.00	\$7,000.00	\$2,000.00
From Special Funds - Bishop's Appeal	\$0.00	\$73,500.00	\$73,500.00	\$0.00	\$77,000.00	\$77,000.00	\$3,500.00
From Special Funds-Custodial JIF	\$0.00	\$108,000.00	\$108,000.00	\$0.00	\$114,300.00	\$114,300.00	\$6,300.00
From Special Funds - Custodial JIF MM	\$0.00	\$1,000.00	\$1,000.00	\$0.00	\$1,000.00	\$1,000.00	\$0.00
From Special Funds-Education Funds	\$0.00	\$149,100.00	\$149,100.00	\$0.00	\$150,600.00	\$150,600.00	\$1,500.00
Total From Special Funds	\$0.00	\$473,125.00	\$473,125.00	\$0.00	\$496,100.00	\$496,100.00	\$22,975.00
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TOTAL RECEIPTS	\$2,976,570.00	\$473,125.00	\$3,449,695.00	\$2,906,049.00	\$496,100.00	\$3,402,149.00	(\$18,067.00)
EXPENSES							
Office of Ministry							
Clergy Formation							
Ordination Process	\$14,000.00	\$0.00	\$14,000.00	\$14,000.00	\$0.00	\$14,000.00	\$0.00
Post-Ordination Internships	\$0.00	\$40,000.00	\$40,000.00	\$0.00	\$40,000.00	\$40,000.00	\$0.00
Summer Seminarian Internships	\$0.00	\$4,000.00	\$4,000.00	\$0.00	\$4,000.00	\$4,000.00	\$0.00
Miller-Scholarships/Formation & Train	\$0.00	\$45,000.00	\$45,000.00	\$0.00	\$45,000.00	\$45,000.00	\$0.00
Post-Ordination Internships	\$0.00	\$21,500.00	\$21,500.00	\$0.00	\$21,500.00	\$21,500.00	\$0.00
Misc. Educ. Fnds-Deacon Form Program	\$0.00	\$13,000.00	\$13,000.00	\$0.00	\$13,000.00	\$13,000.00	\$0.00
Total Clergy Formation	\$14,000.00	\$123,500.00	\$137,500.00	\$14,000.00	\$123,500.00	\$137,500.00	\$0.00
Clergy Support							
Clergy & Lay Professional Families Program	\$1,000.00	\$0.00	\$1,000.00	\$1,000.00	\$0.00	\$1,000.00	\$0.00
Honorarium -Chaplain for Spouse	\$500.00	\$0.00	\$500.00	\$500.00	\$0.00	\$500.00	\$0.00
D&ICF-Counseling/Clergy & Families	\$0.00	\$12,000.00	\$12,000.00	\$0.00	\$12,000.00	\$12,000.00	\$0.00
Fresh Start	\$0.00	\$3,000.00	\$3,000.00	\$0.00	\$3,000.00	\$3,000.00	\$0.00
Post Fresh Start	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Clergy Support	\$1,500.00	\$15,000.00	\$16,500.00	\$1,500.00	\$15,000.00	\$16,500.00	\$0.00
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Clergy Development							
Commission on Ministry	\$950.00	\$0.00	\$950.00	\$950.00	\$0.00	\$950.00	\$0.00
Miller-Clergy Days	\$0.00	\$600.00	\$600.00	\$0.00	\$600.00	\$600.00	\$0.00
Lay Professional Day	\$0.00	\$1,000.00	\$1,000.00	\$0.00	\$1,000.00	\$1,000.00	\$0.00
Educ. Fnds-Clergy Cont. Education Grants	\$0.00	\$15,000.00	\$15,000.00	\$0.00	\$15,000.00	\$15,000.00	\$0.00
Educ.Fnds-Lay Cont. Education Grants	\$0.00	\$4,000.00	\$4,000.00	\$0.00	\$4,000.00	\$4,000.00	\$0.00

	2012			2013				
-	Operating	Special Funds	Total	Operating	Special Funds	Total	Change	
Clergy Conferences	\$0.00	\$20,000.00	\$20,000.00	\$0.00	\$20,000.00	\$20,000.00	\$0.00	
Miller-Clergy Professional Ed. Prog.	\$0.00	\$1,000.00	\$1,000.00	\$0.00	\$1,000.00	\$1,000.00	\$0.00	
Total Clergy Development	\$950.00	\$41,600.00	\$42,550.00	\$950.00	\$41,600.00	\$42,550.00	\$0.00	
Winter Gathering								
Winter Gathering	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Winter Gathering	\$0.00	\$10,000.00	\$10,000.00	\$0.00	\$10,000.00	\$10,000.00	\$0.00	
Total Winter Gathering	\$0.00	\$10,000.00	\$10,000.00	\$0.00	\$10,000.00	\$10,000.00	\$0.00	
Clergy Deployment								
Search Exp. Assistance/Parish	\$4,000.00	\$0.00	\$4,000.00	\$4,000.00	\$0.00	\$4,000.00	\$0.00	
Interim Team Training	\$500.00	\$0.00	\$500.00	\$500.00	\$0.00	\$500.00	\$0.00	
Background Checks	\$950.00	\$0.00	\$950.00	\$950.00	\$0.00	\$950.00	\$0.00	
Total Clergy Deployment	\$5,450.00	\$0.00	\$5,450.00	\$5,450.00	\$0.00	\$5,450.00	\$0.00	
Clergy Planning & Administration								
Admin. Exp./Ordained Ministry	\$2,300.00	\$0.00	\$2,300.00	\$2,000.00	\$0.00	\$2,000.00	(\$300.00)	
Admin. Exp./Deployment	\$1,710.00	\$0.00	\$1,710.00	\$1,385.00	\$0.00	\$1,385.00	(\$325.00)	
Total Clergy Planning & Administration	\$4,010.00	\$0.00	\$4,010.00	\$3,385.00	\$0.00	\$3,385.00	(\$625.00)	
Total Office of Ministry	\$25,910.00	\$190,100.00	\$216,010.00	\$25,285.00	\$190,100.00	\$215,385.00	(\$625.00)	
0.5								
Office for Congregations and Christian Formation Administration	\$9,000.00	\$0.00	\$9,000.00	\$9,000.00	\$0.00	\$9,000.00	\$0.00	
Administration	φ9,000.00	ψ0.00	ψ9,000.00	ψ9,000.00	ψ0.00	ψ9,000.00	ψ0.00	
Aid to Congregations								
Episcopal Shared Ministry-Trinity/Our Saviour	\$15,000.00	\$0.00	\$15,000.00	\$15,000.00	\$0.00	\$15,000.00	\$0.00	
St. Luke's, Cleveland	\$20,000.00	\$0.00	\$20,000.00	\$13,000.00	\$0.00	\$13,000.00	(\$7,000.00)	
St. Mark's, Sidney	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
St. Mark's, Sidney	\$0.00	\$42,000.00	\$42,000.00	\$0.00	\$30,000.00	\$30,000.00	(\$12,000.00)	
St. Patrick's, Brunswick	\$6,000.00	\$0.00	\$6,000.00	\$0.00	\$0.00	\$0.00	(\$6,000.00)	
St. Paul's Bellevue	\$4,000.00	\$0.00	\$4,000.00	\$0.00	\$0.00	\$0.00	(\$4,000.00)	
Trinity, New Philadelphia	\$5,000.00	\$0.00	\$5,000.00	\$0.00	\$0.00	\$0.00	(\$5,000.00)	
St. Thomas, Port Clinton	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
St. Paul's, Norwalk	\$5,000.00	\$0.00	\$5,000.00	\$4,500.00	\$0.00	\$4,500.00	(\$500.00)	
St. Stephen's, East Liverpool	\$0.00	\$0.00	\$0.00	\$2,000.00	\$0.00	\$2,000.00	\$2,000.00	
Grace, Defiance	\$5,000.00	\$0.00	\$5,000.00	\$2,000.00	\$0.00	\$2,000.00	(\$3,000.00)	
<u> </u>								
St. Matthew, Ashland	\$7,000.00	\$0.00	\$7,000.00	\$6,500.00	\$0.00	\$6,500.00	(\$500.00)	
St. Matthew, Ashland Northern Miami Valley Episcopal Cluster	\$7,000.00 \$0.00	\$0.00 \$0.00	\$7,000.00 \$0.00	\$6,500.00 \$0.00	\$0.00 \$0.00	\$6,500.00 \$0.00	(\$500.00) \$0.00	

Proposed Program and Budget Summary

Budget Summary

		2012			2013		
	Operating	Special Funds	Total	Operating	Special Funds	Total	Change
St. Luke's, Cleveland	\$0.00	\$11,000.00	\$11,000.00	\$0.00	\$11,700.00	\$11,700.00	\$700.00
St. Luke's, Cleveland	\$0.00	\$14,000.00	\$14,000.00	\$0.00	\$25,300.00	\$25,300.00	\$11,300.00
Total Aid to Congregations	\$68,000.00	\$67,000.00	\$135,000.00	\$58,000.00	\$67,000.00	\$125,000.00	(\$10,000.00)
Other Grants							
Ministry and Growth Grants	\$0.00	\$24,000.00	\$24,000.00	\$0.00	\$24,000.00	\$24,000.00	\$0.00
Children & Youth Formation Grants	\$4,000.00	\$0.00	\$4,000.00	\$4,000.00	\$0.00	\$4,000.00	\$0.00
Young Adult and College Ministry Grants	\$22,000.00	\$0.00	\$22,000.00	\$22,000.00	\$0.00	\$22,000.00	\$0.00
Agape Ministry Support	\$5,000.00	\$0.00	\$5,000.00	\$5,000.00	\$0.00	\$5,000.00	\$0.00
Adult Christian Formation	\$6,500.00	\$0.00	\$6,500.00	\$6,500.00	\$0.00	\$6,500.00	\$0.00
Lay Continuing Education	\$1,000.00	\$0.00	\$1,000.00	\$1,000.00	\$0.00	\$1,000.00	\$0.00
Unbinding the Gospel Coaching Support	\$2,000.00	\$0.00	\$2,000.00	\$0.00	\$0.00	\$0.00	(\$2,000.00)
Youth Scholarships	\$0.00	\$1,500.00	\$1,500.00	\$0.00	\$1,500.00	\$1,500.00	\$0.00
Total Other Grants	\$40,500.00	\$25,500.00	\$66,000.00	\$38,500.00	\$25,500.00	\$64,000.00	(\$2,000.00)
Task Group Funds							
Evangelism	\$2,000.00	\$0.00	\$2,000.00	\$0.00	\$0.00	\$0.00	(\$2,000.00)
Parish Leadership Development	\$2,000.00	\$0.00	\$2,000.00	\$2,000.00	\$0.00	\$2,000.00	\$0.00
Liturgy and Worship	\$2,000.00	\$0.00	\$2,000.00	\$2,000.00	\$0.00	\$2,000.00	\$0.00
Natural Church Development	\$6,000.00	\$0.00	\$6,000.00	\$6,000.00	\$0.00	\$6,000.00	\$0.00
Lay Adult Christian Formation	\$2,000.00	\$0.00	\$2,000.00	\$2,000.00	\$0.00	\$2,000.00	\$0.00
Parish Children and Youth Ministry	\$2,000.00	\$0.00	\$2,000.00	\$2,000.00	\$0.00	\$2,000.00	\$0.00
Young Adult and Campus Ministries	\$2,000.00	\$0.00	\$2,000.00	\$2,000.00	\$0.00	\$2,000.00	\$0.00
Diocesan Youth Programs:							
Administration	\$2,000.00	\$0.00	\$2,000.00	\$2,000.00	\$0.00	\$2,000.00	\$0.00
Diocesan Youth Event	\$2,000.00	\$0.00	\$2,000.00	\$2,000.00	\$0.00	\$2,000.00	\$0.00
Happening	\$2,500.00	\$0.00	\$2,500.00	\$2,500.00	\$0.00	\$2,500.00	\$0.00
Spring Youth Gathering	\$2,000.00	\$0.00	\$2,000.00	\$2,000.00	\$0.00	\$2,000.00	\$0.00
Youth Leadership Training	\$3,000.00	\$0.00	\$3,000.00	\$3,000.00	\$0.00	\$3,000.00	\$0.00
Children's Programs at Diocesan Events	\$500.00	\$0.00	\$500.00	\$500.00	\$0.00	\$500.00	\$0.00
Total Diocesan Youth Programs	\$12,000.00	\$0.00	\$12,000.00	\$12,000.00	\$0.00	\$12,000.00	\$0.00
Total Task Group Funds	\$30,000.00	\$0.00	\$30,000.00	\$28,000.00	\$0.00	\$28,000.00	(\$2,000.00)
Other Expenses							
Percept Demographics	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Winter Convocation	\$3,000.00	\$0.00	\$3,000.00	\$3,000.00	\$0.00	\$3,000.00	\$0.00
Winter Convocation	\$0.00	\$12,000.00	\$12,000.00	\$0.00	\$12,000.00	\$12,000.00	\$0.00
Education for Ministry	\$1,500.00	\$0.00	\$1,500.00	\$1,500.00	\$0.00	\$1,500.00	\$0.00
Biennial Mission Area Formation/Leadership W	\$3,000.00	\$0.00	\$3,000.00	\$3,000.00	\$0.00	\$3,000.00	\$0.00
Kenyon Summer Conference	\$500.00	\$4,500.00	\$5,000.00	\$0.00	\$0.00	\$0.00	(\$5,000.00)
Resource Center-Materials/Supp	\$0.00	\$3,000.00	\$3,000.00	\$0.00	\$3,000.00	\$3,000.00	\$0.00

		2012			2013		
	Operating	Special Funds	Total	Operating	Special Funds	Total	Change
Additional Opportunities	\$15,000.00	\$0.00	\$15,000.00	\$15,000.00	\$0.00	\$15,000.00	\$0.00
Leadership Development Events	\$5,500.00	\$0.00	\$5,500.00	\$5,500.00	\$0.00	\$5,500.00	\$0.00
Total Other Expenses	\$28,500.00	\$19,500.00	\$48,000.00	\$28,000.00	\$15,000.00	\$43,000.00	(\$5,000.00)
Total Office for Congregations and Christian Form	\$176,000.00	\$112,000.00	\$288,000.00	\$161,500.00	\$107,500.00	\$269,000.00	(\$19,000.00)
Diocesan, Episcopal Church & Anglican Communi	on Resp.						
General Church							
Assessment	\$512,450.00	\$0.00	\$512,450.00	\$487,725.00	\$0.00	\$487,725.00	(\$24,725.00)
Provincial Synod	\$5,994.00	\$0.00	\$5,994.00	\$5,637.00	\$0.00	\$5,637.00	(\$357.00)
Travel to Provincial Education Events	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Travel to Provincial Synod	\$1,000.00	\$0.00	\$1,000.00	\$0.00	\$0.00	\$0.00	(\$1,000.00)
Total General Church	\$519,444.00	\$0.00	\$519,444.00	\$493,362.00	\$0.00	\$493,362.00	(\$26,082.00)
Diocese of Ohio							
Diocesan Convention	\$17,000.00	\$0.00	\$17,000.00	\$20,000.00	\$0.00	\$20,000.00	\$3,000.00
Diocesan Council	\$2.000.00	\$0.00	\$2,000.00	\$2,000.00	\$0.00	\$2,000.00	\$0.00
Total Diocese of Ohio	\$19,000.00	\$0.00	\$19,000.00	\$22,000.00	\$0.00	\$22,000.00	\$3,000.00
Total Diocesan, Episcopal Church &							
Anglican Comm. Resp.	\$538,444.00	\$0.00	\$538,444.00	\$515,362.00	\$0.00	\$515,362.00	(\$23,082.00)
Office of Mission							
Administrative Expense	\$2,000.00	\$0.00	\$2,000.00	\$1,250.00	\$0.00	\$1,250.00	(\$750.00)
Episcopal Relief and Dev./Admin. & Promotion	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Domestic and International Mission & Service Proj	ects:						
Mission Area Council Mission & Svc Projects	\$8,000.00	\$0.00	\$8,000.00	\$8,000.00	\$0.00	\$8,000.00	\$0.00
Domestic Mission & Service Projects	\$10,000.00	\$0.00	\$10,000.00	\$10,000.00	\$0.00	\$10,000.00	\$0.00
International. Mission & Service Projects	\$10,000.00	\$0.00	\$10,000.00	\$10,000.00	\$0.00	\$10,000.00	\$0.00
Total Domestic & Intl Mission & Service Projects	\$28,000.00	\$0.00	\$28,000.00	\$28,000.00	\$0.00	\$28,000.00	\$0.00
Community of Deacons	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Intl Development Grant (.7% of receipts) MDG	\$21,000.00	\$0.00	\$21,000.00	\$20,350.00	\$0.00	\$20,350.00	(\$650.00)
Commission on Global and Domestic Mission	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Social Concerns/Advocacy	\$1,000.00	\$0.00	\$1,000.00	\$1,000.00	\$0.00	\$1,000.00	\$0.00
Ohio Council of Churches	\$3,000.00	\$0.00	\$3,000.00	\$3,000.00	\$0.00	\$3,000.00	\$0.00
Ohio Council of Churches	\$0.00	\$1,000.00	\$1,000.00	\$0.00	\$1,000.00	\$1,000.00	\$0.00
Episcopal Community Services	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Health Ministry Task Force	\$500.00	\$0.00	\$500.00	\$500.00	\$0.00	\$500.00	\$0.00
Commission for Racial Understanding	\$0.00	\$4,000.00	\$4,000.00	\$0.00	\$4,000.00	\$4,000.00	\$0.00
Total Office of Mission	\$55,500.00	\$5,000.00	\$60,500.00	\$54,100.00	\$5,000.00	\$59,100.00	(\$1,400.00)
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Proposed Program and Budget Summary

Budget Summary

		2012					
-	Operating	Special Funds	Total	Operating	Special Funds	Total	Change
Office of the Bishop and Support Offices							
Office of the Bishop							
Bishop's Office Admin. Exp.	\$5,100.00	\$0.00	\$5,100.00	\$4,400.00	\$0.00	\$4,400.00	(\$700.00)
New Ministry Initiatives	\$4,000.00	\$0.00	\$4,000.00	\$0.00	\$3,500.00	\$3,500.00	(\$500.00)
Community Building/Hospitality	\$0.00	\$5,000.00	\$5,000.00	\$0.00	\$5,000.00	\$5,000.00	\$0.00
Reimbursement to Parishes-Time of Deans	\$16,000.00	\$0.00	\$16,000.00	\$16,000.00	\$0.00	\$16,000.00	\$0.00
Support for Mission Area Councils	\$24,000.00	\$0.00	\$24,000.00	\$24,000.00	\$0.00	\$24,000.00	\$0.00
Community Building/Hospitality	\$0.00	\$5,000.00	\$5,000.00	\$0.00	\$5,000.00	\$5,000.00	\$0.00
Total Office of the Bishop	\$49,100.00	\$10,000.00	\$59,100.00	\$44,400.00	\$13,500.00	\$57,900.00	(\$1,200.00)
Finance Office							
Treasurer's Office Admin. Exp.	\$3,600.00	\$0.00	\$3,600.00	\$3,300.00	\$0.00	\$3,300.00	(\$300.00)
Finance Office Business Exp.	\$800.00	\$0.00	\$800.00	\$800.00	\$0.00	\$800.00	\$0.00
Acctg. System Maintenance Cont	\$4,000.00	\$0.00	\$4,000.00	\$4,000.00	\$0.00	\$4,000.00	\$0.00
Archive Expense	\$700.00	\$0.00	\$700.00	\$500.00	\$0.00	\$500.00	(\$200.00)
Bank Fees	\$6,000.00	\$0.00	\$6,000.00	\$5,000.00	\$0.00	\$5,000.00	(\$1,000.00)
Payroll Service	\$2,400.00	\$0.00	\$2,400.00	\$2,000.00	\$0.00	\$2,000.00	(\$400.00)
Audit Fee	\$20,000.00	\$0.00	\$20,000.00	\$20,000.00	\$0.00	\$20,000.00	\$0.00
Total Finance Office	\$37,500.00	\$0.00	\$37,500.00	\$35,600.00	\$0.00	\$35,600.00	(\$1,900.00)
Development Office							
Administrative Expense	\$3,000.00	\$0.00	\$3,000.00	\$3,000.00	\$0.00	\$3,000.00	\$0.00
Promotion/Publications	\$1,000.00	\$0.00	\$1,000.00	\$700.00	\$0.00	\$700.00	(\$300.00)
Gift Tracking - Software Maintenance	\$4,500.00	\$0.00	\$4,500.00	\$4,500.00	\$0.00	\$4,500.00	\$0.00
Parochial Stewardship Education & Promotion	\$750.00	\$0.00	\$750.00	\$600.00	\$0.00	\$600.00	(\$150.00)
Episcopal Netwk for Stewardship - subscription	\$2,100.00	\$0.00	\$2,100.00	\$2,400.00	\$0.00	\$2,400.00	\$300.00
Planned Giving Resources & Promotional Mate	\$1,500.00	\$0.00	\$1,500.00	\$1,300.00	\$0.00	\$1,300.00	(\$200.00)
Expenses of Bishop's Appeal	\$0.00	\$29,500.00	\$29,500.00	\$0.00	\$29,500.00	\$29,500.00	\$0.00
Total Development Office	\$12,850.00	\$29,500.00	\$42,350.00	\$12,500.00	\$29,500.00	\$42,000.00	(\$350.00)
Communications Office							
Communication Admin. Exp.	\$2,200.00	\$0.00	\$2,200.00	\$1,800.00	\$0.00	\$1,800.00	(\$400.00)
Church Life/Professional Services (writing)	\$6,000.00	\$0.00	\$6,000.00	\$4,500.00	\$0.00	\$4,500.00	(\$1,500.00)
Church Life/Professional Svcs (photos/videos)	\$0.00	\$0.00	\$0.00	\$4,000.00	\$0.00	\$4,000.00	\$4,000.00
Church Life/Production-printin	\$35,000.00	\$0.00	\$35,000.00	\$39,000.00	\$0.00	\$39,000.00	\$4,000.00
Church Life/Postage	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Church Life/Mail List Mgt.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Directory & Canons	\$4,500.00	\$0.00	\$4,500.00	\$2,500.00	\$0.00	\$2,500.00	(\$2,000.00)
Diocesan Journal/Prnting & Dis	\$1,500.00	\$0.00	\$1,500.00	\$1,500.00	\$0.00	\$1,500.00	\$0.00
Advertising Campaign	\$49,100.00	\$0.00	\$49,100.00	\$45,400.00	\$0.00	\$45,400.00	(\$3,700.00)

		2012		2013				
	Operating	Special Funds	s Total	Operating	Special Funds	Total	Change	
Technology Consulting	\$12,000.00	\$0.00	\$12,000.00	\$9,100.00	\$0.00	\$9,100.00	(\$2,900.00)	
Diocesan Mailings	\$2,500.00	\$0.00	\$2,500.00	\$2,200.00	\$0.00	\$2,200.00	(\$300.00)	
Total Communications Office	\$112,800.00	\$0.00	\$112,800.00	\$110,000.00	\$0.00	\$110,000.00	(\$2,800.00)	
Personnel								
Salaries and Benefits								
Salaries/Wages-Diocesan Staff	\$1,063,933.77	\$0.00	\$1,063,933.77	\$1,063,933.77	\$0.00	\$1,063,933.77	\$0.00	
Contract Labor	\$40,000.00	\$0.00	\$40,000.00	\$40,000.00	\$0.00	\$40,000.00	\$0.00	
Part-time Temporary Help	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
FICA/Medicare Taxes	\$37,127.01	\$0.00	\$37,127.01	\$37,127.01	\$0.00	\$37,127.01	\$0.00	
Clergy Pension	\$94,809.33	\$0.00	\$94,809.33	\$94,809.33	\$0.00	\$94,809.33	\$0.00	
Lay Pension & Long Term Disabi	\$46,858.59	\$0.00	\$46,858.59	\$46,858.59	\$0.00	\$46,858.59	\$0.00	
Employees Health Insurance	\$235,010.22	\$0.00	\$235,010.22	\$235,010.22	\$0.00	\$235,010.22	\$0.00	
Employees Dental Insurance	\$14,911.08	\$0.00	\$14,911.08	\$14,911.08	\$0.00	\$14,911.08	\$0.00	
Group Life Insurance	\$1,452.00	\$0.00	\$1,452.00	\$1,452.00	\$0.00	\$1,452.00	\$0.00	
Workers Compensation	\$2,200.00	\$0.00	\$2,200.00	\$2,200.00	\$0.00	\$2,200.00	\$0.00	
Flexible Spending Plan	\$1,400.00	\$0.00	\$1,400.00	\$1,400.00	\$0.00	\$1,400.00	\$0.00	
Professional Education-Diocesan Staff	\$1,500.00	\$0.00	\$1,500.00	\$0.00	\$0.00	\$0.00	(\$1,500.00)	
Professional Education-Diocesan Staff	\$0.00	\$0.00	\$0.00	\$0.00	\$1,500.00	\$1,500.00	\$1,500.00	
Staff Training-Senior Staff	\$0.00	\$1,500.00	\$1,500.00	\$0.00	\$1,500.00	\$1,500.00	\$0.00	
Staff Training-Senior Staff	\$0.00	\$1,000.00	\$1,000.00	\$0.00	\$1,000.00	\$1,000.00	\$0.00	
Staff Training-Support Team	\$0.00	\$2,000.00	\$2,000.00	\$0.00	\$2,000.00	\$2,000.00	\$0.00	
Staff Training-Support Team	\$0.00	\$1,000.00	\$1,000.00	\$0.00	\$1,000.00	\$1,000.00	\$0.00	
Professional Education-Diocesan Staff	\$0.00	\$4,500.00	\$4,500.00	\$0.00	\$4,500.00	\$4,500.00	\$0.00	
Total Salaries and Benefits	\$1,539,202.00	\$10,000.00	\$1,549,202.00	\$1,537,702.00	\$11,500.00	\$1,549,202.00	\$0.00	
Benefit Expense - Retirees								
Retirees Health Ins.Supplement	\$14,000.00	\$0.00	\$14,000.00	\$6,000.00	\$7,000.00	\$13,000.00	(\$1,000.00)	
Retirees Group Life Insur./Lay	\$300.00	\$0.00	\$300.00	\$300.00	\$0.00	\$300.00	\$0.00	
Total Benefit Expense - Retirees	\$14,300.00	\$0.00	\$14,300.00	\$6,300.00	\$7,000.00	\$13,300.00	(\$1,000.00)	
Total Personnel	\$1,553,502.00	\$10,000.00	\$1,563,502.00	\$1,544,002.00	\$18,500.00	\$1,562,502.00	(\$1,000.00)	
Travel Expenses								
Total Staff Travel Reimbursements	\$76,500.00	\$0.00	\$76,500.00	\$74,500.00	\$0.00	\$74,500.00	(\$2,000.00)	
Mileage Reimbursements						·	•	
Mileage Reimbursement-Bishop	\$3,500.00	\$0.00	\$3,500.00	\$3,500.00	\$0.00	\$3,500.00	\$0.00	
Mileage Reimbursements - Volunteers	\$500.00	\$0.00	\$500.00	\$250.00	\$0.00	\$250.00	(\$250.00)	
Total Mileage Reimbursements	\$4,000.00	\$0.00	\$4,000.00	\$3,750.00	\$0.00	\$3,750.00	(\$250.00)	
Total Travel Expenses	\$80,500.00	\$0.00	\$80,500.00	\$78,250.00	\$0.00	\$78,250.00	(\$2,250.00)	

