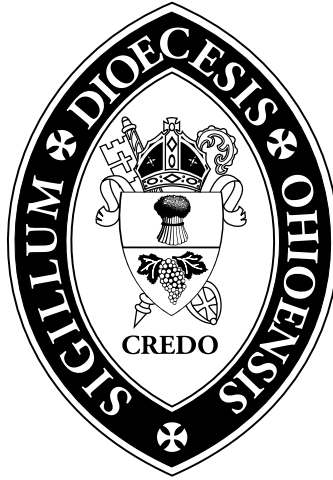


**This copy of the Convention Handbook was revised on November 1, 2017.
Please see revised pages 42-53 and pages 65-67.**



The 201st Annual Convention
of the Episcopal Church
in the Diocese of Ohio

November 11, 2017
Hilton Cleveland Downtown
100 Lakeside Ave.
Cleveland, Ohio

CONVENTION HANDBOOK

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Schedule and Location of Events

Saturday, November 11:

Hilton Cleveland Downtown, 100 Lakeside Ave., Cleveland, Ohio

8:00 AM Registration Opens Superior Ballroom Foyer (5th Floor)
8:45 AM New Delegate Orientation Center Street A (3rd Floor)
9:30 AM Convention Convenes Superior Ballroom
12:10 PM..... Convention Recesses for Lunch Superior Ballroom
12:45 PM..... Convention Reconvenes Superior Ballroom
2:00 PM..... Convention Adjourns

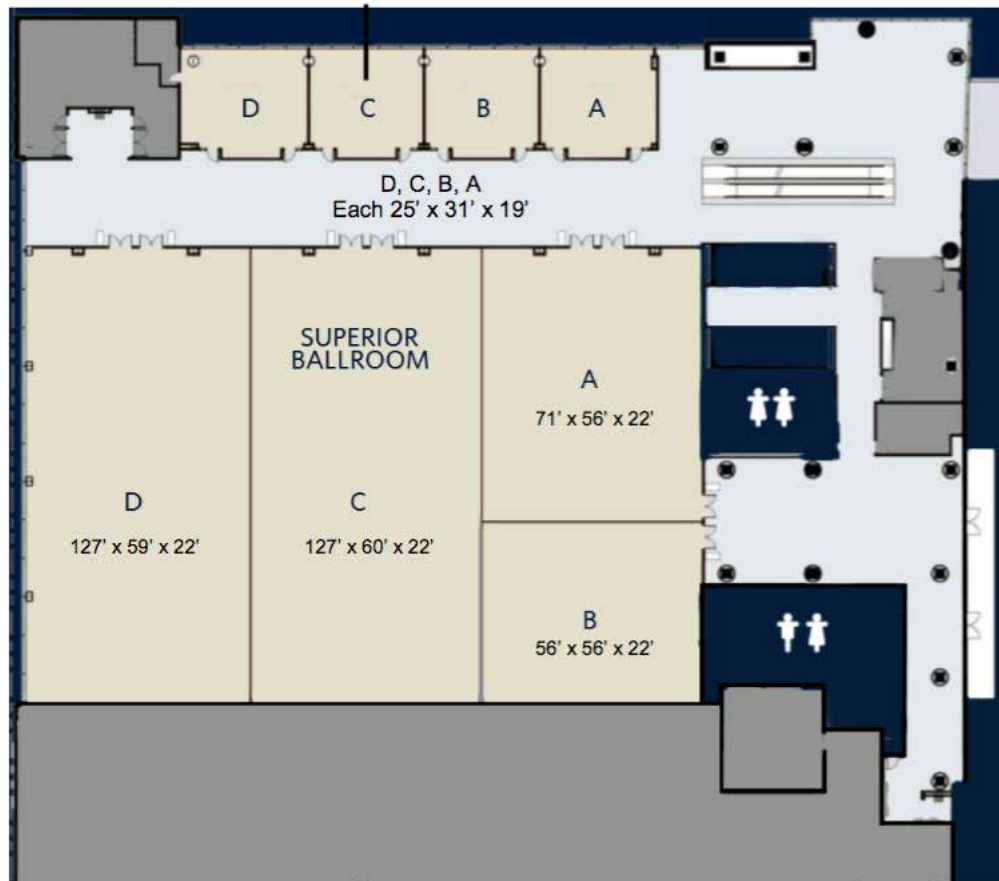
The Huntington Convention Center, 300 Lakeside Ave., Cleveland, Ohio

3:00 PM..... Convention Eucharist Grand Ballroom B & C

Hilton Cleveland Downtown, 100 Lakeside Ave., Cleveland, Ohio

5:15 PM..... Reception..... Superior Ballroom Foyer
6:00 PM..... Bicentennial Banquet..... Superior Ballroom

Map of the Hilton Cleveland Downtown, 5th Floor meeting space



General Information

Registration

All Registration is in the Superior Ballroom Foyer of the Hilton Cleveland Downtown.

Registration will open on Saturday, November 11 at 8:00 AM and will remain open throughout the business sessions of Convention.

All Lay Delegates, Lay Seat/Voice, and Youth Representatives will register by parish city.

Clergy Delegates and Clergy with Seat/Voice will register at a table designated for Clergy.

Nametags will be provided for registered Lay Alternate Delegates at the appropriate parish city table.

Nametags will be provided for all registered Visitors and Guests at the guest registration table.

Should a Lay Alternate Delegate need to replace a Lay Delegate and be seated, it will be necessary for the Lay Alternate Delegate to go to the Registration Area in order to be certified. This may be accomplished at the parish city registration table. The Lay Alternate Delegate will need to have the nametag, folder (including any remaining ballots), and electronic voting device of the delegate being replaced.

Nametags and folders will not be replaced if they are misplaced or lost.

Ballots for the Elections

Electronic voting will be used during this Convention. Instructions will be provided and a demonstration conducted at the start of the business session on Saturday morning.

Delegates will also be provided with enough voting ballots for all diocesan position elections when they register, in the event that a paper ballot is required.

Delegates must keep track of their ballots and electronic voting devices throughout the Convention, as they cannot be replaced.

If a Lay Alternate Delegate is replacing a Lay Delegate, he or she will need to have the nametag, folder (including any remaining ballots), and the electronic voting device of the delegate being replaced.

The Episcopal Address and the Convention Eucharist

The Episcopal Address will take place during the Convention business session on Saturday morning in the Superior Ballroom of the Hilton Cleveland Downtown.

The Convention Eucharist will take place at 3:00 PM on Saturday in Grand Ballroom B & C of the Huntington Convention Center, which is adjacent and conveniently connected to the Hilton Cleveland Downtown.

Special Arrangements

Special seating arrangements may be made for persons with disabilities by contacting Eva Cole at the Diocese of Ohio: 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.

Childcare

Childcare is available on Saturday, November 11 for children ages 5 and younger with pre-registration by October 20. Childcare is offered during convention business only.

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.

Lay Delegates and Lay Alternate Delegates who are unable to vote because of the parish's failure to meet canonically mandated reporting and assessment requirements are seated on the floor of Convention at tables with other clergy and parochial delegates.

Official guests of Convention and other persons having privileges of the floor will sit in designated sections.

All other visitors and guests are asked to sit at the tables designated for "Guests".

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: ecole@dohio.org or (216) 774-0457.

Certification of Delegates

The canons require that all Lay Delegates must be certified by the Secretary of Convention no later than fifteen (15) days prior to Convention.

Lay Delegate certification forms are due in the Office of the Secretary of Convention by Friday, October 27, 2017. 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 C. Jennings and the Rev. Dr. Brian K. Wilbert on Saturday, November 11, from 8:45 to 9:15 AM in Center Street A (3rd Floor) of the Hilton Cleveland Downtown.

Business Sessions

Clergy Delegates 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 electronic device, by voice or by a show of hands, with the exception that a vote by orders may be called for if requested by five clergy or lay delegates. In a vote by orders, clergy and lay votes are tallied separately; a majority in each order is required for passage.

The amount of votes necessary to pass a Resolution or other matter is:

1. A majority vote (consisting of more than half of the votes).
2. A two-thirds vote (consisting of at least two-thirds of the votes).
3. A three-fourths vote (consisting of at least three-fourths of the votes).
4. A majority Vote by Orders (consisting of more than half of the lay delegates and more than half of the clergy delegates).

Nominations for Diocesan Positions

Candidates may be nominated in one of three ways:

1. By the Convention Nominating Committee.
2. By persons who submit names of candidates to the Secretary of Convention.
3. 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 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. At a Convention two days or longer, 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.

At a one-day Convention, the Convention may consider a proposed change in the Canons if submitted to the Presiding Officer before the Convention is called to order. A three-fourths (3/4) majority of delegates is required before considering such change; and a two-thirds majority vote is required to approve a change in the Canons.

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 Rules of Order are on the next page.

The Order of Business and Other Rules

The 201st Annual Convention of the Episcopal Church in the Diocese of Ohio

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

Rule 1:

The following shall be the order of business:

Saturday, November 11, 2017

1. Convention is called to Order
2. Opening Prayers
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:
Resolution extending the privileges of the floor to
 - a) Presiding Bishop of The Episcopal Church,
 - b) Bishop of Belize,
 - c) Bishop of Tanga,
 - d) Bishop for the Office of Pastoral Development,
 - e) Tenth Bishop of the Diocese of Ohio,
 - f) Assisting Bishops in the Diocese of Ohio,
 - g) Bishop of Massachusetts,
 - h) Vice President of the House of Deputies,
 - i) Canon to the Presiding Bishop for Ministry Within The Episcopal Church,
 - j) the Chief Financial Officer,
 - k) the Chief Development Officer,
 - l) the Project Director, Camp and Retreat Ministry,
 - m) the Director of Communications,
 - n) non-canonically resident clergy serving as Interim, Priest-In-Charge or Curate in a parish,
 - o) Lutheran pastors serving in Episcopal Parishes,
 - p) President of the Diocesan Episcopal Church Women,
 - q) lay members of the Standing Committee,
 - r) lay members of the Diocesan Council,
 - s) lay members of the Trustees,
 - t) lay Deputies and alternate Deputies to the General Convention,
 - u) recipients of the Bishop's Medal, and
 - v) Special Youth Representatives
6. Report on Parish Compliance with National and Diocesan Canons:
 - a) Submission of its Parochial Report. (Constitution of the Diocese of Ohio, Article IX, Section 1(1))
 - b) Payment of diocesan assessments for the periods prior to the current year and current year through June 30th in accordance with Title I. Canon 14 (Constitution & Canons of the Diocese of Ohio)
 - c) Payment of all premiums due to the Church Pension Fund (for clergy and lay employees) (Constitution of the Diocese of Ohio, Article IX, Section 1(3))
 - d) Completion of its audit report as prescribed by canon (Constitution & Canons of the Episcopal Church, Title I.7.1(f); Constitution of the Diocese of Ohio, Article IX, Section 1(4))
7. Appointment of Assistant Secretaries, Tellers, and Voting Judges
8. Electronic voting demonstration and trial run
9. 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 11, 2017. Nominations may also be made from the floor.

- b) The name of the parish and the city of which a nominee is a member shall be placed on the ballot.
- c) No one who has allowed his or her name to appear as a candidate for any office may withdraw it during balloting.
- d) Offices to be filled:
 - 1. Trustee of the Diocese (1 person for a 5-year term)
 - 2. Standing Committee (1 lay and 1 clergy for 4-year terms)
 - 3. Diocesan Council (2 lay and 2 clergy for 3-year terms)
 - 4. Episcopal Community Services Development Council (3 lay and 1 clergy for 3-year terms)
 - 5. Diocesan Disciplinary Board (2 lay and 1 clergy for 3-year terms)
 - 6. General Convention Alternate Deputy (4 lay and 4 clergy for 3-year terms)
 - 7. Province V Synod Representative (2 lay and 1 clergy for 3-year terms)
- 10. Casting of the First ballot and Announcement of results, subject to the rule that all elections shall be decided by a majority vote.
- 11. Report of the Treasurer
- 12. Election of Treasurer, to assume duties upon the close of Convention
- 13. Election of the Secretary, to assume duties upon the close of Convention
- 14. Presentation and Vote on the Proposed 2018 Diocesan Program and Budget
- 15. Brief Break
- 16. Episcopal Address
- 17. Introduction to Diocesan Websites
- 18. Report from 2017 Episcopal Youth Event (EYE)
- 19. Report on Bellwether Farm
- 20. Report of the Trustees
- 21. Lunch
- 22. Demonstration of "Flocknote"
- 23. Casting of the Second Ballot and Announcement of results
- 24. Report from the Committee on Resolutions
- 25. Report of the Commission for Global and Domestic Mission
- 26. Introduction of Clergy new to the Diocese, and Retiring Clergy who are present; Recognition of offgoing Commission and Committee leadership
- 27. Appointment of members to the Commission on Ministry
- 28. Resolutions Referred to Dioceses from the 78th General Convention
- 29. Reports (by title unless reading is called for by a majority of Convention)
- 30. Disposal of any Unfinished Business
- 31. Closing Prayers
- 32. Motion for Adjournment

Rule 2:

When the Presiding Officer takes the chair, no member shall continue standing or shall afterwards stand unless to address the Chair.

Rule 3:

Delegates will prepare for and give their attention to the business of the Convention. Delegates will attend all sessions of the Convention unless excused by the Presiding Officer.

Rule 4:

Whenever any member is about to speak in debate, or deliver any matter to the Convention, the member shall stand, give name and parish, and with due respect, address the Presiding Officer in an audible voice, confining comments to the point in debate.

Rule 5:

Debate may continue upon any resolution for a period not to exceed ten minutes; unless such time be extended by a suspension of the Rules of Order by a two-thirds vote.

Rule 6:

Debate will end following:

- a) a successful vote to end debate;
- b) the end of the time allowed for debate by a Rule or Special Order; or
- c) by ruling of the Presiding Officer if
 - i. at least three Delegates have spoken in favor of the matter and no one rises to speak against it; or
 - ii. at least three Delegates have spoken against the matter and no one rises to speak in favor of it; or
 - iii. no one rises to speak on the matter.

Rule 7:

During a Debate on any motion or other matter, a member may:

- a) speak up to two (2) minutes, or up to four (4) minutes if translation or interpretation is required, after being recognized by the Presiding Officer; and
- b) speak twice, if recognized by the Presiding Officer.

Rule 8:

The Presiding Officer may 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 9:

While the Presiding Officer is putting any question, the members shall continue in their seats, and not hold any private discourse. Voting shall be by electronic device, 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 10:

Every member must vote when a matter is put to a vote. The Presiding Officer may excuse a member from voting on a matter, if:

- a) the member has a conflict of interest; or
- b) for other good cause.

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 amount necessary to pass a matter will be determined by those present and voting. The interpretation of the voting judges as to the validity of any ballot shall be final.

Rule 11:

A vote by orders will be taken upon petition by any five clergy or lay delegates. Any question being voted on by orders requires concurrence in the affirmative by both orders. Concurrence in the affirmative by an order requires the affirmative vote in that order by a majority of the members presents in that order unless a greater vote is required by the Constitution or by the Canons.

Rule 12:

All committees and commissions shall be appointed by the Presiding Officer, unless otherwise ordered.

Rule 13:

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 14:

Motions shall be handled in accordance with the following:

Motions

How made:

1. Motions may be made by any member or other person authorized to make a motion by the Rules of Convention.
2. A Member wishing to make a motion must be recognized by the Presiding Officer.

Types of Motions:

1. Motions that affect the general business of the Convention.
 - a) Adjourn or Recess:
 - i. Is used to end (adjourn) a session or take a short recess.
 - ii. Has the following characteristics:
 1. No debate is allowed.
 2. No amendments may be made.
 3. A majority vote is required.
 - b) Adjourn and reconvene at a specific time:
 - i. Is used to end a session and set a time to reconvene.
 - ii. Has the following characteristics:
 1. Debate is only allowed on the time.
 2. Amendments are only allowed on the time.
 - c) Appeal the ruling of the Presiding Officer:
 - i. Is used to appeal any decision of the Presiding Officer on any question of procedure.
 - ii. Has the following characteristics:
 1. Debate is allowed.
 2. Amendments are not allowed.
 3. A majority vote is required.
 4. Must be made immediately after the Presiding Officer's ruling.
 - d) To Create a Special Order of Business or Change the Order of Business:
 - i. Is used to create a Special Order of Business that is not included in the Convention schedule or change an existing Order of Business. It may also include special rules to govern how the order is to be carried out.
 - ii. Has the following characteristics:
 1. Amendments are allowed.
 2. Debate is allowed.
 3. A two-thirds vote is required.
- e) End Debate and Vote Immediately:
 - i. Is used to end the debate on a motion, resolution, report, or other action item and force a vote. It is also sometimes known as "moving the previous question."
 - ii. Has the following characteristics:
 1. Affects only the matter being debated.
 2. No debate is allowed.
 3. A two-thirds majority vote is required.
- f) Postpone Debating a Motion or Resolution until a Specific Time:
 - i. Is used to postpone debating and considering a motion or resolution until a certain time, after a certain time has elapsed, or after an event has occurred. It cannot be used to postpone action until after the Convention has adjourned.
 - ii. Has the following characteristics:
 1. Debate is allowed.
 2. Amendments are allowed.
 3. A majority vote is required.
2. Motions that affect what is done with a matter.
 - a) To refer back to the originating committee, a different committee or commission, or other body.
 - i. Is used to refer a matter to a committee, commission, or group to study the matter and report back suggested amendments or actions.
 - ii. Has the following characteristics:
 1. May be debated.
 2. May be amended as to the body referred.
 3. A majority vote is required.
 - b) Take No Further Action:
 - i. Is used to stop considering a particular resolution and remove it from further consideration at the Convention.

- ii. Has the following characteristics:
 - 1. Debate is allowed.
 - 2. No amendments are allowed.
 - 3. A majority vote is required.
- c) To Amend or Substitute:
 - i. Is used to modify a change a resolution or motion. This would include a technical change or a substantive change that would alter the meaning or the intent of a resolution or motion. Amendments must be related to the item in the resolution or motion that they are trying to change.
 - ii. Secondary Amendments are:
 - 1. Proposed changes to an amendment. Secondary Amendments must relate to the specific subject of an amendment and may not be used to alter other parts of a resolution or parts not affected by an amendment.
 - iii. Has the following characteristics:
 - 1. Debate is allowed.
 - 2. Only Secondary Amendments are allowed.
 - 3. A majority vote is required.
- d) To Divide the Matter:
 - i. Is used to divide a matter or resolution into separate parts and vote separately. If the matter is easily divisible into separate subjects, it may be divided by the Presiding Officer at a request of a member.
 - ii. Process to use this motion:
 - 1. First make the request to divide the question and explain where the question should be divided.
 - 2. The Presiding Officer then rules on the whether the question is divisible or not.
 - 3. If the question is divisible, the Convention proceeds to debate

and act on the divided parts of the question.

- 4. If the Presiding Officer rules the question is not divisible, any member may appeal the ruling.
- e) To Reconsider Something Previously Acted Upon:
 - i. Is used to reconsider a matter which was previously voted upon by the Convention.
 - ii. Has the following characteristics:
 - 1. Any member may move to reconsider a matter.
 - 2. No amendments are allowed.
 - 3. Debate is allowed if the matter being reconsidered is debatable.
 - 4. A majority vote is required.
 - 5. A matter may only be reconsidered once.
 - 6. If the motion for reconsideration is adopted, the resolution is restored to where it was immediately before the previous action being reconsidered was taken by the Convention.

Rule 15:

These Rules of Order may be suspended by a vote of two-thirds of all members present. A motion to Suspend the Rules:

- a) Is used to suspend or modify the rules of the Convention that interfere with a particular goal of the Convention.
- b) Has the following characteristics:
 - i. Amendments are allowed.
 - ii. Debate is allowed.
 - iii. A two-thirds vote is required.

Report of the Committee on Nominations

The membership of the Nominating Committee is drawn from the retiring members of various elected offices because of their familiarity with the roles and responsibilities of the office. This year, the Nominating Committee began meeting in June using the diocese's new Zoom video conference technology, a great improvement over voice-only conference calls.

The Committee circulated the position descriptions to Mission Area Councils, and publicized them through diocesan committees, Church Life! magazine, the diocesan website, and the weekly e-newsletter. We appreciate the assistance of Brenda Koenig and Rita Rozell of the Diocesan Staff.

Please note that there is more information available about the candidates on the diocesan website (www.dohio.org) beyond what follows in this Handbook.

The Committee on Nominations is pleased to present to the 201st Convention of the Diocese of Ohio nominees for the following offices: Diocesan Trustee, Standing Committee, Diocesan Council, Episcopal Community Services (ECS) Development Council, Diocesan Disciplinary Board, General Convention Alternate Deputy, and Province V Synod Delegate.