Proposed Program and Budget Summary

Budget Summary

Office Expenses Trinity Commons - T1 Internet Connection Telephone-Local Telephone-Long Distance Telephone-"800" Service Insurance-Liability, D&O, Bonding Hospitality Plant Maintenance Building Operating Expenses Real Estate Taxes Building Operating Expenses Total Office Expenses	\$2,100.00 \$5,000.00 \$1,000.00 \$750.00 \$12,000.00 \$2,000.00 \$126,614.00 \$12,000.00 \$12,000.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$116,525.00	\$2,100.00 \$5,000.00 \$1,000.00 \$750.00 \$12,000.00 \$2,000.00 \$126,614.00 \$12,000.00 \$116,525.00	\$6,000.00 \$4,500.00 \$700.00 \$350.00 \$12,000.00 \$0.00 \$124,500.00 \$8,000.00 \$156,050.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$130,000.00	\$6,000.00 \$4,500.00 \$700.00 \$350.00 \$12,000.00 \$2,000.00 \$0.00 \$124,500.00 \$8,000.00	\$3,900.00 (\$500.00) (\$300.00) (\$400.00) \$0.00 \$0.00 (\$2,114.00) (\$4,000.00)
Trinity Commons - T1 Internet Connection Telephone-Local Telephone-Long Distance Telephone-"800" Service Insurance-Liability, D&O, Bonding Hospitality Plant Maintenance Building Operating Expenses Real Estate Taxes Building Operating Expenses	\$5,000.00 \$1,000.00 \$750.00 \$12,000.00 \$2,000.00 \$0.00 \$126,614.00 \$12,000.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$116,525.00	\$5,000.00 \$1,000.00 \$750.00 \$12,000.00 \$2,000.00 \$0.00 \$126,614.00 \$12,000.00 \$116,525.00	\$4,500.00 \$700.00 \$350.00 \$12,000.00 \$0.00 \$124,500.00 \$8,000.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$2,000.00 \$0.00 \$0.00	\$4,500.00 \$700.00 \$350.00 \$12,000.00 \$2,000.00 \$0.00 \$124,500.00 \$8,000.00	(\$500.00) (\$300.00) (\$400.00) \$0.00 \$0.00 (\$2,114.00) (\$4,000.00)
Telephone-Local Telephone-Long Distance Telephone-"800" Service Insurance-Liability, D&O, Bonding Hospitality Plant Maintenance Building Operating Expenses Real Estate Taxes Building Operating Expenses	\$5,000.00 \$1,000.00 \$750.00 \$12,000.00 \$2,000.00 \$0.00 \$126,614.00 \$12,000.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$116,525.00	\$5,000.00 \$1,000.00 \$750.00 \$12,000.00 \$2,000.00 \$0.00 \$126,614.00 \$12,000.00 \$116,525.00	\$4,500.00 \$700.00 \$350.00 \$12,000.00 \$0.00 \$124,500.00 \$8,000.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$2,000.00 \$0.00 \$0.00	\$4,500.00 \$700.00 \$350.00 \$12,000.00 \$2,000.00 \$0.00 \$124,500.00 \$8,000.00	(\$500.00) (\$300.00) (\$400.00) \$0.00 \$0.00 (\$2,114.00) (\$4,000.00)
Telephone-Long Distance Telephone-"800" Service Insurance-Liability, D&O, Bonding Hospitality Plant Maintenance Building Operating Expenses Real Estate Taxes Building Operating Expenses	\$1,000.00 \$750.00 \$12,000.00 \$2,000.00 \$0.00 \$126,614.00 \$12,000.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$116,525.00	\$1,000.00 \$750.00 \$12,000.00 \$2,000.00 \$0.00 \$126,614.00 \$12,000.00 \$116,525.00	\$700.00 \$350.00 \$12,000.00 \$0.00 \$0.00 \$124,500.00 \$8,000.00	\$0.00 \$0.00 \$0.00 \$2,000.00 \$0.00 \$0.00	\$700.00 \$350.00 \$12,000.00 \$2,000.00 \$0.00 \$124,500.00 \$8,000.00	(\$300.00) (\$400.00) \$0.00 \$0.00 \$0.00 (\$2,114.00) (\$4,000.00)
Telephone-"800" Service Insurance-Liability, D&O, Bonding Hospitality Plant Maintenance Building Operating Expenses Real Estate Taxes Building Operating Expenses	\$750.00 \$12,000.00 \$2,000.00 \$0.00 \$126,614.00 \$12,000.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$116,525.00	\$750.00 \$12,000.00 \$2,000.00 \$0.00 \$126,614.00 \$12,000.00 \$116,525.00	\$350.00 \$12,000.00 \$0.00 \$124,500.00 \$8,000.00 \$0.00	\$0.00 \$0.00 \$2,000.00 \$0.00 \$0.00	\$350.00 \$12,000.00 \$2,000.00 \$0.00 \$124,500.00 \$8,000.00	(\$400.00) \$0.00 \$0.00 \$0.00 (\$2,114.00) (\$4,000.00)
Insurance-Liability, D&O, Bonding Hospitality Plant Maintenance Building Operating Expenses Real Estate Taxes Building Operating Expenses	\$12,000.00 \$2,000.00 \$0.00 \$126,614.00 \$12,000.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$116,525.00	\$12,000.00 \$2,000.00 \$0.00 \$126,614.00 \$12,000.00 \$116,525.00	\$12,000.00 \$0.00 \$0.00 \$124,500.00 \$8,000.00	\$0.00 \$2,000.00 \$0.00 \$0.00	\$12,000.00 \$2,000.00 \$0.00 \$124,500.00 \$8,000.00	\$0.00 \$0.00 \$0.00 (\$2,114.00) (\$4,000.00)
Hospitality Plant Maintenance Building Operating Expenses Real Estate Taxes Building Operating Expenses	\$2,000.00 \$0.00 \$126,614.00 \$12,000.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$116,525.00	\$2,000.00 \$0.00 \$126,614.00 \$12,000.00 \$116,525.00	\$0.00 \$0.00 \$124,500.00 \$8,000.00 \$0.00	\$2,000.00 \$0.00 \$0.00 \$0.00	\$2,000.00 \$0.00 \$124,500.00 \$8,000.00	\$0.00 \$0.00 (\$2,114.00) (\$4,000.00)
Plant Maintenance Building Operating Expenses Real Estate Taxes Building Operating Expenses	\$0.00 \$126,614.00 \$12,000.00 \$0.00	\$0.00 \$0.00 \$0.00 \$116,525.00	\$0.00 \$126,614.00 \$12,000.00 \$116,525.00	\$0.00 \$124,500.00 \$8,000.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$124,500.00 \$8,000.00	\$0.00 (\$2,114.00) (\$4,000.00)
Building Operating Expenses Real Estate Taxes Building Operating Expenses	\$126,614.00 \$12,000.00 \$0.00	\$0.00 \$0.00 \$116,525.00	\$126,614.00 \$12,000.00 \$116,525.00	\$124,500.00 \$8,000.00 \$0.00	\$0.00 \$0.00	\$124,500.00 \$8,000.00	(\$2,114.00) (\$4,000.00)
Real Estate Taxes Building Operating Expenses	\$12,000.00 \$0.00	\$0.00 \$116,525.00	\$12,000.00 \$116,525.00	\$8,000.00 \$0.00	\$0.00	\$8,000.00	(\$4,000.00)
Building Operating Expenses	\$0.00	\$116,525.00	\$116,525.00	\$0.00			
					\$130,000.00		MAD 475 00
Total Office Expenses	\$161,464.00	\$116,525.00	\$277,989.00	\$156 050 00		\$130,000.00	\$13,475.00
				\$130,030.00	\$132,000.00	\$288,050.00	\$10,061.00
Equipment 9 Cumplies							
Equipment & Supplies Postage Equip. (Lease & Maintenance)	\$2,000.00	\$0.00	\$2,000.00	\$1,600.00	\$0.00	\$1,600.00	(\$400.00)
, , ,	\$12,000.00	\$0.00	\$12,000.00	\$1,000.00	\$0.00	\$1,000.00	(\$1,000.00)
Postage-Usage Postage-Charged Back to Offices/Com.		\$0.00	(\$12,000.00)	(\$11,000.00)	\$0.00	(\$11,000.00)	\$1,000.00)
	(\$12,000.00) \$13,500.00	\$0.00	\$13,500.00	\$13,500.00	\$0.00	\$13,500.00	\$1,000.00
Copiers-Lease Expense	\$13,300.00	\$0.00	\$13,300.00	\$12,000.00	\$0.00	\$12,000.00	\$0.00
Copiers-Maintenance Charges				\$500.00			
Copies - Unreimbursed	\$500.00	\$0.00	\$500.00	·	\$0.00	\$500.00 \$1,000.00	\$0.00
Copier-Paper Copier-Charged Back to Offices/Com.	\$1,000.00 (\$25,800.00)	\$0.00 \$0.00	\$1,000.00 (\$25,800.00)	\$1,000.00 (\$25,800.00)	\$0.00 \$0.00	\$1,000.00 (\$25,800.00)	\$0.00 \$0.00
· -				,			
Computer Software	\$5,500.00 \$1,500.00	\$0.00 \$0.00	\$5,500.00 \$1,500.00	\$5,500.00 \$1,200.00	\$0.00 \$0.00	\$5,500.00 \$1,200.00	\$0.00 (\$300.00)
Computer Equipment Repair/Modification Office Furnishings	\$1,000.00	\$0.00	\$1,000.00	\$1,200.00	\$0.00	\$1,200.00	(\$500.00)
•						\$3,200.00	
Office Supplies	\$3,500.00 \$1,800.00	\$0.00 \$0.00	\$3,500.00 \$1,800.00	\$3,200.00 \$1,800.00	\$0.00 \$0.00	\$3,200.00	(\$300.00) \$0.00
Stationery/Printing			, ,				
Office Equipment-misc. Total Equipment & Supplies	\$500.00 \$17,000.00	\$0.00 \$0.00	\$500.00 \$17,000.00	\$0.00 \$15,000.00	\$0.00 \$0.00	\$0.00 \$15,000.00	(\$500.00) (\$2,000.00)
Total Equipment & Supplies	\$17,000.00	ψ0.00	φ17,000.00	φ13,000.00	ψ0.00	ψ10,000.00	(ψ2,000.00)
Total Office of the Bishop and Support Offices	\$2,024,716.00	\$166,025.00	\$2,190,741.00	\$1,995,802.00	\$193,500.00	\$2,189,302.00	(\$1,439.00)
AL EXPENSES	\$2,820,570.00	\$473,125.00	\$3,293,695.00	\$2,752,049.00	\$496,100.00	\$3,248,149.00	(\$45,546.00)
ID TRANSFERS							
NTER FUND TRANFERS							
Inter Fund Transfers to Other Funds							
Transfer To Cedar Hills Opg.	\$122,000.00	\$0.00	\$122,000.00	\$122,000.00	\$0.00	\$122,000.00	\$0.00
Total Inter Fund Transfers to Other Funds	\$122,000.00	\$0.00	\$122,000.00	\$122,000.00	\$0.00	\$122,000.00	\$0.00
TOTAL INTER FUND TRANFERS	\$122,000.00	\$0.00	\$122,000.00	\$122,000.00	\$0.00	\$122,000.00	\$0.00

	2012			2013				
	Operating	Special Funds	Total	Operating	Special Funds	Total	Change	
INTRA FUND TRANSFERS								
Intra Fund Transfers To/From Undesignated								
From Reserve for Computer Replacement	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
From Reserve for Sabbaticals	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
To Reserve General Convention	\$12,000.00	\$0.00	\$12,000.00	\$10,000.00	\$0.00	\$10,000.00	(\$2,000.00)	
To Reserve Lambeth Conf. Trvl.	\$2,000.00	\$0.00	\$2,000.00	\$2,000.00	\$0.00	\$2,000.00	\$0.00	
To Reserve Future Epis. Trans.	\$10,000.00	\$0.00	\$10,000.00	\$10,000.00	\$0.00	\$10,000.00	\$0.00	
To Reserve - Trinity Commons Capital	\$10,000.00	\$0.00	\$10,000.00	\$10,000.00	\$0.00	\$10,000.00	\$0.00	
Total Intra Fund Transfers To/From Undesignated	\$34,000.00	\$0.00	\$34,000.00	\$32,000.00	\$0.00	\$32,000.00	(\$2,000.00)	
TOTAL INTRA FUND TRANFERS	\$34,000.00	\$0.00	\$34,000.00	\$32,000.00	\$0.00	\$32,000.00	(\$2,000.00)	
TOTAL FUND TRANSFERS	\$156,000.00	\$0.00	\$156,000.00	\$154,000.00	\$0.00	\$154,000.00	(\$2,000.00)	
NET SURPLUS/(DEFICIT)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$29,479.00	

	Eight Mont	ths Ended August 31,	2012	
_	Operating	Special Funds	Total Actual	Annual Budget
RECEIPTS -				
SUPPORT FROM CONGREGATIONS				
Assessment Income (current year)	\$1,239,024.88	\$0.00	\$1,239,024.88	\$2,400,000.00
Assessment Income (prior year(s))	(\$54,096.41)	\$0.00	(\$54,096.41)	\$10,000.00
TOTAL SUPPORT FROM CONGREGATIONS	\$1,184,928.47	\$0.00	\$1,184,928.47	\$2,410,000.00
ENDOWMENT INCOME				
Endowment-Episcopate (Distrib.)	\$93,839.76	\$0.00	\$93,839.76	\$140,629.92
Endowment-Missions (Distrib)	\$27,657.52	\$0.00	\$27,657.52	\$41,448.29
Endowment-Custodial (Distrib.)	\$2,551.04	\$0.00	\$2,551.04	\$455.82
Endowment-Lay Pension	\$4,368.16	\$0.00	\$4,368.16	\$6,546.21
Endowment - Bishop's Office	\$0.00	\$0.00	\$0.00	\$32,939.71
JIF Dist Ellen King - BD	\$451.85	\$0.00	\$451.85	\$0.00
Endowment Income - Legacy endowments	\$1,621.52	\$0.00	\$1,621.52	\$2,430.03
Endowment - ECSF - Administration (Actual)	\$21,341.04	\$0.00	\$21,341.04	\$31,982.42
TOTAL ENDOWMENT INCOME	\$151,830.89	\$0.00	\$151,830.89	\$256,432.40
TOTAL INVESTMENT INCOME - OTHER				
Distribution JIF-General Funds	\$61,144.88	\$0.00	\$61,144.88	\$93,728.56
Distribution JIF-Unrestricted Custodial Accts	\$12,798.00	\$0.00	\$12,798.00	\$17,408.14
TOTAL INVESTMENT INCOME	\$73,942.88	\$0.00	\$73,942.88	\$111,136.70
FEES RECEIVED FOR ADMINISTRATIVE SERVICES				
Darnell Adm. Fees	\$2,418.88	\$0.00	\$2,418.88	\$3,628.28
Brayton Administration Fees	\$7,214.16	\$0.00	\$7,214.16	\$10,821.18
Church Home Admin. Fee	\$26,140.56	\$0.00	\$26,140.56	\$39,210.86
Holy Cross House - Admin. Fee	\$4,880.16	\$0.00	\$4,880.16	\$7,320.21
Joint Investment Fund Admin. Fee	\$54,459.52	\$0.00	\$54,459.52	\$81,689.30
BLF Loans and Grants Administrative Fee	\$12,942.96	\$0.00	\$12,942.96	\$19,414.47
Other Fees & Reimbursements	\$2,500.00	\$0.00	\$2,500.00	\$0.00
Cooper Administration Fees	\$466.80	\$0.00	\$466.80	\$700.19
Miller Funds Administrative Fee	\$14,428.24	\$0.00	\$14,428.24	\$21,642.36
Education Funds - Hornby Adm. Fees	\$3,182.72	\$0.00	\$3,182.72	\$4,774.05
TOTAL FEES RECEIVED FOR ADMINISTRATIVE SERVIC	CES \$128,634.00	\$0.00	\$128,634.00	\$189,200.90
OTHER RECEIPTS				
Other Income	\$43.04	\$0.00	\$43.04	\$0.00
Gifts-Individuals	\$2,035.00	\$0.00	\$2,035.00	\$0.00
Grants Received for Operating items	\$0.00	\$0.00	\$0.00	\$7,500.00
Grants - Foundations	\$0.00	\$0.00	\$0.00	\$2,300.00
TOTAL OTHER RECEIPTS	\$2,078.04	\$0.00	\$2,078.04	\$9,800.00
FROM SPECIAL FUNDS				
From Special Funds-BLF Loans and Grants	\$0.00	\$78,615.77	\$78,615.77	\$116,525.00
From Special Funds - Library Fund	\$0.00	\$0.00	\$0.00	\$3,000.00

Fight	Months	Ended	August 31	2012

	Eight Month	s Ended August 31, 20	12	
	Operating	Special Funds	Total Actual	Annual Budget
From Special Funds - Youth Scholarship Fund	\$0.00	\$1,204.49	\$1,204.49	\$1,500.00
From Special Funds - Kenyon Conference Fund	\$0.00	\$0.00	\$0.00	\$4,500.00
From Legacy Endowments-Arthur B. Williams, Jr. Fun	\$0.00	\$7,333.28	\$7,333.28	\$11,000.00
From Special Funds - Bishop's Discretionary Fund	\$0.00	\$4,866.89	\$4,866.89	\$5,000.00
From Special Funds - Bishop's Appeal	\$0.00	\$59,379.01	\$59,379.01	\$73,500.00
From Special Funds-Custodial JIF	\$0.00	\$85,508.79	\$85,508.79	\$108,000.00
From Special Funds - Custodial JIF MM	\$0.00	\$750.00	\$750.00	\$1,000.00
From Special Funds-Education Funds	\$0.00	\$69,132.72	\$69,132.72	\$149,100.00
TOTAL FROM SPECIAL FUNDS	\$0.00	\$306,790.95	\$306,790.95	\$473,125.00
TOTAL RECEIPTS	\$1,541,414.28	\$306,790.95	\$1,848,205.23	\$3,449,695.00
EXPENSES				
OFFICE OF MINISTRY				
CLERGY FORMATION				
Ordination Process	\$5,498.51	\$0.00	\$5,498.51	\$14,000.00
Post-Ordination Internships	\$0.00	\$32,000.00	\$32,000.00	\$40,000.00
Summer Seminarian Internships	\$0.00	\$0.00	\$0.00	\$4,000.00
Miller-Scholarships/Formation & Train	\$0.00	\$13,378.50	\$13,378.50	\$45,000.00
Post-Ordination Internships	\$0.00	\$17,453.28	\$17,453.28	\$21,500.00
Deacon Formation Program	\$0.00	\$3,200.00	\$3,200.00	\$13,000.00
TOTAL CLERGY FORMATION	\$5,498.51	\$66,031.78	\$71,530.29	\$137,500.00
GI EDGIV GUDDODT				
CLERGY SUPPORT Fresh Start	\$5.90	\$0.00	\$5.90	\$0.00
	\$27.48	\$0.00		\$1,000.00
Clergy & Lay Professional Families Program	\$44.80	\$0.00	\$27.48 \$44.80	\$1,000.00
Clergy Group Life Insurance	\$0.00	\$0.00	\$0.00	\$500.00
Honorarium -Chaplain for Spouse D&ICF-Counseling/Clergy & Families	\$0.00	\$4,739.46	\$4,739.46	\$12,000.00
	\$0.00	\$2,497.00	\$4,739.46	\$12,000.00
D&ICF-Health Ins. Prem./Spec. Circumstances	\$0.00	\$1,379.94	\$1,379.94	\$3,000.00
Fresh Start TOTAL CLERGY SUPPORT	\$78.18	\$8,616.40	\$8,694.58	\$16,500.00
				<u> </u>
CLERGY DEVELOPMENT				
Commission on Ministry	\$0.00	\$0.00	\$0.00	\$950.00
Miller-Clergy Days	\$0.00	\$5.00	\$5.00	\$600.00
Lay Professional Day	\$0.00	\$0.00	\$0.00	\$1,000.00
Educ. Fnds-Clergy Cont. Education Grants	\$0.00	\$4,188.46	\$4,188.46	\$15,000.00
Educ.Fnds-Lay Cont. Education Grants	\$0.00	\$2,978.33	\$2,978.33	\$4,000.00
Clergy Conferences	\$0.00	\$19,602.23	\$19,602.23	\$20,000.00
Miller-Clergy Professional Ed. Prog.	\$0.00	(\$61.31)	(\$61.31)	\$1,000.00
TOTAL CLERGY DEVELOPMENT	\$0.00	\$26,712.71	\$26,712.71	\$42,550.00
Winter Gathering				
Winter Gathering	\$0.00	\$5,846.70	\$5,846.70	\$10,000.00
Total Winter Gathering	\$0.00	\$5,846.70	\$5,846.70	\$10,000.00

-	Light WORth	s Ended August 31, 201 Special	Total	Annual
_	Operating	Funds	Actual	Budget
CLERGY DEPLOYMENT	_			
Search Exp. Assistance/Parish	\$98.25	\$0.00	\$98.25	\$4,000.00
Interim Team Training	\$314.90	\$0.00	\$314.90	\$500.00
Background Checks	(\$20.00)	\$0.00	(\$20.00)	\$950.00
TOTAL CLERGY DEPLOYMENT	\$393.15	\$0.00	\$393.15	\$5,450.00
PLANNING & ADMINISTRATION				
Admin. Exp./Ordained Ministry	\$1,942.55	\$0.00	\$1,942.55	\$2,300.00
Admin. Exp./Deployment	\$1,609.57	\$0.00	\$1,609.57	\$1,710.00
TOTAL CLERGY ADMIN./PLANNINGS	\$3,552.12	\$0.00	\$3,552.12	\$4,010.00
TOTAL FOR OFFICE FOR MINISTRY	\$9,521.96	\$107,207.59	\$116,729.55	\$216,010.00
OFFICE FOR CONGREGATIONS AND CHRISTIAN FORMA	ATION			
Administration	\$3,365.43	\$0.00	\$3,365.43	\$9,000.00
AID TO CONGREGATIONS				
ESMTOS (Episcopal Shared Ministry - Trinity and Our	\$10,000.00	\$0.00	\$10,000.00	\$15,000.00
St. Paul's, Bellevue	\$3,000.00	\$0.00	\$3,000.00	\$4,000.00
St. Patrick's, Brunswick	\$4,500.00	\$0.00	\$4,500.00	\$6,000.00
Trinity, New Philadelphia	\$3,750.00	\$0.00	\$3,750.00	\$5,000.00
Grace, Defiance	\$3,750.00	\$0.00	\$3,750.00	\$5,000.00
Episcopal West Side Shared Ministries	\$13,333.36	\$0.00	\$13,333.36	\$20,000.00
St. Matthew, Ashland	\$5,250.00	\$0.00	\$5,250.00	\$7,000.00
St. Paul's, Norwalk (formerly North Central Episcopal S	\$3,750.00	\$0.00	\$3,750.00	\$5,000.00
Anticipated Opportunities	\$0.00	\$0.00	\$0.00	\$1,000.00
Episcopal West Side Shared Ministry	\$0.00	\$7,333.28	\$7,333.28	\$11,000.00
Church of the Ascension	\$0.00	\$16,000.00	\$16,000.00	\$0.00
St. Mark's, Sidney	\$0.00	\$28,000.00	\$28,000.00	\$42,000.00
Episcopal West Side Shared Ministries (EWSSM)	\$0.00	\$9,333.36	\$9,333.36	\$14,000.00
TOTAL AID TO CONGREGATIONS	\$47,333.36	\$60,666.64	\$108,000.00	\$135,000.00
OTHER GRANTS				
Young Adult and College Ministry Grants	\$21,109.16	\$0.00	\$21,109.16	\$22,000.00
Unbinding the Gospel Coaching	\$2,266.67	\$0.00	\$2,266.67	\$2,000.00
Agape Ministry Support	\$5,000.00	\$0.00	\$5,000.00	\$5,000.00
Adult Chirstian Formation	\$616.67	\$0.00	\$616.67	\$6,500.00
Lay Continuing Education	\$1,104.00	\$0.00	\$1,104.00	\$1,000.00
Children & Youth Formation Grants	\$0.00	\$0.00	\$0.00	\$4,000.00
Youth Scholarships	\$0.00	\$1,204.49	\$1,204.49	\$1,500.00
Ministry and Growth Grants	\$0.00	\$9,600.00	\$9,600.00	\$24,000.00
TOTAL OTHER GRANTS	\$30,096.50	\$10,804.49	\$40,900.99	\$66,000.00
TASK GROUP FUNDS				
Evangelism	\$0.00	\$0.00	\$0.00	\$2,000.00
Natural Church Development	\$971.09	\$0.00	\$971.09	\$6,000.00

Eight Months Ended August 31, 2012

	Eight Month	s Ended August 31, 2	U12	
	Operating	Special Funds	Total Actual	Annual Budget
Parish Leadership Development	\$0.00	\$0.00	\$0.00	\$2,000.00
Liturgy and Worship	\$0.00	\$0.00	\$0.00	\$2,000.00
Lay Adult Christian Formation	\$739.39	\$0.00	\$739.39	\$2,000.00
Parish Children and Youth Ministry	\$715.85	\$0.00	\$715.85	\$2,000.00
Young Adult and Campus Ministries	\$427.51	\$0.00	\$427.51	\$2,000.00
Diocesasn Youth Programs				
Diocesan Youth Event (DYE)	\$0.00	\$0.00	\$0.00	\$2,000.00
Happening	\$780.76	\$0.00	\$780.76	\$2,500.00
Spring Youth Gathering	(\$2,019.14)	\$0.00	(\$2,019.14)	\$2,000.00
Youth Leadership Training	\$927.50	\$0.00	\$927.50	\$3,000.00
Children's Programs at Diocesan Events	\$0.00	\$0.00	\$0.00	\$500.00
Administration - Youth Events	\$2,187.19	\$0.00	\$2,187.19	\$2,000.00
Total Diocesasn Youth Programs	\$1,876.31	\$0.00	\$1,876.31	\$12,000.00
TOTAL TASK GROUP FUNDS	\$4,730.15	\$0.00	\$4,730.15	\$30,000.00
OTHER EXPENSES				
Winter Convocation	\$3,716.96	\$0.00	\$3,716.96	\$3,000.00
Education for Ministry	\$906.57	\$0.00	\$906.57	\$1,500.00
Kenyon Summer Conference	\$0.00	\$0.00	\$0.00	\$5,000.00
Leadership Development Events	\$2,929.12	\$0.00	\$2,929.12	\$5,500.00
Biennial Mission Area Formation/Leadership Workshop	\$0.00	\$0.00	\$0.00	\$3,000.00
Additonal Opportunities	\$0.00	\$0.00	\$0.00	\$15,000.00
Resource Center-Materials/Supp	\$0.00	\$0.00	\$0.00	\$3,000.00
Winter Convocation	\$0.00	\$14,969.01	\$14,969.01	\$12,000.00
TOTAL OTHER EXPENSES	\$7,552.65	\$14,969.01	\$22,521.66	\$48,000.00
TOTAL FOR OFFICE FOR CONGREGATIONS AND CHRI	STIAN FORMSATION09	\$86,440.14	\$179,518.23	\$288,000.00
DIOCESAN, EPISCOPAL CHURCH AND ANGLICAN CO!	MMUNION RESP.			
GENERAL CHURCH				
Assessment	\$341,633.36	\$0.00	\$341,633.36	\$512,450.00
Provincial Synod	\$5,994.00	\$0.00	\$5,994.00	\$5,994.00
Travel to Provincial Synod	\$1,000.00	\$0.00	\$1,000.00	\$1,000.00
TOTAL GENERAL CHURCH	\$348,627.36	\$0.00	\$348,627.36	\$519,444.00
DIOCESE OF OHIO				
Diocesan Convention	\$1,079.77	\$0.00	\$1,079.77	\$17,000.00
Diocesan Council	\$119.34	\$0.00	\$119.34	\$2,000.00
TOTAL DIOCESE OF OHIO	\$1,199.11	\$0.00	\$1,199.11	\$19,000.00
ANGLICAN RESERVES				
General Convention-from Reserve	\$32,433.07	\$0.00	\$32,433.07	\$0.00
Total ANGLICAN RESERVES	\$32,433.07	\$0.00	\$32,433.07	\$0.00
TOTAL DIOCESAN, EPISCOPAL CHURCH AND ANGLIC	CAN COMM \$38025RES P	\$0.00	\$382,259.54	\$538,444.00

Eiaht	Months	Ended	August	31.	2012

	Light months	Enaca August 51, 201	-	
	Operating	Special Funds	Total Actual	Annual Budget
OFFICE OF MISSION				
Administrative Expense	\$50.00	\$0.00	\$50.00	\$2,000.00
Episcopal Relief and Dev./Admin. & Promotion	\$840.21	\$0.00	\$840.21	\$0.00
Domestic and International Mission & Service Projects				
Mission Area Council Mission & Service Projects	\$8,000.00	\$0.00	\$8,000.00	\$8,000.00
Domestic Mission & Service Projects	\$0.00	\$0.00	\$0.00	\$10,000.00
International Mission & Service Projects	\$14,177.25	\$0.00	\$14,177.25	\$10,000.00
Commission on Global and Domestic Mission (CGDM	\$1,024.98	\$0.00	\$1,024.98	\$0.00
Social Concerns/Advocacy	\$394.15	\$0.00	\$394.15	\$1,000.00
Ohio Council of Churches	\$2,250.00	\$0.00	\$2,250.00	\$3,000.00
MDG Expense	\$0.00	\$0.00	\$0.00	\$21,000.00
Episcopal Community Services	\$160.12	\$0.00	\$160.12	\$0.00
Health Ministry Task Force	\$37.62	\$0.00	\$37.62	\$500.00
Commission for Racial Understanding	\$0.00	\$369.96	\$369.96	\$4,000.00
Ohio Council of Churches	\$0.00	\$750.00	\$750.00	\$1,000.00
Total Domestic and International Mission & Service Projects	\$26,044.12	\$1,119.96	\$27,164.08	\$58,500.00
TOTAL OFFICE OF MISSION	\$26,934.33	\$1,119.96	\$28,054.29	\$60,500.00
OFFICE OF THE BISHOP AND SUPPORT OFFICES				
OFFICE OF THE BISHOP				
Bishop's Office Admin. Exp.	\$1,184.73	\$0.00	\$1,184.73	\$5,100.00
Bishop's Office Business Exp.	\$426.81	\$0.00	\$426.81	\$0.00
Conflict Consultation	\$1,387.50	\$0.00	\$1,387.50	\$0.00
Support for Mission Area Councils	\$30,525.00	\$0.00	\$30,525.00	\$24,000.00
New Ministry Initiatives	\$1,352.72	\$0.00	\$1,352.72	\$4,000.00
Reimbursement to Parishes-Time of Deans	\$8,157.74	\$0.00	\$8,157.74	\$16,000.00
Community Building/Hospitality	\$0.00	\$4,866.89	\$4,866.89	\$5,000.00
Community Building/Hospitality	\$0.00	\$1,161.59	\$1,161.59	\$5,000.00
TOTAL OFFICE OF THE BISHOP	\$43,034.50	\$6,028.48	\$49,062.98	\$59,100.00
FINANCE OFFICE				
Treasurer's Office Admin. Exp.	\$3,512.64	\$0.00	\$3,512.64	\$3,600.00
Finance Office Business Exp.	\$796.98	\$0.00	\$796.98	\$800.00
Acctg. System Maintenance Cont	\$4,533.26	\$0.00	\$4,533.26	\$4,000.00
Archive Expense	\$160.04	\$0.00	\$160.04	\$700.00
Bank Fees	\$9,319.40	\$0.00	\$9,319.40	\$6,000.00
Payroll Service	\$1,271.96	\$0.00	\$1,271.96	\$2,400.00
Audit Fee	\$20,000.00	\$0.00	\$20,000.00	\$20,000.00
Workshops/Resources Parish Tre	\$251.45	\$0.00	\$251.45	\$0.00
Parish Audit Team	(\$3,605.90)	\$0.00	(\$3,605.90)	\$0.00
Episcopal Safety Officer program	\$2,503.00	\$0.00	\$2,503.00	\$0.00
TOTAL FINANCE OFFICE	\$38,742.83	\$0.00	\$38,742.83	\$37,500.00

Eight Months	Ended	August 31,	2012
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	Eight Months Ended August 31, 2012			
	Operating	Special Funds	Total Actual	Annual Budget
DEVELOPMENT OFFICE				
Administrative Expense	\$1,140.70	\$0.00	\$1,140.70	\$3,000.00
Promotion/Publications	\$0.00	\$0.00	\$0.00	\$1,000.00
Gift Tracking - Software Maintenance	\$4,652.47	\$0.00	\$4,652.47	\$4,500.00
Stewardship Education & Promotion	\$250.00	\$0.00	\$250.00	\$750.00
Episcopal Network for Stewardship - subscription	\$0.00	\$0.00	\$0.00	\$2,100.00
Gift Planning - Resources and Promotion	\$290.00	\$0.00	\$290.00	\$1,500.00
Expenses of Bishop's Appeal	\$0.00	\$27,379.01	\$27,379.01	\$29,500.00
TOTAL DEVELOPMENT OFFICE	\$6,333.17	\$27,379.01	\$33,712.18	\$42,350.00
COMMUNICATIONS OFFICE				
Communication Admin. Exp.	\$885.50	\$0.00	\$885.50	\$2,200.00
Church Life/Professional Services (writing)	\$1,875.43	\$0.00	\$1,875.43	\$6,000.00
Church Life/Professional Services (photos/videos)	\$2,030.00	\$0.00	\$2,030.00	\$0.00
Church Life/Production-printin	\$13,902.87	\$0.00	\$13,902.87	\$35,000.00
Church Life/Postage	\$5,619.33	\$0.00	\$5,619.33	\$0.00
Church Life/Misc. Expense	\$652.45	\$0.00	\$652.45	\$0.00
Directory & Canons	\$6.80	\$0.00	\$6.80	\$4,500.00
Diocesan Journal/Prnting & Dis	\$678.70	\$0.00	\$678.70	\$1,500.00
· ·	\$60,041.71	\$0.00	\$60,041.71	\$49,100.00
Advertising Campaign	\$822.50	\$0.00	\$822.50	\$12,000.00
Technology Consulting Diocesan Mailings	\$1,514.81	\$0.00	\$1,514.81	\$2,500.00
TOTAL COMMUNICATIONS OFFICE	\$88,030.10	\$0.00	\$88,030.10	\$112,800.00
PERSONNEL				
Salaries and Benefits				
Salaries/Wages-Diocesan Staff	\$706,358.59	\$0.00	\$706,358.59	\$1,063,933.77
Overtime-nonexempt Salaried Dio.Staff	\$147.24	\$0.00	\$147.24	\$0.00
Contract Personnel Expense	\$25,468.40	\$0.00	\$25,468.40	\$40,000.00
Part-time Temporary Help	\$5,114.50	\$0.00	\$5,114.50	\$0.00
FICA/Medicare Taxes	\$24,799.29	\$0.00	\$24,799.29	\$37,127.01
Clergy Pension	\$63,293.24	\$0.00	\$63,293.24	\$94,809.33
Lay Pension & Long Term Disabi	\$33,325.44	\$0.00	\$33,325.44	\$46,858.59
Employees Health Insurance	\$138,103.04	\$0.00	\$138,103.04	\$235,010.22
Employees Dental Insurance	\$8,282.56	\$0.00	\$8,282.56	\$14,911.08
Group Life Insurance	\$968.00	\$0.00	\$968.00	\$1,452.00
Workers Compensation	\$1,201.70	\$0.00	\$1,201.70	\$2,200.00
Flexible Spending Plan	\$1,254.00	\$0.00	\$1,254.00	\$1,400.00
COBRA Administrative Fees	\$42.00	\$0.00	\$42.00	\$0.00
Professional Education-Diocesan Staff	\$1,743.98	\$0.00	\$1,743.98	\$1,500.00
Staff Training-Senior Staff	\$81.42	\$0.00	\$81.42	\$1,000.00
Staff Training-Support Team	\$315.00	\$0.00	\$315.00	\$1,000.00
Professional Education-Diocesan Staff	\$0.00	\$0.00	\$0.00	\$4,500.00
Staff Training - Senior Staff	\$0.00	\$0.00	\$0.00	\$1,500.00
Staff Training-Support Team	\$0.00	\$0.00	\$0.00	\$2,000.00
Total Salaries and Benefits	\$1,010,498.40	\$0.00	\$1,010,498.40	\$1,549,202.00
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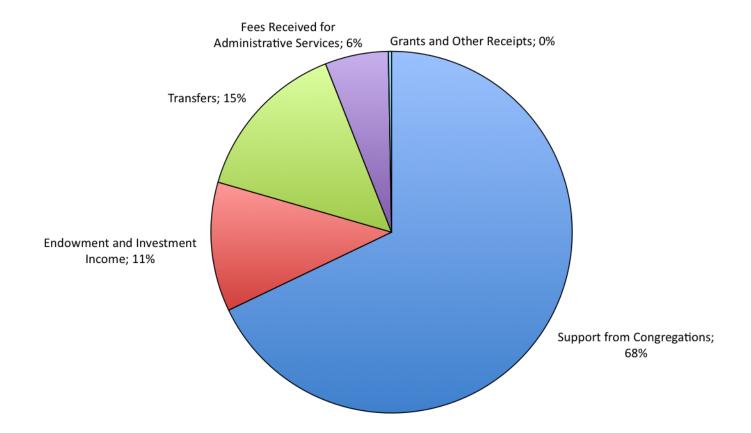
-	Eight Months Ended August 31, 201		Total	Annual
_	Operating	Special Funds	Actual	Budge
Benefit Expense - Retirees				
Retirees Health Ins.Supplement	\$8,779.12	\$0.00	\$8,779.12	\$14,000.00
	(\$70.65)	\$0.00	(\$70.65)	\$300.00
Retirees Group Life Insur./Lay	\$8,708.47	\$0.00	\$8,708.47	\$14,300.00
Total Benefit Expense - Retirees	\$6,706.47	\$0.00	\$6,706.47	\$14,500.00
TOTAL PERSONNEL	\$1,019,206.87	\$0.00	\$1,019,206.87	\$1,563,502.00
TRAVEL EXPENSES				
STAFF TRAVEL REIMBURSMENTS				
TRVL-Bishop	\$8,598.47	\$0.00	\$8,598.47	\$20,000.00
TRVL-Assisting Bishops	\$12,176.95	\$0.00	\$12,176.95	\$20,000.00
TRVL - Canon to the Ordinary	\$3,448.04	\$0.00	\$3,448.04	\$5,000.00
TRVL-Treasurer	\$0.00	\$0.00	\$0.00	\$500.00
TRVL-Chief Financial Officer	\$284.82	\$0.00	\$284.82	\$2,000.00
TRVL-Support Team	\$1,275.87	\$0.00	\$1,275.87	\$2,500.00
Travel - Sheadle Trust	\$0.00	\$0.00	\$0.00	\$1,500.00
TRVL-Canon for Ministry	\$3,627.22	\$0.00	\$3,627.22	\$7,000.00
TRVL-Canon for Congregations	\$7,264.53	\$0.00	\$7,264.53	\$7,500.00
TRVL-Stewardship/Development Officer	\$90.00	\$0.00	\$90.00	\$1,000.00
TRVL-Canon for Christian Formation	\$2,790.46	\$0.00	\$2,790.46	\$5,000.00
TRVL-Canon for Mission	\$3,780.66	\$0.00	\$3,780.66	\$3,500.00
TRVL-Communications Director	\$771.28	\$0.00	\$771.28	\$1,000.00
TOTAL STAFF TRAVEL REIMBURSEMENTS	\$44,108.30	\$0.00	\$44,108.30	\$76,500.00
MILEAGE REIMBURSEMENTS				
Mileage Reimbursement-Bishop	\$3,188.80	\$0.00	\$3,188.80	\$3,500.00
Mileage Reimbursement - Volunteers	\$12.60	\$0.00	\$12.60	\$500.00
TOTAL MILEAGE REIMBURSEMENTS	\$3,201.40	\$0.00	\$3,201.40	\$4,000.00
TOTAL TRAVEL EXPENSES	\$47,309.70	\$0.00	\$47,309.70	\$80,500.00
OFFICE EXPENSES				
Trinity Commons - T1 Internet Connection	\$3,996.00	\$0.00	\$3,996.00	\$2,100.00
Telephone-Local	\$1,898.98	\$0.00	\$1,898.98	\$5,000.00
Telephone-Long Distance	\$226.60	\$0.00	\$226.60	\$1,000.00
Telephone-"800" Service	\$151.66	\$0.00	\$151.66	\$750.00
Telephone-Advertising Exp.	\$677.50	\$0.00	\$677.50	\$0.00
Outside Services	\$314.44	\$0.00	\$314.44	\$0.00
Insurance-Liability, D&O, Bonding	\$10,178.75	\$0.00	\$10,178.75	\$12,000.00
Hospitality	\$856.65	\$0.00	\$856.65	\$2,000.00
Building Operating Expenses	\$84,354.23	\$0.00	\$84,354.23	\$126,614.00
Real Estate Taxes	\$7,924.31	\$0.00	\$7,924.31	\$12,000.00
Building Operating Expenses	\$0.00	\$78,615.77	\$78,615.77	\$116,525.00
TOTAL OFFICE EXPENSES	\$110,579.12	\$78,615.77	\$189,194.89	\$277,989.00
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	Ligit in	onino Enaca August o i	, 2012	
	Operating	Special Funds	Total Actual	Annual Budget
Postage Equip. (Lease & Maintenance)	\$1,265.69	\$0.00	\$1,265.69	\$2,000.00
Postage-Usage	\$5,184.07	\$0.00	\$5,184.07	\$12,000.00
Postage-Charged Back to Offices/Com.	(\$5,184.27)	\$0.00	(\$5,184.27)	(\$12,000.00)
Copiers-Lease Expense	\$8,928.00	\$0.00	\$8,928.00	\$13,500.00
Copiers-Maintenance Charges	\$3,512.44	\$0.00	\$3,512.44	\$12,000.00
Copies - Unreimbursed	\$0.00	\$0.00	\$0.00	\$500.00
Copies-Supplies	\$7.50	\$0.00	\$7.50	\$0.00
Copier-Paper	\$706.90	\$0.00	\$706.90	\$1,000.00
Copier-Charged Back to Offices/Com.	(\$9,439.62)	\$0.00	(\$9,439.62)	(\$25,800.00)
Computer Software	\$3,079.00	\$0.00	\$3,079.00	\$5,500.00
Computer Supplies	\$490.99	\$0.00	\$490.99	\$0.00
Computer Equipment Repair/Modification	\$50.00	\$0.00	\$50.00	\$1,500.00
Office Furnishings	\$998.75	\$0.00	\$998.75	\$1,000.00
Office Supplies	\$2,018.70	\$0.00	\$2,018.70	\$3,500.00
Stationery/Printing	\$1,164.00	\$0.00	\$1,164.00	\$1,800.00
Office Equipment-misc.	\$350.19	\$0.00	\$350.19	\$500.00
EQUIPMENT & SUPPLIES	\$13,132.34	\$0.00	\$13,132.34	\$17,000.00
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TOTAL OFFICE OF THE BISHOP AND SUPPORT OFFICE	S \$1,366,368.63	\$112,023.26	\$1,478,391.89	\$2,190,741.00
LEGAL FEES AND RELATED EXPENSES				
Legal & Other Expenses/Misconduct-from Reserve	\$2,844.27	\$0.00	\$2,844.27	\$0.00
Real Estate Taxes - Imperiled Parishes	\$100.00	\$0.00	\$100.00	\$0.00
TOTAL LEGAL FEES AND RELATED EXPENSES	\$2,944.27	\$0.00	\$2,944.27	\$0.00
TOTAL EXPENSES	\$1,881,106.82	\$306,790.95	\$2,187,897.77	\$3,293,695.00
FUND TRANSFERS				
INTER FUND TRANFERS				
INTER FUND TRANSFERS TO OTHER FUNDS				
Transfer To Cedar Hills Opg.	\$81,333.36	\$0.00	\$81,333.36	\$122,000.00
TOTAL INTER FUND TRANFERS TO OTHER FUNDS	\$81,333.36	\$0.00	\$81,333.36	\$122,000.00
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INTER FUND TRANSFERS FROM OTHER FUNDS				
Transfer From Other Custodial Funds	(\$16,627.93)	\$0.00	(\$16,627.93)	\$0.00
Transfer from Bishop's Appeal fund	(\$5,505.76)	\$0.00	(\$5,505.76)	\$0.00
TOTAL INTERFUND TRANSFERS FROM OTHER FUN	DS (\$22,133.69)	\$0.00	(\$22,133.69)	\$0.00
TOTAL INTER FUND TRANFERS	\$59,199.67	\$0.00	\$59,199.67	\$122,000.00
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INTRA FUND TRANSFERS				
INTRA FUND TRANSFERS FROM UNDESIGNATED				
To Reserve General Convention	\$24,627.93	\$0.00	\$24,627.93	\$12,000.00
To Reserve Lambeth Conf. Trvl.	\$1,333.36	\$0.00	\$1,333.36	\$2,000.00
To Reserve Future Epis. Trans.	\$6,666.64	\$0.00	\$6,666.64	\$10,000.00
To Reserve - Trinity Commons Capital	\$6,666.64	\$0.00	\$6,666.64	\$10,000.00

Eight Months Ended August 31, 2012

	Operating	Special Funds	Total Actual	Annual Budget
To Reserve for Congregations and Christian Formation	\$2,500.00	\$0.00	\$2,500.00	\$0.00
TOTAL INTRA FUND TRANSFERS FROM UNDESIGNATED	\$41,794.57	\$0.00	\$41,794.57	\$34,000.00
INTRA FUND TRANSFERS TO UNDESIGNATED				
From Reserve for General Convention	(\$32,433.07)	\$0.00	(\$32,433.07)	\$0.00
From Reserve for International Development	(\$12,655.75)	\$0.00	(\$12,655.75)	\$0.00
From Reserve for Advertising	(\$18,203.70)	\$0.00	(\$18,203.70)	\$0.00
From Reserve for Investment Gain Balance	(\$2,944.27)	\$0.00	(\$2,944.27)	\$0.00
From Reserve for Mission Area Councils	(\$6,525.00)	\$0.00	(\$6,525.00)	\$0.00
TOTAL INTRA FUND TRANSFERS TO UNDESIGNATED	(\$72,761.79)	\$0.00	(\$72,761.79)	\$0.00
TOTAL INTRA FUND TRANFERS	(\$30,967.22)	\$0.00	(\$30,967.22)	\$34,000.00
TOTAL FUND TRANSFERS	\$28,232.45	\$0.00	\$28,232.45	\$156,000.00
NET SURPLUS/(DEFICIT)	(\$367,924.99)	\$0.00	(\$367,924.99)	\$0.00

DIOCESAN FUNDING SOURCES 2013 Budget



Total	\$3,402,149	100.00%
Grants and Other Receipts	9,650	0.28%
Fees Received for Administrative Services	192,985	5.67%
Transfers	496,100	14.58%
Endowment and Investment Income	393,414	11.56%
Support from Congregations	\$2,310,000	67.91%
	<u>Amount</u>	<u>Percent</u>

Ministries Office

Transition Ministry

The Ministries Office, working with the Bishop, assists parishes during the transition between settled clergy, 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 continues as the Episcopal Church converts from CDO profiles to OTM portfolios.

Fresh Start

Fresh Start is a church wide program, lead by clergy in this diocese for clergy that are in new positions. The purpose of Fresh Start is "to support clergy... in navigating the critical period of transition in clergy leadership" Fresh Start is offering three overnight meetings to build new relationships between clergy, help them balance their lives in a new ministry and to work with them in this transition.

Commission on Ministry

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. The Commission on Ministry members is 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.

Clergy Formation

Scholarship Assistance: The Diocese of Ohio has been fortunate to be able to provide substantial financial assistance to individuals who are in the process of education and formation for ordained ministry. The Diocese's ability to offer scholarships for theological education is a result of the generosity of a number of benefactors over the years that have made provisions in their wills for such endowments. 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 two seminarians during the 2012-2013 academic year and a diaconal postulant.

Deacon Formation Program: A key piece in our diocesan priority to develop servant leaders is have a strong network of deacons who are able to both call

members of the diocese to develop their own diaconal ministry and assist individuals in understanding how their actions are spiritually formative. This year a cooperative program has been put together between the dioceses of Ohio, Southern Ohio and Pittsburg. In 2013, \$13,000 is allocated towards this process.

Special Ministries: 2013 is the seventh 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 salary of a college chaplain at Bowling Green State University. Funds are also being applied towards 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 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. This is the first year of the Lay Preaching College with 24 participants coming together for a weekend of instruction and then continuing over the year by on-line Bible study.

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 Episcopal Preaching Foundation offered a wonderful program with Dr. Amy Joy Leven and The Rev. Dr. Tom Brosend. Clergy Development also includes continuing education and sabbatical grants for clergy and lay professionals which are funded from two endowment funds. This year we hope to again offer an on-line course, for clergy and lay. Because each person can attend from home, costs are lower and the time commitment reduced.

Office for Congregations and Christian Formation

For the third year in a row 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.

Another 6% of our budget is directly available for use by the Congregations and Christian Formation Commission (CCFC). These funds are broken into categories to encourage and support different aspects of ministry and formation at the congregational level. The majority of the remainder is used for the annual Winter Convocation, the new improved diocesan Resource Center, a fund for leadership development events, a line item for additional opportunities that are sure to arise, and the administration expenses of our office.

The overall budget is \$19,000 (7%) less for 2013 than it was for 2012. Since 2011 this budget has decreased \$32,000 (11%). The specifics of those decreases are given below. The line item categories below are given in the same order as the accompanying detailed budget.

- 1. **Administration** (\$9,000) This includes office, travel, and related expenses. It is the same as last year. This continues to represent 3% of our expenditures.
- 2. Aid to Congregations (\$125,000) The largest expense for this office is Operating Expense Grants to congregations and shared ministries as they work, in most cases, to become financially self-sufficient. This year the total of such grants was decreased by \$10,000 and now represents 43% of our expenditures.

- 3. Other Grants (\$64,000) The second largest expense for this office is direct grants to congregations for growth in numbers, ministry, Christian formation for adults, children, and youth, college and young adult ministry, and Unbinding the Gospel support. The total of such grants decreased in this year's budget by \$2,000 and now represents 22% of our expenditures.
- 4. *Task Group Funding* (\$28,000) As mentioned in the opening paragraphs, the CCFC seeks to support congregational level ministries in several respective areas, including all of our funding for children and youth ministry. Overall this category is \$2,000 less than last year and continues to represent 10% of our budget.
- 5. Other Expenses (\$43,000) This area includes the cost for the Winter Convocation. The controlling committee for the Kenyon Conference voted this past year to discontinue that conference, so that line item is eliminated, saving \$5,000. These expenses represent 15% 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 \$487,725 is the **Diocese of Ohio's share of the Episcopal Church's budget**, as adopted by General Convention. The 2013 figure is \$24,725 lower than 2012. The decrease is due to lower operating income in 2011 vs. 2010. Full payment of our calculated share is a long-standing commitment of the diocese. This amount is calculated as follows:

(2011 Operating Income less \$120,000) x 19%

The provincial synod assessment of \$5,637 is calculated at 1.1% of our assessment to the national church for 2012 (\$512,450 x 1.1%). No travel is budgeted for Provincial Synod meetings, as 2013 is not a General Convention year.

Expenses of the annual Diocesan Convention increase \$3,000 to \$20,000 to provide for additional

costs of an off-site event. An amount of \$2,000 is budgeted for Diocesan Council in 2013, which pays for copies, postage, and the annual orientation meeting in December for the full Council. This amount is unchanged for 2013.