Faithfully submitted by the Nominating Committee:

The Rev. June Hardy Dorsey, Chair

The Rev. Jeff Bunke

Mr. Fitzroy DaSilva

The Rev. Julie Fisher

Ms. Alison Ricker

Mr. William A. Powel, III

St. Andrew's, Elyria

St. Timothy's, Perrysburg

St. Paul's, Cleveland Heights

Christ Church, Kent

Christ Church, Oberlin

Diocesan Staff

Nominations

Diocesan Trustee

Lay or Clergy (5-year term, elect 1)

- The Rev. Elizabeth Frank – St. Mark's, Canton
- The Rev. Mark Pruitt – St. Paul's, Akron
- Mr. David Robertson – St. Paul's, Cleveland Heights
- Ms. Sharon Watts – St. Paul's, Cleveland Heights

Standing Committee

Lay (4-year term, elect 1)

- Mr. Richard Preston – St. Andrew's, Toledo

Clergy (4-year term, elect 1)

- The Rev. George Baum – St. Timothy's, Massillon
- The Rev. Vanessa Clark – St. James, Painesville
- The Rev. Charlotte Reed – Christ Church, Hudson

Diocesan Council

Lay (3-year term, elect 2)

- Mr. Doug Skladan – St. Andrew's, Elyria
- Ms. Ute Lindenmaier Vilfroy – Trinity Cathedral, Cleveland

Clergy (3-year term, elect 2)

- The Rev. John Drymon – Trinity, Findlay
- The Rev. Mike Floyd – Christ Church, Hudson

ECS Development Council

Lay (3-year term, elect 3)

- Mr. Leslie Blakemore – St. Andrew's, Cleveland
- Mr. Todd Rosenberg – St. Paul's, Akron
- Ms. Anne Schwan – Our Saviour, Akron
- Ms. Anne Yug – St. Andrew's, Elyria

Clergy (3-year term, elect 1)

- The Rev. Jeff Bunke – St. Timothy's, Perrysburg
- The Rev. Sarah Shofstall – St. Barnabas, Bay Village

Diocesan Disciplinary Board

Lay (3-year term, elect 2)

- Ms. Denise Caywood – St. Philip, Akron
- Mr. Don Reed – Christ Church, Hudson

Clergy (3-year term, elect 1)

[clergy ordained at least 5 years]

- The Rev. Julie B. Fisher – Christ Church, Kent

Alternate Deputy to General Convention

Lay (3-year term, elect 4)

- Mr. Dennis Coughlin – St. Paul's, Cleveland Heights
- Ms. Karen Neilsen – St. Timothy's, Macedonia
- Ms. Hilary Nerby – St. Timothy's, Macedonia
- Mr. Richard Pryor – Christ Church, Kent

Clergy (3-year term, elect 4)

- The Rev. Alex Barton – Redeemer, Lorain
- The Rev. Elizabeth Frank – St. Mark's, Canton
- The Rev. Jeanne Leinbach – St. Paul's, Cleveland Heights
- The Rev. Dr. Brian K. Wilbert – Christ Church, Oberlin

Provincial Synod Representative

Lay (3-year term, elect 2)

- Ms. Alison Ricker – Christ Church, Oberlin
- Mr. Noah Sutterisch – Ascension, Lakewood

Clergy (3-year term, elect 1)

- The Rev. Gregory Stark – Christ Church, Oberlin and St. Andrew's, Elyria

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, (b) funds derived from parishes receiving aid or extinct parishes, and (c) other Diocesan funds and funds of parishes, parish organizations and other not-for-profit organizations affiliated with the Episcopal Church. JIF is valued at about \$50 million.

Expectations

Diocesan Trustees serve for a five-year term. The Diocese expects that a Trustee will attend all meetings and be prepared to discuss and make decisions, as appropriate, on agenda items in materials sent to them beforehand or provided at meetings.

Trustee meetings are held quarterly, normally on Tuesdays from 4 pm-6 pm, at Trinity Commons in February, May, September and November (other meetings are held as necessary). New members elected at Diocesan Convention attend their first regularly scheduled meeting in November

Gifts, Experiences and Skills

The Diocese will benefit from having Trustees who:

- Can evaluate complicated business-related issues
- Possess knowledge of finance/investing or the law, or both
- Have experience providing input for decision-making at both the local church and diocesan levels.

Continuing Diocesan Trustees

Lay

Mr. James A. Baker – Grace Church, Mansfield

Mr. Robert C. Brown – St. Paul's, Cleveland Heights

Clergy

The Rev. Dr. C. Eric Funston – St. Paul's, Medina

The Rev. Jan Smith Wood – Grace, Sandusky

Candidates for Diocesan Trustee

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

Lay or Clergy



The Rev. Elizabeth Frank – St. Mark's, Canton

oh2bfrank@gmail.com

The fiduciary responsibility of trustees is a ministry of stewardship: of Diocesan assets and the trustees' own gifts. I have taken on similar positions of trust over a 17-year legal career (trial attorney for the Departments of Housing & Urban Development and Justice), a past director of a non-profit, and a parish priest collaborating with vestries. Working on teams entrusted with the management of property and financial assets, I have learned to do my homework, consider the recommendations of others, and ask probing questions about the matters under review. Currently Interim Rector of St. Mark's-Canton, I serve on the Commission on Global and Domestic Mission, the Resolutions Committee, and as a Safeguarding God's Children trainer, and have been a Province V Synod Delegate. It would be a privilege to serve with God's help in this ministry of stewardship.



The Rev. Mark Pruitt – St. Paul's, Akron

mpruitt@stpaulsakron.org

I am happy to offer my team experience overseeing, over two decades now, large endowments and significantly sized physical plants.



Mr. David Robertson– St. Paul's, Cleveland Heights

drobertson@cedarbrookfinancial.com

For the past 25+ years I have been counseling individuals, families, and non-profits regarding investment portfolio construction & management, as well as asset allocation matters. As a lawyer and Certified Financial Planner I believe I could bring some insight and expertise that would assist the Diocese in responsibly overseeing the JIF and other Diocesan property. Also, as a former member of the Investment Committee of St. Paul's Episcopal Church in Cleveland Hts. I believe I am sensitive to the unique issues the Diocese faces regarding the long-range stewardship of its assets. I would be honored to play a role in continuing to secure the financial future of the Diocese and its related parishes.



Ms. Sharon Watts– St. Paul's, Cleveland Heights

sahwcpa@gmail.com

I am a semi-retired CPA and spent over a decade in public accounting before becoming Director of Tax at a Cleveland corporation. I am currently a member of the Diocesan Finance Committee and have been a member of the Diocesan Parish Audit Team and treasurer of the Diocesan ECW. I have served multiple terms as the treasurer of St. Paul's, Cleveland Heights and as a member of St. Paul's vestry, investment and audit committees. I was raised in the parish of Christ Church, Shaker Heights and served on the vestry and as treasurer. I have also served on the boards and as treasurer of several nonprofits in Cleveland and have significant experience working with endowments. I would welcome the opportunity to serve as a Trustee of the Diocese and to continue to serve this community.

Standing Committee

Position Description

The Standing Committee:

1. Serves as the Bishop's Council of Advice, bringing diocesan concerns to the Bishop's attention and responding to the Bishop's own thoughts and concerns;
2. Deals with property matters. All parish decisions to sell or encumber property must be approved by the Standing Committee.
3. Gives consent to candidacy and ordination of deacons and priests and to the election of bishops in other dioceses of The Episcopal Church.
4. Is involved with disciplinary matters pertaining to clergy
5. Designs and manages the search and election process when a new bishop is needed.

Expectations

Standing Committee members serve for a four-year term. Members are expected to commit to working collaboratively with the Bishop for the welfare of the Diocese. Occasionally, members are asked to attend Diocesan regional meetings. Lay Standing Committee members must be adult communicants of the Episcopal Church in good standing. Clerical members must be entitled to a seat at Diocesan Convention.

The Standing Committee meets at 9:45 am at Trinity Commons on the third Monday of the month, except in December, when the meeting is usually one week earlier. Meetings are usually, but not always, adjourned by 12:30 pm. With the consent of the President of Standing Committee, members who live some distance from Cleveland may, on occasion, join the meeting via conference call.

To assist transition, the November Standing Committee meeting begins with a joint session between outgoing and newly-elected members immediately following the close of Convention. New members also receive a summary of the previous year's minutes.

Gifts, Experiences and Skills:

The Diocese will benefit from Standing Committee members who are constructive; who know both when to listen and when to speak; and who will respect the diverse views both of this body and of the diocese. The Standing Committee benefits from having members drawn from parishes that are diverse in size and location.

Recent Accomplishments

This past year, the Standing Committee has worked with the Commission on Ministry to continue improving the care of those in the ordination process; consented to various episcopal elections throughout the Episcopal Church; and consented to parish requests to alienate church property.

Continuing Members of the Standing Committee

Lay

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

Mr. Greg Daniels – Christ Church, Hudson

Ms. Deborah Shamlin – St. Paul's, Canton

Clergy

The Rev. Joseph L. Ashby – Grace Church, Mansfield

The Rev. Gayle Catinella – St. John's, Youngstown

The Rev. Chris McCann – St. Luke's, Chardon

Candidates for Standing Committee

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

Lay

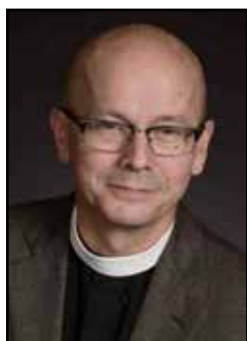


Mr. Richard Preston – St. Andrew’s, Toledo

rtpmap@bex.net

I am a cradle Episcopalian and a retired business owner. Service has been an ongoing theme in my life as an Episcopalian, including serving on several vestries, leading as both Senior and Junior Warden, acting as parish treasurer, monitoring property concerns, serving on the West Mission Council and, most recently, serving as our parish Verger. It would be my honor and pleasure to utilize my accumulated experiences in council of our Bishop and to foster the mission of our Diocese.

Clergy



The Rev. George Baum – St. Timothy’s, Massillon

fathergeorgebaum@gmail.com

I have served two terms on Diocesan Council (with periodic disruptions, due to parochial transitions). I feel led to serve the Diocese in a different capacity now, and feel I can bring a fresh perspective to the Standing Committee. Having gone through the Ordination process in this Diocese, I have some thoughts on how the Standing Committee might interview candidates a little differently. And while I’ve not dealt with property encumbrance per se, as my wife and I plan our 12th move together, I do have some property experience.



The Rev. Vanessa Clark – St. James, Painesville

rector@stjamesoh.org

The Rev. Vanessa E. B. Clark joyfully serves as the Rector of St. James in Painesville. Over the past sixteen years she has experienced the diversity of the Episcopal Church in a wide variety of ministries: a lay Parish Administrator in Worthington, Ohio, Priest-in-Charge in Greenville, Ohio and for the past eight years, Rector in Painesville. This year she rolls off our Commission on Ministry after helping to redesign our Deacon Formation. She continues as our Interfaith and Ecumenical Officer and the Vice President of the Ohio Council of Churches on our behalf. This knowledge, as well as wisdom from our Church partners in other denominations, allows her to bring creativity, devotion to Anglican polity and strategic visioning skills onto the Standing Committee. She enjoys time with her two children and husband wrestling their Golden Mastiffs and enjoying God’s good Creation in the garden and the wild.



The Rev. Charlotte Reed – Christ Church, Hudson

charlotte.reed@christchurchhudson.org

I served on the Standing Committee in the Diocese of Southern Ohio as a member, then Vice President, then President. I have also been a deputy to General Convention, Chair of the Commission on Ministry in Southern Ohio, and serve on the Bexley-Seabury board, so I bring a range of experience of the wider church. I enjoy the connection to the Diocese that serving on Standing Committee affords and the opportunity to be part of critical decisions facing the church as we discern the church God is calling us to be now and in the future. From my prior experience, I have learned to listen well and understand multiple sides of an issue, consider the larger picture, and be an agent of healing when needed. I currently serve as the rector of Christ Church, Hudson.

Diocesan Council

Position Description

The Diocesan Council:

- Serves as an advisory group to the Bishop and the Diocesan staff on financial and other matters.
- Oversees the development of the Diocese's operating fund budget and recommends the budget to Diocesan Convention for approval.
- Provides guidance and oversight for the Diocese between conventions.
- Works in committees to support Diocesan staff and Diocesan ministries.
- Serves as liaisons to parishes of the Diocese.

Expectations

Diocesan Council members serve for a three-year term; some are elected by Convention and others by the Mission Area Councils. Members are expected to participate actively in Diocesan Council meetings; to serve as liaisons to one or more Council committees that address spiritual and material stewardship oversight of various ministries; Lay Council members must be confirmed adult communicants of the Episcopal Church in good standing. Clerical Council members must be canonically resident in the Diocese of Ohio.

Diocesan Council meets approximately eight times each year. One meeting, usually held the first weekend of December, is a Friday night/Saturday meeting. Most other Council meetings are held at Trinity Commons usually on the third Thursday of the months of January, February, March, May, June, September and October from 12:30 pm-4 pm.

Gifts, Experiences and Skills

The Diocese will benefit from Diocesan Council members who can see the big picture; have interpersonal and communications skills that help

create a collegial, accountable environment; possess a general working knowledge of basic financial matters; and the structure of the Episcopal Church. Diocesan Council members should be committed to fostering the welfare of all parishes and affiliated ministries in the Diocese.

Recent Accomplishments

In addition to reviewing and recommending the operating budget, Diocesan Council read as a group and discussed the book by the Rev. Dwight Zscheile, The Agile Church. Council also continued focus on improving the function of the Mission Area Councils through the Collaboration Task Force. Council actively monitored the progress of Bellwether Farm, in addition to hearing detailed updates from the Offices of Communications, Mission, Ministry, and Congregational Development.

Continuing Members of Diocesan Council

Lay

Mr. Raymond Cox – Our Saviour, Akron
Mr. Hugh Grefe – Trinity Church, Toledo
Ms. Diane Hexter – Trinity Cathedral, Cleveland
Ms. Anna Sutterisch – St. Alban, Cleveland Heights

Clergy

The Rev. Christopher Coughlin – St. John's, Cuyahoga Falls
The Rev. Shawn Dickerson – St. James, Boardman
The Rev. Rose Ann Lonsway – Grace, Willoughby
The Rev. Peter W. Nielsen, III – St. Peter's, Ashtabula

Candidates for Diocesan Council

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

Lay



Mr. Doug Skladan – St. Andrew’s Elyria

dskladan@msn.com

My family and I have been active members of St. Andrew’s Church since the late 60’s. I have served several times as Senior Warden, chair of the Finance Commission, chair of two successful Capital Campaigns, Stewardship Commission, and participated on other parish committees. On Sunday mornings, as a Lay Catechist, I facilitate the Adult Formation Class and serve as a Lay Reader and Usher. Over the past several years I have served the Diocese on the Socially Responsible Investment Committee and the Clergy Compensation Task Force. Before retirement, I was self employed as an Information Systems Consultant, employed as a Division Controller and have played an active role in our Township serving as President of the Trustees Advisory Committee. I have been truly blessed with many gifts and would love to use them by serving on the Diocesan Council. If elected, I would see the opportunity as a way of carrying out the ministry that God has called me to do.



Ms. Ute Lindenmaier Vilfroy – Trinity Cathedral, Cleveland

uvilfroy@att.net

I have been a member of Trinity Cathedral since the 1970’s when I was a student at CSU. I am a widow with one adult son, who also worships at the Cathedral, and am currently on the Search Committee for the new Dean. I hold a Juris Doctor (JD) degree from Cleveland-Marshall College of Law; and, recently retired as Court Administrator and Magistrate of the Ohio Court of Appeals in Cleveland. I am a Lector and Lector Trainer at Trinity. Through the years I have taught Sunday school, chaired numerous committees, served several terms on the Vestry, twice served as Junior Warden, and as a Trustee. I was Vice-Chair of the building committee for Trinity Commons. I have also served on the Diocesan By-Laws Committee. I look forward to the opportunity to serve the wider church and the Diocese of Ohio through the valuable work of the Council.

Clergy



The Rev. John Drymon – Trinity, Findlay

jdrymon@gmail.com

Having served in my previous diocese as Secretary of its Executive Council and Diocesan Convention for a number of years, I am familiar with the scope of duties undertaken by such a body. I have a strong commitment both to the proposition that we are “all in it together” as a diocese and to the particular concerns of small and rural parishes within that structure. I believe myself to be a critical, analytical thinker, but this is tempered by common sense, pragmatism, and a belief that we are at our best when we consider the Church’s mission and Jesus’ commands first when attempting to reach any decision.



The Rev. Mike Floyd – Christ Church, Huron

christchurchreverend@bex.net

I nominate the Rev. Mike Floyd (Christ Church, Huron) for Diocesan Council with absolute confidence in his ability to fulfill these responsibilities admirably and to the benefit of the entire diocesan community. Mike represents the more westerly regions of our diocesan community as well as all small-but-growing congregations in our midst who seek to do much with limited resources. He brings a perspective of the broader Christian community that will be an asset. His creativity in gospel-proclamation and willingness to try new things for the sake of the Gospel are another strength that he brings to Council and the diocese. He has a demonstrated willingness to speak truth with humility, openness, and courage – and to listen wholeheartedly to others in service of our common life in Christ. The Rev. Jan Smith Wood

ECS Development Council

Position Description

Episcopal Community Services (ECS) builds Episcopal identity through strategic grant making focused on outreach. ECS reviews proposals for Bishop's Annual Appeal funds awarded through ECS and oversees the resulting grant awards. Episcopal Community Services also reviews proposals and awards grants from the Church Home Fund.

Expectations

Episcopal Community Services members serve for a three-year term. Lay members must be confirmed adult communicants of the Episcopal Church in good standing. Clerical members must be canonically resident in the Diocese of Ohio.

ECS meets every other month in full committee at Trinity Commons. Grant teams meet by conference call, as agreed upon by their members. Board members are also asked to make site visits to grant recipients and promote awareness of the work of ECS among our parishes and community. Board members are asked to make a financial contribution to the Bishop's Annual Appeal as they are able.

Gifts, Experiences and Skills

The Diocese will benefit from Episcopal Community Service members who have a passion for outreach and commitment to working with other members of the committee.

Recent Accomplishments

Episcopal Community Services has recently reassessed its prioritization of grant criteria with a new emphasis on grant making which supports innovation and a renewed focus on building Episcopal identity through strategic grant-making.

Continuing Members of ECS Development Council

Lay

Mr. Steve Ashby – Ascension, Lakewood
Ms. Dianne Audrick Smith – St. Andrew's, Cleveland
Ms. Cheryl Gray – St. Martin's, Chagrin Falls
Ms. Chari Hettinger – Epiphany, Lakewood
Ms. Mary Shepherd – St. Paul's, Akron

Clergy

The Rev. David Bargetzi – St. Luke's, Cleveland
The Rev. Daniel Orr – St. Mark's, Shelby

Candidates for ECS Development Council

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

Lay



Mr. Leslie Blakemore – St. Andrew's, Cleveland

theBlake47@aol.com

I am running for re-election to ECS as a lay delegate. I am presently finishing my first full term in this position after serving a partial term before that. I am a member of the vestry of my parish, am the leader of our chapter of the Brotherhood of St. Andrew, and serve as the chair of our church foundation. Those skills have helped me to better understand and be able to do the work of an ECS representative. ECS evaluates programs and gives out money that comes from the Bishop's Annual Appeal. We have been working to make it easier for new programs to be developed and funded at that level. One of the Bishop's ideas has been to expand our episcopal identity and we have been working to bring that idea to bloom. I am asking for your vote to complete those efforts.



Mr. Todd Rosenberg – St. Paul's, Akron

toddrosenberg2@gmail.com

Why would I like to serve in this role? Serving on the Council would be a communal way to help others – our duty and our joy as Christians. It would broaden my church horizons and allow me to meet and work with others from across the diocese. My experience in funding and development would be helpful in the Council's work. What gifts, skills, and experience would I bring to this position? Currently serving as Director of Development & Planned Giving for St. Paul's Endowment since 2013. Serving on the Development Committee of the Akron Symphony Board since 2015. Able to work collaboratively. Service at St. Paul's includes • Community Meals • Habitat for Humanity • Dominican Republic Mission Trip • "Stuff the Truck" – Tuscaloosa Tornado Relief Project • Diocesan Convention Delegate • Vestry • Chair – Music Director Search Committee • Chair - Newcomer Committee • Choir (20 years) • Collaborated on Diocesan Planned Giving Seminar 2017



Ms. Anne Schwan – Our Saviour, Akron

annesch9@aol.com

I have gladly served as a member of the the Board of Episcopal Community Services since 2009. It has been a joy to see the many vibrant ministries across the diocese and privilege to be a part of helping to support them.



Ms. Anne Yug – St. Andrew's, Elyria

anneyug@live.com

Matt 25:35 "For I was hungry and you gave me food..." I am a firm believer that outreach is what Jesus commanded us to do and, therefore, is the future of His church. I led the start of a community meal at Redeemer, Lorain that became not just a meal but a community for all. Currently, I am running an emergency pantry at St. Andrew's Elyria. Outreach not only helps those in need, but feeds us as Christians, building community within and outside of the church. What better way to spread His good news? As a consultant for the diocese, I understand the hopes and dreams of many of our parishes and the financial roadblocks that keep them from realizing those dreams of being vital in our communities. I would love to help them achieve those dreams.

Clergy



The Rev. Jeff Bunke – St. Timothy's, Perrysburg

rector@saint-timothy.net

Thirty-six years' service as an ordained servant has provided broad and diverse experience of the Church and the mission we are called to embrace. A significant portion of those years offered hands-on experience facilitating and coordinating collaborative service ministries from parish campuses in two different metropolitan areas. I've also helped to develop objectives and grant review criteria for a sister diocese's community services foundation. During that term of service, our team visited each grant site annually and engaged pro-active assistance in developing strategies to combat vs. simply "band-aid" basic human need situations. Passion, compassion, and experience (as well as a measure of humor at oneself) come with the package.



The Rev. Sarah Shofstall – St. Barnabas, Bay Village

sarahshofstall@gmail.com

I have served on the ECS Development Council for one term. I am excited about being able to leverage what I have learned in that term and help congregations develop ministries that, like Shakespeare's "quality of mercy" are twice blessed, blessing those who give and those who receive. We are hopeful that in the year to come the Council can improve communications with parishes and provide workshops that will generate passion and energy for this work.

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.

Expectations

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

The lay members of the Board shall be Adult Communicants in Good Standing in the Diocese.

Gifts, Experiences and Skills

1. Facility to understand, interpret, and apply the canons of the Church.
2. Ability to weigh varied and potentially conflicting evidence in discerning what has transpired, whether it is an infraction of the canons, and what an appropriate response might look like.
3. Ability to base decisions upon intellectual analysis, even in an emotionally charged context.

Continuing Members of the Diocesan Disciplinary Board

Lay

Mr. Brent Howard – Old Trinity, Tiffin

Ms. Rebecca Montague – Grace Church, Sandusky

Clergy

The Rev. Debra Q. Bennett – Our Saviour, Akron

The Rev. Paul Board – St. Paul's, Maumee

The Rev. Albert Jennings – St. Timothy's, Macedonia

The Rev. David Kendall-Sperry – St. Paul's, Mount Vernon

Candidates for Diocesan Disciplinary Board

Elect two lay and one clergy for three-year terms:

Lay



Ms. Denise Caywood – St. Philip, Akron

dcc1655@aol.com

It has been my distinct privilege to serve my parish, St. Philip's (Akron), and our diocese. At the parish level, I have served as Senior Warden, Clerk of the Vestry, and collaborated with fellow parishioners on many ministries. My service to our diocese in several capacities includes: Deputy to General Convention in 2009 and 2012, immediate past co-chair of the Commission for Racial Understanding (CRU), and a member of the Diocesan Response Team. I would bring a richly varied experience of the Church, and welcome the opportunity to serve our diocese as a member of the Diocesan Disciplinary Board.



Mr. Don Reed – Christ Church, Hudson

doncollinsreed@icloud.com

I taught ethics full-time at the university level for thirty-one years before taking early retirement to move from the Diocese of Southern Ohio to the Diocese of Ohio, where my wife became rector of Christ Church Episcopal, Hudson, in 2016. During that time I fulfilled two roles similar to the Diocesan Disciplinary Board—roles requiring objectivity in application of written rules and policies, with careful weighing of evidence given divergent accounts of facts. (1) During the 1990s I was a faculty member of the student-faculty-staff Sexual Misconduct Grievance Board at Wittenberg, serving on several hearing panels and once as the impartial investigating officer in a complaint against a faculty member by two students. (2) More recently I served two separate terms on the faculty Hearing Board on Academic Freedom and Tenure, deciding several grievances against administrators and/or the personnel committee concerning negative tenure and promotion decisions.

Clergy



The Rev. Julie B. Fisher – Christ Church, Kent

juliefisher@netlink.net

Before I was ordained, I belonged to two parishes where clergy committed misconduct, and a third where there was a false accusation against a priest. I have seen firsthand the devastating effects these situations cause to the people and parishes involved, as well as the healing that can result when these events are handled promptly and compassionately. I have been a strategic planning and conflict management consultant to nonprofits (including congregations) since the late 1980s, a youth minister since 2002, and a parish priest since 2005. I have taken a course in canon law. I have served on this committee since 2014, including as President this past year, and would be honored to be entrusted with this ministry again.

Alternate Deputy to General Convention

Position Description

General Convention Alternate Deputies are elected in the year prior to each General Convention. Clergy and lay members elected to this position serve as alternate deputies the 79th General Convention in 2018, or any Special General Convention between their election and the election of their successors.

At Convention, the deputies consider amendments to the church's constitution and canons, resolutions on ecclesiastical matters and social issues, adopt a budget for the ministry of the Episcopal Church, and elect people to various national offices.

In 2017, we will elect four (4) lay and four (4) clergy Alternates for three (3)-year terms. The Deputies and first Alternate Deputy (Lay and Clergy) will attend General Convention, the expenses of which will be paid by the Diocese of Ohio. Other Alternates will attend should it be required by the absence of a Deputy.

Expectations

The 2018 General Convention will take place July 5-13, 2018 in Austin, Texas. Alternate Deputies will need to be available to attend during those dates. Alternate Deputies are also expected to attend deputation meetings held in preparation for General Convention.

Gifts, Experiences and Skills

1. Analytical thinker
2. Experience and perspective of the Church beyond the parish

Candidates for Alternate Deputy to General Convention

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

Lay



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

denniscoughlin@gmail.com

I am currently Secretary of the Diocesan Standing Committee, prior to which I sat on the Diocesan Council serving on its Finance and Audit Committee and Executive Committee. I continue to serve on the Diocesan Parish Audit Team. In 2015 I was an Alternate Deputy and a Legislative Aide at the General Convention in Salt Lake City. I have more than 12 years experience as a church Administrator and 13 years as a hospital administrator in operations management and finance. I have been involved with the Episcopal Church since attending Sewanee-The University of the South and with St. Paul's, Cleveland Heights for more than thirty years as a member, several years as Administrator for Ministry, and many years in various leadership positions. I continue to seek to sustain and strengthen the vibrant community of the Diocese of Ohio and the life of the Episcopal Church.



Ms. Karen Neilsen – St. Timothy's, Macedonia

karen.neilsen@nlrb.gov

I am a native of Northeast Ohio and was baptized in the former St. Mary's Episcopal Church in Cleveland. This is the same church where my parents were married. When I was a young girl, my family began attending St. Timothy's in Macedonia, Ohio which had just formed as a mission. I was confirmed at St. Timothy's by Bishop Burt. Although I have attended other Episcopal Churches while living in different areas of the country, St. Timothy's has always been my home. I have sung in its choir, taught Sunday School and currently serve on the Alter Guild. I also represent St. Timothy's on the Summit Mission Area Council. During this past year, I have represented the Summit MAC on the Diocesan Council where I also serve on its Executive Committee. In my work life, I am a career attorney with the U.S. Government practicing federal labor law.



Ms. Hilary Nerby – St. Timothy's, Macedonia

hilarynerby@gmail.com

As a cradle Anglican, faith has been my anchor and when one receives, one gives back! For me, that ranges from teaching Sunday School and working with a Brownie troop in England to Chorister, Teacher, Dishwasher and Baker to serving my Parish as a Vestry person, our Mission Area Council as their Representative to CGDM to sorting medicine bottles and clothes for Belize. Both my personal and professional lives have demanded an ability to listen, to evaluate and to have the courage to make a decision that could impact the lives of others. After observing the deliberations of the House of Deputies in Salt Lake City, I believe these to be essential prerequisites for a Deputy (Alternate) to the General Convention of the Episcopal Church in 2018.



Mr. Richard Pryor – Christ Church, Kent

rpryor03@hotmail.com

The church is changing. As a student at Sewanee, I am exposed each day to news and new ideas about our church. At the 2015 General Convention, I was honored to be one of two youth representing our Province on the Official Youth Presence and to speak on the floor of the House of Deputies. At Christ Church Kent, I have participated in ministries such as our choir and as Head Acolyte. In our Diocese, I have been honored to serve as Rector of Happening, to serve a term on the Summit Mission Area Council, and work as a 2017 Development Office/Archives Summer Intern with our Diocese. This General Convention will be a momentous one. If elected an alternative deputy, I believe that my skills of thinking long-term and looking analytically at everything will allow me to serve well as we seek to advance the mission of the church.

Clergy



The Rev. Alex Barton – Redeemer, Lorain

adbarton11@gmail.com

I have always been passionate about the big picture of the church in combination with the day-to-day of parish life. I am equally passionate to learn about new forms of mission and worship throughout our world wide church while lifting up the parts of our tradition that continue to provide valuable insight. I believe strongly that the strength of our tradition is within our diocesan structures that allow for a real physical connection to different forms of worship, spirituality, and theology that each parish represents. And, I continually give thanks for serving in the Diocese of Ohio in which there is a strong call to mission and to evangelism. I hope you will consider me as a candidate to be an alternate to our General Convention in 2018.



The Rev. Elizabeth Frank – St. Mark's, Canton

oh2bfrank@gmail.com

A seminary professor told my class: “we are preparing you for a church that we have no idea what it will look like.” I thought: “Wow! The Spirit is at work. What a world of possibility.” That possibility involves new partnerships and initiatives; rethinking what it means to be the Body of Christ committed to discipleship and formation, and, discipleship in our contexts and as the Episcopal branch of the Jesus Movement. A former attorney and Province V Synod Delegate, and member of the Resolutions Committee, I am equipped to assist the Ohio Delegation with General Convention's legislative work. I hope to share my passion for mission and collaboration kindled by lay participation in three different Dioceses and service as a priest in two different Ohio Mission Areas. Currently Interim Rector at St. Mark's-Canton, I serve on the Commission on Global and Domestic Mission, and provide Safeguarding God's Children training.



The Rev. Jeanne Leinbach – St. Paul's, Cleveland Heights

jleinbach@stpauls-church.org

Nurturing parish life in the context of the larger Church provides perspective and offers inspiration in growing the Kingdom of God together. As the Rector of St. Paul's in Cleveland Heights, I would like to give back by offering my parish leadership experience, critical thinking skills and pastoral presence to the governing body of our Church. I served as an Associate Rector in the Chicago area for eight years prior to joining St. Paul's two years ago. My experience includes twelve years as a management consultant to the financial services industry and many years as a lay leader. In the Diocese of Chicago, I served on the Standing Committee and was a Delegate to the Province 5 Synod in 2015. Currently, I serve on the Commission on Ministry here in the Diocese of Ohio. I am a member of the 2018 Class of Leadership Cleveland.



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

bwilbert@oberlin.net

It was a privilege to serve as a deputy to the 2009 and 2015 General Conventions and to serve as first alternate deputy to the 2012 General Convention. At the 2015 General Convention I served as secretary to the Special legislative Committee on Marriage, and I was appointed to a six year term on the Board of the Episcopal Church Archives where I am on the Executive Committee as Secretary. It is an honor to represent our diocese and serve our church in these capacities. We are a wide church family with all sorts and conditions welcome regardless! Every General Convention is a glimpse of the church as it is evolving to be. I have been blessed to experience that process and with the consent of this 201st Diocesan Convention, I would like to continue to do so as an Alternate Deputy to the 2018 General Convention at Austin, TX.

Province V Synod Delegate

Position Description

Province V is an association of fourteen Episcopal Church dioceses in the Midwest region, working to advance the Church's mission through regular consultation, mutual support, formation, development, in addition to sharing in the governance of The Episcopal Church.

One of nine geographical provinces of The Episcopal Church, Province V (the Province of the Great Lakes) covers most of six states (Illinois, Indiana, Michigan, Missouri (eastern), Ohio and Wisconsin). All of Province V comprises over 220,000 lay persons and clergy, and 844 congregations.

At Synod, the delegates will learn about the current and possible future collaborative ministries that support the mission and priorities of the participating dioceses.

Expectations

Clergy and lay members elected to this position serve at the 2018 Province Synod: Friday, April 6, 2018 (10:00 AM) to Saturday, April 7, 2018 (3:00 PM), Sheraton Chicago O'Hare, Rosemont, IL. Delegates will need to be available to serve during those dates.

Gifts, Experiences and Skills

1. Analytical thinker
2. Experience and perspective of the Church beyond the parish

Province V Synod Delegates are elected prior to each Synod.

Candidates for Provincial Synod Representative

Elect two lay and one clergy for three-year terms:

Lay



Ms. Alison Ricker – Christ Church, Oberlin

aricker@oberlin.edu

I currently serve as Senior Warden at Christ Church, Oberlin and have been a member of the Vestry on and off for many years. Other long-term service includes some decades as a member of the choir and altar guild (now Sacristan); and many years as elected delegate to the annual Diocesan Convention and representative to the North Central Mission Area Council. In all of these roles, and as a regular participant in the Diocesan winter conferences, I have appreciated the opportunity to collaborate with and get to know others from across the diocese. Whether worshipping together, sharing ideas in a workshop, debating the merits of proposed canons, or making joyful music with dozens of other enthusiastic singers, I experience the benefit and renewed vigor of being part of the communal body of Christ. I would be honored to represent the Diocese of Ohio in the Provincial Synod.



Mr. Noah Sutterisch – Ascension, Lakewood

nsutterisch@gmail.com

I have had diverse experiences in many diocesan parishes and in the national church, which will lend itself well to thinking beyond our diocese into the province. In the Diocese of Ohio, I have been part of the Agape community at St. Alban's, Cleveland Heights; a member of the Episcopal Service Corps through Trinity Cathedral; worked at St. Luke's Episcopal, Cleveland; participated in EfM as a member of Church of the Ascension, Lakewood, and regularly attend many other diocesan events. I have also been a part of the Young Adult gathering at the last General Convention and on staff for the national Episcopal Youth Event. As a postulant for the priesthood and a seminarian at Bexley-Seabury, I am developing new ideas and listening skills, and feel that I could represent our great diocese at a provincial synod level well.

Clergy



The Rev. Gregory Stark – Christ Church, Oberlin

gregory.d.stark@gmail.com

I would like to serve as a clergy delegate to Provincial Synod to connect with fellow Episcopalians in the Midwest and imagine ways that we can build on these relationships. I hope to bring my passion for ministry with youth and young adults to the synod, and to offer my own voice as a young adult clergy to our broader church deliberations. I have served on vestry and as a delegate to diocesan convention prior to my ordination, and I worked as both a camp counselor and a session director for the diocesan camp in Arkansas for three summers. I was on volunteer staff for the Episcopal Youth Event in Oklahoma City summer 2017, and, since July 1, 2017, I have been the curate for children, youth, and young adults at St. Andrew's (Elyria) and Christ Church (Oberlin) in Lorain County.

Elections Tally Sheet

	Ballot 1	Ballot 2	Ballot 3
Total votes cast			
Votes required to elect			

Diocesan Trustee one lay or clergy (5-yr term)

	Ballot 1	Ballot 2	Ballot 3
Lay or Clergy*			
The Rev. Elizabeth Frank			
The Rev. Mark Pruitt			
David Robertson			
Sharon Watts			

Standing Committee one lay and one clergy (4-yr term)

	Ballot 1	Ballot 2	Ballot 3
Lay			
Richard Preston			
Clergy*			
The Rev. George Baum			
The Rev. Vanessa Clark			
The Rev. Charlotte Reed			

Diocesan Council two lay and two clergy (3-yr term)

	Ballot 1	Ballot 2	Ballot 3
Lay			
Doug Skladan			
Ute Vilfroy			
Clergy			
The Rev. John Drymon			
The Rev. Mike Floyd			

Continued on next page

**ECS Development Council
three lay and one clergy (3-yr term)**

Ballot 1

Ballot 2

Ballot 3

Lay*	Leslie Blakemore			
	Todd Rosenberg			
	Anne Schwan			
	Anne Yug			
Clergy*	The Rev. Jeff Bunke			
	The Rev. Sarah Shofstall			

**Diocesan Disciplinary Board
two lay and one clergy (3-yr term,
clergy ordained at least 5 years)**

Ballot 1

Ballot 2

Ballot 3

Lay	Denise Caywood			
	Don Reed			
Clergy	The Rev. Julie B. Fisher			

**Alternate Deputy to General
Convention
four lay and four clergy (3-yr term)**

Ballot 1

Ballot 2

Ballot 3

Lay	Dennis Coughlin			
	Karen Neilsen			
	Hilary Nerby			
	Richard Pryor			
Clergy	The Rev. Alex Barton			
	The Rev. Elizabeth Frank			
	The Rev. Jeanne Leinbach			
	The Rev. Dr. Brian K. Wilbert			

**Provincial Synod Representative
two lay and one clergy (3-yr term)**

Ballot 1

Ballot 2

Ballot 3

Lay	Alison Ricker			
	Noah Sutterisch			
Clergy	The Rev. Gregory Stark			

* Indicates contested election

Report of the Committee on Constitution and Canons

The 200th Convention approved a comprehensive revision to the Constitution and Canons of the Diocese, as recommended by the Committee on Constitution and Canons following its year-long review.

No proposed amendments to the Constitutions and Canons were submitted prior to the deadline of August 11 (90 days prior to Convention). Therefore, the Committee is not recommending any amendments to the Constitution and Canons.

Respectfully submitted,

Ms. Jane R. Freeman

Trinity Cathedral, Cleveland

The Rev. Dr. C. Eric Funston

St. Paul's, Medina

Ms. Clare S. Long

St. Barnabas, Bay Village

Ms. Ann Shelly

St. Matthew's, Ashland

The Rev. Sarah J. Shofstall

St. Barnabas, Bay Village

Mr. William A. Powel, III

Chancellor, Diocesan Staff

Report of the Committee on Resolutions

The Committee on Resolutions considered and adopted the following resolutions for submission to this Convention. The resolutions have been reviewed for compliance with the Canons, and during the First Report of Resolutions Committee, will be placed before Convention for debate subject to the Rules of Order adopted by Convention at its organization.

The Resolutions submitted this year are:

- R1: Resolution on Clergy Compensation
- R2: Resolution from the Commission on Racial Understanding: Becoming Beloved Community

Respectfully submitted,

Mr. David W. Sloan, Chair

St. Paul's, Cleveland Heights

The Rev. Beth Frank

St. Mark's, Canton

Ms. Amy Kellogg, Vice Chancellor

St. Andrew's, Elyria

Mr. William A. Powel, III, Chancellor

Bishop's Staff

R1: Resolution on Clergy Compensation

1 **Resolved**, that the minimum standard of full-time pension-based compensation (cash salary, utilities,
2 housing, and Social Security tax reimbursement) for clergy serving congregations in the Diocese of Ohio
3 during 2018 be established as follows:

- 4 • At least \$48,790 for assisting clergy
- 5 • At least \$59,060 for clergy in charge of congregations with an annual Normal Operating Income
6 (NOI) of no more than \$185,500
- 7 • At least \$59,060+10% of NOI greater than \$185,500 up to \$371,100, for clergy in charge of
8 congregations with an annual NOI greater than \$185,500
- 9 • At least \$76,110 for clergy in charge of congregations with NOI greater than \$371,100; and be it
10 further

11 **Resolved**, that each congregation prayerfully consider adjusting the current compensation level of their
12 employees to account for the increase in the cost of living and the clergy person's years of experience;
13 and be it further

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

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

19 Resolved, that each employer of such clergy in the Diocese of Ohio shall pay a minimum of 97.5% of the
20 health insurance premium of the least expensive plan provided as an option by the Diocese for those
21 clergy being paid less than \$59,060 (or the pro-rated part-time equivalent) and their eligible dependents
22 or 95% of the health insurance premium of the least expensive plan provided as an option by the Diocese
23 for the clergy being paid \$59,090 (or the pro-rated part-time equivalent) or more, and their eligible
24 dependents. If an employee chooses a health insurance plan that is more expensive, the additional
25 premium is the responsibility of the employee, unless the Vestry, Diocese or other participating
26 Episcopal institution agrees to pay the additional premium for such coverage. The employer may choose
27 to pay 100% of its clergy's health care plan; and be it further

28 **Resolved**, that in addition to the above minimum standards, each employer of such clergy in the Diocese
29 of Ohio shall:

- 30 • Make pension assessment payments as the Church Pension Fund shall determine [Note: The
31 Church Pension Assessment is based on the following elements: Base salary; Social Security tax
32 reimbursements; Cash housing allowance and utilities; Employer contributions to 403(b) or
33 deferred compensation plan; Value of church-provided housing; Pre-tax contribution to Health
34 Savings Account (HSA) – employee contribution up to IRS limits; and Other cash allowances (i.e.,
35 automobile, cell phone)];
- 36 • Provide appropriate reimbursement for expenses incurred in the course of fulfilling the
37 responsibilities of the position, including the actual cost of the use of a personal automobile;
- 38 • Allow no fewer than four weeks of paid vacation annually;

- 1 • Allow no fewer than eight weeks of paid parental leave for the birth or adoption of a child for a
2 member of the clergy designated “primary child-care parent” (or any woman who has given birth);
3 and no fewer than two weeks of paid parental leave for the birth or adoption of a child for a member
4 of the clergy designated “non-primary care parent”;
5 • Allow annual professional education/development leave of no fewer than two weeks, with a
6 minimum allowance of \$800; and be it further
7 **Resolved**, that the provisions of this resolution be applied on a pro-rata basis to the minimum
8 compensation and benefits related to positions that are less than full-time and more than one-quarter
9 time; and be it further
10 **Resolved**, that every letter of agreement shall be revisited by the Vestry and the Rector with the clergy
11 member at least once every two years. For parishes in which this has not happened in the last two years
12 it should be done promptly and by December 31, 2017; and be it further
13 **Resolved**, that every letter agreement shall be submitted to the Bishop’s Office in compliance with
14 General Canon Title III.9.3 along with the most current version of the Compensation Worksheet
15 provided by the Commission on Ministry (COM) by May 1, 2018; and be it further
16 **Resolved**, that (a) whenever clergy letters of agreement are amended, they should be submitted to
17 the Bishop’s Office in compliance with General Canon Title III.9.3; along with (b) the Compensation
18 Worksheet provided by the Commission on Ministry to each parish; and be it finally
19 **Resolved**, Without regard to whether a letter agreement has been amended, the Compensation
20 Worksheet should be submitted by the parish for each clergy person to the Bishop’s Office every two
21 years, thereafter on or before May 1 in the odd years, for that current year’s compensation.
22

23 **Rationale**

24 The recommended levels of compensation are the same as those for 2017. Although there was a 0.7%
25 increase in the Cleveland CPI-U rate for the year ending May 31, 2017, the COM determined to keep
26 recommended compensation levels the same because there was a 6% increase in the cost of employee
27 health insurance offered by the Medical Trust for 2018.
28

29		1/4 time	1/2 time	3/4 time	Full time
30	Assisting Clergy	\$12,197.50	\$24,395	\$36,592.50	\$48,790
31	Clergy in Charge	\$14,765	\$29,530	\$44,295	\$59,060

33 **Submitted by**

34 **The Commission on Ministry**
35
36
37
38

R2: Resolution to Recommit to Racial Reconciliation in the Diocese of Ohio

1 **Resolved** that, as the Episcopal Diocese of Ohio begins a third century, we recommit to Racial
2 Reconciliation by requiring Diocesan elected and appointed Lay and Clergy leaders to receive anti-
3 racism training, the specifics and details of which shall be developed by the Commission on Racial
4 Understanding and presented to Diocesan Council for approval before the 202nd Convention, with the
5 goal of training all such clergy and lay leaders within (3) three years; and be it further
6 **Resolved** that, all leaders in every context of our common life throughout the Diocese are strongly urged
7 to receive anti-racism training; and be it further
8 **Resolved** that, individuals, congregations, and the Diocese join The Episcopal Church's long-term
9 commitment to racial healing, reconciliation, and justice by initiating the journey described in
10 Becoming Beloved Community (2017).