The allocation for **Reserve for Travel to General Convention** is decreased by \$2,000 to \$10,000 to begin funding for the triennial General Convention in 2015. Spending in 2012 was less than budget, so the reserve provision can be reduced. The **Reserve for Travel – Lambeth Conference** is funded for \$2,000. The amount for **Reserve for Future Episcopal Transition** remains the same at \$10,000. This reserve is periodically monitored to ensure adequate funding is available for the next transition in the Episcopate.

Collaborative Ministries

Cedar Hills Camp and Conference Center

The allocation in the diocesan budget for Cedar Hills remains at \$122,000 in 2013. These monies represent approximately one-third of the Cedar Hills annual operating budget. Annual inflation, marketing limitations due to the nature of our facility, temporary understaffing that has become the acceptable norm, and necessary maintenance of our aging facilities, continue to be a challenge when determining the level of appropriate support coming through the diocesan operating budget to subsidize what can be generated through our present hospitality and program. As with last year, this level of support will require continued operational concessions at Cedar Hills.

The Executive Director, The Rev. Peter W. Nielsen III, will continue to attend direct monitoring of all operating systems to accommodate the demands of regulatory agencies (potable water, septic plant, camp licensing, food service 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. Volunteerism, program design and delivery, staff recruitment and training, as well as direct service to user groups continue dilute time necessary for development and marketing at this time.

Once again, Cedar Hills will offer a nine-month operating year 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. This operational lull provides the Director, and the part time administrative assistant, to take earned time off, contribute to property maintenance that is difficult to do with guests, as well as attempt some level of development. We use this time for program

design and preparation, as well as, marketing Cedar Hills to user groups with the intention of maximizing our capacity to generate revenue while monitoring the property and its infrastructure.

The diocesan family will be experiencing 53 years of ministry at Cedar Hills Camp and Conference Center in 2013. It is important to note that while we are in the process of exploring a new venue for camp and retreat ministry, we continue to offer a program for all ages. Our programs are designed with a portable component in mind so that if we move we will "hit the ground running."

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 Employees that work throughout the operating year based on need and 20 –25 part-time (seasonal) stipendiary Summer Camp Program Staff (typically college students who have grown up in the program.)

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 15,000 contact hours per season, with room for growth. We engage campers, and staff alike, in exploration of their relationship with God, as well as how they might respond to that relationship through action in the world in which they live year-round. In 2012, we experienced a small decrease in Episcopal campers and significant growth in hospitality camps (CMHA Camps for children, GS-tag camp, Royal Family Kid's Camp and the Reading Camp conducted by St. Paul in Cleveland Heights) where our youth provide recreational leadership and learning opportunities. It is important to note that the Diocesan Youth Event has come back to Cedar Hills and a new Youth

Leadership Academy is now a part of our calendar of events in 2012-2013. The fee charged for these events easily suggests the contribution received through the diocesan budget to Cedar Hills in part underwrites each Episcopal youth that attends. In 2013, 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 a result of maintaining the property of 191-acres with 8-program buildings and supporting infrastructure. Each year we make some small progress in addressing deferred maintenance, however, with each year our supporting infrastructure and buildings become another year older and more susceptible to breakdown.

The challenges, limitations and 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.

It cannot be understated that Cedar Hills needs your support and will continue to provide until we have another option. Your support, and the hard work of the staff at Cedar Hills, will have a direct effect on our financial performance, especially, in this time of exploration and possible transition.

The Mission Office

Ohio's Mission Office is responsible for assisting parishes and diocesan ministries in the areas of mission, outreach and social justice. The focus of this office is to expand Ohio's local and global mission, providing guidance, counsel, and support to our parishes and regional Mission Areas as they engage in global and domestic mission, and support human rights and social justice issues, individually and collaboratively.

The Canon for Mission

Helps parishes develop collaborative mission initiatives, including community outreach, youth mission trips, and other service ministries, identifying potential projects, partners and funding sources;

Coordinates diocesan opportunities for mission service domestically and abroad;

Oversees deacons in their ministry of empowering individuals and parishes to fulfill their Christian vocation as servant leaders.

The Canon for Mission is the Bishop's staff liaison to the following commissions and committees:

Advocacy Committee

The Mission Office oversees the efforts of the Diocesan Advocacy Committee whose task it is to educate and raise up local human rights issues pertinent for our local parishes. The Bishop and Diocesan Council, acting on recommendations from the Advocacy Committee, name fundamental societal needs that parishes are invited and encourage to address individually and collectively to effect awareness, transformation, and healing.

Commission on Global and Domestic Mission (CGDM)

Formed in 2006, the CGDM was asked to help the diocese work toward the fulfillment of the Millennium Development Goals (MDGs), and to encourage and support domestic mission projects. The Diocese designates 0.7% of its annual budget toward projects that fulfill one or more of the eight MDGs. The CGDM then receives grant proposals from organizations and Churches that meet the standards for funding. The CGDM reviews the proposals and makes recommendations for allocation to the Bishop and Diocesan Council.

At the 193rd Convention, CGDM was asked to assist the Bishop to develop covenanted relationships with dioceses within the Anglican Communion. After considerable research and contacts, CGDM recommended, and the 195th Convention approved, that the Diocese pursue developing covenanted relationships with the Diocese of Tanga in Tanzania, Africa and the the Diocese of Belize in Central America.

The relationship with the Diocese of Tanzania has continued to benefit from the contacts developed by Mr. Brendan Knoblauch both in Tanga and in the medical community in Northern Ohio. A second shipping container of medical supplies from Medwish was sent to Tanga for use by the diocesan hospital and clinics. We were fortunate to receive financial underwriting for the cost of shipping by the Brother's Brother. Plans are currently underway to send a diocesan team to provide training and medical assistance in 2013. Bishop Hollingsworth intends to travel to Tanga in December with Bishop Shaw and others from the Diocese of Massachusetts. This joint trip will enable a conversation to take place about future joint opportunities for mission and ministry between the three dioceses.

This summer five members of the diocese, including 3 youth, traveled to Belize to build relationships and assist in organizing a diocesan youth camp. In June, Bishop Hollingsworth travelled to Belize to participate in the festivities celebrating the bicentennial of St. John's cathedral.

CGDM hopes that Ohio's relationship with Tanga and Belize include:

- Mutual encouragement and prayer for one another
- New knowledge of and concern for one another
- Exchange of resources, both spiritual and material.

Commission for Racial Understanding

Seeking Christ in all people and respecting the dignity of every human being - the Commission for Racial Understanding facilitates dialogue on transforming individuals' understanding of race, racism, and diversity. In addition to continuing to call attention to and break down various forms of institutional racism, the Commission seeks to offer programs and opportunity for individuals to become more self-aware of their own racial attitudes, biases, and stereotypes in a way that challenges them to overcome their own prejudices and failure to fully see others as beloved children of God, regardless of their race or ethnicity.

Episcopal Community Services

The Bishop's Annual Appeal is the vehicle by which Episcopal Community Services (ECS) is supported by the communicants and congregations of the Diocese of Ohio. This annual fundraising effort is essential to ECS's ability to help parishes fund ministries to the communities they serve.

ECS distributes grants to Episcopal congregations and collaborative community initiatives with a vibrant Episcopal connection that serve the basic needs of the community and/or educate and advocate for systemic change and justice;

The Church Home Grant, administered by ECS, assists Episcopal congregations fund ministries that specifically provide services and assistance to elderly parishioners and members of the community.

Jubilee Ministries

Founded in 1982 by the Episcopal Church 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). Jubilee Ministries issues grants as a concrete expression of the church's commitment to this ministry.

The Jubilee Ministry Mandate: 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."

The Sheadle Trust

Jasper and Kate Sheadle, devoted Episcopalians, established a trust "for the purpose of providing and paying suitable pensions and giving such suitable aid and assistance.... to aged, married couples and aged women residing in Cuyahoga County or Mahoning County, Ohio." The Sheadle Trust, administered by Key Bank and a board of trustees, continues to provide meaningful stipends to women and men who "have had their income reduced or cut off, so that they are without sufficient means to obtain the necessities or comforts of life."

Office of the Bishop and Support Offices

Office of the Bishop

This section remains mostly unchanged from the 2012 level. Total amount for the office was reduced by 2%. This was achieved by decreasing administrative cost by 15% and money set aside for new ministry initiatives by 12.5%. In addition funds for new ministry initiatives will come from special funds instead of general operating income.

Each Mission Area Council will continue to have access to \$3,000 from the Diocesan Operating Budget for its unrestricted use (i.e., administrative, event underwriting, educational, and service, etc.). [Note: Each Mission Area will also receive an additional \$1,000 from a line item in the Office of Mission section of the Budget that may only be used for outreach/service projects, either domestic or international.] Mission Area Councils will continue to report to Diocesan Council each year on the collaborative work that they are doing and how the money is being expended.

Diocesan Council will be discussing at their October meeting (which takes place after the deadline for this publication), if they will ask Mission Area Councils who have significant unspent money from previous years to report a plan for expending future dollars before releasing 2013 money.

Finance Office

The total of \$35,600 for the Finance Office represents a \$1,900 (5%) decrease from the 2012 budget.

The budget consists of administrative expenses and financial resource costs of \$4,100, maintenance costs for the accounting software of \$4,000, bank fees of \$5,000, archive expenses of \$500, payroll preparation

costs of \$2,000, and the fee for the Diocesan audit of \$20,000. These costs are essentially unchanged from the 2012 budget, or are reduced slightly.

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 \$37.8 million and 260 Diocesan and parish accounts); the health and dental insurance programs (currently offered by Medical Mutual of Ohio) for 99 lay and clergy employees and their families; the Capital Loans and Grants program; maintains records of all gifs 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).

Other activities of the Finance Office in 2012 included:

- Coordinated 33 Diocesan audit team audits.
 This important ministry has grown from 8 audits and 6 team members in 2005, to 33 audits and 13 team members in 2012. 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;

- Revised loans and grants applications and the canon for business practices;
- Continue to recommend Episcopal Payroll Services through ADP as an effective solution for payroll preparation. The Diocese currently use this service; and
- Completed forms and reports being available in a fill-in pdf format, including an estimate form for assessments and calculator for JIF income.

In the upcoming year, we look forward to expanding our Diocesan audit team, implementing the new lay pension plan through Church Pension Fund and Fidelity Investments, and working on the Denominational Health Plan.

Office of Stewardship, Development, and Gift Planning

The Diocesan Office of Stewardship, Development, and Gift Planning supports individuals and parishes to grow as stewards and donors. Through the Bishop's Annual Appeal, support with planned giving, parish workshops, and retreats it help individuals to deepen their understanding and practice of giving. The office helps parishes apply for and receive Episcopal Community Services (ECS) grants to support parish based community projects and programs. It also provides help with stewardship campaigns, bequest programs, and managing endowment funds.

The Bishop's Annual Appeal

The Appeal invites every Episcopalian in the Diocese of Ohio to become engaged in the Diocese's work and ministry. Annual gifts to the Bishop's Appeal and income from endowment funds constitute

a vital source of funding for Diocesan ministry and outreach. The Appeal provides resources for:

- Episcopal Community Services grants to parish and community programs that support ministries for children, the elderly, the homeless, and those among us in hunger and need.
- Servant Leader Development by helping to employ recently ordained clergy in our parishes; support seminarians and internships for young adults; college and university campus ministry to form and inspire new generations of servant leaders; and youth mission and conferences.
- Youth Formation and Mission, offering every child in the diocese opportunity for mission work through cooperative parish programs; access to camp and retreat experiences; and Christian leadership development.

The 2011 Bishop's Annual Appeal raised \$245,000 for this work; over eighty percent came from Episcopal households. The Appeal provided Episcopal Community Services with \$100,000 for funding of programs and over \$100,000 was allocated for newly ordained and youth formation and leadership opportunities.

The 2012 Bishop's Annual Appeal – Christ Has No Body Now But Yours.

This year we began the Bishop's Appeal in March, asking every parish to lift up the appeal and invite every parish member to participate. In May, with a letter and information from the Bishop, we invited everyone in the diocese, approximately 11,000 households to participate in the Appeal. We will enclose a response envelope in the fall issue of ChurchLife!

At the end of September the 2012 Bishop's Appeal

has received \$158,000 in gifts from 587 households. This year we believe we are on track to receive \$250,000 in gifts and are touched by the generosity of so many. Yet so much more is possible. What if just 25% of diocesan families participated? What if 100% of diocesan families participated? Just think of the increased possibilities for ministry and growth.

Gift Planning, Bequests, and Charitable Annuities

On September 29, the Diocese offered a day-long planned giving institute, Inspire Generosity and Build Parish Resources. Seventy rectors and parish leaders from 25 parishes participated, making it a full and productive day. The eight-member Planned Giving Council created and hosted the workshop. Their commitment going forward is to support a network of parish leaders engaged in building planned giving in their parishes. Longer term the Council aims to help parishes increase financial strength through bequests and planned gifts.

The Council promotes and administers a Charitable Gift Annuity and Gift Planning Program for parishes and individuals. It helps parishes participate in joint invested funds services (JIF) through the Diocese. It makes available technical expertise in the areas of taxation and estate planning for charitable planning purposes. Council members are available to meet with individuals as well as parish leaders and vestries to inform, educate, and support them in gift planning, administration, and investment services.

Sterling Newell Endowment Society

The Sterling Newell Society was created to honor those who leave a lasting financial witness to the mission of the Diocese of Ohio, through a bequest, deferred life income gift, or outright gift to endow-

ment of \$5,000 or more. To date over 30 families have informed the Diocese of their gift intentions on behalf of the Sterling Newell Society. Regularly the Diocese invites Episcopalians to consider how their planned gift to the diocese will help engage future generations of clergy, seminarians, laity, and children and safeguard and nurture our congregations.

We are here to assist parishes with their stewardship and planned giving needs. Please visit us at www. dohio.org/offices/stewarshipdevelopment. And we welcome your suggestions and requests for help or information.

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 2013 is \$2,800 less than it was for 2012 and \$7,500 less than it was for 2010 and 2011. Much of the reduction reflects increased electronic communication, as well as savings in the cost of producing *ChurchLife!* which comes from combining printing, mailing list management, and mailing within the same vendor. Other savings come from a substantial reduction in the money we have allocated to advertising.

Advertising money, which was originally under the auspices of the Office of Congregational Development, was transferred to the Office of Communications five years ago. After spending two years researching what people in Northern Ohio wanted from church, what they knew about The Episcopal Church, and what kinds of appeals would attract them, we concluded that raising the profile of the Episcopal Church was our first priority (and still is).

Research results are available on the website under our office. We found that few people are familiar with the Episcopal Church or its beliefs. This is our third year producing billboards and radio ads. (See below.)

Karyn Calaway is the new administrative assistant in the Office of Communications. She started work in April 2012, replacing Kristin Crites. Kristin continues to provide design work on a contract basis. Karyn is excellent at computer skills, including database and website management. She also brings significant event planning experience. Martha Wright is available to speak to any parish, vestry, or group in the diocese about parish communications, including projects to help our churches become better known in their communities. Bill Joseph (our part-time technology consultant) helps parishes design and upgrade their websites, upon request. He has worked on over 30 websites.

During 2012, the Office of Communications worked primarily in the following areas:

- We continued to work on our website, designed in 2010 by Kristin Crites and Bill Joseph (www. dohio.org). The website uses CMS open source templates from Joomla, which was updated to Joomla 1.5.20.
- We are continuing work on a website for young adults with the help of Pastor Joe Kovitch and some of his students, called "Imagine Church." We have reserved the domain name, imaginechurch.info.
- We have placed 41 billboards in major metropolitan areas throughout the diocese this year.
 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. We have developed buttons, bags, t-shirts, and corn hole games designs with these slogans, as well. Our most popular items with these slogans are bumper stickers, which we are beginning to see with increasing frequency. We've had requests from several other dioceses for permission to use the bumper stickers and billboards.
- 5. After airing several radio spots with a variety of voices and different short advertisements, we decided the most effective ads featured the bishop's voice, inviting people to the Episcopal Church. We produced those for Christmas and Easter and plan to do it again this Christmas. We will probably curtail radio advertising at the end of 2012, because we can't control what programs carry the ads, and we don't have much evidence that they're effective.
- 6. We mail out *ChurchLife!* quarterly.
- 7. We produce a yearly directory and Journal of the Diocesan Convention.
- 8. We send out an electronic bulletin weekly to those for whom we have email addresses. We have made particular efforts to increase our email list this year.
- 9. We created a Google group for diocesan clergy to interact with one another.
- 10. We are developing a new database for the Episcopal Church Women.

11. We organized the Bishop's Bike Ride for the third year, which began in Youngstown and ended in Wakeman at the site of the proposed camp and retreat center. The bike ride ended with a diocesan wide picnic, which was overseen by Karyn Calaway. The bike ride covered about 250 miles and raised \$5,505. We continue to offer advertising for special events for parishes and provide designs for them when needed. Feel free to ask Martha Wright or Karyn Calaway about any advertising you would like to do.

Personnel, Travel, Office Equipment and Supplies

Personnel

Expenses for Personnel in 2013 are \$1,000 (0.06%) lower than the 2012 budget. The decrease results from fewer people receiving benefits under the Retiree Health Supplement. Summer internships for high school and college students are funded from the Bishop's Appeal.

Over 12% percent (\$194,985) of the \$1,562,502 budget s funded by reimbursement from diocesan trusts administered by diocesan staff, providing accounting and grant making oversight and administration.

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 one part-time position in the archives. There is no increase in the number of positions in the 2013 budget.

Personnel expenses are 45.93% of the Diocesan budget in 2013, as compared to 45.32% of the 2012 budget.

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 2013 budget for travel expenses represents reimbursement for all business-related travel expenses of the Diocesan staff. The \$78,250 represents a \$2,250 decrease from 2012, which includes a reduction in the mileage reimbursement for lay volunteers, which is estimated at \$250, and a decrease of \$2,000 in staff travel reimbursements.

Office Equipment and Supplies

Office expenses, including our share of the operating expenses of Trinity Commons, are \$288,050 in 2013, an increase of \$10,061 from 2012. The Diocesan share of Trinity Commons' expenses increase by \$11,361, and the expense for broadband access increases by \$3,900. Other telephone expenses decrease by \$1,200 and real estate taxes decrease by \$4,000, due to an increased allocation to Trinity Commons.

Office equipment and supplies are \$15,000 in the 2013 budget. This amount is \$2,000 lower than the 2012 amount, due to a reduction in the budget for office supplies, furnishings, and equipment. The budget includes funding for postage, copies, computer software, supplies and network maintenance; and office supplies and stationery.

Report on Clergy Compensation Appendix

		2012	2012	
Parish/Institution	Position	Compensation	Estimated NOE	2011 NOI
Akron, Our Saviour	Rector	\$73,000	\$341,588	\$364,132
Akron, St. Andrew's	(Supply)		\$40,011	\$45,317
Akron, St. Paul's	Rector	\$111,846	\$950,000	\$1,103,356
	Associate Rector	\$77,490		
	Part-time Assistant Rector	\$16,800		
Akron, St. Phillip's	(Supply)		\$39,922	\$44,151
Alliance, Trinity	See Episcopal Shared Ministry of Trinity & Our Saviour		\$50,000	\$57,873
Ashland, St. Matthew's	Rector	\$22,160	\$49,764	\$54,026
Ashtabula, St. Peter's	Interim Rector	\$32,500	\$142,337	\$146,637
Barberton, St. Andrew's	Deacon-in-Charge	\$10,000	\$53,002	\$114,855
Bay Village, St. Barnabas	Rector	\$70,000		
Bellevue, St. Paul's	(Supply)		\$46,475	\$46,065
Berea, St. Thomas	Rector	\$63,400	\$204,300	\$250,886
Boardman, St. James	Interim Rector	\$42,000	\$106,017	\$191,996
Bowling Green, St. John's	Priest-in-Charge and College Chaplain	\$61,337	\$47,500	\$41,732
Brecksville, St. Matthew's	Priest-in-Charge	\$38,376	\$128,474	\$117,725
Brunswick, St. Patrick's	Priest-in-Charge		\$65,720	\$73,022
Canton, St. Mark's	Priest-in-Charge	\$62,100	\$186,122	\$245,268
Canton, St. Paul's	Rector	\$71,000	\$233,810	\$237,727
Chagrin Falls, St. Martin's	Rector	\$98,699	\$261,361	
	Priest Associate	\$20,561		
Chardon, St. Luke's	Rector	\$34,800	\$102,754	\$108,272
Cleveland, St. Andrew's	Rector	\$60,000	\$207,377	\$247,260
Cleveland, St. Luke's	Rector	\$60,000	\$72,288	\$80,575
Cleveland, Trinity	Dean	\$133,054	\$1,319,517	\$1,538,499
	Canon	\$77,508		
	Curate	\$49,519		
Cleveland Heights, St. Alban's	Priest-in-Charge	\$13,000	\$23,546	\$28,388
Cleveland Heights, St. Paul's	Rector	\$128,891	\$1,479,805	\$1,667,154
-	Associate Rector	\$79,021	. , ,	.,,,
	Associate Rector	\$76,490		
	Deacon	\$15,000		
Coshocton, Trinity	Priest-in-Charge	\$37,747	\$103,222	\$100,992
Cuyahoga Falls, St. John's	Rector	\$61,190	\$182,187	\$232,400
Defiance, Grace	Extended Supply	\$14,400	\$70,392	\$82,292
Diocese of Ohio	Bishop	\$161,678	,	,
	Canon to the Ordinary	\$82,880		
	Canon for Congregations	\$78,030		
	Canon for Missions	4.0,000		
	Canon for Ministry	\$78,030		
	Canon for Christian Formation	\$61,200		
East Liverpool, St. Stephen's	Extended Supply	40.7200	\$65,492	\$82,706
Elyria, St. Andrew's	Interim Rector	\$27,969	\$191,802	\$215,758
Episcopal Shared Ministry of Trinity & Our Saviour		\$41,250	¥1,71,002	Y2 13/130
Euclid, Epiphany	Priest-in-Charge	\$36,375	\$139,083	\$168,083
Findlay, Trinity	Rector	\$59,100	\$128,150	\$100,003
Fremont, St. Paul's	Rector	\$60,715	\$155,644	\$150,504
Gambier, Harcourt	Rector	\$57,800	\$133,0 44 \$144,172	\$109,855
Gates Mills, St. Christopher's	Rector	\$37,800 \$76,214	\$144,172	\$342,568
Geneva, Christ Church		\$6,500	\$290,462 \$49,085	
Geneva, Chirot Church	Extended Supply	λο'200	3 4 7,000	\$48,817

Appendix Report on Clergy Compensation

		2012	2012	
Parish/Institution	Position	Compensation	Estimated NOE	2011 NOI
Hudson, Christ	Rector	\$98,077	\$408,573	\$631,418
	Interim Associate	\$15,600		
Huron, Christ Church	Rector	\$75,450	\$124,264	\$200,103
Kent, Christ	Rector	\$56,600	\$137,009	\$146,119
Kirtland Hills, St. Hubert's	Rector	\$89,714	\$231,273	\$255,854
Lakewood, Ascension	Priest-in-Charge	\$33,000	\$149,502	\$170,007
Lakewood, St. Peter's	Rector	\$82,245	\$374,535	\$468,844
Lisbon, Trinity	Extended Supply	\$8,000	\$20,900	\$21,393
Lorain, Redeemer	Interim Pastor	\$42,616	\$108,113	\$95,618
Lyndhurst, Good Shepherd	Rector	\$65,000	\$189,900	\$206,789
Macedonia, St. Timothy's	Rector	\$57,480	\$118,080	\$125,387
Mansfield, Grace	Rector	\$77,250	\$227,620	\$270,971
Marion, St. Paul's	(Supply)		\$65,100	\$73,831
Massillon, St. Timothy's	Rector	\$66,300	\$181,675	\$211,709
Maumee, St. Paul's	Rector	\$94,992	\$368,011	\$397,047
Mayfield Village, St. Bartholomew's	Rector	\$25,600	\$99,577	\$143,528
Medina, St. Paul's	Rector	\$72,995	\$218,183	\$285,122
Mentor, St. Andrew's	Rector	\$60,500	\$193,320	\$206,302
Mount Vernon, St. Paul's	Rector	\$44,406	\$149,886	\$171,406
Napoleon, St. John's	(Supply)	. ,	,	, ,
New Philadelphia, Trinity	Priest-in-Charge		\$64,750	\$69,471
Niles, St. Luke's	Rector	\$49,275	\$80,100	\$86,765
Norwalk, St. Paul's	Rector	\$27,500	\$80,720	\$82,943
Oberlin, Christ Church	Rector	\$75,335	\$187,781	\$213,280
Oregon, St. Paul's	Priest-in-Charge	\$27,000	\$65,500	\$83,590
Painesville, Cedar Hills	Director	\$74,234	405/500	400/070
Painesville, St. James	Rector	\$60,000	\$203,533	\$233,187
Parma, All Saints	Rector	\$57,680	\$139,476	\$149,281
Perrysburg, St. Timothy's	Interim Pastor	\$34,500	\$153,082	\$290,777
Port Clinton, St. Thomas/Peace Lutheran	Rector	\$37,503	\$155,002	\$77,035
Put-in-Bay, St. Paul's	Priest-in-Charge	\$52,366	\$87,803	\$91,430
Ravenna, Grace Church	Rector	\$32,300 \$71,499	\$146,750	\$157,531
Salem, Our Saviour	See Episcopal Shared Ministry of Trinity & Our Saviour	ללדיו וני	\$64,850	\$66,326
Sandusky, Grace Church	Priest-in-Charge	\$78,000	\$363,730	\$385,736
Shaker Heights, Christ Church	Rector	\$85,386	\$382,053	\$383,730
Shelby, St. Mark's	(Supply)	000,000	\$38,972	
Sidney, St. Mark's	Priest-in-Charge	\$36,375	\$39,350	\$53,078
Steubenville, St. Paul's		\$30,373		\$33,542
Steubenville, St. Stephen's	(Extended Supply)		\$70,575 \$54,542	\$75,860
St. Stephens' Shared Ministry	Supply		\$54,542	
Tiffin, Trinity	(Supply)	¢50,200	č117 702	¢127.024
Toledo, All Saints Church	Priest-in-Charge	\$59,208	\$117,793	\$127,934
Toledo, St. Andrew's	Priest-in-Charge	\$23,177	\$81,000	\$81,048
Toledo, St. Matthew's	Rector	\$55,000	\$154,990	\$182,518
	Rector	\$90,995	\$253,435	\$302,380
Toledo, St. Michael's	Co-Rector	\$84,223	\$418,625	\$463,765
Talada Trinito	Co-Rector	\$61,140	¢222.724	÷224.046
Toledo, Trinity	Rector	\$74,001	\$322,726	\$324,816
Uniontown, New Life	Rector	\$56,000	\$123,360	\$158,774
Wadsworth, St. Mark's	Priest-in-Charge	\$24,000	\$46,475	\$59,081
Warren, Christ Church	Rector	\$73,000	\$287,302	\$273,246

Report on Clergy Compensation Appendix

		2012	2012	
Parish/Institution	Position	Compensation	Estimated NOE	2011 NOI
Westlake, Advent	Rector	\$73,000	\$193,600	\$235,847
Willoughby, Grace Church	Rector	\$60,724	\$139,400	\$141,258
Wooster, St. James'	Rector	\$79,280	\$200,695	\$227,288
Youngstown, St. Augustine's	(Supply)		\$22,200	\$25,357
Youngstown, St. John's	Rector	\$76,500	\$373,015	\$444,549

Clergy Compensation figures are taken from The Church Pension Fund Compensation Report as of September 2012 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.