12 **Explanation**

13 In 2015, the General Convention approved Resolution A023, and declared itself dedicated and
14 committed to continuing the work against the sin of racism, which impedes us from living into our
15 baptismal covenant. In 2017, in response to A023, the Diocese of Ohio, through its Commission on
16 Racial Understanding (CRU), adopted the training program of The Episcopal Church, "Seeing the Face
17 of God in Each Other (2011)," and "Becoming Beloved Community," a framework crafted by the leaders
18 of the House of Bishops and House of Deputies.
19 "Becoming Beloved Community" is a guide map which leads Episcopalians to respond in their
20 particular contexts to racial injustice and grow a community of Reconcilers, Social Justice Seekers, and
21 Healers. With leadership from the Presiding Bishop, "Becoming Beloved Community" is a multi-year
22 effort and long-term, multi-generational commitment to Christian Formation, which combats racist
23 practices in our lives.
24 In support of this program, the Diocese of Ohio's proposed 2018 Budget increases funding of the Office
25 of Mission from \$3,600 to \$10,000 in anticipation of providing this training.
26 Further, this Resolution parallels the approach taken with respect to protecting children and youth from
27 abuse. Since 2010, the Diocese of Ohio has required all adults participating in diocesan youth events
28 to receive "Safeguarding God's Children" training and has strongly urged all parishes to provide such
29 training as well. Clergy and laity have been trained to provide the training and work with parishes and
30 Mission Areas to provide the training at sites throughout the Diocese.

Resolutions Referred to Dioceses from the 78th General Convention

The 78th General Convention proposed three (3) changes to the Constitution of The Episcopal Church. In accordance with Article XII of the Constitution of The Episcopal Church, it is the responsibility of each Diocese to make known such proposed alterations to its Convention prior to the 79th General Convention in 2018, and to certify that such action has been taken:

B011: amends Constitution Article II.7 to clarify election language and the Bishop Suffragan's oversight of chaplains in the armed forces and other federal agencies.

D003: amends Constitution Article V.1 to make it possible for dioceses to merge when one or both dioceses do not have a sitting bishop.

D008: amends Constitution Article I.1 to allow for joint sessions by majority vote of both the House of Bishops and House of Deputies.

B011: Amend Article II.7

Resolved, That the Constitution of the General Convention (2012) Article II.7 is hereby amended to read as follows:

Sec. 7. ~~It shall be lawful for~~ The House of Bishops ~~to~~ may elect a ~~Suffragan-Bishop Suffragan~~ who, under the direction of the Presiding Bishop, shall be in charge of the work of ~~those persons of this Church who serve as chaplains in the Armed Forces of the United States, and such other agencies as may be specified by the Presiding Bishop.~~ The ~~Suffragan-Bishop Suffragan~~ so elected shall be *ordained and consecrated* and hold office under such conditions and limitations other than those provided in this Article as may be provided by Canons of the General Convention. ~~The Suffragan Bishop shall be eligible for election as Bishop or Bishop Coadjutor or Suffragan Bishop of a Diocese.~~

D003: Amend Article V

Resolved, That Article V, Section 1 is amended to read as follows:

A new Diocese may be formed, with the consent of the General Convention and under such conditions as the General Convention shall prescribe by General Canon or Canons, (1) by the division of an existing Diocese; (2) by the junction of two or more Dioceses or of parts of two or more Dioceses; or (3) by the erection into a Diocese of an unorganized area evangelized as provided in Article VI. The proceedings shall originate in a Convocation of the Clergy and Laity of the unorganized area called by the ~~Bishop Ecclesiastical Authority~~ for that purpose; or, with the approval of the ~~Bishop Ecclesiastical Authority~~, in the Convention of the Diocese to be divided; or (when it is proposed to form a new Diocese by the junction of two or more existing Dioceses or of parts of two or more Dioceses) by mutual agreement of the Conventions of the Dioceses concerned, with the approval of the ~~Bishop Ecclesiastical Authority~~ of each Diocese. ~~In case the Episcopate of a Diocese be vacant, no proceedings toward its division shall be taken until the vacancy is filled.~~ After consent of the General Convention, when a certified copy of the duly adopted Constitution of the new Diocese, including an unqualified accession to the Constitution and Canons of this Church, shall have been filed with the Secretary of the General Convention and approved by the Executive Council of this Church, such new Diocese shall thereupon be in union with the General Convention.

D008: Amend Article I.1

Resolved, That Article I, Section 1 of the Constitution is amended to read as follows:

Sec. 1. *There shall be a General Convention of this Church, consisting of the House of Bishops and the House of Deputies, which Houses will sit, debate, and vote separately, unless otherwise provided for by this Constitution or the Canons. The Houses by majority vote of each House may call for the Houses to sit, debate, and vote, or any combination thereof, together. The General Convention may by Canon establish procedures for such sessions. In all deliberations freedom of debate shall be allowed. Either House may originate and propose legislation, and all acts of the Convention shall be adopted and be authenticated by both Houses.*

Overview of the 2018 Diocesan Program and Budget

The 2018 program and budget of the Diocese of Ohio is expected to grow by \$78,031 or about 2.2% over the 2017 budget.

Details of proposed expenditures in each area are further explained in the accompanying narratives. The most significant changes are in the areas of General Church in the Diocesan, Episcopal Church and Anglican Communion Responsibilities, Personnel, Communications, and Fund Transfers.

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

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

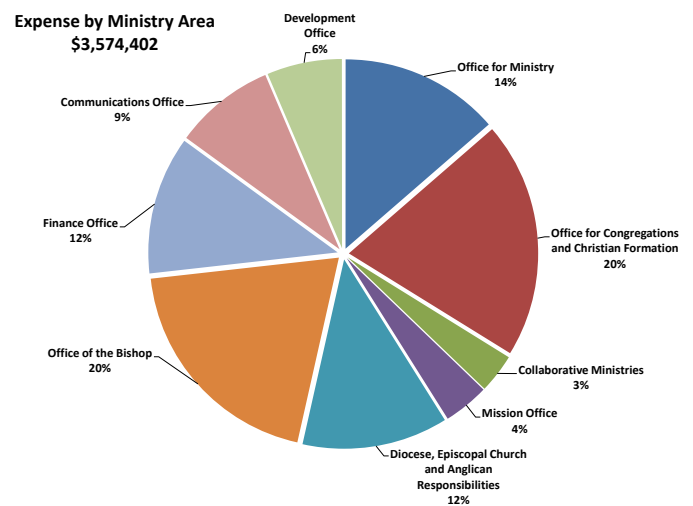
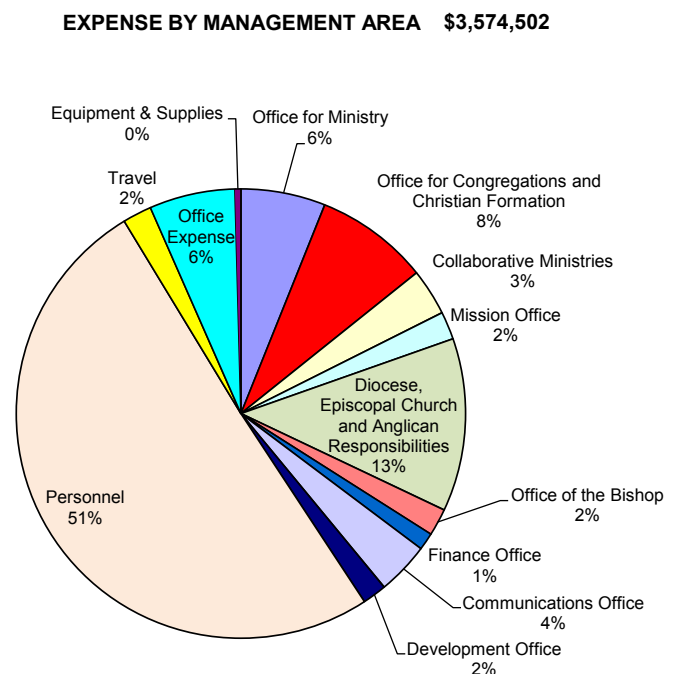


Figure 2 reflects the expenses shown in the budget summary (immediately following) by management area. Further details about the management areas and their use of funds are found in the budget narratives which follow the budget summary.



Budget Summary

	Operating	Special Funds	Total	Increase (Decrease)
REVENUES				
SUPPORT FROM CONGREGATIONS				
Assessment Income (current year)	\$2,375,000.00	\$0.00	\$2,375,000.00	\$25,000.00
Assessment Income (prior year(s))	-\$35,000.00	\$0.00	-\$35,000.00	-\$10,000.00
TOTAL SUPPORT FROM CONGREGATIONS	\$2,340,000.00	\$0.00	\$2,340,000.00	\$15,000.00
ENDOWMENT INCOME				
Endowment-Episcopate	\$201,800.91	\$0.00	\$201,800.91	-\$961.32
Endowment-Missions	\$60,050.73	\$0.00	\$60,050.73	\$290.36
Endowment-Custodial	\$4,445.68	\$0.00	\$4,445.68	-\$76.53
Endowment-Lay Pension	\$9,393.10	\$0.00	\$9,393.10	-\$45.26
Endowment - Bishop's Office	\$57,107.97	\$0.00	\$57,107.97	\$2,459.85
Endowment Income - Legacy endowments	\$3,487.03	\$0.00	\$3,487.03	-\$16.61
Endowment - ECSF - Administration	\$51,120.86	\$0.00	\$51,120.86	-\$243.52
TOTAL ENDOWMENT INCOME	\$387,406.28	\$0.00	\$387,406.28	\$1,406.97
TOTAL INVESTMENT INCOME - OTHER				
Distribution JIF-General Funds	\$145,265.09	\$0.00	\$145,265.09	-\$691.98
Distribution JIF-Unrestricted Custodial Accts	\$26,281.94	\$0.00	\$26,281.94	-\$125.09
TOTAL INVESTMENT INCOME	\$171,547.03	\$0.00	\$171,547.03	-\$817.07
FEES RECEIVED FOR ADMINISTRATIVE SERVICES				
Darnell Adm. Fees	\$5,206.31	\$0.00	\$5,206.31	\$385.07
Brayton Administration Fees	\$15,067.10	\$0.00	\$15,067.10	\$1,141.14
Church Home Admin. Fee	\$41,159.37	\$0.00	\$41,159.37	\$2,871.53
Holy Cross House - Admin. Fee	\$14,155.24	\$0.00	\$14,155.24	\$2,086.23
Joint Investment Fund Admin. Fee	\$116,985.26	\$0.00	\$116,985.26	\$15,766.11
BLF Loans and Grants Administrative Fee	\$20,409.99	\$0.00	\$20,409.99	\$2,809.54
Cooper Administration Fees	\$849.41	\$0.00	\$849.41	\$64.33
Miller Funds Administrative Fee	\$33,562.39	\$0.00	\$33,562.39	\$2,285.51
Education Funds - Hornby Adm. Fees	\$6,443.48	\$0.00	\$6,443.48	\$691.23
TOTAL FEES RECEIVED FOR ADMINISTRATIVE SERVICES	\$253,838.55	\$0.00	\$253,838.55	\$28,100.69
OTHER RECEIPTS				
Episcopal Safety Officer	\$0.00	\$0.00	\$0.00	-\$6,000.00
Rental Income	\$0.00	\$0.00	\$0.00	\$0.00
Grants Received for Operating items	\$0.00	\$0.00	\$0.00	-\$7,500.00
TOTAL OTHER RECEIPTS	\$0.00	\$0.00	\$0.00	-\$13,500.00
TOTAL REVENUES BEFORE TRANSFERS FROM SPECIAL FUNDS	\$3,152,791.87	\$0.00	\$3,152,791.87	\$30,190.60
FROM SPECIAL FUNDS				
From Special Funds-BLF Loans and Grants	\$0.00	\$125,000.00	\$125,000.00	\$65,000.00
From Special Funds - Library Fund	\$0.00	\$2,000.00	\$2,000.00	\$0.00
From Special Funds - Youth Scholarship Fund	\$0.00	\$1,500.00	\$1,500.00	\$0.00
From Legacy Endowments-Arthur B. Williams, Jr. Fund	\$0.00	\$21,000.00	\$21,000.00	\$6,000.00
From Special Funds - Bishop's Discretionary Fund	\$0.00	\$7,000.00	\$7,000.00	\$0.00
From Special Funds - Bishop's Appeal	\$0.00	\$74,000.00	\$74,000.00	\$0.00
From Special Funds-Custodial JIF	\$0.00	\$37,000.00	\$37,000.00	-\$28,600.00
From Special Funds - Custodial JIF MM	\$0.00	\$0.00	\$0.00	\$0.00
From Special Funds-Education Funds	\$0.00	\$154,210.00	\$154,210.00	\$5,440.00
TOTAL FROM SPECIAL FUNDS	\$0.00	\$421,710.00	\$421,710.00	\$47,840.00
TOTAL REVENUES	\$3,152,791.87	\$421,710.00	\$3,574,501.87	\$78,030.60
EXPENSES				
OFFICE OF MINISTRY				
CLERGY FORMATION				
Ordination Process	\$15,000.00	\$0.00	\$15,000.00	-\$5,000.00
Post-Ordination Internships	\$0.00	\$40,000.00	\$40,000.00	\$0.00
Summer Seminarian Internships	\$0.00	\$4,000.00	\$4,000.00	\$0.00
Miller-Scholarships/Formation & Train	\$0.00	\$45,000.00	\$45,000.00	\$0.00
Post-Ordination Internships	\$0.00	\$21,500.00	\$21,500.00	\$0.00
Deacon Formation Program	\$0.00	\$12,500.00	\$12,500.00	\$7,500.00
TOTAL CLERGY FORMATION	\$15,000.00	\$123,000.00	\$138,000.00	\$2,500.00
CLERGY SUPPORT				
Clergy & Lay Professional Families Program	\$1,000.00	\$0.00	\$1,000.00	\$0.00
Honorarium -Chaplain for Spouse	\$500.00	\$0.00	\$500.00	\$0.00

	Operating	Special Funds	Total	Increase (Decrease)
D&ICF-Counseling/Clergy & Families	\$0.00	\$12,000.00	\$12,000.00	\$0.00
Fresh Start	\$0.00	\$1,500.00	\$1,500.00	-\$1,500.00
TOTAL CLERGY SUPPORT	\$1,500.00	\$13,500.00	\$15,000.00	-\$1,500.00
CLERGY DEVELOPMENT				
Transitional Deacon Education	\$500.00	\$0.00	\$500.00	\$0.00
Commission on Ministry	\$1,000.00	\$0.00	\$1,000.00	\$0.00
Miller-Clergy Days	\$0.00	\$600.00	\$600.00	\$0.00
Lay Professional Day	\$0.00	\$1,000.00	\$1,000.00	\$0.00
Lay Preaching College	\$0.00	\$0.00	\$0.00	-\$1,000.00
Educ. Fnds-Clergy Cont. Education Grants	\$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
Clergy Education Days	\$0.00	\$10,000.00	\$10,000.00	\$0.00
Clergy Conferences	\$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
TOTAL CLERGY DEVELOPMENT	\$1,500.00	\$51,600.00	\$53,100.00	-\$1,000.00
CLERGY DEPLOYMENT				
Search Exp. Assistance/Parish	\$6,000.00	\$0.00	\$6,000.00	\$0.00
Interim Team Training	\$1,000.00	\$0.00	\$1,000.00	\$0.00
Background Checks	\$950.00	\$0.00	\$950.00	\$0.00
TOTAL CLERGY DEPLOYMENT	\$7,950.00	\$0.00	\$7,950.00	\$0.00
PLANNING & ADMINISTRATION				
Admin. Exp./Ordained Ministry	\$2,000.00	\$0.00	\$2,000.00	\$0.00
Admin. Exp./Deployment	\$1,300.00	\$0.00	\$1,300.00	\$0.00
TOTAL CLERGY ADMIN./PLANNINGS	\$3,300.00	\$0.00	\$3,300.00	\$0.00
TOTAL FOR OFFICE FOR MINISTRY	\$29,250.00	\$188,100.00	\$217,350.00	\$0.00
OFFICE FOR CONGREGATIONS AND CHRISTIAN FORMATION				
Administration	\$8,000.00	\$0.00	\$8,000.00	\$0.00
GRANTS FOR CONGREGATIONS				
Ministry Enhancement Grants (Existing Congregations)	\$35,000.00	\$0.00	\$35,000.00	-\$5,000.00
Targeted Revitalization Congegations (Existing Cong.)	\$37,500.00	\$0.00	\$37,500.00	\$7,500.00
Congregation Development Programs and Training (Existing Cong.)	\$10,000.00	\$0.00	\$10,000.00	\$1,000.00
Support for New Work	\$37,500.00	\$0.00	\$37,500.00	\$7,500.00
Strategic Mission Congregations Support (Existing Cong.)	\$0.00	\$15,000.00	\$15,000.00	\$0.00
Strategic Mission Congregations Support (Existing Cong.)	\$0.00	\$25,000.00	\$25,000.00	\$0.00
TOTAL GRANTS TO CONGREGATIONS	\$120,000.00	\$40,000.00	\$160,000.00	\$11,000.00
FORMATION GRANTS				
Diocesan Youth Programs				
Diocesan Youth Event (DYE)	\$2,000.00	\$0.00	\$2,000.00	\$0.00
Happening	\$2,500.00	\$0.00	\$2,500.00	\$0.00
Spring Youth Gathering	\$2,000.00	\$0.00	\$2,000.00	\$0.00
Youth Leadership Training	\$3,000.00	\$0.00	\$3,000.00	\$0.00
Children's Programs at Diocesan Events	\$500.00	\$0.00	\$500.00	\$0.00
Administration - Youth Events	\$2,000.00	\$0.00	\$2,000.00	\$0.00
Episcopal Youth Event	\$0.00	\$0.00	\$0.00	-\$10,000.00
Other Youth & Children Formation Program & Grants	\$3,500.00	\$0.00	\$3,500.00	\$0.00
Youth Scholarships	\$0.00	\$1,500.00	\$1,500.00	\$0.00
Total Diocesan Youth Programs	\$15,500.00	\$1,500.00	\$17,000.00	-\$10,000.00
Young Adult Formation (18-30)	\$20,000.00	\$0.00	\$20,000.00	\$3,000.00
Adult Formation Events and Grants (31+)	\$3,000.00	\$0.00	\$3,000.00	-\$14,000.00
TOTAL FORMATION GRANTS	\$38,500.00	\$1,500.00	\$40,000.00	-\$21,000.00
CCFC COMMITTEES				
CCFC Committees	\$0.00	\$0.00	\$0.00	-\$1,000.00
TOTAL CCFC COMMITTEES	\$0.00	\$0.00	\$0.00	-\$1,000.00
OTHER EXPENSES				
Winter Convocation	\$35,000.00	\$0.00	\$35,000.00	\$35,000.00
Education for Ministry	\$6,500.00	\$0.00	\$6,500.00	\$0.00
Leadership Development Events	\$7,500.00	\$0.00	\$7,500.00	\$1,000.00
Additonal Opportunities	\$25,000.00	\$0.00	\$25,000.00	-\$2,000.00