 Appendix
 Parochial Report Data

	Comm in Good Stndg	Avg Sun Att (ASA)	ASA ÷ Mbrs	Normal Operating Income	Asst from Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach (Lines 13+16+18)	Pledge & Plate ÷ ASA	Op Exp ÷ ASA	From Inv ÷ Op Exp
Akron	, Church	n of Ou		ur									
2007	221	98	40%	\$366,709	\$0	\$366,709	\$461,088	\$48,151	\$366,709	\$38,922		\$3,742	27%
2008	215	82	32%	\$353,605	\$0	\$353,605	\$396,299	\$44,698	\$353,743	\$20,888	\$2,158	\$4,314	33%
2009	215	84	32%	\$407,163	\$0	\$407,163	\$447,401	\$48,845	\$407,213	\$34,972	\$2,183	\$4,848	36%
2010	206	81	39%	\$379,046	\$0	\$379,046	\$629,896	\$51,069	\$379,046	\$20,131	\$2,480	\$4,680	24%
2011	196	76	39%	\$364,132	\$0	\$364,132	\$377,843	\$45,516	\$364,132	\$27,776	\$2,012	\$4,791	38%
Akron	, St. And			1									
2007	43	35	53%	\$44,716	\$0	\$44,716	\$77,724	\$5,277	\$44,716	\$1,745	\$1,031	\$1,278	14%
2008	40	34	61%	\$48,433	\$0	\$48,433	\$58,262	\$5,149	\$48,433	\$1,790	\$1,021	\$1,425	0%
2009	43	33	58%	\$52,340	\$0	\$52,340	\$54,281	\$4,652	\$52,340	\$2,441	\$1,021	\$1,586	0%
2010	39	26	46%	\$46,470	\$0	\$46,470	\$56,357	\$4,080	\$46,470	\$1,279	\$1,135	\$1,787	0%
2011	36	27	50%	\$45,317	\$0	\$45,317	\$46,856	\$3,864	\$45,317	\$1,549	\$1,097	\$1,678	0%
Akron	, St. Pau	ıl's Chu	rch										
2007	1,448	412	19%	\$1,101,325	\$0	\$1,101,325	\$1,453,700	\$167,527	\$1,101,325	\$375,973	\$1,946	\$2,673	23%
2008	1,433	376	17%	\$1,202,266	\$0	\$1,202,266	\$1,906,907	\$163,731	\$1,202,266	\$331,300	\$2,062	\$3,198	31%
2009	1,448	377	17%	\$1,088,474	\$0	\$1,088,474	\$1,413,511	\$175,436	\$1,088,474	\$375,884	\$1,968	\$2,887	28%
2010	1,431	363	17%	\$1,032,198	\$0	\$1,032,198	\$1,343,961	\$174,890	\$1,032,198	\$302,944	\$2,044	\$2,844	9%
2011	1,421	358	17%	\$1,103,356	\$0	\$1,103,356	\$1,652,111	\$166,531	\$1,103,356	\$432,764	\$2,166	\$3,082	0%
Akron	, St. Phi	lip's Ch	urch										
2007	94	50	53%	\$54,934	\$0	\$54,934	\$54,934	\$4,478	\$50,281	\$100	\$61	\$1,006	0%
2008	93	35	38%	\$46,283	\$0	\$46,283	\$59,441	\$4,628	\$45,960	\$100	\$1,322	\$1,313	0%
2009	93	39	42%	\$42,790	\$0	\$42,790	\$48,717	\$4,466	\$42,790	\$1,120	\$1,097	\$1,097	0%
2010	40	36	38%	\$39,847	\$0	\$39,847	\$49,772	\$4,372	\$39,847	\$6,068	\$1,107	\$1,107	0%
2011	95	37	39%	\$44,151	\$0	\$44,151	\$51,695	\$2,828	\$43,651	\$2,600	\$1,181	\$1,180	0%
Allian	ce, Trini	ty Chur	ch										
2007	59	26	26%	\$97,524	\$0	\$97,524	\$97,524	\$10,584	\$97,524	\$961	\$1,620	\$3,751	57%
2008	56	31	36%	\$67,303	\$0	\$67,303	\$69,734	\$9,232	\$67,303	\$8,013	\$1,328	\$2,171	23%
2009	58	29	34%	\$50,797	\$0	\$50,797	\$53,432	\$3,578	\$53,326	\$1,099	\$1,096	\$1,839	32%
2010	56	31	37%	\$49,660	\$0	\$49,660	\$53,269	\$6,486	\$49,660	\$2,075	\$1,070	\$1,602	29%
2011	56	30	36%	\$57,873	\$0	\$57,873	\$66,640	\$5,474	\$57,373	\$1,194	\$1,071	\$1,912	6%
Ashlar	nd, St. M	latthev	/'s Chu	ırch									
2007	63	36	36%	\$57,750	\$0	\$57,750	\$62,360	\$5,183	\$60,691	\$0	\$1,572	\$1,686	0%
2008	63	36	36%	\$60,173	\$0	\$60,173	\$60,173	\$4,465	\$52,123	\$1,939	\$1,408	\$1,448	0%
2009	73	38	53%	\$59,712	\$0	\$59,712	\$64,570	\$6,280	\$60,212	\$100		\$1,585	0%
2010	77	41		\$62,267	\$0	\$62,267	\$62,267	\$5,801	\$62,267	\$0		\$1,519	0%
2011	35	49	59%	\$54,026	\$7,500	\$61,526	\$85,727	\$5,762	\$61,526			\$1,256	0%
	bula, St.	Peter's											
2007	228	93	40%	\$145,898	\$0	\$145,898	\$147,478	\$1,254	\$145,898	\$0	\$1,232	\$1,569	0%
2008	235	94	40%	\$139,529	\$0	\$139,529	\$149,520	\$14,704	\$139,529			\$1,484	0%
2009	230	94	40%	\$148,736	\$0	\$148,736	\$161,869	\$21,103	\$148,255			\$1,577	0%
2010	227	91	40%	\$151,377	\$0	\$151,377	\$161,536	\$21,825	\$151,377			\$1,663	0%
2011	234	96	41%	\$146,637	\$0	\$146,637	\$210,412	\$21,971	\$146,137	\$1,116		\$1,522	0%
	rton, St.	Andre	w's Ch	urch									
2007	115	67	42%	\$131,880	\$0	\$131,880	\$131,880	\$13,615	\$131,880	\$2,144	\$1,271	\$1,968	34%
2008	117	64	39%	\$133,715	\$0	\$133,715	\$133,715	\$14,331	\$133,715			\$2,089	37%
2009	109	55	35%	\$125,666	\$0	\$125,666	\$125,666	\$13,146	\$125,666			\$2,285	40%
2010	107	52	34%	\$107,979	\$0	\$107,979	\$107,979	\$12,614	\$107,979			\$2,077	40%
2011	103	46	31%	\$114,855	\$0	\$114,855	\$114,855	\$10,458	\$114,854	\$2,306		\$2,497	39%
				e Holy Trini		,	,	,0	,	. –,- 30	. ,	, /	
2007	40	25	40%	\$34,547	\$0	\$34,547	\$38,233	\$3,439	\$34,547	\$2,450	\$1,288	\$1,382	6%
2008	36	22	37%	\$34,715	\$0	\$34,715	\$36,096	\$3,264	\$34,716			\$1,578	13%
2009	36	23	38%	\$34,862	\$0	\$34,862	\$36,533	\$3,672	\$34,862			\$1,516	15%
2010	27	20	36%	\$29,457	\$0	\$29,457	\$30,666	\$3,225	\$29,458		\$1,337	\$1,473	9%
2011		20	2270	. == ,	40	,==,,,	, = = ,000	1-,	, ,	T : /= :/	,557	, 3	
2011													

Parochial Report Data Appendix

	Comm in Good Stndg	Avg Sun Att (ASA)	ASA ÷ Mbrs	Normal Operating Income	Asst from Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach (Lines 13+16+18)	Pledge & Plate ÷ ASA	Op Exp÷ ASA	From Inv ÷ Op Exp
	ue, St. F									,			
2007	68	26	31%	\$53,143	\$0	\$53,143	\$60,843	\$5,324	\$54,154	\$1,642	\$1,219	\$2,083	37%
2008	66	27	30%	\$55,808	\$0	\$55,808	\$55,808	\$5,653	\$55,782	\$1,713	\$1,132	\$2,066	44%
2009	64	25	28%	\$54,852	\$0	\$54,852	\$54,852	\$5,085	\$54,940	\$2,860	\$1,187	\$2,198	39%
2010	62	23	28%	\$50,110	\$5,131	\$55,241	\$55,241	\$5,086	\$55,045	\$1,997	\$1,375	\$2,393	30%
2011	44	19	23%	\$46,065	\$4,500	\$50,565	\$50,565	\$4,258	\$50,170	\$1,094	\$1,544	\$2,641	32%
Berea,	St. Tho	mas's C	hurch										
2007	291	124	42%	\$226,541	\$0	\$226,541	\$240,841	\$28,601	\$226,541	\$13,967	\$1,541	\$1,827	0%
2008	262	119	40%	\$243,353	\$0	\$243,353	\$266,955	\$30,873	\$243,353	\$23,109	\$1,502	\$2,045	21%
2009	256	131	43%	\$242,941	\$0	\$242,941	\$284,122	\$27,877	\$242,941	\$19,621	\$1,369	\$1,855	22%
2010	274	126	40%	\$252,678	\$0	\$252,678	\$278,042	\$31,387	\$252,678	\$20,588	\$1,450	\$2,005	20%
2011	260	118	38%	\$250,886	\$0	\$250,886	\$374,341	\$29,505	\$251,386	\$46,458	\$1,507	\$2,130	22%
Board	man, St	. James	's Chu	rch									
2007	111	59	47%	\$131,342	\$10,000	\$141,342	\$152,557	\$13,496	\$140,507	\$2,970	\$1,629	\$2,381	10%
2008	96	67	64%	\$146,168	\$8,000	\$154,168	\$213,779	\$14,950	\$154,169	\$5,503	\$1,349	\$2,301	15%
2009	131	87	57%	\$161,334	\$0	\$161,334	\$165,474	\$15,538	\$161,333	\$3,247	\$1,202	\$1,854	3%
2010	109	80	64%	\$172,864	\$9,166	\$182,030	\$210,846	\$16,983	\$182,030	\$6,565	\$1,516	\$2,275	18%
2011	97	78	72%	\$191,996	\$16,377	\$208,373	\$226,850	\$23,248	\$208,873	\$6,602	\$1,705	\$2,678	20%
Bowlii	ng Gree	n, St. Jo		e Baptist's (Church								
2007	40	23	58%	\$44,124	\$16,257	\$60,381	\$65,925	\$4,622	\$60,381	\$2,420	\$1,871	\$2,625	2%
2008	41	21	51%	\$46,015	\$54,428	\$100,443	\$109,241	\$5,277	\$100,443	\$9,157	\$2,137	\$4,783	1%
2009	35	22	55%	\$49,074	\$60,975	\$110,049	\$119,959	\$5,461	\$110,549	\$10,898	\$1,958	\$5,025	0%
2010	39	20	51%	\$65,241	\$60,000	\$125,241	\$169,217	\$5,361	\$125,241	\$3,018	\$2,227	\$6,262	15%
2011	27	22	63%	\$41,732	\$32,599	\$74,331	\$81,357	\$4,051	\$74,831	\$7,582	\$1,533	\$3,401	3%
Brecks	sville, St	. Matth	ew's C										
2007	274	150	55%	\$215,989	\$0	\$215,989	\$233,522	\$23,086	\$207,402	\$28,814	\$1,395	\$1,383	2%
2008	237	130	51%	\$222,731	\$0	\$222,731	\$222,731	\$20,786	\$215,805	\$1,716	\$1,636	\$1,660	5%
2009	209	103	49%	\$157,881	\$0	\$157,881	\$187,210	\$18,090	\$158,381	\$12,879	\$1,323	\$1,538	10%
2010	185	106	54%	\$115,830	\$0	\$115,830	\$133,265	\$11,219	\$115,830	\$4,567	\$1,078	\$1,093	1%
2011	200	103	53%	\$117,725	\$0	\$117,725	\$155,446	\$14,650	\$117,225	\$7,466	\$1,026	\$1,138	0%
	wick, St												
2007	85	75	88%	\$91,836	\$30,500	\$122,336	\$130,140	\$9,259	\$122,336	\$4,625	\$969	\$1,631	0%
2008	92	57	62%	\$60,714	\$16,894	\$77,608	\$81,779	\$7,156	\$77,608	\$2,840	\$1,065	\$1,362	0%
2009	88	46	52%	\$44,999	\$0	\$44,999	\$81,020	\$5,280	\$44,999	\$4,134	\$978	\$978	0%
2010	96	43	47%	\$46,438	\$0	\$46,438	\$67,404	\$3,987	\$46,438	\$2,644	\$1,078	\$1,080	0%
2011	88	47	47%	\$73,022	\$0	\$73,022	\$75,288	\$6,043	\$73,522	\$1,921	\$853	\$1,564	45%
	n, St. M			*0.57.550	4.0	40.57.5.0	4000454	400.000	*0== 0.00	****	44.050	** **	00/
2007	686	214	31%	\$267,560	\$0	\$267,560	\$809,154	\$32,328	\$275,060	\$14,088		\$1,285	0%
2008	692	160	23%	\$221,660	\$0	\$221,660	\$395,603	\$30,292	\$221,660	\$12,591	\$1,385	\$1,385	0%
2009	247	150	66%	\$262,529	\$0	\$262,529	\$322,158	\$27,593	\$262,529	\$15,317	\$1,606	\$1,750	0%
2010	255	130	37%	\$271,216	\$0	\$271,216	\$305,370	\$36,149	\$271,216	\$17,593	\$1,532	\$2,086	27%
2011	255	120	34%	\$245,268	\$0	\$245,268	\$255,107	\$27,864	\$245,268	\$4,106	\$1,732	\$2,044	15%
	n, St. Pa			¢225.074	ċ o	¢225.074	¢2.40.0.41	624607	6225.274	¢5.622	¢1.00¢	62.727	1.00/
2007	148	86	40%	\$235,874	\$0 \$0	\$235,874	\$240,841	\$24,697	\$235,374	\$5,623	\$1,986	\$2,737	18%
2008	145	90	42%	\$242,471	\$0 \$0	\$242,471	\$247,556	\$24,805	\$241,971	\$2,695	\$1,922	\$2,689	17%
2009	128	87	41%	\$254,485	\$0	\$254,485	\$259,485	\$28,612	\$253,985	\$350		\$2,919	28%
2010	134	84	38%	\$205,169	\$957	\$206,126	\$334,752	\$31,659	\$206,126	\$2,284	\$2,088	\$2,454	12%
2011 Chagr	126 in Falls,	80 C+ Mar	38%	\$237,727	\$0	\$237,727	\$963,441	\$22,787	\$238,227	\$8,513	\$2,256	\$2,978	21%
2007	in Falls, 730	5t. Mar 194	18%	\$423,770	\$0	\$423,770	\$921,755	\$59,308	\$423,770	\$10,370	\$1,894	\$2,184	2%
2007	625	189	18%	\$423,770	\$0 \$0	\$425,770	\$921,733	\$39,300	\$425,770	\$10,370 \$7,490		\$2,104	2% 2%
2008	599	184	18%	\$301,027	\$0 \$0	\$301,027	\$1,238,275	\$47,123	\$301,027	\$35,130		\$2,020	21%
2009	442	178	39%	\$373,323	\$0 \$0	\$373,323	\$1,236,273	\$47,032	\$373,127	\$33,130		\$2,039	21% 7%
2010	442	1/0	J ラ70	(۱۵۵, ۱۳۲ ،دډ	Ų	CO1, +++ Cç	(۱ ر ۱ ۱ ۳۶ د ډ	7+7,∠00	(۱۵۵,۴۳۰ د ډ	۷۱∠,/۱۶	∠د /,۱ ډ	455,۱۶	7 70

 Appendix
 Parochial Report Data

	Comm in Good Stndg	Avg Sun Att (ASA)	ASA ÷ Mbrs	Normal Operating Income	Asst from Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach (Lines 13+16+18)	Pledge & Plate ÷ ASA	Op Exp ÷ ASA	From Inv ÷ Op Exp
Chard	on, St. L	.uke's C	hurch										
2007	110	58	27%	\$96,294	\$2,000	\$98,294	\$102,165	\$7,828	\$98,329	\$4,116	\$1,464	\$1,695	0%
2008	110	64	30%	\$105,507	\$2,000	\$107,507	\$116,072	\$11,680	\$106,380	\$11,487	\$1,489	\$1,662	0%
2009				\$106,847	\$2,000	\$108,847	\$124,413	\$10,402	\$109,347	\$1,971			4%
2010	222	53	24%	\$112,087	\$2,000	\$114,087	\$122,706	\$11,884	\$114,087	\$2,463	\$1,779	\$2,153	9%
2011		59	26%	\$108,272	\$2,000	\$110,272	\$176,574	\$11,334	\$109,772	\$10,231	\$1,606	\$1,861	0%
Clevel	and, St.	Andre	w's Ch	urch									
2007	165	82	50%	\$203,822	\$0	\$203,822	\$216,278	\$16,465	\$204,415	\$0	\$2,448	\$2,493	0%
2008	160	70	44%	\$191,813	\$0	\$191,813	\$211,557	\$21,867	\$211,503	\$1,670	\$2,109	\$3,021	0%
2009	152	67	42%	\$222,449	\$0	\$222,449	\$250,777	\$21,800	\$222,449	\$1,864	\$2,187	\$3,320	13%
2010	166	67	40%	\$221,800	\$0	\$221,800	\$327,406	\$8,690	\$221,800	\$19,334	\$2,672	\$3,310	19%
2011	130	67	50%	\$247,260	\$0	\$247,260	\$260,934	\$11,000	\$246,760	\$17,495	\$2,355	\$3,683	10%
Clevel	and, St.	Luke's	Churc	h									
2007	87	54	45%	\$76,195	\$0	\$76,195	\$112,516	\$8,555	\$76,195	\$19,036	\$1,345	\$1,411	5%
2008	103	63	53%	\$84,155	\$0	\$84,155	\$99,035	\$7,468	\$84,155	\$8,193	\$1,289	\$1,336	4%
2009	98	78	61%	\$97,180	\$0	\$97,180	\$102,087	\$8,621	\$97,180	\$28,356	\$1,199	\$1,246	4%
2010	120	82	64%	\$81,783	\$0	\$81,783	\$105,921	\$9,627	\$81,783	\$20,223	\$960	\$997	3%
2011	102	79	64%	\$80,575	\$0	\$80,575	\$96,345	\$7,357	\$80,575	\$18,109	\$979	\$1,020	3%
	and, St.					, , .	11.7	. ,	,	,		. ,.	
2007	34	20	59%	\$55,438	\$0	\$55,438	\$59,081	\$4,769	\$55,438	\$948	\$1,468	\$2,772	3%
2008	28	18	64%	\$58,474	\$0	\$58,474	\$67,953	\$6,619	\$58,474	\$914	\$1,772	\$3,249	0%
2009	29	19	66%	\$60,258	\$0	\$60,258	\$62,082	\$6,584	\$60,258	\$685	\$1,908	\$3,171	0%
2010	25	20	80%	\$58,979	\$0	\$58,979	\$60,887	\$4,972	\$58,979	\$1,047	\$1,831	\$2,949	0%
2011	25	18	72%	\$56,403	\$0	\$56,403	\$57,127	\$4,998	\$56,403	\$789	\$2,113	\$3,134	3%
	and, Tri				40	450,105	43.7.2.	4 ./550	430,103	4,05	42/113	43 /13 1	370
2007	726	375	50%	\$1,620,196	\$0	\$1,620,196	\$2,104,910	\$246,231	\$1,619,965	\$310,454	\$1,252	\$4,320	69%
2008	768	375	47%	\$1,671,464	\$0	\$1,671,464	\$1,853,256	\$254,434	\$1,671,652	\$336,436	\$1,373	\$4,458	68%
2009	846	409	47%	\$1,677,699	\$0	\$1,677,699	\$1,875,706	\$257,340	\$1,677,700	\$339,772	\$1,321	\$4,102	66%
2010	865	375	41%	\$1,497,460	\$0	\$1,497,460	\$1,577,423	\$248,400	\$1,497,459	\$401,608	\$1,426	\$3,993	62%
2011	886	388	42%	\$1,538,499	\$0	\$1,538,499	\$2,181,557	\$224,639	\$1,538,999	\$608,800	\$1,528	\$3,966	58%
				n's Church	70	71,550,155	72,101,557	722 1,037	71,000,000	7000,000	71,320	73,700	
2007	aa	·9, 2		S Cu. C									
2008	22	21	100%	\$19,434	\$0	\$19,434	\$19,619	\$1,976	\$17,718	\$255	\$925	\$844	0%
2009	20		100%	\$18,743	\$0	\$18,743	\$18,915	\$2,266	\$20,554	\$172	\$852	\$934	0%
2010	20	22	10070	710,713	70	\$10,715	710,515	72,200	720,551	7172	7032	7751	070
2011	26	24	86%	\$28,388	\$0	\$28,388	\$28,963	\$2,496	\$27,888	\$1,039	\$1,182	\$1,162	0%
				's Church	70	720,300	720,703	72,770	727,000	71,037	71,102	71,102	
2007	2,057	500	24%	\$1,706,663	\$0	\$1,706,663	\$2,247,450	\$261,000	\$1,706,663	\$359,238	\$2,960	\$3,413	13%
2007	2,084	492	24%	\$1,752,224	\$0	\$1,752,224	\$2,129,330	\$269,984	\$1,752,224	\$396,124	\$2,845	\$3,561	20%
2009	2,141	446	21%	\$1,665,391	\$0	\$1,665,391	\$2,672,540	\$253,000	\$1,665,391	\$378,407	\$3,271	\$3,734	12%
2010	2,022	441	22%	\$1,668,247	\$0	\$1,668,247	\$3,069,352	\$253,000	\$1,668,247	\$374,206	\$3,407	\$3,783	9%
2010	1,800	446	25%	\$1,667,154	\$0	\$1,667,154	\$3,009,332	\$250,120		\$400,638	\$3,412	\$3,738	9%
	cton, Tr			71,007,134	70	71,007,134	\$3,004,000	7233,217	Ţ1,007,13 +	7-00,030	73,712	75,750	970
2007	77	21	27%	\$132,950	\$0	\$132,950	\$136,571	\$10,310	\$136,570	\$2,179	\$3,510	\$6,503	43%
2007	66	24	35%	\$132,930	\$0	\$132,930	\$130,371	\$18,604	\$130,370		\$3,310	\$5,921	42%
2008	66	27	36%	\$141,700	\$0 \$0	\$141,760	\$142,100	\$10,004	\$142,100	\$1,059	\$2,307	\$3,746	27%
2009	81	30	37%	\$82,254	\$0 \$0	\$82,254	\$83,583	\$8,279	\$82,254		\$1,545	\$2,742	36%
2010	67	34	41%	\$82,254	\$0 \$0						\$1,545		
	oga Fal				\$0	\$100,992	\$117,445	\$10,106	\$100,492	\$1,049	\$993 	\$2,956	34%
2007	0ya rai 213	1 s, st. J 0 82	26%		ć۸	¢170 122	\$1,422,701	¢ ว∩ 0 ว ว	¢170 122	\$10,528	¢2 104	¢2 104	004
2007		82 74	62%	\$179,122	\$0 \$0	\$179,122 \$204,102		\$20,832	\$179,122			\$2,184	0%
	110			\$204,102	\$0 \$0		\$705,615	\$19,642	\$204,102			\$2,758	12%
2009	87	72 74	60%	\$214,980	\$0 \$0	\$214,980	\$288,006	\$26,767	\$214,981	\$12,451	\$2,456	\$2,986	11%
2010	92	74 67	59%	\$202,728	\$0 \$0	\$202,728	\$221,179	\$23,418	\$202,728	\$8,169	\$2,341	\$2,740	14%
2011	93	67	55%	\$232,400	\$0	\$232,400	\$235,634	\$23,320	\$232,900	\$13,274	\$2,440	\$3,476	28%