	Operating	Special Funds	Total	Increase (Decrease)
Lay Preaching College	\$3,000.00	\$0.00	\$3,000.00	\$3,000.00
Resource Center-Materials/Supp	\$0.00	\$2,000.00	\$2,000.00	\$0.00
Winter Convocation	\$0.00	\$0.00	\$0.00	-\$25,000.00
TOTAL OTHER EXPENSES	\$77,000.00	\$2,000.00	\$79,000.00	\$12,000.00
TOTAL FOR OFFICE FOR CONGREGATIONS AND CHRISTIAN FORMATION	\$243,500.00	\$43,500.00	\$287,000.00	\$1,000.00
DIOCESAN, EPISCOPAL CHURCH AND ANGLICAN COMMUNION RESP.				
GENERAL CHURCH				
Assessment	\$402,040.00	\$0.00	\$402,040.00	-\$39,044.00
Provincial Synod	\$5,670.53	\$0.00	\$5,670.53	\$384.27
Travel to Provincial Synod	\$2,000.00	\$0.00	\$2,000.00	\$2,000.00
TOTAL GENERAL CHURCH	\$409,710.53	\$0.00	\$409,710.53	-\$36,659.73
DIOCESE OF OHIO				
Diocesan Convention	\$25,000.00	\$0.00	\$25,000.00	\$0.00
Diocesan Council	\$2,500.00	\$0.00	\$2,500.00	\$0.00
TOTAL DIOCESE OF OHIO	\$27,500.00	\$0.00	\$27,500.00	\$0.00
TOTAL DIOCESAN, EPISCOPAL CHURCH AND ANGLICAN COMMUNION RESP	\$437,210.53	\$0.00	\$437,210.53	-\$36,659.73
MISSION OFFICE				
Administrative Expense	\$1,500.00	\$0.00	\$1,500.00	-\$2,150.00
Domestic Mission & Service Projects:				
Mission Area Council Mission & Service Projects	\$8,000.00	\$0.00	\$8,000.00	\$0.00
Domestic Mission & Service Projects	\$3,000.00	\$0.00	\$3,000.00	\$0.00
International Mission & Service Projects				
CGDM-Belize	\$8,000.00	\$0.00	\$8,000.00	\$0.00
CGDM-Tanga	\$8,000.00	\$0.00	\$8,000.00	\$0.00
Total International Mission & Service Projects	\$16,000.00	\$0.00	\$16,000.00	\$0.00
Total Domestic and International Mission & Service Projects	\$27,000.00	\$0.00	\$27,000.00	\$0.00
Commission on Global and Domestic Mission (CGDM)	\$1,000.00	\$0.00	\$1,000.00	\$0.00
Social Concerns/Advocacy	\$1,000.00	\$0.00	\$1,000.00	\$0.00
SDG Expense	\$22,069.54	\$0.00	\$22,069.54	\$211.34
Episcopal Community Services Admin.	\$2,000.00	\$0.00	\$2,000.00	\$2,000.00
Additional Opportunities	\$5,000.00	\$0.00	\$5,000.00	\$5,000.00
Commission for Racial Understanding	\$4,000.00	\$0.00	\$4,000.00	\$400.00
Commission for Racial Understanding	\$0.00	\$6,000.00	\$6,000.00	\$6,000.00
Community of Deacons	\$0.00	\$1,500.00	\$1,500.00	\$500.00
TOTAL MISSION OFFICE	\$63,569.54	\$7,500.00	\$71,069.54	\$11,961.34
OFFICE OF THE BISHOP AND SUPPORT OFFICES				
OFFICE OF THE BISHOP				
Bishop's Office Admin. Exp.	\$4,400.00	\$0.00	\$4,400.00	\$0.00
Support for Mission Area Councils	\$24,000.00	\$0.00	\$24,000.00	\$0.00
Ohio Council of Churches	\$4,000.00	\$0.00	\$4,000.00	\$0.00
New Ministry Initiatives	\$3,500.00	\$0.00	\$3,500.00	\$0.00
Reimbursement to Parishes-Time of Deans	\$16,000.00	\$0.00	\$16,000.00	\$0.00
Community Building/Hospitality	\$0.00	\$5,000.00	\$5,000.00	\$0.00
Community Building/Hospitality	\$0.00	\$5,000.00	\$5,000.00	\$0.00
TOTAL OFFICE OF THE BISHOP	\$51,900.00	\$10,000.00	\$61,900.00	\$0.00
FINANCE OFFICE				
Treasurer's Office Admin. Exp.	\$3,600.00	\$0.00	\$3,600.00	\$0.00
Finance Office Business Exp.	\$500.00	\$0.00	\$500.00	\$0.00
Acctg. System Maintenance Cont.	\$14,590.00	\$0.00	\$14,590.00	\$12,230.00
Archive Expense	\$3,600.00	\$0.00	\$3,600.00	\$0.00
Bank Fees	\$6,600.00	\$0.00	\$6,600.00	\$0.00
Payroll Service	\$2,400.00	\$0.00	\$2,400.00	\$0.00
Audit Fee	\$13,000.00	\$0.00	\$13,000.00	\$0.00
Episcopal Safety Officer program	\$0.00	\$0.00	\$0.00	-\$6,000.00
TOTAL FINANCE OFFICE	\$44,290.00	\$0.00	\$44,290.00	\$6,230.00
DEVELOPMENT OFFICE				
Administrative Expense	\$4,000.00	\$0.00	\$4,000.00	\$0.00
Promotion/Publications	\$3,000.00	\$0.00	\$3,000.00	\$0.00
Gift Tracking - Software Maintenance	\$13,188.00	\$0.00	\$13,188.00	\$9,874.00

	Operating	Special Funds	Total	Increase (Decrease)
Stewardship Education & Promotion	\$5,000.00	\$0.00	\$5,000.00	\$0.00
Episcopal Network for Stewardship - subscription	\$0.00	\$0.00	\$0.00	\$0.00
Gift Planning - Resources and Promotion	\$6,500.00	\$0.00	\$6,500.00	\$0.00
Expenses of Bishop's Appeal	\$0.00	\$30,000.00	\$30,000.00	\$0.00
TOTAL DEVELOPMENT OFFICE	\$31,688.00	\$30,000.00	\$61,688.00	\$9,874.00
COMMUNICATIONS OFFICE				
Communication Admin. Exp.	\$2,500.00	\$0.00	\$2,500.00	\$0.00
Church Life/Professional Services (writing)	\$3,000.00	\$0.00	\$3,000.00	\$0.00
Church Life/Professional Services (photos/videos)	\$5,000.00	\$0.00	\$5,000.00	\$0.00
Church Life/Production-printin	\$40,000.00	\$0.00	\$40,000.00	\$0.00
Church Life/postage	\$15,000.00	\$0.00	\$15,000.00	\$15,000.00
Directory & Canons	\$2,000.00	\$0.00	\$2,000.00	\$0.00
Diocesan Journal/Prnting & Dis	\$1,500.00	\$0.00	\$1,500.00	\$0.00
Advertising Campaign	\$31,500.00	\$0.00	\$31,500.00	\$0.00
Communications Department Mobile Phone	\$1,500.00	\$0.00	\$1,500.00	\$0.00
Video Conferencing	\$5,000.00	\$0.00	\$5,000.00	\$0.00
Technology Consulting	\$0.00	\$0.00	\$0.00	-\$15,000.00
Website maintenance - No Exceptions.org	\$10,000.00	\$0.00	\$10,000.00	\$0.00
Website marketing - No Exceptions.org	\$10,000.00	\$0.00	\$10,000.00	\$0.00
Ongoing Learning & Training	\$4,000.00	\$0.00	\$4,000.00	\$0.00
Diocesan Mailings	\$4,000.00	\$0.00	\$4,000.00	\$0.00
TOTAL COMMUNICATIONS OFFICE	\$135,000.00	\$0.00	\$135,000.00	\$0.00
PERSONNEL				
Salaries and Benefits				
Salaries/Wages-Diocesan Staff	\$1,288,646.80	\$0.00	\$1,288,646.80	\$30,866.99
Less: Reimbursement from Ascension, Lakewood	-\$53,958.00	\$0.00	-\$53,958.00	-\$2,323.00
Contract Personnel Expense	\$0.00	\$0.00	\$0.00	\$0.00
FICA/Medicare Taxes	\$52,786.00	\$0.00	\$52,786.00	\$502.00
Clergy Pension	\$92,000.00	\$0.00	\$92,000.00	-\$3,319.00
Lay Pension & Long Term Disabi	\$65,200.00	\$0.00	\$65,200.00	-\$5,042.00
Employees Health Insurance	\$310,600.00	\$0.00	\$310,600.00	\$17,500.00
Employees Dental Insurance	\$24,000.00	\$0.00	\$24,000.00	-\$500.00
Group Life Insurance	\$1,914.00	\$0.00	\$1,914.00	\$0.00
Workers Compensation	\$1,465.00	\$0.00	\$1,465.00	\$0.00
Flexible Spending Plan	\$1,200.00	\$0.00	\$1,200.00	\$0.00
Staff Training-Senior Staff	\$0.00	\$0.00	\$0.00	\$0.00
Professional Education-Diocesan Staff	\$0.00	\$6,000.00	\$6,000.00	\$0.00
Staff Training - Senior Staff	\$0.00	\$4,000.00	\$4,000.00	\$0.00
Staff Training-Support Team	\$0.00	\$5,610.00	\$5,610.00	-\$60.00
Total Salaries and Benefits	\$1,783,853.80	\$15,610.00	\$1,799,463.80	\$37,624.99
Benefit Expense - Retirees				
Retirees Health Ins.Supplement	\$8,000.00	\$0.00	\$8,000.00	\$0.00
Retirees Group Life Insur./Lay	\$300.00	\$0.00	\$300.00	\$0.00
Total Benefit Expense - Retirees	\$8,300.00	\$0.00	\$8,300.00	\$0.00
TOTAL PERSONNEL	\$1,792,153.80	\$15,610.00	\$1,807,763.80	\$37,624.99
TRAVEL EXPENSES				
STAFF TRAVEL REIMBURSMENTS				
TRVL-Bishop	\$16,000.00	\$0.00	\$16,000.00	\$0.00
TRVL-Assisting Bishops	\$15,000.00	\$0.00	\$15,000.00	\$0.00
TRVL - Canon to the Ordinary	\$6,500.00	\$0.00	\$6,500.00	\$0.00
TRVL-Treasurer	\$500.00	\$0.00	\$500.00	\$0.00
TRVL-Chief Financial Officer	\$1,500.00	\$0.00	\$1,500.00	\$0.00
TRVL-Support Team	\$4,000.00	\$0.00	\$4,000.00	\$0.00
Travel - Sheadle Trust	\$0.00	\$0.00	\$0.00	\$0.00
TRVL-Canon for Ministry	\$5,500.00	\$0.00	\$5,500.00	\$0.00
TRVL-Canon for Congregations	\$7,500.00	\$0.00	\$7,500.00	\$0.00
TRVL-Stewardship/Development Officer	\$2,000.00	\$0.00	\$2,000.00	\$0.00
TRVL-Canon for Christian Formation	\$4,000.00	\$0.00	\$4,000.00	\$0.00
TRVL-Canon for Program and Mission	\$4,000.00	\$0.00	\$4,000.00	\$0.00
TRVL-Communications Director	\$2,000.00	\$0.00	\$2,000.00	\$0.00
TOTAL STAFF TRAVEL REIMBURSEMENTS	\$68,500.00	\$0.00	\$68,500.00	\$0.00
MILEAGE REIMBURSEMENTS				
Mileage Reimbursement-Bishop	\$6,000.00	\$0.00	\$6,000.00	\$0.00

	Operating	Special Funds	Total	Increase (Decrease)
Mileage Reimbursement - Volunteers	\$250.00	\$0.00	\$250.00	\$0.00
TOTAL MILEAGE REIMBURSEMENTS	\$6,250.00	\$0.00	\$6,250.00	\$0.00
TOTAL TRAVEL EXPENSES	\$74,750.00	\$0.00	\$74,750.00	\$0.00
OFFICE EXPENSES				
Trinity Commons - T1 Internet Connection	\$6,000.00	\$0.00	\$6,000.00	\$0.00
Telephone-Local	\$4,500.00	\$0.00	\$4,500.00	\$0.00
Telephone-Long Distance	\$0.00	\$0.00	\$0.00	\$0.00
Telephone-"800" Service	\$0.00	\$0.00	\$0.00	-\$200.00
Telephone-Advertising Exp.	\$480.00	\$0.00	\$480.00	\$0.00
Insurance-Liability, D&O, Bonding	\$13,700.00	\$0.00	\$13,700.00	\$200.00
Building Operating Expenses	\$40,000.00	\$0.00	\$40,000.00	-\$60,000.00
Technology Consultant (Quadstar)	\$11,000.00	\$0.00	\$11,000.00	\$11,000.00
Real Estate Taxes	\$12,500.00	\$0.00	\$12,500.00	\$0.00
Building Operating Expenses	\$0.00	\$125,000.00	\$125,000.00	\$65,000.00
Hospitality	\$0.00	\$2,000.00	\$2,000.00	\$0.00
TOTAL OFFICE EXPENSES	\$88,180.00	\$127,000.00	\$215,180.00	\$16,000.00
EQUIPMENT & SUPPLIES				
Postage Equip. (Lease & Maintenance)	\$2,400.00	\$0.00	\$2,400.00	\$0.00
Postage-Usage	\$8,400.00	\$0.00	\$8,400.00	\$0.00
Postage-Charged Back to Offices/Com.	-\$10,000.00	\$0.00	-\$10,000.00	\$0.00
Copiers-Lease Expense	\$12,000.00	\$0.00	\$12,000.00	\$0.00
Copiers-Maintenance Charges	\$7,000.00	\$0.00	\$7,000.00	\$0.00
Copies - Unreimbursed	\$300.00	\$0.00	\$300.00	\$0.00
Copier-Paper	\$1,200.00	\$0.00	\$1,200.00	\$0.00
Copier-Charged Back to Offices/Com.	-\$20,400.00	\$0.00	-\$20,400.00	\$0.00
Computer Software	\$6,000.00	\$0.00	\$6,000.00	\$0.00
Computer Equipment Repair/Modification	\$2,400.00	\$0.00	\$2,400.00	\$0.00
Office Furnishings	\$0.00	\$0.00	\$0.00	\$0.00
Office Supplies	\$3,600.00	\$0.00	\$3,600.00	\$0.00
Stationery/Printing	\$2,400.00	\$0.00	\$2,400.00	\$0.00
EQUIPMENT & SUPPLIES	\$15,300.00	\$0.00	\$15,300.00	\$0.00
TOTAL OFFICE OF THE BISHOP AND SUPPORT OFFICES	\$2,233,261.80	\$182,610.00	\$2,415,871.80	\$69,728.99
TOTAL EXPENSES	\$3,006,791.87	\$421,710.00	\$3,428,501.87	\$46,030.60
TOTAL REVENUES LESS EXPENSES	\$146,000.00	\$0.00	\$146,000.00	\$32,000.00
FUND TRANSFERS				
INTER FUND TRANSFERS				
INTER FUND TRANSFERS TO OTHER FUNDS				
Transfer to Bellwether Farm Operating Fund	\$120,000.00	\$0.00	\$120,000.00	\$10,000.00
TOTAL INTER FUND TRANSFERS TO OTHER FUNDS	\$120,000.00	\$0.00	\$120,000.00	\$10,000.00
INTER FUND TRANSFERS FROM OTHER FUNDS				
Transfer From Other Custodial Funds	\$0.00	\$0.00	\$0.00	\$14,000.00
TOTAL INTERFUND TRANSFERS FROM OTHER FUNDS	\$0.00	\$0.00	\$0.00	\$14,000.00
TOTAL INTER FUND TRANSFERS	\$120,000.00	\$0.00	\$120,000.00	\$24,000.00
INTRA FUND TRANSFERS				
INTRA FUND TRANSFERS FROM UNDESIGNATED				
To Reserve General Convention	\$8,000.00	\$0.00	\$8,000.00	\$0.00
To Reserve for Episcopal Youth Event	\$5,000.00	\$0.00	\$5,000.00	\$5,000.00
To Reserve Future Epis. Trans.	\$8,000.00	\$0.00	\$8,000.00	\$8,000.00
To Reserve - Trinity Commons Capital	\$5,000.00	\$0.00	\$5,000.00	-\$5,000.00
TOTAL INTRA FUND TRANSFERS FROM UNDESIGNATED	\$26,000.00	\$0.00	\$26,000.00	\$8,000.00
TOTAL INTRA FUND TRANSFERS	\$26,000.00	\$0.00	\$26,000.00	\$8,000.00
TOTAL FUND TRANSFERS	\$146,000.00	\$0.00	\$146,000.00	\$32,000.00
NET SURPLUS/(DEFICIT)	\$0.00	\$0.00	\$0.00	\$0.00

Year-to-Date Budget Report

	Eight Months Ended August 31, 2017				
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
RECEIPTS					
SUPPORT FROM CONGREGATIONS					
Assessment Income (current year)	\$1,368,790.38	\$0.00	\$1,368,790.38	\$1,312,475.00	\$56,315.38
Assessment Income (prior year(s))	(\$89,445.39)	\$0.00	(\$89,445.39)	(\$25,000.00)	(\$64,445.39)
TOTAL SUPPORT FROM CONGREGATIONS	\$1,279,344.99	\$0.00	\$1,279,344.99	\$1,287,475.00	(\$8,130.01)
ENDOWMENT INCOME					
Endowment-Episcopate	\$135,174.72	\$0.00	\$135,174.72	\$135,174.80	(\$0.08)
Endowment-Missions	\$39,840.24	\$0.00	\$39,840.24	\$39,840.24	\$0.00
Endowment-Custodial	\$2,969.49	\$0.00	\$2,969.49	\$3,014.80	(\$45.31)
Endowment-Lay Pension	\$6,292.24	\$0.00	\$6,292.24	\$6,292.24	\$0.00
Endowment - Bishop's Office	\$54,648.12	\$0.00	\$54,648.12	\$54,648.12	\$0.00
Endowment Income - Legacy endowments	\$2,335.76	\$0.00	\$2,335.76	\$2,335.76	\$0.00
Endowment - ECSF - Administration	\$34,242.80	\$0.00	\$34,242.80	\$34,242.90	(\$0.10)
TOTAL ENDOWMENT INCOME	\$275,503.37	\$0.00	\$275,503.37	\$275,548.86	(\$45.49)
TOTAL INVESTMENT INCOME - OTHER					
Distribution JIF-General Funds	\$97,304.80	\$0.00	\$97,304.80	\$97,304.71	\$0.09
Distribution JIF-Unrestricted Custodial Accts	\$16,553.72	\$0.00	\$16,553.72	\$17,604.67	(\$1,050.95)
TOTAL INVESTMENT INCOME	\$113,858.52	\$0.00	\$113,858.52	\$114,909.38	(\$1,050.86)
FEES RECEIVED FOR ADMINISTRATIVE SERVICES					
Darnell Adm. Fees	\$3,214.16	\$0.00	\$3,214.16	\$3,214.16	\$0.00
Brayton Administration Fees	\$9,283.92	\$0.00	\$9,283.92	\$9,283.96	(\$0.04)
Church Home Admin. Fee	\$25,525.20	\$0.00	\$25,525.20	\$25,525.20	\$0.00
Holy Cross House - Admin. Fee	\$8,046.00	\$0.00	\$8,046.00	\$8,046.00	\$0.00
Joint Investment Fund Admin. Fee	\$67,479.44	\$0.00	\$67,479.44	\$67,479.43	\$0.01
BLF Loans and Grants Administrative Fee	\$11,733.60	\$0.00	\$11,733.60	\$11,733.61	(\$0.01)
Cooper Administration Fees	\$523.36	\$0.00	\$523.36	\$523.36	\$0.00
Miller Funds Administrative Fee	\$20,851.28	\$0.00	\$20,851.28	\$20,851.24	\$0.04
Education Funds - Hornby Adm. Fees	\$3,834.80	\$0.00	\$3,834.80	\$3,834.81	(\$0.01)
TOTAL FEES RECEIVED FOR ADMINISTRATIVE SERVICES	\$150,491.76	\$0.00	\$150,491.76	\$150,491.77	(\$0.01)
OTHER RECEIPTS					
Other Fees & Reimbursements	\$2,500.00	\$0.00	\$2,500.00	\$3,750.00	(\$1,250.00)
TOTAL OTHER RECEIPTS	\$2,500.00	\$0.00	\$2,500.00	\$3,750.00	(\$1,250.00)
FROM SPECIAL FUNDS					
From Special Funds-BLF Loans and Grants	\$0.00	\$37,186.25	\$37,186.25	\$40,000.00	(\$2,813.75)
From Special Funds - Library Fund	\$0.00	\$517.37	\$517.37	\$1,333.32	(\$815.95)
From Special Funds - Youth Scholarship Fund	\$0.00	\$420.00	\$420.00	\$1,000.00	(\$580.00)
From Legacy Endowments-Arthur B. Williams, Jr. Fund	\$0.00	\$10,666.64	\$10,666.64	\$10,000.00	\$666.64
From Special Funds - Bishop's Discretionary Fund	\$0.00	\$3,608.21	\$3,608.21	\$4,666.64	(\$1,058.43)
From Special Funds - Bishop's Appeal	\$0.00	\$32,901.18	\$32,901.18	\$49,333.32	(\$16,432.14)
From Special Funds-Custodial JIF	\$0.00	\$55,839.93	\$55,839.93	\$43,733.32	\$12,106.61
From Special Funds-Education Funds	\$0.00	\$133,887.94	\$133,887.94	\$99,180.00	\$34,707.94
TOTAL FROM SPECIAL FUNDS	\$0.00	\$275,027.52	\$275,027.52	\$249,246.60	\$25,780.92
TOTAL RECEIPTS	\$1,821,698.64	\$275,027.52	\$2,096,726.16	\$2,081,421.61	\$15,304.55
EXPENSES					
OFFICE OF MINISTRY					
CLERGY FORMATION					
Ordination Process	\$9,958.45	\$0.00	\$9,958.45	\$13,333.32	\$3,374.87
Post-Ordination Internships	\$0.00	\$10,466.60	\$10,466.60	\$26,666.64	\$16,200.04
Summer Seminarian Internships	\$0.00	\$0.00	\$0.00	\$2,666.64	\$2,666.64
Miller-Scholarships/Formation & Training	\$0.00	\$66,933.36	\$66,933.36	\$30,000.00	(\$36,933.36)
Post-Ordination Internships	\$0.00	\$5,337.81	\$5,337.81	\$14,333.32	\$8,995.51
Deacon Formation Program	\$0.00	\$12,003.85	\$12,003.85	\$5,000.00	(\$7,003.85)
TOTAL CLERGY FORMATION	\$9,958.45	\$94,741.62	\$104,700.07	\$91,999.92	(\$12,700.15)