Parochial Report Data Appendix

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Defiar	nce, Gra									,			
2007	56	33	47%	\$90,305	\$0	\$90,305	\$100,763	\$9,206	\$90,305	\$2,688	\$1,870	\$2,737	16%
2008	55	35	49%	\$69,058	\$0	\$69,058	\$96,226	\$8,870	\$69,058	\$10,391	\$1,539	\$1,973	0%
2009	59	38	52%	\$68,878	\$0	\$68,878	\$73,335	\$5,154	\$68,878	\$4,906	\$1,294	\$1,813	1%
2010	54	34	52%	\$90,047	\$0	\$90,047	\$93,061	\$8,720	\$90,047	\$1,929	\$1,432	\$2,648	0%
2011	59	37	51%	\$82,292	\$0	\$82,292	\$85,978	\$9,197	\$82,292	\$6,837	\$1,275	\$2,224	16%
East L	iverpoo	l, St. Ste	ephen'	's Church									
2007	100	49	27%	\$99,815	\$0	\$99,815	\$115,012	\$10,417	\$99,815	\$5,055	\$1,307	\$2,037	32%
2008	100	47	26%	\$94,918	\$6,281	\$101,199	\$108,441	\$10,786	\$101,199	\$3,842	\$1,263	\$2,153	32%
2009	80	42	35%	\$98,807	\$0	\$98,807	\$122,239	\$9,093	\$98,807	\$2,654	\$1,218	\$2,353	45%
2010	75	51	43%	\$93,673	\$0	\$93,673	\$134,899	\$9,949	\$93,673	\$4,662	\$1,009	\$1,837	41%
2011	108	43	40%	\$82,706	\$0	\$82,706	\$101,935	\$9,170	\$82,706	\$5,449	\$1,183	\$1,923	23%
Elyria,	St. And	rew's C											
2007	181	81	32%	\$209,501	\$1,500	\$211,001	\$264,432	\$21,927	\$203,047	\$4,671	\$1,906	\$2,507	20%
2008	187	89	35%	\$190,387	\$0	\$190,387	\$293,296	\$22,395	\$190,387	\$12,005	\$1,639	\$2,139	17%
2009	195	85	32%	\$206,737	\$0	\$206,737	\$241,703	\$22,943	\$206,804	\$16,624	\$1,795	\$2,433	12%
2010	191	82	32%	\$218,031	\$0	\$218,031	\$277,012	\$22,542	\$218,348	\$42,109	\$1,915	\$2,663	28%
2011	198	79	29%	\$215,758	\$0	\$215,758	\$251,349	\$25,509	\$216,258	\$17,199	\$2,357	\$2,737	14%
	, Church												
2007	194	120	37%	\$168,827	\$0	\$168,827	\$176,611	\$17,656	\$168,696	\$4,894	\$1,206	\$1,406	3%
2008	199	124	38%	\$174,031	\$0	\$174,031	\$184,501	\$18,718	\$174,030	\$4,618	\$1,223	\$1,403	4%
2009	203	117	35%	\$175,721	\$0	\$175,721	\$186,721	\$16,131	\$175,721	\$3,227	\$1,204	\$1,502	3%
2010	206	118	35%	\$177,669	\$0	\$177,669	\$184,032	\$21,756	\$177,668	\$1,709	\$1,097	\$1,506	2%
2011	188	74	23%	\$168,083	\$0	\$168,083	\$192,954	\$16,544	\$168,583	\$10,726	\$1,719	\$2,278	12%
	y, Trinit			¢100101	40	÷100101	£224024	647770	÷100101	644424	÷4.000	44.070	10/
2007	183	91	39%	\$180,124	\$0	\$180,124	\$224,021	\$17,739	\$180,124	\$11,434	\$1,800	\$1,979	1%
2008	210	91	38%	\$160,141	\$0	\$160,141	\$192,725	\$19,157	\$160,141	\$4,567	\$1,719	\$1,760	1%
2009	243	87	36%	\$147,967	\$0	\$147,967	\$161,225	\$15,834	\$147,967	\$3,445	\$1,599	\$1,701	1%
2010	225	86	36%	\$149,500	\$0 \$0	\$149,500	\$155,804	\$16,773	\$149,500	\$6,156	\$1,681	\$1,738	1%
2011	240	81	32%	\$136,904	\$0	\$136,904	\$149,976	\$13,583	\$136,904	\$11,059	\$1,619	\$1,690	2%
	ont, St. P			¢170.065	ĊO	¢170.065	¢170.400	¢21.770	¢170.065	¢600	¢1.620	ć2 100	4.40/
2007	80	56 52	30%	\$179,065	\$0 \$0	\$179,065	\$179,499	\$21,779	\$179,065	\$600	\$1,629	\$3,198	44%
2008	89	52	26%	\$176,083	\$0 \$0	\$176,083	\$191,045	\$18,029	\$176,083	\$14,247	\$1,898	\$3,386	34%
2009	70	47	24%	\$188,992	\$0 \$0	\$188,992	\$192,943	\$21,107	\$188,992	\$7,913	\$2,096	\$4,021	0%
2010	70	47	26%	\$181,114	\$0 \$0	\$181,114	\$186,068	\$19,493	\$181,114	\$8,652		\$3,853	0%
2011	64 oier, Hard	41	23%	\$169,853	\$0	\$169,853	\$253,623	\$18,795	\$169,853	\$6,453	\$1,833	\$4,143	0%
2007	124	. ourt P . 70	48%	\$151,554	\$0	\$151,554	\$187,321	\$15,069	\$151,098	\$21,941	\$1,684	\$2,159	11%
2007	98	88	78%	\$151,334	\$0 \$0	\$151,334	\$205,645	\$17,618	\$151,096	\$26,799		\$2,139	11%
2009	98	77	68%	\$155,212	\$0 \$0	\$155,212	\$182,044	\$17,016	\$155,165	\$26,299		\$1,703	11%
2009	97	73	74%	\$159,533	\$0 \$0	\$159,555	\$242,068	\$10,330	\$159,490	\$20,299	\$1,400	\$2,288	13%
2010	95	73	76%	\$100,727	\$0 \$0	\$100,727	\$180,892	\$15,914	\$107,037	\$71,596		\$2,200	10%
				by the Rive			7100,072	713,217	7177,233	771,550	71,505	₹2,00+	1070
2007	210	92	37%	\$338,701	\$0	\$338,701	\$364,939	\$49,497	\$347,361	\$9,269	\$2,460	\$3,776	34%
2007	200	87	36%	\$376,251	\$0	\$376,251	\$304,939	\$36,717	\$376,251	\$1,881	\$2,400	\$4,325	34%
2009	195	81	35%	\$351,493	\$0	\$351,493	\$353,199	\$54,273	\$351,493	\$1,706	\$2,230	\$4,339	33%
2010	120	80	33%	\$335,270	\$0	\$335,270	\$336,521	\$42,146	\$335,270	\$1,501	\$2,567	\$4,191	38%
2011	120	89	35%	\$342,568	\$0	\$342,568	\$343,580	\$43,661	\$342,567	\$1,260	\$2,395	\$3,849	37%
	/a, Chris			45 12/555	40	¥3 12/330	43 10/300	4 15/55 1	ψ3 . <u>Σ</u> /3 σ .	¥ 1,200	<i>42,000</i>	+3/0.13	37,70
2007	75	39	49%	\$48,538	\$0	\$48,538	\$61,527	\$4,861	\$48,428	\$4,259	\$1,174	\$1,242	5%
2008	80	39	45%	\$47,813	\$0	\$47,813	\$55,288	\$4,785	\$47,762	\$4,239		\$1,225	0%
2009	80	43	49%	\$48,331	\$0	\$48,331	\$60,397	\$4,836	\$48,368	\$8,934	\$1,112	\$1,125	0%
2010	81	43	47%	\$52,070	\$0	\$52,070	\$63,725	\$4,620	\$52,041	\$6,817	\$1,151	\$1,210	4%
2011	85	42	44%	\$48,817	\$0	\$48,817	\$58,350	\$4,405	\$48,787	\$6,751	\$1,145	\$1,162	0%
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 Appendix
 Parochial Report Data

	Comm in Good Stndg	Avg Sun Att (ASA)	ASA ÷ Mbrs	Normal Operating Income	Asst from Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach (Lines 13+16+18)	Pledge & Plate ÷ ASA	Op Exp ÷ ASA	From Inv ÷ Op Exp
	n, Chris		ch										
2007	834	263	31%	\$638,619	\$5,000	\$643,619	\$711,378	\$105,360	\$643,618	\$18,792		\$2,447	0%
2008	761	249	32%	\$674,103	\$0	\$674,103	\$794,617	\$83,427	\$674,103	\$71,943	\$2,386	\$2,707	3%
2009	600	253	32%	\$607,268	\$1,500	\$608,768	\$694,304	\$87,577	\$661,838	\$32,935	\$2,250	\$2,616	0%
2010	754	255	31%	\$648,177	\$6,600	\$654,777	\$777,572	\$96,488	\$654,777	\$28,867	\$2,236	\$2,568	5%
2011	669	195	24%	\$631,418	\$0	\$631,418	\$766,919	\$96,643	\$631,918	\$33,560	\$2,621	\$3,241	10%
	, Christ												
2007	201	75	26%	\$183,754	\$0	\$183,754	\$194,449	\$38,509	\$183,754	\$5,525	\$1,663	\$2,450	0%
2008	286	62	21%	\$130,674	\$0	\$130,674	\$143,504	\$15,006	\$142,932	\$727	\$1,320	\$2,305	0%
2009	287	54	19%	\$142,138	\$0	\$142,138	\$145,446	\$231	\$142,138	\$1,061	\$1,189	\$2,632	0%
2010	253	49	18%	\$141,698	\$0	\$141,698	\$143,182	\$4,128	\$140,923	\$1,411	\$1,860	\$2,876	0%
2011	75	31	12%	\$200,103	\$0	\$200,103	\$212,842	\$38,638	\$199,603	\$4,905	\$3,224	\$6,439	0%
	Christ C		0.507	****	4.0	****	****	447.470	44.00.00	404.000	44	** 0.00	=0/
2007	182	86	35%	\$160,665	\$0	\$160,665	\$227,426	\$17,472	\$160,665	\$31,920	\$1,766	\$1,868	5%
2008	176	80	32%	\$196,678	\$0	\$196,678	\$274,308	\$20,944	\$196,678	\$66,829	\$2,017	\$2,458	10%
2009	158	76	33%	\$197,140	\$0	\$197,140	\$226,852	\$22,428	\$197,139	\$51,505	\$1,872	\$2,594	22%
2010	149	65	33%	\$152,095	\$0	\$152,095	\$178,341	\$17,095	\$152,095	\$23,608	\$2,282	\$2,340	2%
2011	129	65	34%	\$146,119	\$0	\$146,119	\$170,161	\$15,672	\$146,119	\$23,371	\$2,066	\$2,248	7%
	nd Hills,				ĊΩ	¢201.460	Ċ01F 061	¢22.670	¢201.460	ć14001	¢2,000	ć2.600	460/
2007	263	79 77	21%	\$291,460	\$0 \$0	\$291,460	\$815,861	\$22,670	\$291,460	\$14,081	\$2,000	\$3,689	46%
2008	235	77	20%	\$279,766	\$0 \$0	\$279,766	\$400,515	\$35,830	\$279,766	\$8,215	\$2,211	\$3,633	38%
2009	233	83	22%	\$280,852	\$0 \$0	\$280,852	\$354,230	\$28,014	\$280,502	\$23,662	\$2,132	\$3,380	35%
2010 2011	241 267	87 101	34% 38%	\$255,906	\$0 \$0	\$255,906	\$304,254	\$31,506	\$255,905	\$12,744	\$2,106	\$2,941	26%
				\$255,854 scension	\$0	\$255,854	\$335,362	\$29,433	\$255,354	\$20,015	\$1,793	\$2,528	24%
2007	239	141	59%	\$202,834	\$0	\$202,834	\$223,083	\$23,139	\$202,834	\$10,542	\$1,261	\$1,439	1%
2007	139	102	51%	\$186,815	\$0 \$0	\$186,815	\$223,003	\$23,139	\$186,815	\$10,342	\$1,201	\$1,832	1%
2009	92	62	44%	\$158,542	\$0 \$0	\$158,542	\$169,774	\$17,630	\$158,542	\$7,428	\$1,309	\$1,652	1%
2010	108	64	63%	\$155,595	\$0 \$0	\$155,595	\$166,078	\$17,030	\$155,595	\$3,054	\$1,988	\$2,337	0%
2010	114	65	56%	\$170,007	\$0 \$0	\$170,007	\$175,122	\$17,668	\$170,007	\$2,159	\$1,472	\$2,431	0%
	ood, St				70	7170,007	7175,122	\$17,000	7170,007	72,137	71,772	72,013	
2007	475	184	38%	\$442,068	\$0	\$442,068	\$637,067	\$60,543	\$477,239	\$59,669	\$2,248	\$2,594	0%
2008	500	188	38%	\$461,479	\$0	\$461,479	\$527,005	\$63,576	\$457,467	\$73,645	\$2,325	\$2,433	0%
2009	515	185	36%	\$420,183	\$0	\$420,183	\$501,343	\$57,189	\$420,183	\$54,108		\$2,133	0%
2010	521	183	34%	\$446,471	\$0	\$446,471	\$772,582	\$57,103	\$446,471	\$87,079		\$2,440	0%
2011	564	186	33%	\$468,844	\$0	\$468,844	\$1,775,200	\$57,956	\$468,844	\$125,346	\$2,481	\$2,521	0%
	, Holy 1			¥ 100/011		+ 100/011	<i>ϕ 1// / 5/200</i>	43.7333	¥ 100/0 1 1	¥123/310	42/101	¥2,02.	
2007	35	16	32%	\$22,422	\$0	\$22,422	\$23,422	\$2,242	\$22,422	\$963	\$422	\$1,401	67%
2008	33	16	34%	\$21,013	\$0	\$21,013	\$22,013	\$2,219	\$20,576	\$1,539		\$1,286	65%
2009	30	16	36%	\$20,165	\$0	\$20,165	\$23,095	\$2,140	\$20,165	\$693	\$512	\$1,260	57%
2010	30	16	36%	\$20,679	\$0	\$20,679	\$25,465	\$1,789	\$20,679	\$1,252		\$1,292	37%
2011	30	16	36%	\$21,393	\$0	\$21,393	\$26,748	\$1,992	\$21,393	\$898	\$917	\$1,337	29%
	, Churc								· ·			-	
2007	163	69	29%	\$128,328	\$0	\$128,328	\$135,388	\$11,391	\$128,328	\$9,176	\$1,603	\$1,860	11%
2008	168	70	37%	\$138,916	\$0	\$138,916	\$154,465	\$14,916	\$138,916	\$3,679	\$1,551	\$1,985	8%
2009	160	63	33%	\$133,685	\$0	\$133,685	\$154,568	\$14,224	\$133,685	\$15,407	\$1,651	\$2,122	19%
2010	143	56	29%	\$85,108	\$0	\$85,108	\$172,235	\$9,915	\$85,108	\$13,677	\$1,430	\$1,520	1%
2011	144	52	27%	\$95,618	\$0	\$95,618	\$356,376	\$10,025	\$95,618	\$3,453	\$1,610	\$1,839	9%
	urst, Ch			od Sheph									
2007	156	90	33%	\$275,061	\$0	\$275,061	\$306,952	\$32,458	\$275,061	\$26,248	\$2,430	\$3,056	14%
2008	147	89	32%	\$264,500	\$0	\$264,500	\$283,258	\$32,374	\$264,500	\$3,461	\$2,259	\$2,972	10%
2009	128	87	31%	\$216,543	\$5,000	\$221,543	\$230,802	\$26,453	\$221,543	\$7,823	\$2,122	\$2,546	0%
2010	122	90	32%	\$199,160	\$0	\$199,160	\$226,290	\$22,120	\$199,135	\$6,114	\$2,125	\$2,213	4%
2011	115	72	25%	\$206,789	\$0	\$206,789	\$262,718	\$20,329	\$206,789	\$11,056	\$2,326	\$2,872	0%

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	Comm in Good Stndg	Avg Sun Att (ASA)	ASA ÷ Mbrs	Normal Operating Income	Asst from Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach (Lines 13+16+18)	Pledge & Plate ÷ ASA	Op Exp ÷ ASA	From Inv ÷ Op Exp
Maced	donia, Si									,			
2007	196	66	22%	\$132,042	\$0	\$132,042	\$151,201	\$13,237	\$132,042	\$8,208	\$1,819	\$2,001	0%
2008	197	70	23%	\$125,317	\$0	\$125,317	\$143,545	\$15,133	\$125,317	\$8,038	\$1,766	\$1,790	0%
2009	198	70	23%	\$125,680	\$0	\$125,680	\$142,184	\$13,069	\$125,680	\$7,873	\$1,761	\$1,795	1%
2010	195	66	22%	\$125,434	\$0	\$125,434	\$357,564	\$13,415	\$125,434	\$9,620	\$1,901	\$1,901	0%
2011	195	62	21%	\$125,387	\$0	\$125,387	\$151,564	\$12,730	\$125,387	\$11,364	\$1,822	\$2,022	0%
Mansf	ield, Gra	ace Chu	ırch										
2007	325	84	25%	\$245,445	\$0	\$245,445	\$263,404	\$29,234	\$245,444	\$23,573	\$1,431	\$2,922	50%
2008	287	83	24%	\$270,695	\$0	\$270,695	\$307,289	\$30,201	\$270,695	\$37,951	\$1,410	\$3,261	56%
2009	296	88	25%	\$269,866	\$0	\$269,866	\$310,335	\$31,724	\$269,866	\$43,203	\$1,420	\$3,067	53%
2010	247	83	24%	\$268,561	\$0	\$268,561	\$670,078	\$32,229	\$268,561	\$48,541	\$1,522	\$3,236	52%
2011	249	82	24%	\$270,971	\$0	\$270,971	\$448,050	\$31,752	\$270,971	\$44,910	\$1,358	\$3,305	58%
Mario	n, St. Pa	ul's Ch	urch										
2007	35	21	18%	\$106,530	\$0	\$106,530	\$106,530	\$10,466	\$106,530	\$400	\$1,449	\$5,073	1%
2008	29	24	21%	\$120,744	\$0	\$120,744	\$120,744	\$12,700	\$120,744	\$400	\$1,197	\$5,031	1%
2009	29	23	21%	\$114,015	\$0	\$114,015	\$114,015	\$12,785	\$114,015	\$400	\$1,064	\$4,957	10%
2010	28	22	21%	\$77,136	\$0	\$77,136	\$77,136	\$1,600	\$77,136	\$0	\$1,195	\$3,506	41%
2011	25	22	22%	\$73,831	\$0	\$73,831	\$87,816	\$5,011	\$73,961	\$500	\$1,021	\$3,362	42%
	lon, St.		•										
2007	307	102	23%	\$236,606	\$0	\$236,606	\$262,883	\$22,575	\$236,606	\$12,393	\$1,828	\$2,320	21%
2008	307	101	23%	\$245,912	\$0	\$245,912	\$278,587	\$23,435	\$245,912	\$12,011	\$1,939	\$2,435	20%
2009	309	112	25%	\$238,102	\$0	\$238,102	\$356,950	\$24,026	\$238,552	\$8,208	\$1,515	\$2,130	24%
2010	308	110	25%	\$216,953	\$0	\$216,953	\$241,981	\$18,119	\$217,282	\$15,178	\$1,383	\$1,975	29%
2011	307	109	25%	\$211,709	\$0	\$211,709	\$236,985	\$15,136	\$211,410	\$15,403	\$1,470	\$1,940	24%
	ee, St. F												
2007	624	185	30%	\$351,942	\$0	\$351,942	\$638,348	\$51,766	\$351,941	\$286,406	\$1,450	\$1,902	21%
2008	630	201	32%	\$349,408	\$0	\$349,408	\$682,516	\$35,745	\$349,408	\$333,108	\$1,263	\$1,738	20%
2009	629	211	34%	\$409,589	\$0	\$409,589	\$737,763	\$54,943	\$409,589	\$323,861	\$1,221	\$1,941	27%
2010	590	186	32%	\$374,900	\$0	\$374,900	\$702,441	\$50,513	\$374,900	\$315,415	\$1,552	\$2,016	16%
2011	548	186	34%	\$397,047	\$0	\$397,047	\$784,984	\$57,107	\$396,547	\$337,838	\$1,529	\$2,132	22%
-		_		lomew Chu		44.54.004	A	440040	****	** ***	44 704	40.070	000/
2007	131	71	52%	\$161,391	\$0	\$161,391	\$161,717	\$18,242	\$161,391	\$1,108	\$1,721	\$2,273	22%
2008	91	65	50%	\$161,250	\$0	\$161,250	\$162,818	\$16,530	\$161,249	\$1,728	\$1,860	\$2,481	23%
2009	100	64	59%	\$111,033	\$0	\$111,033	\$121,013	\$13,841	\$111,033	\$6,241	\$1,646	\$1,724	0%
2010	107	69	64%	\$106,368	\$0	\$106,368	\$119,777	\$9,059	\$106,793	\$6,273	\$1,542	\$1,548	0%
2011	92	65	62%	\$143,528	\$0	\$143,528	\$152,192	\$15,682	\$144,028	\$6,083	\$1,571	\$2,216	0%
	a, St. Pa			¢251.005	ĊO	¢251.005	¢262.525	¢24207	¢251.005	¢27.102	ć 1 770	¢2.000	00/
2007	389	125	26%	\$251,095	\$0	\$251,095	\$263,535	\$24,387	\$251,095	\$27,192		\$2,009	8%
2008	392	120	25%	\$296,035	\$12,559	\$308,594	\$371,256	\$32,900	\$308,594	\$14,390		\$2,572	12%
2009	396	125	25%	\$257,223	\$10,765	\$267,988	\$303,065	\$46,533	\$285,606	\$30,233	\$1,937	\$2,285	0%
2010	402	122	25%	\$269,218	\$4,000	\$273,218	\$303,788	\$20,873	\$273,218	\$31,133	\$2,079	\$2,239	2%
2011 Monto	410 x C+ Ar	116	23%	\$285,122	\$4,743	\$289,865	\$327,414	\$30,182	\$290,365	\$29,531	\$2,042	\$2,503	13%
			:piscop 34%	bal Church	ć۸	¢100.004	¢210.400	¢14427	¢100.004	¢15.000	Ċ1 100	Ċ1 27E	404
2007 2008	311	149 147	60%	\$189,994	\$0 \$0	\$189,994 \$241,603	\$219,498	\$14,427	\$189,994	\$15,082	\$1,188	\$1,275	4%
	193			\$241,603	\$0 \$0		\$266,736	\$25,693	\$241,603	\$11,495	\$1,297	\$1,644	19%
2009 2010	197 225	142 138	62% 59%	\$222,694	\$0 \$0	\$222,694 \$199,077	\$261,016	\$26,141	\$222,694	\$36,349		\$1,568	9%
2010	223	140	59% 57%	\$199,077	\$0 \$0		\$231,932	\$23,232	\$199,077	\$32,855	\$1,359	\$1,443	3%
	t Vernor			\$206,302	\$ U	\$206,302	\$352,329	\$22,753	\$206,348	\$19,191	\$1,333	\$1,474	8%
2007	121	73 73	37%	\$198,726	\$0	\$198,726	\$211,602	\$13,379	\$198,726	\$8,421	\$1,949	\$2,722	21%
2007	96	64	38%	\$196,726	\$0 \$0	\$190,720	\$211,002	\$13,379	\$196,720	\$8,428	\$1,949	\$2,722	21%
2008	100	57	35%	\$202,046	\$0 \$0	\$202,046	\$206,033	\$20,201	\$205,426	\$0,420 \$24,017	\$2,199	\$3,210	21%
2009	114	74	42%	\$176,723	\$0 \$2,619	\$170,723	\$190,370	\$16,900	\$176,930	\$24,017	\$1,435	\$2,416	20% 27%
2010	91	73	76%	\$170,201	\$2,019 \$4,928	\$176,820	\$214,704	\$10,900	\$176,620	\$38,169		\$2,418	
2011	ا ا	/3	7 0%0	71/1/ 1 00	y ⁺ ,7∠0	4دد,٥١١ ډ	7240,130	72U,U4U	۱/ ۱/ ۵ کا	90,109	+دد,۱ډ		∠170