	Eight Months Ended August 31, 2017				
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
CLERGY SUPPORT					
Clergy & Lay Professional Families Program	\$0.00	\$0.00	\$0.00	\$666.64	\$666.64
Clergy Group Life Insurance	\$44.80	\$0.00	\$44.80	\$0.00	(\$44.80)
Honorarium -Chaplain for Spouse	\$0.00	\$0.00	\$0.00	\$333.32	\$333.32
D&ICF-Counseling/Clergy & Families	\$0.00	\$0.00	\$0.00	\$8,000.00	\$8,000.00
Fresh Start	\$0.00	\$750.75	\$750.75	\$2,000.00	\$1,249.25
TOTAL CLERGY SUPPORT	\$44.80	\$750.75	\$795.55	\$10,999.96	\$10,204.41
CLERGY DEVELOPMENT					
Transitional Deacon Education	\$0.00	\$0.00	\$0.00	\$333.32	\$333.32
Commission on Ministry	\$1,837.48	\$0.00	\$1,837.48	\$666.64	(\$1,170.84)
Miller-Clergy Days	\$0.00	\$0.00	\$0.00	\$400.00	\$400.00
Lay Professional Day	\$0.00	\$0.00	\$0.00	\$666.64	\$666.64
Education Funds-Clergy Cont. Education Grants	\$0.00	\$13,064.40	\$13,064.40	\$10,000.00	(\$3,064.40)
Education Funds-Lay Cont. Education Grants	\$0.00	\$447.90	\$447.90	\$2,666.64	\$2,218.74
Clergy Education Days	\$0.00	\$0.00	\$0.00	\$6,666.64	\$6,666.64
Clergy Conferences	\$0.00	\$22,846.54	\$22,846.54	\$20,000.00	(\$2,846.54)
Miller-Clergy Professional Ed. Program	\$0.00	\$0.00	\$0.00	\$666.64	\$666.64
TOTAL CLERGY DEVELOPMENT	\$1,837.48	\$36,358.84	\$38,196.32	\$42,066.52	\$3,870.20
CLERGY DEPLOYMENT					
Search Exp. Assistance/Parish	\$160.21	\$0.00	\$160.21	\$4,000.00	\$3,839.79
Interim Team Training	\$32.28	\$0.00	\$32.28	\$666.64	\$634.36
Background Checks	\$576.74	\$0.00	\$576.74	\$633.32	\$56.58
TOTAL CLERGY DEPLOYMENT	\$769.23	\$0.00	\$769.23	\$5,299.96	\$4,530.73
PLANNING & ADMINISTRATION					
Admin. Exp./Ordained Ministry	\$1,521.93	\$0.00	\$1,521.93	\$1,333.32	(\$188.61)
Admin. Exp./Deployment	\$2,024.92	\$0.00	\$2,024.92	\$866.64	(\$1,158.28)
TOTAL PLANNING & ADMINISTRATION	\$3,546.85	\$0.00	\$3,546.85	\$2,199.96	(\$1,346.89)
TOTAL OFFICE OF MINISTRY	\$16,156.81	\$131,851.21	\$148,008.02	\$152,566.32	\$4,558.30
OFFICE FOR CONGREGATIONS AND CHRISTIAN FORMATION					
Administration	\$2,560.85	\$0.00	\$2,560.85	\$5,333.32	\$2,772.47
GRANTS FOR CONGREGATIONS					
Ministry Enhancement Grants (Existing Congregations)	\$15,850.00	\$0.00	\$15,850.00	\$26,666.64	\$10,816.64
Targeted Revitalization Congregations (Existing Cong.)	\$20,400.00	\$0.00	\$20,400.00	\$20,000.00	(\$400.00)
Congregation Development Programs and Training (Existing Cong.)	\$4,861.40	\$0.00	\$4,861.40	\$6,000.00	\$1,138.60
Support for New Work	\$22,500.00	\$0.00	\$22,500.00	\$20,000.00	(\$2,500.00)
Strategic Mission Congregations Support (Existing Cong.)	\$0.00	\$10,666.64	\$10,666.64	\$10,000.00	(\$666.64)
Strategic Mission Congregations Support (Existing Cong.)	\$0.00	\$16,000.00	\$16,000.00	\$16,666.64	\$666.64
TOTAL GRANTS FOR CONGREGATIONS	\$63,611.40	\$26,666.64	\$90,278.04	\$99,333.28	\$9,055.24
FORMATION GRANTS					
Diocesan Youth Programs					
Diocesan Youth Event (DYE)	\$831.59	\$0.00	\$831.59	\$0.00	(\$831.59)
Happening	\$367.70	\$0.00	\$367.70	\$2,500.00	\$2,132.30
Spring Youth Gathering	\$0.00	\$0.00	\$0.00	\$2,000.00	\$2,000.00
Youth Leadership Training	\$0.00	\$0.00	\$0.00	\$2,000.00	\$2,000.00
Children's Programs at Diocesan Events	\$0.00	\$0.00	\$0.00	\$333.32	\$333.32
Administration - Youth Events	\$1,436.55	\$0.00	\$1,436.55	\$1,333.32	(\$103.23)
Episcopal Youth Event (E.Y.E.)	\$10,000.00	\$0.00	\$10,000.00	\$10,000.00	\$0.00
Other Youth & Children Formation Program & Grants	\$0.00	\$0.00	\$0.00	\$2,333.32	\$2,333.32
Youth Scholarships	\$0.00	\$420.00	\$420.00	\$1,000.00	\$580.00
Total Diocesan Youth Programs	\$12,635.84	\$420.00	\$13,055.84	\$21,499.96	\$8,444.12

	Eight Months Ended August 31, 2017				
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
Young Adult Formation (18-30)	\$17,297.17	\$0.00	\$17,297.17	\$17,000.00	(\$297.17)
Adult Formation Events and Grants (31+)	\$2,065.72	\$0.00	\$2,065.72	\$11,333.32	\$9,267.60
TOTAL FORMATION GRANTS	\$31,998.73	\$420.00	\$32,418.73	\$49,833.28	\$17,414.55
CCFC COMMITTEES					
CCFC Committees	\$64.93	\$0.00	\$64.93	\$666.64	\$601.71
TOTAL CCFC COMMITTEES	\$64.93	\$0.00	\$64.93	\$666.64	\$601.71
OTHER EXPENSES					
Education for Ministry	\$2,234.85	\$0.00	\$2,234.85	\$4,333.32	\$2,098.47
Leadership Development Events	\$2,397.34	\$0.00	\$2,397.34	\$4,333.32	\$1,935.98
Additional Opportunities	\$6,051.32	\$0.00	\$6,051.32	\$18,000.00	\$11,948.68
Resource Center-Materials/Supplies	\$0.00	\$517.37	\$517.37	\$1,333.32	\$815.95
Winter Convocation	\$0.00	\$36,355.12	\$36,355.12	\$25,000.00	(\$11,355.12)
TOTAL OTHER EXPENSES	\$10,683.51	\$36,872.49	\$47,556.00	\$52,999.96	\$5,443.96
TOTAL OFFICE FOR CONGREGATIONS & CHRISTIAN FORMATION	\$108,919.42	\$63,959.13	\$172,878.55	\$208,166.48	\$35,287.93
DIOCESAN, EPISCOPAL CHURCH AND ANGLICAN COMMUNION RESP.					
GENERAL CHURCH					
Assessment	\$294,056.00	\$0.00	\$294,056.00	\$294,056.00	\$0.00
Provincial Synod	\$5,346.48	\$0.00	\$5,346.48	\$5,286.26	(\$60.22)
TOTAL GENERAL CHURCH	\$299,402.48	\$0.00	\$299,402.48	\$299,342.26	(\$60.22)
DIOCESE OF OHIO					
Diocesan Convention	\$15,542.72	\$0.00	\$15,542.72	\$17,000.00	\$1,457.28
Diocesan Council	\$111.78	\$0.00	\$111.78	\$0.00	(\$111.78)
TOTAL DIOCESE OF OHIO	\$15,654.50	\$0.00	\$15,654.50	\$17,000.00	\$1,345.50
TOTAL DIOCESAN, EPISCOPAL CHURCH AND ANGLICAN COMMUNION RESP.	\$315,056.98	\$0.00	\$315,056.98	\$316,342.26	\$1,285.28
MISSION OFFICE					
Administrative Expense	\$697.82	\$0.00	\$697.82	\$2,433.32	\$1,735.50
Domestic Mission & Service Projects:					
Mission Area Council Mission & Service Projects	\$4,221.00	\$0.00	\$4,221.00	\$5,333.32	\$1,112.32
Domestic Mission & Service Projects	\$0.00	\$0.00	\$0.00	\$2,000.00	\$2,000.00
International Mission & Service Projects					
CGDM-Belize	\$5,298.87	\$0.00	\$5,298.87	\$5,333.32	\$34.45
CGDM-Tanga	\$0.00	\$0.00	\$0.00	\$5,333.32	\$5,333.32
Total International Mission & Service Projects	\$5,298.87	\$0.00	\$5,298.87	\$10,666.64	\$5,367.77
Total Mission & Service Projects	\$9,519.87	\$0.00	\$9,519.87	\$17,999.96	\$8,480.09
Commission on Global and Domestic Mission (CGDM)	\$361.56	\$0.00	\$361.56	\$666.64	\$305.08
Social Concerns/Advocacy	\$38.63	\$0.00	\$38.63	\$666.64	\$628.01
Ohio Council of Churches	\$3,000.00	\$0.00	\$3,000.00	\$3,000.00	\$0.00
SDG Expense	\$0.00	\$0.00	\$0.00	\$14,572.12	\$14,572.12
Commission for Racial Understanding	\$0.00	\$3,484.81	\$3,484.81	\$2,400.00	(\$1,084.81)
Community of Deacons	\$0.00	\$922.81	\$922.81	\$666.64	(\$256.17)
TOTAL MISSION OFFICE	\$13,617.88	\$4,407.62	\$18,025.50	\$42,405.32	\$24,379.82

Eight Months Ended August 31, 2017					
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
OFFICE OF THE BISHOP AND SUPPORT OFFICES					
OFFICE OF THE BISHOP					
Bishop's Office Admin. Exp.	\$1,268.28	\$0.00	\$1,268.28	\$2,933.32	\$1,665.04
Bishop's Office Business Exp.	\$335.05	\$0.00	\$335.05	\$0.00	(\$335.05)
Support for Mission Area Councils	\$14,252.92	\$0.00	\$14,252.92	\$16,000.00	\$1,747.08
New Ministry Initiatives	\$2,483.70	\$0.00	\$2,483.70	\$2,333.32	(\$150.38)
Bicentennial Expenses	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Reimbursement to Parishes-Time of Deans	\$8,000.00	\$0.00	\$8,000.00	\$8,000.00	\$0.00
Community Building/Hospitality	\$0.00	\$3,013.02	\$3,013.02	\$3,333.32	\$320.30
Community Building/Hospitality	\$0.00	\$2,600.32	\$2,600.32	\$3,333.32	\$733.00
TOTAL OFFICE OF THE BISHOP	\$26,339.95	\$5,613.34	\$31,953.29	\$35,933.28	\$3,979.99
FINANCE OFFICE					
Treasurer's Office Admin. Exp.	\$1,700.20	\$0.00	\$1,700.20	\$2,400.00	\$699.80
Finance Office Business Exp.	\$105.56	\$0.00	\$105.56	\$333.32	\$227.76
Acct. System Maintenance Contract	\$2,360.00	\$0.00	\$2,360.00	\$2,360.00	\$0.00
Archive Expense	\$2,437.52	\$0.00	\$2,437.52	\$2,400.00	(\$37.52)
Bank Fees	\$5,901.66	\$0.00	\$5,901.66	\$4,400.00	(\$1,501.66)
Payroll Service	\$2,665.90	\$0.00	\$2,665.90	\$1,600.00	(\$1,065.90)
Audit Fee	\$12,000.00	\$0.00	\$12,000.00	\$13,000.00	\$1,000.00
Parish Audit Team	(\$874.60)	\$0.00	(\$874.60)	\$0.00	\$874.60
Episcopal Safety Officer program	\$1,245.00	\$0.00	\$1,245.00	\$4,000.00	\$2,755.00
TOTAL FINANCE OFFICE	\$27,541.24	\$0.00	\$27,541.24	\$30,493.32	\$2,952.08
DEVELOPMENT OFFICE					
Administrative Expense	\$484.13	\$0.00	\$484.13	\$2,666.64	\$2,182.51
Promotion/Publications	\$0.00	\$0.00	\$0.00	\$2,000.00	\$2,000.00
Gift Tracking - Software Maintenance	\$3,301.66	\$0.00	\$3,301.66	\$3,314.00	\$12.34
Stewardship Education & Promotion	\$608.88	\$0.00	\$608.88	\$3,333.32	\$2,724.44
Fundraising Expenses - general	\$5,978.34	\$0.00	\$5,978.34	\$0.00	(\$5,978.34)
Gift Planning - Resources and Promotion	\$1,326.94	\$0.00	\$1,326.94	\$4,333.32	\$3,006.38
Expenses of Bishop's Appeal	\$0.00	\$22,434.58	\$22,434.58	\$22,000.00	(\$434.58)
TOTAL DEVELOPMENT OFFICE	\$11,699.95	\$22,434.58	\$34,134.53	\$37,647.28	\$3,512.75
COMMUNICATIONS OFFICE					
Communication Admin. Exp.	\$1,596.15	\$0.00	\$1,596.15	\$1,666.64	\$70.49
Internet Website	\$115.39	\$0.00	\$115.39	\$0.00	(\$115.39)
Website Design/Maintenance	\$2,100.00	\$0.00	\$2,100.00	\$0.00	(\$2,100.00)
Church Life/Professional Services (writing)	\$2,000.00	\$0.00	\$2,000.00	\$2,000.00	\$0.00
Church Life/Professional Services (photos/videos)	\$1,379.17	\$0.00	\$1,379.17	\$3,333.32	\$1,954.15
Church Life/Production-printing	\$25,108.88	\$0.00	\$25,108.88	\$26,666.64	\$1,557.76
Church Life/Postage	\$8,339.09	\$0.00	\$8,339.09	\$0.00	(\$8,339.09)
Church Life/Misc. Expense	\$6.65	\$0.00	\$6.65	\$0.00	(\$6.65)
Directory & Canons	\$0.00	\$0.00	\$0.00	\$1,333.32	\$1,333.32
Diocesan Journal/Printing & Distribution	\$476.89	\$0.00	\$476.89	\$1,000.00	\$523.11
Advertising Campaign	\$626.58	\$0.00	\$626.58	\$21,000.00	\$20,373.42
Communications Department Mobile Phone	\$0.00	\$0.00	\$0.00	\$1,000.00	\$1,000.00
Technology Consulting	\$0.00	\$0.00	\$0.00	\$10,000.00	\$10,000.00
Ongoing Learning & Training	\$277.55	\$0.00	\$277.55	\$2,666.64	\$2,389.09
Video Conferencing	\$3,993.74	\$0.00	\$3,993.74	\$5,000.00	\$1,006.26
Website maintenance - No Exceptions.org	\$0.00	\$0.00	\$0.00	\$6,666.64	\$6,666.64
Website marketing - No Exceptions.org	\$0.00	\$0.00	\$0.00	\$6,666.64	\$6,666.64
Diocesan Mailings	\$1,230.99	\$0.00	\$1,230.99	\$2,666.64	\$1,435.65
TOTAL COMMUNICATIONS OFFICE	\$47,251.08	\$0.00	\$47,251.08	\$91,666.48	\$44,415.40

	Eight Months Ended August 31, 2017				
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
PERSONNEL					
Salaries and Benefits					
Salaries/Wages-Diocesan Staff	\$785,520.09	\$0.00	\$785,520.09	\$838,519.85	\$52,999.76
Overtime-nonexempt Salaried Diocesan Staff	\$1,596.10	\$0.00	\$1,596.10	\$0.00	(\$1,596.10)
Part-time Temporary Help	\$28,645.52	\$0.00	\$28,645.52	\$0.00	(\$28,645.52)
FICA/Medicare Taxes	\$34,244.35	\$0.00	\$34,244.35	\$34,856.00	\$611.65
Clergy Pension	\$59,702.79	\$0.00	\$59,702.79	\$63,546.00	\$3,843.21
Lay Pension & Long Term Disability	\$46,480.45	\$0.00	\$46,480.45	\$46,828.00	\$347.55
Employees Health Insurance	\$201,802.00	\$0.00	\$201,802.00	\$195,400.00	(\$6,402.00)
Employees Dental Insurance	\$15,398.00	\$0.00	\$15,398.00	\$16,333.32	\$935.32
Group Life Insurance	\$1,331.00	\$0.00	\$1,331.00	\$1,276.00	(\$55.00)
Workers Compensation	(\$933.71)	\$0.00	(\$933.71)	\$976.64	\$1,910.35
Flexible Spending Plan	\$800.00	\$0.00	\$800.00	\$800.00	\$0.00
Professional Education-Diocesan Staff	\$734.99	\$0.00	\$734.99	\$0.00	(\$734.99)
Staff Training-Senior Staff	\$257.24	\$0.00	\$257.24	\$0.00	(\$257.24)
Professional Education-Diocesan Staff	\$0.00	\$1,414.20	\$1,414.20	\$4,000.00	\$2,585.80
Staff Training - Senior Staff	\$0.00	\$1,633.00	\$1,633.00	\$2,666.64	\$1,033.64
Staff Training-Support Team	\$0.00	\$5,933.00	\$5,933.00	\$3,780.00	(\$2,153.00)
Reimbursement from Ascension, Lakewood	(\$31,104.36)	\$0.00	(\$31,104.36)	(\$30,981.00)	\$123.36
Total Salaries and Benefits	\$1,144,474.46	\$8,980.20	\$1,153,454.66	\$1,178,001.45	\$24,546.79
Benefit Expense - Retirees					
Retirees Health Insurance Supplement	\$5,568.00	\$0.00	\$5,568.00	\$5,333.32	(\$234.68)
Retirees Group Life Insurance/Lay	\$44.80	\$0.00	\$44.80	\$200.00	\$155.20
Total Benefit Expenses - Retirees	\$5,612.80	\$0.00	\$5,612.80	\$5,533.32	(\$79.48)
TOTAL PERSONNEL	\$1,150,087.26	\$8,980.20	\$1,159,067.46	\$1,183,534.77	\$24,467.31
TRAVEL EXPENSES					
STAFF TRAVEL REIMBURSEMENTS					
TRVL-Bishop	\$12,864.77	\$0.00	\$12,864.77	\$10,000.00	(\$2,864.77)
TRVL-Assisting Bishops	\$10,488.59	\$0.00	\$10,488.59	\$10,000.00	(\$488.59)
TRVL - Canon to the Ordinary	\$2,432.88	\$0.00	\$2,432.88	\$4,333.32	\$1,900.44
TRVL-Treasurer	\$0.00	\$0.00	\$0.00	\$333.32	\$333.32
TRVL-Chief Financial Officer	\$398.38	\$0.00	\$398.38	\$1,000.00	\$601.62
TRVL-Support Team	\$4,705.56	\$0.00	\$4,705.56	\$2,499.98	(\$2,205.58)
TRVL-Canon for Ministry	\$5,426.42	\$0.00	\$5,426.42	\$3,666.64	(\$1,759.78)
TRVL-Canon for Congregations	\$3,715.63	\$0.00	\$3,715.63	\$5,000.00	\$1,284.37
TRVL-Stewardship/Development Officer	\$2,227.76	\$0.00	\$2,227.76	\$1,333.32	(\$894.44)
TRVL-Canon for Christian Formation	\$1,252.20	\$0.00	\$1,252.20	\$2,666.64	\$1,414.44
TRVL-Canon for Mission	\$2,035.49	\$0.00	\$2,035.49	\$2,666.64	\$631.15
TRVL-Communications Director	\$1,326.15	\$0.00	\$1,326.15	\$1,333.32	\$7.17
TOTAL STAFF TRAVEL REIMBURSEMENTS	\$46,873.83	\$0.00	\$46,873.83	\$44,833.18	(\$2,040.65)
MILEAGE REIMBURSEMENTS					
Mileage Reimbursement-Bishop	\$6,548.66	\$0.00	\$6,548.66	\$3,800.00	(\$2,748.66)
Mileage Reimbursement - Volunteers	\$8.12	\$0.00	\$8.12	\$166.64	\$158.52
TOTAL MILEAGE REIMBURSEMENTS	\$6,556.78	\$0.00	\$6,556.78	\$3,966.64	(\$2,590.14)
TOTAL TRAVEL EXPENSES	\$53,430.61	\$0.00	\$53,430.61	\$48,799.82	(\$4,630.79)