 Appendix
 Parochial Report Data

				Normal									
	Comm in	-	ASA ÷	Operating	Asst from	Operating			Total Operating			Op Exp÷	From Inv
	Good Stndg		Mbrs	Income	Diocese	Revenue	Total Revenue	To Diocese	Expenses	13+16+18)	Plate ÷ ASA	ASA	÷ Op Exp
-	eon, St.	John t	ne Evai	ngelist's Ch	iurch								
2007													
2008													
2009													
2010													
2011	ا د اد داد		·· : 4 C	la ala									
	hiladel	-	-		ćo	¢72.Γζ0	¢06.044	¢	¢72.560	¢10.00¢	ć1 402	ć1 F00	<i>c</i> 0/
2007	129	46	36% 36%	\$73,569	\$0 \$0	\$73,569	\$86,844	\$6,935	\$73,569	\$10,886	\$1,403	\$1,599	6%
2008 2009	120 115	43 43	37%	\$78,126 \$68,629	\$2,000	\$78,126 \$70,629	\$93,657 \$82,059	\$6,680 \$6,723	\$78,126 \$70,629	\$10,160 \$11,429	\$1,560 \$1,394	\$1,817 \$1,643	14% 12%
2009	76	18	23%	\$66,473	\$2,000	\$66,473	\$72,535	\$6,420	\$66,473	\$7,544	\$3,323	\$3,693	8%
2010	96	40	42%	\$69,471	\$0 \$0	\$69,471	\$81,608	\$7,189	\$69,971	\$2,284	\$1,407	\$1,749	15%
	St. Luke			309,471	30	309,471	301,000	١٥٦,١٥۶	309,971	\$2,204	\$1,407	\$1,749	13%
2007	108	52 - 52	55%	\$57,748	\$0	\$57,748	\$63,002	\$4,474	\$57,748	\$3,928	\$780	\$1,111	17%
2007	110	64	52%	\$71,325	\$0 \$0	\$71,325	\$77,829	\$7,132	\$71,325	\$3,533	\$683	\$1,114	30%
2009	112	72	58%	\$82,414	\$0	\$82,414	\$92,839	\$8,144	\$82,413	\$4,991	\$726	\$1,114	27%
2010	130	75	58%	\$91,130	\$0	\$91,130	\$104,320	\$8,741	\$91,130	\$4,763	\$794	\$1,215	22%
2011	144	71	51%	\$86,765	\$0	\$86,765	\$108,001	\$9,875	\$86,765	\$3,857	\$833	\$1,213	20%
	alk , St. I			700,703		700,703	7100,001	77,073	700,703	75,057	7033	71,222	
2007	58	30	36%	\$80,629	\$0	\$80,629	\$99,230	\$6,675	\$80,629	\$1,390	\$2,436	\$2,688	7%
2008	52	27	35%	\$63,056	\$0	\$63,056	\$65,820	\$7,362	\$63,056	\$1,099	\$2,004	\$2,335	12%
2009	53	30	43%	\$82,003	\$7,005	\$89,008	\$90,514	\$8,623	\$88,508	\$1,649	\$2,497	\$2,950	6%
2010	54	31	47%	\$85,078	\$6,000	\$91,078	\$93,185	\$8,594	\$91,078	\$2,363	\$2,318	\$2,938	6%
2011	54	37	56%	\$82,943	\$5,000	\$87,943	\$88,588	\$7,489	\$88,443	\$2,030	\$1,922	\$2,390	6%
	n, Chris												
2007	135	85	61%	\$214,977	\$0	\$214,977	\$322,622	\$24,097	\$214,977	\$78,922	\$2,351	\$2,529	1%
2008	112	79	62%	\$206,303	\$0	\$206,303	\$384,109	\$23,156	\$206,303	\$49,756	\$2,432	\$2,611	1%
2009	123	73	56%	\$217,586	\$0	\$217,586	\$349,153	\$24,256	\$217,586	\$43,814	\$2,676	\$2,981	1%
2010	124	78	59%	\$212,743	\$0	\$212,743	\$319,085	\$23,706	\$212,743	\$45,067	\$2,418	\$2,727	1%
2011	111	76	64%	\$213,280	\$0	\$213,280	\$333,684	\$23,492	\$213,280	\$37,116	\$2,477	\$2,806	1%
Orego	n, St. Pa	aul's Ch	urch										
2007				\$67,472	\$0	\$67,472	\$89,495	\$6,836	\$88,936	\$3,190			0%
2008	125	58	35%	\$64,690	\$0	\$64,690	\$82,114	\$6,653	\$84,190	\$2,431	\$1,113	\$1,452	0%
2009	83	57	36%	\$61,972	\$0	\$61,972	\$62,972	\$6,377	\$56,741	\$2,787	\$1,087	\$995	0%
2010	90	52	32%	\$71,743	\$0	\$71,743	\$96,301	\$6,304	\$71,743	\$8,758	\$1,188	\$1,380	1%
2011	0			\$83,590	\$0	\$83,590	\$89,032	\$7,734	\$73,482	\$6,074			0%
	sville, St												
2007	220	112	42%	\$189,786	\$0	\$189,786	\$291,639	\$22,372	\$189,786	\$18,420	\$1,644	\$1,695	0%
2008	215	110	42%	\$191,242	\$0	\$191,242	\$334,840	\$19,859	\$191,242	\$21,057	\$1,679	\$1,739	0%
2009	222	111	42%	\$227,604	\$0	\$227,604	\$328,177	\$21,914	\$227,604	\$18,130		\$2,050	11%
2010	208	115	55%	\$224,928	\$0	\$224,928	\$285,071	\$26,081	\$224,928	\$23,219	\$1,740	\$1,956	4%
2011	216	110	51%	\$233,187	\$0	\$233,187	\$256,194	\$26,326	\$233,187	\$23,935	\$1,887	\$2,120	4%
	, All Sai												
2007	256	89	35%	\$155,742	\$0	\$155,742	\$321,343	\$16,119	\$155,742	\$18,351	\$1,634	\$1,750	1%
2008	257	90	35%	\$146,757	\$0	\$146,757	\$147,702	\$15,553	\$146,757	\$1,479	\$1,631	\$1,631	0%
2009	255	82	32%	\$117,679	\$0	\$117,679	\$123,516	\$12,321	\$117,679	\$7,819	\$1,406	\$1,435	0%
2010	269	83	31%	\$174,306	\$0 \$0	\$174,306	\$180,657	\$18,607	\$174,306	\$6,859	\$1,416	\$2,100	25%
2011	277	84	30%	\$149,281	\$0	\$149,281	\$154,577	\$15,957	\$149,281	\$3,528	\$1,425	\$1,777	10%
-	burg, S		-		÷ 0	6047000	6272 577	¢25.222	60.47.001	A7744	62.225	62.000	007
2007	254	88	27%	\$247,221	\$0 \$0	\$247,221	\$272,577	\$25,032	\$247,221	\$7,711	\$2,206	\$2,809	8%
2008	300	92	28%	\$269,776	\$0 \$0	\$269,776	\$290,393	\$32,002	\$269,776	\$11,467	\$2,267	\$2,932	8%
2009	330	94	28%	\$260,779	\$0 \$0	\$260,779	\$282,459	\$26,065	\$260,779	\$40,557	\$2,309	\$2,774	17%
2010	215	90	33%	\$296,461	\$0 \$0	\$296,461	\$358,485	\$32,418	\$296,461	\$6,968	\$2,319	\$3,294	13%
2011	231	78	34%	\$290,777	\$0	\$290,777	\$305,700	\$35,747	\$291,277	\$2,962	\$2,492	\$3,734	24%

Parochial Report Data Appendix

	Comm in	Avg Sun	ASA ÷	Normal Operating	Asst from	Operating			Total Operating	Outreach (Lines	Pledge &	Op Exp÷	From Inv
	Good Stndg		Mbrs	Income	Diocese	Revenue	Total Revenue	To Diocese	Expenses	13+16+18)	Plate ÷ ASA	ASA	÷ Op Exp
	linton, S				Diocese	nevenue	Total Nevertae	10 Diocese	Бфеньез	13 1 10 1 10)	11010 1 71571	7.57	- ор цф
2007	39	29	53%	\$61,917	\$0	\$61,917	\$73,936	\$5,398	\$62,176	\$344	\$2,015	\$2,144	3%
2008	40	28	53%	\$60,910	\$0	\$60,910	\$69,919	\$5,593	\$62,613	\$544	\$1,966	\$2,236	
2009	39	27	51%	\$59,543	\$4,583	\$64,126	\$72,776	\$5,574	\$64,593	\$400		\$2,392	
2010	48	31	60%	\$76,696	\$0	\$76,696	\$107,696	\$6,746	\$76,696	\$6,193	\$2,104	\$2,474	15%
2011	53	30	56%	\$77,035	\$2,499	\$79,534	\$97,949	\$8,096	\$80,034	\$2,655		\$2,668	18%
Put-in	-Bay, St	. Paul's	Church	1									
2007	110	32	17%	\$42,804	\$0	\$42,804	\$105,840	\$7,811	\$43,321	\$677	\$854	\$1,354	29%
2008	190	33	17%	\$39,473	\$0	\$39,473	\$62,476	\$5,849	\$39,474	\$2,177	\$768	\$1,196	31%
2009	50	30	16%	\$36,686	\$0	\$36,686	\$65,159	\$0	\$36,686	\$1,024	\$694	\$1,223	12%
2010	33	28	52%	\$88,728	\$0	\$88,728	\$120,931	\$7,047	\$88,728	\$8,301	\$1,977	\$3,169	6%
2011	39	39	87%	\$91,430	\$0	\$91,430	\$116,033	\$10,140	\$91,429	\$5,943	\$1,592	\$2,344	19%
Raven	na, Gra	ce Chu	rch										
2007	139	78	40%	\$159,238	\$0	\$159,238	\$183,959	\$14,735	\$159,238	\$13,981	\$1,566	\$2,042	3%
2008	144	73	37%	\$156,329	\$0	\$156,329	\$175,045	\$18,152	\$156,302	\$18,716	\$1,678	\$2,141	3%
2009	201	82	41%	\$159,810	\$0	\$159,810	\$172,930	\$16,380	\$159,629	\$10,007	\$1,585	\$1,947	3%
2010	145	74	38%	\$161,637	\$0	\$161,637	\$193,061	\$16,756	\$162,037	\$7,095	\$1,750	\$2,190	7%
2011	136	69	37%	\$157,531	\$0	\$157,531	\$198,951	\$17,388	\$157,824	\$8,994	\$1,844	\$2,287	4%
Salem	, Church	າ of Ou	r Savio	ur									
2007	35	20	42%	\$68,661	\$0	\$68,661	\$86,766	\$4,066	\$71,716	\$110	\$973	\$3,586	51%
2008	27	18	36%	\$86,460	\$0	\$86,460	\$89,245	\$5,910	\$87,432	\$2,785	\$989	\$4,857	58%
2009	27	19	37%	\$47,552	\$0	\$47,552	\$48,759	\$7,482	\$48,052	\$1,100	\$935	\$2,529	32%
2010	28	18	34%	\$61,087	\$208	\$61,295	\$65,481	\$5,859	\$61,295	\$878	\$1,125	\$3,405	35%
2011	29	19	36%	\$66,326	\$0	\$66,326	\$76,567	\$6,103	\$66,826	\$1,982	\$1,156	\$3,517	46%
Sandu	ısky, Gra	ce Chu	ırch										
2007	433	145	29%	\$315,283	\$0	\$315,283	\$440,985	\$6,909	\$315,283	\$101,538	\$1,676	\$2,174	20%
2008	420	138	28%	\$336,649	\$0	\$336,649	\$777,436	\$39,466	\$336,649	\$89,300	\$1,680	\$2,439	29%
2009	200	137	64%	\$312,907	\$0	\$312,907	\$1,660,037	\$33,549	\$313,407	\$16,448	\$1,499	\$2,288	24%
2010	185	80	38%	\$327,534	\$0	\$327,534	\$486,437	\$43,404	\$327,534	\$16,842	\$1,779	\$4,094	56%
2011	183	97	45%	\$385,736	\$0	\$385,736	\$447,234	\$42,783	\$386,236	\$47,673	\$1,522	\$3,982	58%
Shake	r Heigh	ts, Chri	st Chur	rch									
2007	180	98	36%	\$411,179	\$0	\$411,179	\$416,510	\$53,968	\$411,179	\$4,106	\$2,375	\$4,196	36%
2008	258	112	43%	\$391,064	\$0	\$391,064	\$453,377	\$45,070	\$391,064	\$267,101	\$2,524	\$3,492	22%
2009	249	118	45%	\$444,327	\$0	\$444,327	\$480,821	\$61,823	\$444,327	\$6,363	\$2,094	\$3,765	39%
2010	257	123	45%	\$432,331	\$0	\$432,331	\$456,052	\$62,793	\$432,331	\$12,814	\$1,919	\$3,515	28%
2011	261	128	44%	\$422,303	\$0	\$422,303	\$657,374	\$55,413	\$422,303	\$14,611	\$2,096	\$3,299	33%
Shelb	y, St. Ma	rk's Ch	urch										
2007	88	88	98%	\$58,955	\$0	\$58,955	\$59,598	\$4,918	\$58,955	\$16,489	\$562	\$670	0%
2008	86	37	41%	\$62,342	\$0	\$62,342	\$62,575	\$6,280	\$62,342	\$10,367	\$1,404	\$1,685	0%
2009	91	31	34%	\$54,921	\$0	\$54,921	\$55,547	\$6,714	\$54,470	\$10,977	\$1,637	\$1,757	0%
2010	93	28	30%	\$54,712	\$0	\$54,712	\$55,009	\$5,090	\$54,712	\$14,433	\$1,950	\$1,954	0%
2011	91	29	32%	\$53,078	\$0	\$53,078	\$53,709	\$2,354	\$52,578	\$14,265	\$2,016	\$1,813	0%
Sidne	y, St. Ma	rk's Ch	urch										
2007	35		0%	\$25,720	\$0	\$25,720	\$25,720	\$3,338	\$28,977				0%
2008	36	28	78%	\$41,073	\$0	\$41,073	\$41,073	\$3,037	\$39,523			\$1,412	
2009	42	32	76%	\$34,237	\$0	\$34,237	\$37,172	\$3,564	\$34,237	\$855	\$993	\$1,070	0%
2010	51	39	75%	\$35,893	\$56,000	\$91,893	\$94,124	\$1,324	\$91,893	\$2,387	\$886	\$2,356	1%
2011	54	37	61%	\$33,542	\$53,500	\$87,042	\$91,003	\$3,682	\$86,542	\$2,974	\$907	\$2,339	0%
	enville,	St. Pau	l's Chu	rch									
2007													
2008	96	49	42%	\$82,741	\$0	\$82,741	\$132,741	\$8,202	\$83,987	\$0	\$832	\$1,714	36%
2009	90	42	38%	\$80,702	\$0	\$80,702	\$80,702	\$7,578	\$80,702	\$0	\$862	\$1,921	28%
2010	107	30	28%	\$75,127	\$0	\$75,127	\$75,127	\$7,747	\$75,127	\$0	\$1,009	\$2,504	35%
2011	84	31	29%	\$75,860	\$0	\$75,860	\$108,860	\$7,303	\$76,360	\$0	\$994	\$2,463	36%

 Appendix
 Parochial Report Data

	Comm in Good Stndg		ASA ÷ Mbrs	Normal Operating Income	Asst from Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach (Lines 13+16+18)	Pledge & Plate ÷ ASA	Op Exp ÷ ASA	From Inv ÷ Op Exp
	enville,	-											
2007	117	32	27%	\$77,713	\$0	\$77,713	\$81,842	\$6,390	\$80,925			\$2,529	64%
2008	121	35	29%	\$95,421	\$0	\$95,421	\$109,319	\$10,694	\$95,421	\$13,898		\$2,726	63%
2009	114	36	32%	\$84,548	\$0	\$84,548	\$87,227	\$9,411	\$85,048		\$944	\$2,362	56%
2010	111	28	25%	\$85,228	\$0	\$85,228	\$87,425	\$7,487	\$85,228	\$2,197	\$1,197	\$3,044	61%
2011	Old Tuin	:4Ch.											
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2007	60	32	40%	\$80,434	\$0	\$80,434	\$80,709	\$15,914	\$75,937	\$643	\$2,200	\$2,373	8%
2008													
2009													
2010	6.5	40	450/	¢127.024	ĊΩ	Ċ127024	¢127024	ć12 20 <i>4</i>	Ċ120.424	ć 2 7 1	ċ1 774	ć2 211	410/
2011	65 o, All Sa	40	45%	\$127,934	\$0	\$127,934	\$127,934	\$13,394	\$128,434	\$371	\$1,774	\$3,211	41%
2007	0 , Ali 3a 158	67	34%	\$100,782	\$0	\$100,782	\$139,581	\$9,808	\$101,100	\$8,940	\$1,504	\$1,509	0%
2007	134	68	43%	\$100,762	\$0	\$100,762	\$139,301	\$8,324	\$101,100	\$1,343	\$1,466	\$1,519	0%
2009	134	00	7370	Ş105,291	Ų	7103,291	⊋12Z,1Z9	70,324	7103,291	ر . ۱ ۲	71,700	ر ا ر ا ب	070
2010													
2010	79	62	41%	\$81,048	\$0	\$81,048	\$88,108	\$3,091	\$80,548	\$4,275	\$1,306	\$1,299	0%
	o, St. An				70	701,010	700,100	75,051	700,5 10	71,273	71,500	71,200	
2007	191	114	60%	\$197,550	\$0	\$197,550	\$214,722	\$25,233	\$197,550	\$8,159	\$1,465	\$1,733	9%
2008	180	102	57%	\$191,817	\$0	\$191,817	\$226,849	\$21,114	\$191,817		\$1,442	\$1,881	8%
2009	177	94	53%	\$158,880	\$0	\$158,880	\$163,138	\$16,520	\$159,379		\$1,459	\$1,696	0%
2010	181	97	54%	\$172,310	\$0	\$172,310	\$182,647	\$17,722	\$172,810		\$1,507	\$1,782	0%
2011	182	108	59%	\$182,518	\$0	\$182,518	\$187,930	\$19,597	\$183,018	\$6,785	\$1,287	\$1,695	4%
	o, St. Ma			, , , , , ,		, ,	, , , , , , , , , , , , , , , , , , , ,	,	,	,	. , -	. ,	
2007	158	102	25%	\$352,609	\$0	\$352,609	\$1,005,674	\$47,992	\$352,609	\$6,198	\$1,349	\$3,457	59%
2008	168	92	58%	\$350,639	\$0	\$350,639	\$358,089	\$40,936	\$350,639	\$34,569	\$1,254	\$3,811	63%
2009	168	92	58%	\$353,569	\$0	\$353,569	\$380,382	\$48,828	\$353,569	\$8,740	\$1,088	\$3,843	67%
2010	153	70	46%	\$283,164	\$0	\$283,164	\$283,164	\$37,807	\$283,164	\$8,937	\$1,478	\$4,045	40%
2011													
Toled	o, St. Ma	tthew'	s Chur	ch									
2007	246	139	41%	\$299,800	\$0	\$299,800	\$326,568	\$37,373	\$308,237	\$8,096	\$2,157	\$2,218	0%
2008	245	136	40%	\$300,838	\$0	\$300,838	\$331,195	\$35,367	\$300,838	\$4,357	\$2,136	\$2,212	3%
2009	209	128	41%	\$290,977	\$0	\$290,977	\$301,013	\$35,083	\$291,477			\$2,277	2%
2010	162	116	40%	\$276,100	\$0	\$276,100	\$279,773	\$35,370	\$276,100	\$5,407	\$2,340	\$2,380	1%
2011	198	118	40%	\$302,380	\$0	\$302,380	\$346,124	\$36,852	\$302,880	\$18,698	\$2,120	\$2,567	8%
				-Hills Churc									
2007	388	192	40%	\$437,129	\$0	\$437,129	\$627,423	\$58,679	\$437,129			\$2,277	6%
2008	415	196	39%	\$464,240	\$0	\$464,240	\$547,265	\$62,781	\$464,240			\$2,369	7%
2009	419	191	38%	\$439,113	\$0	\$439,113	\$487,421	\$60,372	\$439,113		\$2,038	\$2,299	7%
2010	423	191	37%	\$436,335	\$0	\$436,335	\$463,299	\$57,049	\$436,335			\$2,284	7%
2011	427	198	38%	\$463,765	\$0	\$463,765	\$497,490	\$63,900	\$463,765	\$20,514	\$2,118	\$2,342	5%
	o, Trinity			Ċ450.202	ć 0	¢450.202	¢ 461 167	¢ = = 1.00	ć 450 202	£0.262	ć1 070	¢E 460	F30/
2007	112	84	42%	\$459,392	\$0 \$0	\$459,392	\$461,167	\$55,100	\$459,392			\$5,469	52%
2008	147	89	43%	\$460,806	\$0 \$0	\$460,806	\$468,815	\$58,522	\$460,806			\$5,178	52%
2009	108	78 72	42%	\$346,323	\$0 \$0	\$346,323	\$373,000	\$51,729	\$346,323			\$4,440	42%
2010	105 102	72 77	39%	\$330,757	\$0 \$0	\$330,757	\$333,408	\$34,600	\$330,757		\$2,034	\$4,594	36%
2011 Union			44% Enisc	\$324,816 opal Churcl	\$0	\$324,816	\$327,090	\$38,742	\$324,816	\$6,925	\$2,048	\$4,218	31%
2007	130 130	ew Life 80	49%	opai Churci \$79,311	1 \$11,458	\$90,769	\$133,809	\$10,309	\$90,769	\$2,623	\$991	\$1,135	0%
2007	140	70	49%	\$60,734	\$11,436	\$90,769	\$133,609	\$7,712			\$868	\$883	0%
2008	140	70 74	48% 50%	\$114,439	\$1,042 \$0	\$114,439	\$107,337	\$6,332	\$01,776		\$1,347	\$1,546	13%
2009	152	74 78	51%	\$114,439	\$4,000	\$114,439	\$130,207	\$0,552 \$17,657			\$1,268	\$1,340	35%
2010	129	76 72		\$155,000	\$4,000 \$0	\$159,000	\$103,102	\$17,037	\$159,000			\$2,205	33% 42%
	129	12	JJ 70	71,70,774	ÛÇ	4/ /٫۵۷۱ ډ	درا,د۱۱۶	440,014	7 / / / / / / د ا ډ	14,500	404را ډ	ر <i>۱</i> ۷٫۷۷	⊤ ∠ 70

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				Normal									
	Comm in	Avg Sun	ASA ÷	Operating	Asst from	Operating			Total Operating	Outreach (Lines	Pledge &	Op Exp÷	From Inv
147	Good Stndg		Mbrs	Income	Diocese	Revenue	Total Revenue	To Diocese	Expenses	13+16+18)	Plate ÷ ASA	ASA	÷ Op Exp
	worth, S				40	÷ 42.005	6427040	42.060	÷ 42 005		4022	64.074	50/
2007	52	41	79%		\$0	\$43,905	\$137,840			\$6,477	\$933	\$1,071	5%
2008	52	49	94%		\$0	\$63,141	\$92,674			\$10,632	\$1,010	\$1,289	15%
2009	59	52	88%		\$0	\$66,903	\$83,880			\$9,749	\$818	\$1,287	29%
2010	57	48	84%		\$0	\$53,300	\$71,548			\$10,385	\$1,082	\$1,110	3%
2011	53	38	72%	\$59,081	\$0	\$59,081	\$81,247	\$4,400	\$59,081	\$10,854	\$1,501	\$1,555	3%
	n, Chris			4050 400	**	4050 400	4075 464	4.4.050	4050 400	***	** **	40.070	0.70/
2007	350	123	27%		\$0	\$353,403	\$375,464	\$46,359		\$13,094	\$1,290	\$2,873	37%
2008	310	113	26%		\$0	\$350,512	\$382,570			\$19,918	\$1,320	\$3,102	55%
2009	356	102	29%		\$0	\$275,334	\$396,274			\$12,672	\$1,299	\$2,699	38%
2010	366	93	25%		\$0	\$280,405	\$316,505	\$34,359		\$14,465	\$1,400	\$3,015	40%
2011	358	80	22%		\$0	\$273,246	\$305,655	\$32,208	\$273,246	\$22,042	\$1,664	\$3,416	41%
	ake, Chu												
2007	204	112	53%		\$0	\$197,324	\$270,219				\$1,762	\$1,762	0%
2008	180	98	54%	· · · · · · · · · · · · · · · · · · ·	\$0	\$171,818	\$238,972			\$26,033	\$1,753	\$1,753	0%
2009	137	76	54%		\$0	\$112,382	\$204,022			\$15,592	\$1,479	\$1,479	0%
2010	148	77	52%		\$0	\$193,820	\$203,294			\$23,394	\$1,971	\$2,517	18%
2011	146	76	52%		\$0	\$235,847	\$244,076	\$26,272	\$236,347	\$12,128	\$2,016	\$3,110	33%
	ıghby, G						4						
2007	149	71	50%		\$0	\$113,824	\$160,632			\$1,949	\$1,352	\$1,624	0%
2008	146	56	38%		\$0	\$101,301	\$462,445	\$9,602		\$263,908	\$1,333	\$1,809	8%
2009	95	59	62%		\$0	\$103,072	\$278,844			\$1,616	\$1,302	\$1,747	0%
2010	91	63	69%		\$0	\$126,353	\$128,328			\$1,762	\$1,219	\$2,006	28%
2011	90	62	69%		\$0	\$141,258	\$276,429	\$14,351	\$141,758	\$7,395	\$1,222	\$2,286	43%
	ter, St. J												
2007	213	93	41%		\$0	\$215,925	\$262,871	\$23,855		\$15,289	\$2,063	\$2,322	6%
2008	240	106	44%		\$0	\$217,470	\$253,456			\$18,984	\$1,892	\$2,052	0%
2009	248	100	40%		\$0	\$245,364	\$281,258			\$14,119	\$2,198	\$2,454	10%
2010	255	101	39%	· · · · · · · · · · · · · · · · · · ·	\$0	\$225,070	\$253,550			\$11,953	\$2,119	\$2,228	2%
2011	249	108	41%		\$0	\$227,288	\$271,411	\$25,851	\$226,788	\$8,602	\$2,032	\$2,100	0%
_	jstown,	St. Aug	ustine	e's Church									
2007	_	_											
2008	3	0		\$28,224	\$0	\$28,224	\$28,497	\$2,328	\$28,224	\$316			0%
2009													
2010				\$23,301	\$0	\$23,301	\$29,066	\$3,120		\$624			0%
2011	37	26	70%		\$0	\$25,357	\$25,357	\$2,454	\$24,857		\$966	\$956	0%
_	stown,				¢1.500	£ 470.664	¢505.270	¢66240	ć 470 202	¢60245	¢2.204	¢2.020	400/
2007	435	122	23%		\$1,500	\$479,664					\$2,304	\$3,929	40%
2008	355	126	24%		\$0			\$63,006			\$2,439	\$3,754	33%
2009	328	99	19%		\$0	\$355,306		\$55,076			\$1,946	\$3,589	41%
2010	296	92	26%		\$0	\$397,565					\$2,825	\$4,321	32%
2011	247	105	32%	\$444,549	\$0	\$444,549	\$518,834	\$62,883	\$444,049	\$59,953	\$2,917	\$4,229	28%
Totals		7.020	220/	¢10 200 710	ć70.21 <i>E</i>	¢10.266.024	¢26.071.101	¢2.277.160	¢10.470.526	¢2.257.202	ć 1 770	¢2.456	210/
2007	19,670	7,929		\$19,288,719							\$1,770	\$2,456	21%
2008	19,479	7,792		\$19,704,969	•						\$1,780	\$2,545	23%
2009	18,026	7,396		\$18,644,902							\$1,775	\$2,544	22%
2010	17,668	7,141		\$18,282,900							\$1,849	\$2,582	20%
2011	15,973	6,747	34%	\$18,016,329	\$133,646	\$18,149,975	\$25,796,603	\$2,214,008	\$18,143,376	\$2,824,090	\$1,898	\$2,689	19%

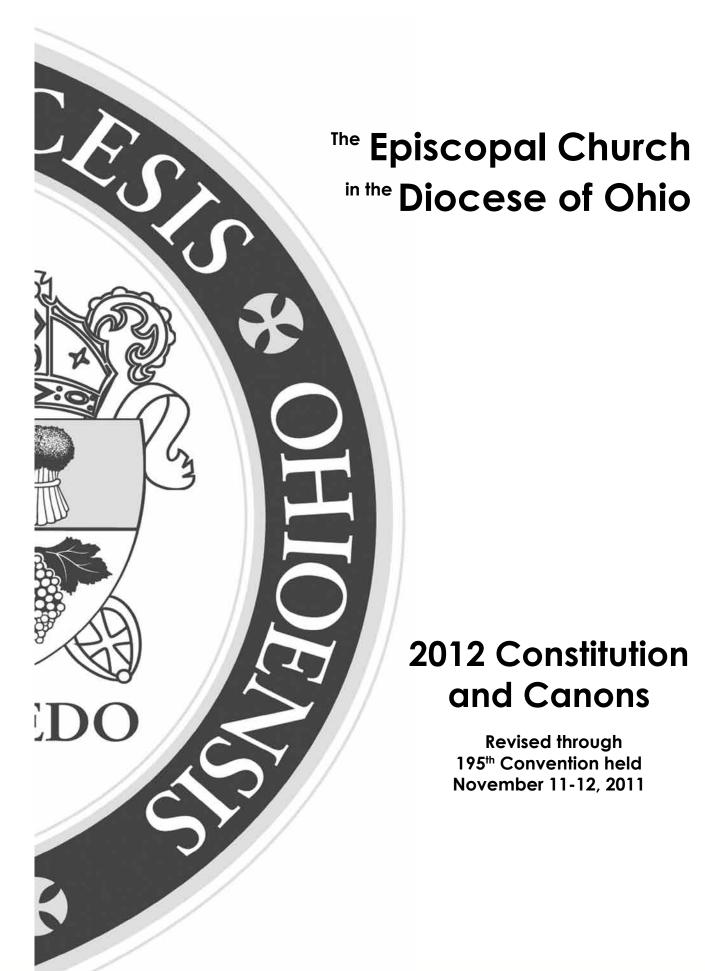


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CONSTITUTION OF THE EPISCOPAL DIOCESE OF OHIO

(REVISED THROUGH 195 TH ANNUAL CONVENTION, NOVEMBER 11-12, 2011)

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 I Jying 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).
- (e) 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 of 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 195th Annual Convention, November 11-12, 2011)

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 sethic 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 195th Annual Convention, November 11-12, 2011)

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

ARTICLE VII Election to the Episcopate

- Secretary of the Standing Committee to every member of the clergy entitled to vote, and the Clerk of shall take place in an Annual Convention, or in a Special Convention called for that purpose at least The election of a Bishop of this Diocese or of a Bishop Coadjutor or of a Bishop Suffragan, thereof, sixty days before the time appointed, the purpose being stated by a notice in writing and sent by the every Vestry in the Diocese. Sec. 1.
- The election shall be by written ballot and the voting shall be by orders. Each member of the clergy and each lay delegate scated 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. Sec. 2.

ARTICLE VIII The Chancellor

appointment by the Bishop. The Chancellor, if a member of the clergy, must be canonically resident in 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 The Bishop, with the approval of the Standing Committee, may appoint a person learned in the law Conventions. The Chancellor shall continue in office until death, or resignation, or revocation of the Diocese and, if a member of the laity, must be an adult communicant in good standing in this Diocese.

ARTICLE IX

Fund, shall be suspended from the rights of lay representation, and shall remain thus suspended until 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 Parishes may be admitted into canonical union with the Diocese upon such conditions as may be the delinquency shall have been canceled by payment. Sec. 1.

Amendment of the Constitution ARTICLE X

- 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. 1.
- where the amendment is to be considered. The amendment need not be submitted for consideration to a 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 Convention unless the amendment was received by the Bishop of the Diocese at least ninety (90) days Sec. 2. The Committee on Canons shall mail a copy of the proposed amendment and its recommendation to prior to the Convention.
- 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. 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 Sec. 3.

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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 195 TH ANNUAL CONVENTION, NOVEMBER 11-12, 2011)

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, no 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.
- (e) 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 Termon
- (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 195th Annual Convention, November 11-12, 2011)

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 each Bishoa

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 become Secretary all books and papers belonging to the Convention which may be in the

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 coolected 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 and shall render to the Diocesan Council and shall render to the Diocesan Council so a lift of 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 Olio, but subject to the order of the Treasurer, all interest accruing thereon shall inure to the sole use and benefit of the Diocese of Olio.
- 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 lairy, 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.

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- Episcopal Church, to be laid before the Standing Committee shall be forwarded to the Secretary of the Standing Committee shall be forwarded to the Secretary of the Standing Committee as before the Mannitee shall be forwarded to the Secretary of the Standing Committee as before the Mannitee shall be forwarded to the Secretary of 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 to notify all the members of the Standing Committee, to exery such application, as soon as possible after receipt. It shall be the duty of the Secretary of the Standing Committee to Recept a faithful record of the proceedings in a book provided for that purpose, to preserve the originals of all papers or letters addressed to the Standing Committee, to attest their acts, and to deliver to the successor Secretary all books and papers which in virtue of the office have been committed to the Secretary. The minutes of the Standing Committee, and all other papers in their hands relative to the Church, shall be subject to examination by the Bishop or by the Convention. A report of the acts of the Standing Committee shall be made annually to the Convention.
- Sec. 2. Vacancies occurring in the Standing Committee shall be filled by vote of the remaining members with the concurrence of the Bishop.
- Sec. 3. In exercising its power to fill vacancies, the Standing Committee, in addition to considering experience and other qualifications for service, shall use its appointment power to further Christian policies of fairness, justice, and inclusiveness with regard to race, sex, age, disability, and ethnic origin, and to ensure fair representation on Diocesan governing bodies.
- Sec. 4. As provided in Canon 1, the Standing Committee shall act as the Ecclesiastical Authority in the absence of the Bishop, Bishop Coadjutor, or Bishop Suffragan.

CANON 7: Of the Diocesan Council Sec. 1. The Diocesan Council as

- 2. 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 exofficio members of the Diocesan Council. If there be no Bishop Coadjutor, the Bishop Suffragan, if there be one, shall be the vice-president of the Diocesan Council. In the absence of the Bishop, the Bishop Coadjutor, or the Bishop Suffragan, the Council may elect one of its own members to preside.
- Sec. 3. In addition to the above named officers there shall be: (a) twelve members of the Diocesan Council elected at-large in accordance with Section 4 of this Canon, of whom six shall be members of the clergy canonically resident in the Diocese, and six members of the laity, adult communicants in good standing of the Church in the Diocese; and (b) such additional members as may be named in accordance with the Canon "Of 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 electing and two members of the laily to sever 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.

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- (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. Any eleven members of the Council at a regularly scheduled or duly announced special meeting shall constitute a quorum, provided that at least three are lerical members of the Council. The Bishop, if present, counts as one of the necessary eleven members of Council. The three clerical members of the Council at least three are letted by Convention or their Mission Area.
- Sec. 8. The Diocesan Council shall establish, triennially, mission and ministry priorities for the program of the Diocese subject to confirmation by the Annual Convention.
- Sec. 9. The Diocesan Council shall develop a Program and Budget for the work of the Church in the Diocese and shall submit the same to the Annual Convention of the Diocese for its adoption and approval.

CANON 8: Of the Trustees

- Sec. 1. The Trustees of the Diocese of Ohio (the Trustees of the Diocese) is a not-for-profit corporation, incoporated under the laws of the State of Ohio. The Articles of Incoporation 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 Funds). 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.

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 The Trustees shall hold title to real property for Parishes receiving aid. Such title shall be held in trust for the use of the such Parish so long as it shall exist as a Parish receiving aid. Sec. 4.
- 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, The Bishop, if present, shall preside at any meeting of the Board. The Trustees shall elect a President or upon the call of the Bishop, or upon the call of any two members of the Board Sec. 5.
- 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. or repeal, one or more specific and objective criteria for social responsibility in investment which shall The Convention may, by a two-thirds majority vote by orders, establish, and from time to time amend requirements in governing documents with respect to particular funds. The Diocese shall indemnify be binding upon the Board in the investment of Diocesan funds, subject to any applicable legal Sec. 6.

Of the Deputies to General Convention CANON 9:

- canonically resident in the Diocese, and four members of the laity who shall be adult communicants in Convention. The next Annual Convention shall elect, in like manner, four clergy and four members of respective office(s) until their successors are elected, and shall be Deputies, or Provisional Deputies, 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 good standing of the Church in the Diocese, to act as Deputies from this Diocese to the General The Annual Convention shall elect in the year following each General Convention, four clergy for any General Convention which may be held during their continuance in office.
- 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. Sec. 2

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

- 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 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 elected or appointed shall be communicants in good standing of the Diocese of Ohio. In addition, the lay persons, and the Bishop shall appoint one member of the clergy and one lay person. All persons Dean of the Cathedral shall appoint one member to serve as the Cathedral's representative to the to serve on subcommittees or assist in its work. Sec. 1.
- Vacancies in the Development Council shall be filled by the Bishop until the next annual Convention Sec. 2.

Of the Commission on Ministry CANON 11:

- 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. 1.
- Diocesan Staff person to serve the Commission on Ministry. The Bishop may appoint a member of the The Bishop shall be a member of and the Chair of the Commission on Ministry and may designate a Commission on Ministry to chair meetings in the Bishop's absence. Sec. 2.
- 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 Sec. 3.

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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.

- 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. 4.
- 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 The term of office of each member shall be four years. Vacancies occurring in the Commission on expired, shall be ineligible for reappointment for a period of one Convention year. Sec. 5.

Of Preparation for Ordination CANON 12:

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. Sec. 1

Of the Archivist CANON 13:

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. Sec. 1

Of the Diocesan Fund CANON 14:

- 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. 1.
- 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: Sec. 2. (a)
- 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.
- from diocese for operating budget" (line #7) in the Line-by-Line Instructions for the preparation of the (b) Normal Operating Expenses is defined as "All Other Operating Expenses" (line #14) less "Assistance 2008 Parochial Report as provided by the Episcopal Church.
- average annual percentage is determined by dividing the estimated annual assessment to the Diocese Normal Operating Expenses for the current calendar year, and shall use that estimate to calculate an By February 20, each parish shall estimate an annual assessment based on projected or budgeted average annual percentage rate of assessment to be used as described in Section 3(b) below. The by the total estimated NOE of the parish for the year. Sec. 3. (a)
- 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. **@**
- Section 2 above and the final Parochial Report data for the same year, to the total assessment payments No later than March 1, each year, each parish will determine its final assessment for the preceding year following year and/or may be recorded as additional support of diocesan program at the discretion of by performing an end-of-year reconciliation of its assessment due using the formula set forth in made for the calendar year. Any overpayments may be applied to the parish's assessment for the ં

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

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 flucorporation 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 13 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 Ecolesiatical 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.
- 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
- (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.

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- (b) The Vestry shall meet regularly at least quarterly, at such time and place as it shall by resolution determine. A special meeting shall be called upon the written request of any two members of the Vestry, or by the Rector; or, in the absence of a Rector, by the Senior Warden; or, in the absence of both Rector and Senior Warden, by the Junior Warden.
- (c) The Rector of any Parish shall be entitled to receive notice of and to have seat and voice at all meetings of the Vesty, and, when presm, 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 faitfully observed.

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- No Vestry shall alienate or encumber any real property of the Parish whose agents they are except as hereinafter provided: Sec. 10.
- affirmative vote of a majority of the number of members of the entire Vestry who are (in accordance A resolution approving any alienation or encumbrance of real property shall first be adopted by the with the laws of the State of Ohio) eighteen years of age or older, with only such members voting. <u>в</u>
- proceedings, stating fully therein the reason(s) for such alienation or encumbrance, and in the case of a The Secretary of the Vestry shall transmit to the Ecclesiastical Authority of the Diocese minutes of its encumbrance, the amount, the rate of interest to be paid, a statement of the necessity therefore, and all proposed alienation, the price to be obtained and the disposition of the proceeds, and in the case of an **a**
- The Ecclesiastical Authority shall solicit from the Treasurer of the Diocese a report of the financial implications of the proposed transaction. <u>ં</u>
- 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. **a**
- 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 Sec. 11. (a) When submitting the Parochial Report, each parish shall also submit financial statements including a report on the activities of any related entity which has a separate annual budget of \$25,000 or more. statement of assets, liabilities, and net assets, an IRS Form 990 (if required by the IRS), and a brief
- incorporator, agent, guarantor or responsible party without the prior written consent of the Bishop and In establishing any related entity, no parish shall list the Diocese of Ohio or the parish itself as an the Standing Committee. **a**
- facilities, resources and/or personnel of the parish, and/or over which the parish exercises some degree 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 For purposes of this section, a "related entity" includes, but is not limited to, a daycare center, છ
- Upon the resignation, retirement, or death of the Rector of any Parish, the Senior Warden thereof shall notify the Ecclesiastical Authority of the Diocese. Sec. 12. (a)
- 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 communication, if made, shall have been considered at a meeting of the Vestry duly held for that given for the Ecclesiastical Authority to communicate with the Vestry thereon, nor until such 9
- 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. ં
- The provisions of this section shall apply to all parishes receiving financial assistance from the diocese for the support of their program and property. Sec. 13. (a)
- The Member of the Clergy in charge shall be nominated by the Vestry, and shall be appointed by, and serve at the pleasure of, the Ecclesiastical Authority. Such person shall otherwise have the authority and responsibility of the Rector in any other parish. **@**

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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 The Ecclesiastical Authority may undertake such steps as are deemed necessary to initiate the in the following form: છ

deem proper and expedient. We do hereby declare ourselves, individually and collectively, ready to do "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, that which in us lies to establish and sustain the regular worship of the said Church, and promote its ourselves under your charge and will reverently obey your authority. We promise conformity to the to sustain the same, do hereby request you to inquire into our estate, and provide for us as you may influence in our midst; and we promise conformity to its doctrine, discipline, and worship. We put 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."

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. Parish corporation at such time as the Diocesan Council determines that, the Parish has (if necessary) recommendation of the Trustees of the Diocese, may be conveyed to, transferred to, or vested in a All real and other property, acquired by the Diocese for the benefit of a new parish, upon the

Of the Cathedral CANON 2:

- 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. 1.
- 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: Sec. 2.
- The Bishop; (a)
- (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;
- The residentiary Canon(s); Œ
- One member of the clergy and one member of the laity to be elected biennially by the Diocesan Convention for two-year terms; (g)
- (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;
- The Chair of the Board of Trustees of the Cathedral;
- The Senior Warden, Junior Warden, Clerk, and Treasurer of the Vestry. . ⊝
- search committee of the Cathedral Parish. The Dean may appoint residentiary Canons and Assistant The Vestry shall elect a Dean upon nomination of the Bishop of the Diocese in consultation with a Clergy upon the nomination of the Bishop. Sec. 3.
- The Cathedral shall be entitled to have the same representation in the Diocesan Convention as is provided by Canon for a Parish. Sec. 4.

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

CANON 3: Of Mission Areas

- ec. 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.
- (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.
- (a) Each parish shall annually elect one lay representative, who is an adult communicant in good standing according to the Canons of the Episcopal Church, to serve on the Mission Area Council. Each of the parish's two lay representatives shall serve a two-year term and be eligible for reelection.
- (b) Each Mission Area Council shall establish its own requirements for a quorum.
- (c) 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.
- (d) 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
- (e) 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 faison 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.

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- (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.
- Facilitate regional conversations among parishes concerning congregational planting, reorganization, and closing.
- (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 Concil 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;

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- The method of financing the Shared Ministry including the shared lay and ordained leadership; 9
- The method by which the Shared Ministry governing body is chosen; છ
- The responsibilities of the Shared Ministry governing body and the Wardens and Vestry of the member ਉ
- The method by which individual congregations may associate with or disassociate from the Shared <u>e</u>

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.

- congregation involving building use or other shared resources including personnel shall be obliged to Any congregation in the Diocese entering into a cooperative ecumenical or interfaith ministry with a 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. 3.
- Any such Covenants shall be subject to all provisions of the Constitution and Canons of The Episcopal Church and this diocese. Sec. 4.
- Clergy in charge of Shared Ministries shall have in each of the member congregations the canonical 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. privileges and responsibilities of Rectors under the national and diocesan Canons. If the Shared Sec. 5.
- 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 Sec. 6. (a)
- 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 9

Of New Parishes CANON 5:

- 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. 1.
- Episcopal Church in the Diocese of Ohio, and that the foregoing covenants shall be given effect in the 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 promise conformity to the Constitution and Canons of The Episcopal Church and of the Diocese of and County of, State of Ohio, and do hereby Ohio. We do further represent that said Parish shall hold all of its property as a trustee for the Articles of Incorporation to be adopted for the said Parish. Church, in the town of ... Sec. 2.
- 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 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 incorporation and organization of the Parish under the laws of the State of Ohio. The Articles of Sec. 3.

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record of the proceedings of the Vestry or Bishop's Committee and Parish meeting in which shall be also kept the Articles of Incorporation.

- 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 Sec. 4. (a)
- 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 obligations, as expressed in terms of payment of diocesan assessments and clergy pension assessments, the Diocesan Convention. The Trustees of the Diocese of Ohio may in its discretion retain title to In addition to the above Articles of Incorporation, there shall be presented to the Ecclesiastical property of newly organized parishes until three successive years of fulfillment of diocesan shall have elapsed. **@**
- 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. 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 Sec. 5.

CANON 6: Of Imperiled Parishes

- A congregation may be declared to be an Imperiled Parish under Section 3 (below) when one or more of the following conditions shall exist: Sec. 1.
- 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 Any of several conditions which would render a parish liable to action under Article IX of the persistent course inconsistent with the doctrine, discipline or worship of this Church. (a)
- 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. **@**
- The parish shall have failed to search for and elect a rector after a reasonable period of time. ં
- 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." The parish shall have failed to comply with the provisions of the Canon "Minimum Annual 9
- 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." **e**
- 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 Ξ
- 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.
- 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. **a**

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- Such intervention may be initiated upon the affirmative vote of a majority of the members of the Standing Committee. છ
- Committee, may declare the congregation to be an Imperiled Parish, and require the application of one In the event that the conditions specified shall persist, the Bishop, with the consent of the Standing or more of the following measures to restore health to the congregation: Sec. 3.
- 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; (a)
- designation of the Rector of the Parish as Vicar, during the pendency of these conditions; **e**
- 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; છ
- such other measures, during the pendency of these conditions, as the Bishop, with the concurrence of the Standing Committee, shall determine. ਉ
- 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 ord Sec. 4.
- rights and functions of a Vestry, until the Parish shall have elected a Vestry under the provisions of this 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 Sec. 5.
- 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 connection with the Diocese dissolved under Article IX of the Constitution except by the affirmative No parish, not being declared extinct under the provisions of Title II. Canon 7., above, shall have its Parish. The action of the Convention shall be upon the report of such Committee. Sec. 6.

CANON 7:

- Of Declaring Parishes Extinct

 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. 1.
- 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. 2.
- 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. Sec. 3.

Of Minimum Clergy Compensation CANON 8:

- by the Annual Convention of the Diocese. Such minimum annual compensation shall become effective Each congregation shall provide at least the minimum annual compensation to its clergy as established at the beginning of the calendar year following each Annual Convention. Sec. 1.
- 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. 2.

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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 serving in a part-time capacity, it is the responsibility of the vestry and the clergy to determine the The minimum annual compensation shall be applicable to all parochial clergy. Where clergy are eferred to the Bishop for review and action as the Bishop deems appropriate.

Of Clergy Pensions CANON 9: 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.

Of Lay Pensions CANON 10:

- 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 Every Parish, Diocesan Organization, and Institution shall provide lay employees who work a equal to those of ECLERP. Sec. 1.
- Every Parish, Diocesan Organization, and Institution shall make a report of compliance relative to Sec. description. A report form provided by the Office of the Treasurer shall be used for this purpose and l of this Canon for each lay employee. The report shall include eligibility, enrollment, and plan shall be submitted not later than October 1 of each year, prior to the Annual Convention. Sec. 2.
- has been cured. There is no power entrusted to the Convention or any committee thereof to waive this 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 Sec. 3.

Of Licensed Ministries CANON 11:

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. Sec. 1.

TITLE III. CANONS RELATING TO DISPUTE RESOLUTION AND DISCIPLINE

- CANON 1: Of the Reconciliation of Disagreements Affecting the Pastoral Relation
- 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: Sec. 1.
- when petitioned by a majority of the Vestry, or
- (b) when petitioned by a member of the Clergy, or
- when such assistance would, in the judgment of the Ecclesiastical Authority, be in the best interest of the Congregation. <u></u>

Of the Dissolution of the Pastoral Relation CANON 2: 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.

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CANON 3:

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. Those provisions of Title IV of the General Canons which are applicable to the Diocese are hereby Sec. 1.

Discipline Structure CANON 4:

- 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. Members of the Disciplinary Board may not serve concurrently on the Diocesan Standing Committee. Sec. 1.
- serving 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 Clergy Members. The Clergy members of the Board must be canonically resident and geographically or pastoral direction. Sec. 2.
- Lay Members. The lay members of the Board shall be Adult Communicants in Good Standing in the Sec. 3.
- 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 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 and arranged into three classes. Sec. 4.
- Vacancies. Vacancies on the Board shall be filled as follows: Sec. 5.
- (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
- The Bishop shall, within sixty (60) days, appoint a replacement Board member with the advice and consent of the Standing Committee. **e**
- Persons appointed to fill vacancies on the Board shall meet the same eligibility requirements as apply to elected Board members. છ
- 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 ਉ
- Panel. Respondent's Counsel and the Church Attorney shall have the right to challenge any member of 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 Preserving Impartiality. In any proceeding under this Title, if any member of a Conference Panel or consider the motion and determine whether the challenged Panel member shall be disqualified from 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 participating in that proceeding. Sec. 6.
- 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. 7.
- consultation with the Board. The Bishop may appoint one or more Intake Officers according to the Intake Officer. The Intake Officer shall be appointed from time to time by the Bishop after Sec. 8.

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needs of the Diocese. The Bishop shall publish the name(s) and contact information of the Intake Officer(s) throughout the Diocese.

- 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. 9.
- 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. Church Attorney. Within sixty (60) days following each annual Convention, the Bishop with the Sec. 10.
- 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. 11.
- Advisors. In each proceeding under this Title, the Bishop shall appoint an Advisor for the Complainant 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 and an Advisor for the Respondent. Persons serving as Advisors shall hold no other appointed or or the Respondent may, without penalty, decline the services of an Advisor. Sec. 12.
- 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. 13.
- 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 Sec. 14.

- Costs and Expenses
 Costs Incurred by the Church. The reasonable costs and expenses of the Board, the Intake Officer, the
 Investigator, the Church Attomey, 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 CANON 5: Sec. 1.
- 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 Costs Incurred by the Respondent. In the event of a final Order dismissing the complaint, or by established by Diocesan Council or its designee. Sec. 2.

CANON 6: Records

- 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. 1.
- 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 Fitle IV of the General Canons. Sec. 2.

Responsibility to State Authorities CANON 7:

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. Sec. 1.

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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
- 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 Diocessan 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 I above, provided that the Convention shall approve such consideration by a two-thirds majority vote. Changes proposed under this Section 2 shall require a twothirds majority vote for approval.
- Sec. 3. The Committee on Canons shall be appointed by the Bishop, and shall have at least two members of the clergy and two members of the laity in membership.
- Sec. 4. Every proposal to amend a Canon shall set out the entire section(s) of the Canon which is affected by the amendment with the new language clearly delineated. A proposal to enact a new Canon or repeal an existing Canon shall set out the entire Canon to be enacted or repealed.

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APPENDIX I

Form for the Certification of Lay Delegates to Convention	
THIS IS TO CERTIFY that at a meeting of the Vestry of	(name of Parish) in
held on the day of	20, the following named
persons, who are adult communicants of good standing in said Parish were elected Lay Delegates to represent the same	ay Delegates to represent the same
in the Convention of The Episcopal Church in the Diocese of Ohio, to be held	in the year of our Lord
20	
Delegates	
1.	
5.	
3.	
We do further certify that the payment of the annual assessments to the Church Pension Fund and those to the Diocesan	on Fund and those to the Diocesan

Fund are current. We do for 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.

Clerk of the Vestry

The Canon requires that this certificate be sent to the Secretary of the Convention,

the Canon requires that this certaincate be sent to the secretary of the Convention. 2230 Euclid Avenue, Cleveland, Ohio, at least thirty days before the meeting of the Convention

APPENDIX II

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

Fitle 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, in the Under this Canon.

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APPENDIX IV

from the 2003 Constitution and Canons of the Episcopal Church

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

- c. 1. Except upon mandatory resignation by reason of age, a Rector may not resign as Rector of a parish without the consent of its Vestry, nor may any Rector canonically or lawfully elected and in charge of a Parish be removed therefrom by the Vestry against the Rector's will, except as hereinafter provided.
- Sec. 2. If for any urgent reason a Rector or Vestry desires a dissolution of the pastoral relation, and the parties cannot agree, either party may give notice in writing to the Ecclesiastical Authority of the Diocese. Whenever the Standing Committee is the Ecclesiastical Authority of the Diocese, it shall request the Bishop of another Diocese to perform the duties of the Bishop under this Cannon.
- Sec. 3. Within sixty days of receipt of the written notice the Bishop, as chief pastor of the Diocese, shall mediate the differences between Rector and Vestry in every informal way which the Bishop deems proper and may appoint a committee of at least one Presbyer 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 parry has the right within ten days to request in writing an opportunity to confer with the Standing Committee before it consults with the Bishop.
- (b) If a timely request is made, the President of the Standing Committee shall set a date for the conference, which shall be held within thirty days.
- (c) At the conference each party shall be entitled to representation and to present its position fully.
- (d) Within thirty days after the conference or after the Bishop's notice if no conference is requested, the Bishop shall confer with and receive the recommendation of the Standing Committee; thereafter the Bishop, as final arbiter and judge, shall render a godly judgment.
- (e) Upon the request of either party the Bishop shall explain the reasons for the judgment. If the explanation is in writing, copies shall be delivered to both parties.
- (f) If the pastoral relation is to be continued, the Bishop shall require the parties to agree on definitions of responsibility and accountability for the Rector and the Vestry.
- (g) If the relation is to be dissolved:
- (1) The Bishop shall direct the Secretary of the Convention to record the dissolution.
- (2) The judgment shall include such terms and conditions including financial settlements as shall seem to the Bishop just and compassionate.
- Sec. 5. In either event the Bishop shall offer appropriate supportive services to the Priest and the Parish.
- Sec. 6. In the event of the failure or refusal of either party to comply with the terms of the judgment, the Bishop may impose such penalties as may be set forth in the Constitution and Canons of the Diocese; and in default of any provisions for such penalties therein, the Bishop may act as follows:
- (a) In the case of a Rector, suspend the Rector from the exercise of the priestly office until the Priest shall comply with the judgment.

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- (b) In the case of a Vestry, invoke any available sanctions including recommending to the Convention of the Diocese that the Parish be placed under the supervision of the Bishop as a Mission until it has complied with the judgment.
- Sec. 7. For cause, the Bishop may extend the time periods specified in this Canon, provided that all be done to expedite these proceedings. All parties shall be notified in writing of the length of any extension.
- Sec. 8. (a) Statements made during the course of proceedings under this Canon are not discoverable nor admissible in any proceedings under Title IV provided that this does not require the exclusion of evidence in any proceeding under the Canons which is otherwise discoverable and admissible.
- (b) In the course of proceedings under this Canon, if a charge is made by the Vestry against the Rector that could give rise to a disciplinary proceeding under Canon IV.1, all proceedings under this Canon shall be suspended until the charge has been resolved or withdrawn.
- Sec. 9. This Canon shall not apply in any Diocese which has made a provision on this subject in its Canons which is consistent with this Canon. This Section 9 shall become effective on January 1, 1990.

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, ex, 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.