Eight Months Ended August 31, 2017					
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
OFFICE EXPENSES					
Telephone-Equipment	\$90.00	\$0.00	\$90.00	\$0.00	(\$90.00)
Trinity Commons - T1 Internet Connection	\$4,709.33	\$0.00	\$4,709.33	\$4,000.00	(\$709.33)
Telephone-Local	\$1,620.01	\$0.00	\$1,620.01	\$3,000.00	\$1,379.99
Telephone-"800" Service	\$0.00	\$0.00	\$0.00	\$133.32	\$133.32
Telephone-Advertising Exp.	\$320.00	\$0.00	\$320.00	\$320.00	\$0.00
Insurance-Liability, D&O, Bonding	\$10,837.52	\$0.00	\$10,837.52	\$10,125.00	(\$712.52)
Building Operating Expenses	\$74,838.11	\$0.00	\$74,838.11	\$66,666.64	(\$8,171.47)
Real Estate Taxes	\$12,356.88	\$0.00	\$12,356.88	\$12,500.00	\$143.12
Building Operating Expenses	\$0.00	\$37,186.25	\$37,186.25	\$40,000.00	\$2,813.75
Hospitality	\$0.00	\$595.19	\$595.19	\$1,333.32	\$738.13
TOTAL OFFICE EXPENSES	\$104,771.85	\$37,781.44	\$142,553.29	\$138,078.28	(\$4,475.01)
EQUIPMENT & SUPPLIES					
Postage Equip. (Lease & Maintenance)	\$498.48	\$0.00	\$498.48	\$1,600.00	\$1,101.52
Postage-Usage	\$4,743.62	\$0.00	\$4,743.62	\$5,600.00	\$856.38
Postage-Charged Back to Offices	(\$3,983.40)	\$0.00	(\$3,983.40)	(\$6,666.68)	(\$2,683.28)
Copiers-Lease Expense	\$9,497.53	\$0.00	\$9,497.53	\$8,000.00	(\$1,497.53)
Copiers-Maintenance Charges	\$2,678.40	\$0.00	\$2,678.40	\$4,666.64	\$1,988.24
Copies - Unreimbursed	\$0.00	\$0.00	\$0.00	\$200.00	\$200.00
Copies-Supplies	\$7.50	\$0.00	\$7.50	\$0.00	(\$7.50)
Copier-Paper	\$335.94	\$0.00	\$335.94	\$800.00	\$464.06
Copier-Charged Back to Offices	(\$6,923.40)	\$0.00	(\$6,923.40)	(\$13,600.00)	(\$6,676.60)
Computer Software	\$3,513.06	\$0.00	\$3,513.06	\$4,000.00	\$486.94
Computer Supplies	\$823.98	\$0.00	\$823.98	\$0.00	(\$823.98)
Computer Network Service Agree	\$1,099.00	\$0.00	\$1,099.00	\$0.00	(\$1,099.00)
Computer Equipment Repair/Modification	\$812.00	\$0.00	\$812.00	\$1,600.00	\$788.00
Computer Equipment-From Technology Reserve	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Office Supplies	\$3,520.59	\$0.00	\$3,520.59	\$2,400.00	(\$1,120.59)
Stationery/Printing	\$278.00	\$0.00	\$278.00	\$1,600.00	\$1,322.00
TOTAL EQUIPMENT & SUPPLIES	\$16,901.30	\$0.00	\$16,901.30	\$10,199.96	(\$6,701.34)
TOTAL BISHOP AND SUPPORT OFFICES	\$1,438,023.24	\$74,809.56	\$1,512,832.80	\$1,576,353.19	\$63,520.39
LEGAL FEES AND RELATED EXPENSES					
Legal & Other Expenses/Misconduct-from Reserve	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL LEGAL FEES AND RELATED EXPENSES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL EXPENSES	\$1,891,774.33	\$275,027.52	\$2,166,801.85	\$2,295,833.57	\$129,031.72

	Eight Months Ended August 31, 2017				
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
FUND TRANSFERS					
INTER FUND TRANSFERS					
INTER FUND TRANSFERS TO OTHER FUNDS					
Transfer to Bellwether Farm - Operating Support	\$73,333.36	\$0.00	\$73,333.36	\$73,333.32	(\$0.04)
TOTAL INTER FUND TRANSFERS TO OTHER FUNDS	\$73,333.36	\$0.00	\$73,333.36	\$73,333.32	(\$0.04)
INTER FUND TRANSFERS FROM OTHER FUNDS					
Transfer From Other Custodial Funds	(\$9,333.36)	\$0.00	(\$9,333.36)	(\$9,333.36)	\$0.00
TOTAL INTER FUND TRANSFERS FROM OTHER FUNDS	(\$9,333.36)	\$0.00	(\$9,333.36)	(\$9,333.36)	\$0.00
TOTAL INTER FUND TRANSFERS	\$64,000.00	\$0.00	\$64,000.00	\$63,999.96	(\$0.04)
INTRA FUND TRANSFERS					
INTRA FUND TRANSFERS FROM UNDESIGNATED					
To Reserve General Convention	\$5,333.28	\$0.00	\$5,333.28	\$5,333.32	\$0.04
To Reserve - Trinity Commons Capital	\$6,666.64	\$0.00	\$6,666.64	\$6,666.64	\$0.00
TOTAL INTRA FUND TRANSFERS FROM UNDESIGNATED	\$11,999.92	\$0.00	\$11,999.92	\$11,999.96	\$0.04
INTRA FUND TRANSFERS TO UNDESIGNATED					
TOTAL INTRA FUND TRANSFERS TO UNDESIGNATED	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL INTRA FUND TRANSFERS	\$11,999.92	\$0.00	\$11,999.92	\$11,999.96	\$0.04
TOTAL FUND TRANSFERS	\$75,999.92	\$0.00	\$75,999.92	\$75,999.92	(\$0.00)
NET SURPLUS (DEFICIT)	(\$146,075.61)	\$0.00	(\$146,075.61)	(\$290,411.88)	\$144,336.27

Diocesan Funding Sources for the 2018 Budget

Support from Congregations (Assessments)

Support from congregations (also known as assessments) continues to fund the largest share of the budget. In 2018, almost 2/3 of the budget, or 65.5% comes from support from parishes.

This line item is \$15,000 or about .65% more than the year 2017.

Endowment and Investment Income

These sections of the budget comprise about 15.6% of the revenue for the 2018 budget. Almost all of the income in these sections come from amounts invested in the Joint Investment Fund of the Trustees of the Diocese of Ohio (JIF). The Trustees authorize the spending rate for JIF funds on an annual basis. For 2018, the spending rate continues to be 4.5% annually. The income from these funds reflects a decrease of .5% for 2018, due to the decreased unit value of the JIF portfolio, using a rolling 12-quarter average. The endowment supporting the Bishop's Office is invested separately from the JIF, based on the donor's restriction. This endowment uses a 4% spending rule based on a rolling 3-year annual average.

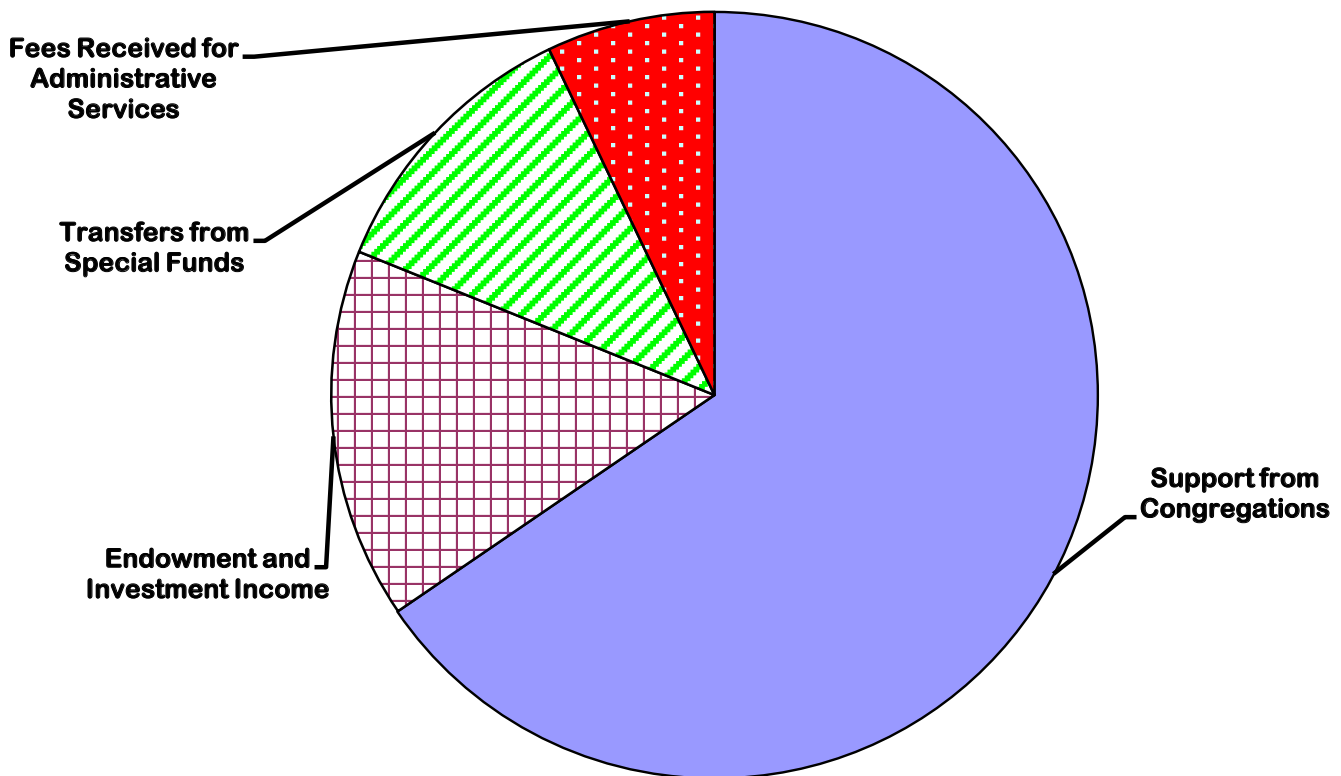
Fees Received for Administrative Services

These amounts represent fees for administering certain endowments and accounting and administrative services provided to the JIF. In 2014, the Diocesan Council authorized these fees to be based on a June 30th annual valuation for the endowments. In general, these fees increased due to a higher value for the JIF at June 30, 2017 versus June 30, 2016. Fees for administrative services fund about 7.1% of the 2018 budget.

Transfers from Special Funds

The transfers from special funds represent the reimbursement of expenses paid from non-operating or custodial funds. Without these special funds, important Diocesan programs and ministries might otherwise not take place. These amounts are offset by expenses in various areas of the budget. Expenses that come from special funds have an account number beginning with something other than 0101. In 2018, the amount from special funds increases by \$47,840 to \$421,710, which is 11.8% of the total budget.

Diocesan Funding Sources
2018 Budget



	<u>Amount</u>	<u>Percent</u>
Support from Congregations	\$ 2,340,000	65.5%
Endowment and Investment Income	558,953	15.6%
Transfers from Special Funds	421,710	11.8%
Fees Received for Administrative Services	253,839	7.1%
Total Revenues	<u>\$ 3,574,502</u>	<u>100.0%</u>

Proposed Program and Budget Narratives

Ministries Office Christian Vocations

Transition Ministry

The Office of Transition Ministry, working alongside the Bishop, assists parishes and individuals (lay and ordained) through a time of discernment and call. This year 12 congregations have been or are currently in transition. 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 Transition 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; informing parishes 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. Meetings with the Diocesan Transition Officers across the country help match priests with parishes in the Diocese of Ohio. Training and continuing education for interim priests and interim consultants is imperative during the search process.

The Office of Transition Ministry is also helping parishes redefine themselves as the number of priests, retired and those retiring, continues to outpace the number of newly ordained priests. Churches are also undergoing transformation as they grapple with the inability to pay full time clergy and look into adapting a new model of what it means to be church. The Office of Christian Vocations is working alongside the Office of Congregational Development to help parishes come together to share ministries and resources with the possibility of shared clergy leadership.

Commission on Ministry

The primary purposes of the Commission on Ministry are to advise and assist the Bishop in the work of discernment and formation, and offer

support for persons in Holy Orders and to support the ministries of Lay Professionals in the Diocese of Ohio. The Commission works together with the Bishop on: the present and future needs of the diocese; recruiting and assisting in the selection of personnel for Holy Orders; providing for the guidance, pastoral care and continuing education of clergy and lay professionals; determining clergy compensation standards; and attending to the professional and personal needs of the clergy and lay professionals and their families.

Clergy Formation

Deacon Formation Program

This year the Deacon formation program worked with five postulantes seeking ordination to the diaconate. The program began last fall and is a three-year program. The postulants will meet nine times at three-day retreats in order to study and form community. Their formation also includes field placement in local churches and mission areas.

Priest 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 who over the years have made provisions in their wills for such endowments. The Diocese of Ohio was able to offer up to \$5,000.00 per semester to each seminarian this year. \$42,000.00 went to eight seminarians in the spring and \$40,000 went to eight this fall. The Diocese of Ohio is providing scholarships for ten seminarians during the 2017-2018 academic year.

Special Ministries

Monies given to *Develop and Employ Creative Models for Congregational Ministry* is generated through donations to the Bishop's Annual Appeal and the interest earned from the Miller Endowment

Fund. This year these funds were used to supplement a Deacon-Priest-in-Charge placement, for the Rev. Alexander Barton at Church of the Redeemer in Lorain.

This is the second year of the Ohio Cohort program with Bexley Seabury Federation's low residency Masters of Divinity program for formation and fieldwork for those discerning a call to the priesthood. In the second year, there are three new students joining the three who began last year, who live in the diocese of Ohio while attending school in Chicago. Some of the students will intern at a local parish for 10-15 hours a week and receive a stipend to offset tuition and living expenses, while others will work in congregations or non-parochial positions.

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 their Bishop. The annual Clergy Conference in May provides significant continuing education opportunities in addition to time for worship and building collegial relationships. At this year's conference were, the Rev. Dr. Martha Horne, Dean and President emerita of Virginia Theological Seminary, and the Very Rev. Jep Streit, retired Dean of the Cathedral in Massachusetts. Clergy development also includes continuing education and sabbatical grants for clergy and lay professionals, which are funded from two endowment funds. Partnerships to provide continuing education programs on an ecumenical basis have allowed continuing education funds to be used more effectively in recent years.

Fresh Start

Fresh Start is a church wide program lead by diocesan clergy for those who have accepted new positions within the diocese. The purpose is to "support clergy . . . in navigating the critical period of transition in clergy leadership". It seeks to foster healthy relationships among clergy and their congregations. The program goal is to build a culture in which mutual ministry of the clergy and congregation begins with a strong foundation.

A second grouping of the newly ordained has formed which meets both as a group and in combination with both Fresh Start and the Ohio Cohorts, provides an opportunity for the newly ordained to form a healthy start to ministry and form relationships with colleagues while exploring this odd new vocation to which they have answered a call.

Office for Congregations and Christian Formation

Overview of Full CFC Office Budget by line item or category:

- Administration (\$8,000) – This includes office, travel, and related expenses. This represents 3% of our expenditures.
- Grants for Congregations (\$160,000) – The largest expense for this office consists of direct grants and other support to congregations for new and/or strategic ministries. This year the budget includes four types of grants for existing congregations (Ministry Enhancement, Targeted Revitalization, Congregational Development Programs and Training, and Strategic Mission Support). This year it also includes support for New Work outside of a traditional congregational space. These grants represent 56% of our expenditures.
- Youth and Children Formation Program and Grants (\$17,000) – Diocesan Youth programming remains the same as last year except it does not include a line item of \$10,000 to send a delegation of young people to the national Episcopal Youth Event (EYE) as 2018 is an off year for that event. The total budget is 8% of our expenditures.
- College and Young Adult Formation Program and Grants (\$17,000) – This line item is to support parishes in direct college ministry and in more broadly focused young adult ministry. The total budget is 8% of our expenditures.
- Adult Formation Program and Grants (\$3,000) – These funds support direct grants to congregations for Adult Formation

programming primarily focused on their own members. The total budget is 1% of our expenditures.

- Congregations and Christian Formation Commission (\$1,000) – The CFC has its own budget for expenses. This represents 0.3% of our expenditures.
- Other Expenses (\$79,000) – This category includes an additional line item for Education for Ministry (\$6,500). Winter Convocation is budgeted at (\$35,000). Other components include: (\$7,500) for Leadership Development Events, (\$25,000) for Additional Opportunities, (\$3,000) for Lay Preaching College, and (\$2,000) for Diocesan Resource Center. The total is 27.5% of our expenditures.

Examples of 2017 Grants to Congregations –

- *Invite Welcome Connect* - \$1,000 - St. Timothy, Macedonia. For planning new opportunities to support the new culture, and bringing more people into the church to learn about God.
- *Mid-Summer Knights' Medieval Faire* - \$1,500 - Christ Church, Warren. For a fun interactive celebration of the history of the church, involving parish members and the public.
- *Animal Blessing (Community Outreach Program)* - \$2,000.00 - St. Patrick Episcopal Church, Brunswick. To pay for the advertising, handouts, food and drinks, and incidentals for the 19th year of the in-a-park setting that is open to the community.
- *Christian Education Program Support* - \$2,000 - Christ Episcopal Church, Huron. To help pay for part time staff position to bring focus to young people/families.
- *Summer Music Camp* - \$1,350 - Church of the Epiphany, Euclid. Free summer camp offered to local children aged K-8th grade for a week. It provides opportunity for the children and their families to get to know the parish while they learn musically and enjoy Bible Stories and games.
- *Connecting with Our Neighbors* - \$3,000 - St. Barnabas, Bay Village. To expand the work of the labyrinth facilitator, to become a communications person for all of the parish programs. Also, expand the ability to bring outside speakers to build connections and increase awareness of St. Barnabas.
- *St. Paul's 175 Year Celebration* - \$2,000 - St. Paul's, Fremont - To celebrate 175 years of ministry with a three-pronged outreach project. The first was purchasing a Tent at the Sandusky County Fair, and creating a baby changing station, etc. The second was purchasing space at the Fremont farmer's market and hosting a party for young families, including a bounce house, instructional yoga, balloons, and cake. Then inviting people to the church for a movie night, and to Sunday worship. The last step was after the farmer's market, a celebration service followed by a reception.
- *St. Andrew's Farmer's Market Ministry* - \$3,000 - St. Andrew, Elyria. Members of the parish staffed a booth at Elyria's weekly farmer's market in hopes of creating a helpful, loving community among vendors. In addition, to build awareness of the existence of the church, and eventually become the de facto chaplain of the farmer's market.
- *Cleveland State University* - \$4,000 - Trinity Cathedral, Cleveland. To increase visibility by continuing with its 2016-2017 CSU Campus Ministry program, including their Move-In Assistance/Welcome, helping approximately 1,600 students. The "Welcome Back" Block Party for approximately 700 students, and Student Faith and Other Groups for approximately 50 students.
- *Kenyon College* - \$4,500 - Harcourt Parish, Gambier. To build on the foundation of the community of students created in 2016 by supporting the leadership that already exists among the students. Also encouraging new students to take on leadership roles.
- *Oberlin College* - \$2,250 - Christ Church, Oberlin - A weekly International Student Sunday dinner and weekly Monday lunch, with around 45 students attending on Sunday and 13 attending Monday.

- *Bowling Green University* - \$4,000 - St. Timothy Episcopal Church, Perrysburg. To host local community service events to assist refugee families and recently settled immigrants in the Bowling Green community in order to promote inter-faith and inter-age cooperation.
- *Youngstown State University* - \$2,500 - St. John, Youngstown. To continue prior year events and activities, the pizza and other student gatherings including 15 students, the veterans' center programming including 100 veterans, and interracial dialogue including 30-50.

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 \$402,040 is the **Diocese of Ohio's share of The Episcopal Church's budget**, as adopted by General Convention in 2015. The 2018 figure is **\$39,044** less than the 2017 amount. Full payment of our calculated share is a long-standing commitment of the diocese. The support for the 2018 DFMS budget is calculated as follows:

(2016 Operating Income less \$150,000) x 15%

The 2015 General Convention raised the exemption amount from \$120,000 to \$150,000 and lowered the assessment percentage from 19% to 18% in 2016; 16.5% in 2017, and 15% in 2018.

The **provincial synod assessment of \$5,671 is \$384 higher** than in 2017. This amount of support for the Province V budget is .2% of our 2016 operating income reported to The Episcopal Church.

Expenses of the annual **Diocesan Convention remains the same at \$25,000**. The 2018 Diocesan Convention will be in the Cleveland area. **An amount of \$2,500 is budgeted for Diocesan Council**, which pays for copies, postage, and the

annual orientation meeting in December for the full Council. **This amount is unchanged for 2018.**

The allocation for **Reserve for Travel to General Convention is unchanged at \$8,000** to continue funding for the 2018 General Convention in Austin, TX. The amount for **Reserve for Future Episcopal Transition has a provision of \$8,000 for 2018.**

Collaborative Ministries

Bellwether Farm

In 2018, the Diocese will finish construction on Bellwether Farm, the new camp, retreat, and education center in Wakeman Township, Ohio. The funds in this year's operating budget will go primarily towards staffing for its initial year of programs. We expect to be ready to host a few diocesan and parish groups in April and May, as the staff gets into a rhythm for hospitality and food service. In June, the project team will host a grand opening just before the official start of the summer camp season. Support for the coming year consists of \$120,000 and will cover some of the staff costs. Camp, event and rental fees will provide additional revenue to support operations in 2018. The monies for Bellwether Farm are listed under Fund Transfers in the budget.

By the start of 2018, we expect to have two additional professional staff on board to implement next year's program, including a camp director and a farm manager. They will join the land stewardship and program manager, who was hired in early 2017. A camp director will help us with planning, registration and operations for the 2018 camp program. This person will also hire camp counselors and other support staff in the spring. Before the end of the first quarter of the year, we expect to find a kitchen manager that is familiar with a farm-to-table food service program.

Because the new center will not be fully operational until well into the second quarter of the year, the project team has not finalized an operations plan for 2018. Diocesan Council will review the draft budget at a meeting during the first quarter of 2018.

Office for Mission

The Office of Mission provides resources and linkages “to equip the saints for the work of ministry, for building up the body of Christ” (Ephesians 4:12).

We administer various grant programs and support the commissions that receive and evaluate them; we assist parishes in the evaluation of their mission strategies; we foster connections between parishes, the wider church, and the communities we serve so that efforts and information are shared across contexts. We are linked to the Episcopal Public Policy Network, Episcopal Relief and Development (including domestic disaster relief), Episcopal Migration Ministries and the Global Episcopal Mission Network. Margaret D’Anieri, the Canon for Mission, also serves as the Jubilee officer.

Commission for Global and Domestic Mission (CGDM)

The Commission for Global and Domestic Mission (CGDM) serves as a resource to parishes in ministry locally, and by developing and supporting international partnerships that enable individuals and parishes to be in relationship with others overseas. Since 2006, Diocesan Council has delegated to CGDM the responsibility for soliciting, reviewing and making recommendations on grant requests for ministry initiatives aimed at fulfilling the 17 United Nations Sustainable Development Goals. The Diocese designates 0.7% of its annual budget toward projects that fulfill one or more of the goals, in accordance with the UN Resolution and the endorsing resolution of General Convention in 2015. Corresponding to the overall increase in the Diocesan Budget, the amount available in 2018 will increase slightly to \$22,070.

The Commission for Global and Domestic Mission is also the focal point for our Diocesan partnerships with Belize and Tanga, each budgeted at \$8,000. In 2017, five members of the Diocese travelled to Tanga to reboot that relationship and begin to establish next steps in our work together. Our relationship with Belize continues to be strengthened by considerable contact and conversation. In 2017, the first Belize Science

Camp was held. 2018 will include the launch of Happening in Belize, along with continuation of the Science Success project.

Commission for Racial Understanding (CRU)

The Commission for Racial Understanding is working to bring anti-racism training to the Diocese. In 2017, several members attended “Seeing the Face of God in Each Other” and are working on a curriculum for parishes and Diocesan entities. The budget has been increased from \$3600 to \$10,000 to support work in 2018 with “Becoming Beloved Community”, an Episcopal Church initiative designed to support a long term commitment to racial healing, reconciliation and justice.

Community of Deacons

The budget has increased from \$500 to \$1500 in order to support training opportunities for our deacons such as Asset Based Community Development.

Support of Episcopal Community Services/ Bishop’s Appeal Grants

While the funds are not in our budget, the Office for Mission supports the grant-making work of Episcopal Community Services. We evaluate and administer grants from the Bishop’s Annual Appeal for youth mission trips and summer youth education programs. The Office for Mission manages the Summer Internship program, funded through the Bishop’s Appeal. We had a total of eight interns over the summer, working in five offices and participating in three formation days.

Administrative and Additional Opportunities

The budget of \$3650 for administrative expenses has increased to reflect actual expenditures for our provision of modest hospitality at some meetings; books, materials and conference fees. Our budget includes \$1000 for advocacy activities, and a new line item for “Additional Opportunities”, a way to provide seed money toward proposals that don’t fit with existing categories or timing.

Office of the Bishop and Support Offices

Office of the Bishop

This budget amount remains unchanged from the 2017 level.

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.). Each Mission Area is also allocated an additional \$1,000 (from the Mission Office section of the Budget) that may be used only for outreach/ service projects (domestic or international). Under Diocesan Council guidelines, Mission Area Councils must request funding based on their actual or planned spending. Mission Area Council funds are replenished only up to the level of the annual funding maximum.

Finance Office

The total of \$44,290 for the Finance Office represents an increase of \$6,230 from the 2017 budget.

The budget consists of administrative expenses and financial resource costs of \$4,100, maintenance costs for accounting software of \$14,590, bank fees of \$6,600, archive expenses of \$3,600, payroll preparation costs of \$2,400, and the fee for the Diocesan audit of \$13,000. In 2017, we transitioned our accounting software to a cloud-based version. The new software expands accessibility to our financial records and offers enhanced features to help streamline our work.

The primary focus of the Finance Office is the SERVE component of the mission statement. In this capacity, the primary functions of the Finance Office are as follows:

- Administers the Joint Investment Fund for The Trustees of the Diocese (investments of about \$58 million and 283 Diocesan and parish accounts);

- Administers the health and dental insurance programs for about 80 lay and clergy employees and their families;
- Administers the Capital Loans and Grants program;
- Maintains records of all gifts and grants to the Bishop's Annual Appeal, ECS, and capital campaign 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;
- Coordinates audits of 86 parishes using the Diocesan audit team, committee and CPA audits;
- 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, ECS, the Church Home, Holy Cross and camp and retreat ministry).

Development Office

The Development Office supports the Bishop and the 86 diocesan parishes by leading strategies to increase involvement and engagement across the diocese and to grow resources to support the work of the church. It supports parishes by providing resources for annual stewardship campaigns, grant-seeking, planned giving, capital campaign planning, and leadership development. The office also provides resources for individuals to deepen their understanding and practice of personal stewardship.

The Development Office raises funds to advance the work of the Diocese from individuals, foundations and other sources. The Office helps to link parishes with funding opportunities including grants available through The Episcopal Church. Annually it invites every parishioner to give to the Bishop's Annual Appeal, which supports a diversity

of programs across the Diocese. The office also raises funds to support major initiatives in the Diocese including Bellwether Farm, Lay and Clergy Education, Outreach Activities, and Spiritual Formation.

Stewardship Education

The Development Office strives to conduct consistent and regular visits, educational opportunities and toolkits for parishes to help advance their stewardship, fundraising and leadership development. Through resources, education, workshops and training, the development office strives to educate adults and youth, clergy and all the members of the diocese about the spiritual discipline of giving.

The Bishop's Annual Appeal

The Bishop's Appeal invites members of the Diocese, foundations and other funders to support programs and ministries made possible with our shared generosity. Gifts to the Appeal from individuals and foundations constitute a vital source of funding for Diocesan ministry and outreach. Annually the Appeal provides resources for:

- **Episcopal Community Services (ECS).** ECS supports a network of parish-sponsored programs that respond to community needs and opportunities in the areas of health and homelessness, the fight against hunger, youth and education and other social services. The Episcopal Community Services Development Council makes grants to strengthen communities through citizen involvement and leadership in local programs that combat poverty, illness, nutritional deficit, and low educational achievement while increasing a sense of ownership, leadership, and competence among those who serve and are served.
- **Servant Leader Development.** The Bishop's Appeal raises funds to: help parishes employ recently ordained clergy; support seminarians and internships for young adults; and assist college and university ministries in forming and inspiring new generations of servant leaders.

- **Youth Formation and Mission Experiences.** The Bishop's Appeal makes possible camp, retreat, convention, and mission experiences for youth across the diocese regardless of parish size or resources.

In 2016, 559 donors provided more than \$265,000 through **The Bishop's Annual Appeal**. \$100,000 was directed to Episcopal Community Services and more than \$100,000 was provided for youth formation, ministry by the newly ordained, and leadership opportunities.

The Bishop's Annual Appeal provides resources for ministries that individual parishes cannot raise on their own. It provides opportunities for youth throughout the diocese to live, learn, worship, and grow together as they mature to become Christian leaders.

Planned Giving

The Development Office is working to provide parishes with the resources, training and tools to create robust planned giving programs. The Office provides training both through group seminars and individually across the Diocese.

The Office works closely with a group of volunteers who make up the Diocesan Planned Giving Council. The Planned Giving Council's role is to help parishes implement all aspects of planned giving development and gift management. The Council organizes educational seminars and creates tools and materials to help parishes in the Diocese start or maintain a planned giving program.

It encourages parishes to participate in the Joint Investment Fund (JIF) through the Diocese and it makes available technical expertise in the areas of taxation and estate planning for charitable gift planning. Council members meet with individuals as well as parish leaders and vestries to inform, educate, and support them in all aspects of planned giving.

The Sterling Newell Society honors those who make a planned gift to the Diocese of Ohio, through a bequest, charitable gift annuity, or outright gift to endowment of \$5,000 or more. To date more than 30 families have informed the Diocese of their

gift intentions on behalf of the Sterling Newell Society. The Diocese invites members to consider how their planned gift to the diocese will help to engage future generations of clergy, seminarians, laity, and children and to safeguard and nurture our congregations.

Fundraising Technology

The 2018 budget for the Office of Development includes an increase of \$10,000 to support the Raiser's Edge Database. Raiser's Edge is used to record, track and acknowledge records for all gifts to the Diocese. In 2017, we upgraded the software. The increase in expenditures is to pay for maintenance costs associated with this version.

Summary

The Budget of the Development Office provides for the development, printing, and distribution of materials for the Bishop's Annual Appeal; stewardship education and development; and planned giving resources and education for all individuals and parishes in the Diocese.

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 in the community. The 2018 budget remains the same as it did in 2017. However, funds have now been allocated for Church Life postage; it had not been budgeted for previously from this department. The funds were moved from technology consulting. That budget item is no longer necessary since the new Diocesan website will launch in the last quarter of 2017.

In 2017, we worked on a number of projects including, but not limited to:

- A new, updated website for the Diocese of Ohio. The new website is being built with responsive design to allow the best user experience on phones and tablets as well as desktops. The new design and structure was based on feedback from members of the Diocese. One of the primary intentions is to increase ease of navigation for all users.
- A website for Bellwether Farm (bellwether-farm.com). This website is also being built with responsive design. It is structured to showcase the many components of Bellwether: camp, retreat, and education center.
- We are in the process of building a website based on the trademarked phrase: God Loves You. No Exceptions. This website (noexceptions.org) will feature stories about how individuals experience God's love in their lives. It will also have meditations and reflections about where we see God in current events. A video was created and sent to members of the Diocese to request personal stories. Photos, videos, stories, meditations, and reflections are still being gathered and created.
- We have been working on numerous projects for our 200th celebration. We have created promotion items such as bags, notebooks, pens, lapel pins, and even lip balm. Large banners were created and given to each parish to place in their yard to commemorate this special occasion. Press release templates were drafted and disseminated and given to clergy to send to local press to uplift their individual parishes in our bicentennial year.
- Two videos were produced. One focused on celebrating our history and how that might point us in the direction of our future – committing to a new century serving God's mission. The second video highlights the #whatsyour200 project.
- We have significantly increased our social media efforts. We have been posting special posts for the bicentennial year. We have #200Tuesday to share our photos of the #whatsyour200 projects that so many of our parishes have diligently undertaken. On Thursdays, we showcase #tbt (throwback Thursday) articles that are brilliantly authored by the Diocesan Archivist, The Rev. Dr. Brian Wilbert. News articles, messages from the Bishop, Articles & Announcements, the e-bulletin, and other postings can also be found on our Facebook, Instagram, and Twitter pages.
- We have started social media pages for Bellwether Farm on Facebook, Instagram and

Twitter. Here you will find photos of progress at Bellwether, photos of indigenous animals and plants with short feature pieces, and photos pulled from a photo bank we've built that can draw attention to Bellwether by tying into trending hashtags.

- We've created a number of promotional items for Bellwether: t-shirts, ball caps, keychains, fleece vests and jackets, and winter watch caps and beanies.
- Church Life is designed and mailed out quarterly. This year, in addition to the pdf, we have added a flip book version of the magazine on the website.
- We continue to send out the weekly e-bulletin that features events around the diocese. We have a monthly e-blast titled "Articles & Announcements" that showcases one major announcement or story. We also have a third e-communication that is only for the bicentennial year: The Episcopacy in Review. This piece highlights one of our 11 bishops each month from Chase to Hollingsworth.
- This office is also responsible for Convention handbooks, journals, and A/V.

Personnel, Travel, Office Equipment and Supplies

Personnel

Expenses for Personnel in 2018 are \$37,625 (2.1%) higher than the 2017 budget. Salaries increase from the 2017 budget, due to a provision for a possible cost-of-living and/or merit increases for the staff. The Bishop's Appeal funds summer internships for high school and college students. Reimbursements from diocesan trusts administered by diocesan staff fund about 14% percent (\$253,839 of the \$1,807,764) of the personnel budget.

The budget includes funding for Bishop Hollingsworth, 6 full-time program staff positions, 2 half-time program staff, 7 full-time support staff, two part-time assisting bishops, one part-time position in the archives, and one part-time position in the Resource Center. Salaries and benefits are 50.6% of the Diocesan budget in 2018 and 2017.

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 staff in meeting their rising expenses for health insurance costs.

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 staff in meeting their rising expenses for health insurance costs.

Travel

The 2018 budget for travel expenses represents reimbursement for all business-related travel expenses of the Diocesan staff. The \$74,750 represents no change from the 2017 budget.

Office Equipment and Supplies

Office expenses are \$215,180 for 2018, an increase of \$16,000 from 2017 that is attributable to the Diocesan share of Trinity Commons' expenses, including a provision for contracted information technology support. The toll free "800" service was eliminated, so this budget line was deleted. The reserve for Trinity Commons' capital decreases \$5,000 in 2018, to \$5,000. All other amounts in this section of the budget are unchanged.

Equipment and supplies are \$15,300 in the 2018 budget. This amount is unchanged from the 2017 amount. The budget includes funding for postage, copies, computer software, supplies and network maintenance; and office supplies and stationery.

Appendix: Report on Clergy Compensation

City, Parish	Position	2017 Compensation	2017 Estimated NOE	2016 NOI
Akron, Church of Our Saviour	Rector	\$87,991.52	\$369,641.00	\$455,460.00
Akron, St. Andrew's Church	Interim Rector	\$53,500.00	\$45,125.00	\$44,166.00
Akron, St. Paul's Church	Rector	\$128,325.68	\$935,000.00	\$991,261.00
Akron, St. Paul's Church	Associate Rector	\$53,500.00		
Akron, St. Philip's Church	Sunday Supply		\$34,090.00	\$45,833.00
Alliance, Trinity Church	Rector, <i>See Our Saviour, Salem</i>	\$41,250.00	\$55,500.00	\$85,348.41
Ashland, St. Matthew's Church	Rector	\$25,426.00	\$47,440.16	\$55,245.50
Ashtabula, St. Peter's Church	Rector	\$72,834.00	\$188,240.00	\$212,539.00
Barberton, St. Andrew's Church	Rector	\$17,640.00	\$61,956.14	\$67,167.00
Bay Village, St. Barnabas Church	Rector	\$70,850.00	\$133,275.00	\$135,984.00
Bellevue, St. Paul's Church	Sunday Supply		\$9,930.00	\$26,751.00
Berea, St. Thomas's Church	Rector	\$48,795.00	\$171,423.28	\$161,497.00
Boardman, St. James's Church	Priest-in-Charge	\$63,549.63	\$144,749.00	\$161,268.00
Bowling Green, St. John the Baptist's Church	Sunday Supply		\$41,800.00	\$44,675.00
Brecksville, St. Matthew's Church	Rector	\$54,434.92	\$145,268.00	\$152,118.00
Brunswick, St. Partick's Church	Sunday Supply		\$35,533.00	\$37,136.00
Canton, St. Mark's Church	Interim Rector	\$62,100.00	\$210,258.00	\$226,554.00
Canton, St. Paul's Church	Interim Rector	\$45,500.00	\$154,285.62	\$233,433.00
Chagrin Falls, St. Martin's Church	Rector	\$89,000.00	\$254,633.00	\$290,121.00
Chardon, St. Luke's Church	Rector	\$40,635.00	\$108,724.06	\$120,143.00
Cleveland, Diocese of Ohio	Bishop	\$184,576.86		
Cleveland, Diocese of Ohio	Canon for Congregations	\$100,000.00		
Cleveland, Diocese of Ohio	Canon for Christian Formation	\$34,598.02		
Cleveland, Diocese of Ohio	Canon for Ministry	\$100,000.00		
Cleveland, Diocese of Ohio	Canon for Mission	\$40,000.00		
Cleveland, St. Andrew's Church	Interim Rector	\$28,800.00	\$188,877.00	\$178,578.00
Cleveland, Historic St. John's Church	Vicar, <i>See St. Peter's, Lkwd</i>			
Cleveland, St. Luke's Church	Rector	\$72,800.00	\$67,985.00	\$93,061.00
Cleveland, Trinity Cathedral	Acting Dean	\$75,000.00	\$1,421,378.00	\$1,425,017.00
Cleveland, Trinity Cathedral	Canon	\$78,369.00		
Cleveland Heights, St. Alban's Church	Sunday Supply		\$19,471.00	\$16,311.00
Cleveland Heights, St. Paul's Church	Rector	\$123,624.00	\$1,488,125.00	\$1,800,850.00
Cleveland Heights, St. Paul's, Church	Associate Rector	\$83,609.00		
Cleveland Heights, St. Paul's Church	Curate	\$55,500.00		
Coshocton, Trinity Church	Extended Supply		\$34,376.79	\$37,196.00
Cuyahoga Falls, St. John's Church	Rector	\$59,716.30	\$202,620.00	\$223,805.70
Defiance, Grace Church	Sunday Supply		\$57,530.00	\$56,377.00
East Liverpool, St. Stephen's Church	Sunday Supply		\$67,310.00	\$92,049.00
Elyria, St. Andrew's Church	Rector	\$71,400.00	\$230,807.96	\$252,924.00
Euclid, Church of the Epiphany	Rector	\$45,764.60	\$134,102.52	\$148,602.00
Findlay, Trinity Church	Rector	\$68,898.70	\$137,550.00	\$114,169.00
Fremont, St. Paul's Church	Priest-in-Charge	\$59,064.00	\$183,824.00	\$104,522.00
Gambier, Harcourt Parish	Rector	\$76,500.00	\$139,902.16	\$156,591.00

City, Parish	Position	2017 Compensation	2017 Estimated NOE	2016 NOI
Gates Mills, St. Christopher's by the River Church	Rector	\$104,958.75	\$321,649.00	\$353,809.00
Geneva, Christ Church	Extended Supply		\$52,935.00	\$61,247.70
Hudson, Christ Church	Rector	\$99,038.00	\$411,206.00	\$446,676.00
Huron, Christ Church	Priest-in-Charge	\$58,630.00	\$137,317.00	\$122,207.00
Kent, Christ Church	Rector	\$60,374.60	\$158,052.59	\$177,564.65
Kirtland Hills, St. Hubert's Church	Rector	\$96,162.00	\$262,816.00	\$291,784.00
Lakewood, St. Peter's Church	Rector	\$89,600.00	\$503,269.00	\$581,361.00
Lakewood, St. Peter's Church	Curate	\$48,645.00		
Lakewood, Church of the Ascension	Priest-in-Charge, part-time	\$34,598.02	\$113,276.00	\$102,493.00
Lisbon, Trinity Church	Extended Supply		\$22,300.00	\$24,232.00
Lorain, Church of the Redeemer	Deacon-in-Charge	\$58,885.00	\$94,655.00	\$158,835.00
Lyndhurst, Church of the Good Shepherd	Rector	\$68,784.00	\$172,891.00	\$191,614.00
Macedonia, St. Timothy's Church	Rector	\$58,650.00	\$127,765.00	\$141,479.00
Mansfield, Grace Church	Rector	\$84,685.00	\$244,657.00	\$276,021.00
Mansfield, Grace Church	Associate Rector	\$59,112.00		
Marion, St. Paul's Church	Sunday Supply		\$45,370.00	
Massillon, St. Timothy's Church	Rector	\$72,600.00	\$202,578.00	\$186,294.00
Maumee, St. Paul's Church	Rector	\$112,773.29	\$401,458.00	\$504,086.00
Mayfield Village, St. Bartholomew Church	Priest-in-Charge	\$37,200.00	\$121,800.00	\$140,348.00
Medina, St. Paul's Church	Rector	\$80,252.00	\$252,054.00	\$309,042.00
Mentor, St. Andrew Episcopal Church	Rector	\$49,153.00	\$125,939.88	\$168,324.00
Mount Vernon, St. Paul's Church	Rector	\$51,893.00	\$143,610.47	\$163,724.00
Napoleon, St. John the Evangelist Church	Sunday Supply			
New Philadelphia, Trinity Church	Sunday Supply		\$34,905.06	\$34,445.00
Niles, St. Luke's Church	Rector	\$49,275.00	\$83,134.00	\$90,230.00
Norwalk, St. Paul's Church	Rector	\$29,530.00	\$88,358.00	\$91,940.00
Oberlin, Christ Church	Rector	\$79,592.00	\$214,792.00	\$226,472.00
Oregon, St. Paul's Church	Sunday Supply		\$48,205.00	\$51,055.00
Painesville, St. James's Church	Rector	\$63,864.00	\$190,451.00	\$228,012.00
Parma, All Saints Church	Interim Rector	\$15,600.00	\$124,680.00	\$136,019.00
Perrysburg, St. Timothy's Church	Rector	\$90,181.00	\$308,394.00	\$329,542.00
Port Clinton, St. Thomas	Sunday Supply		\$60,159.00	\$80,651.84
Put-in-Bay, St. Paul's Church	Priest-in-Charge	\$60,297.80	\$103,849.41	\$103,458.00
Ravenna, Grace Church	Rector	\$79,253.20	\$158,542.00	\$176,418.00
Salem, Church of Our Saviour	<i>See Trinity, Alliance</i>		\$63,975.00	\$70,123.39
Sandusky, Grace Church	Rector	\$89,737.84	\$399,100.00	\$460,402.00
Shaker Heights, Christ Church	Rector	\$97,599.00	\$430,962.00	\$501,536.00
Shelby, St. Mark's Church	<i>Share priest w/ Grace, Mansfield</i>		\$64,000.00	\$70,826.00
Sidney, St. Mark's Church	<i>Share with Southern Ohio</i>		\$29,317.88	\$29,575.76
Steubenville, St. Paul's Church	Sunday Supply		\$67,120.00	\$72,939.00
Steubenville, St. Stephen's Church	Extended Supply		\$33,456.00	
Tiffin, Old Trinity Church	Rector	\$58,650.00	\$137,097.00	\$140,390.52
Toledo, All Saints Church	Sunday Supply		\$71,000.00	

City, Parish	Position	2017 Compensation	2017 Estimated NOE	2016 NOI
Toledo, St. Andrew's Church	Rector	\$37,200.00	\$183,320.07	\$152,259.00
Toledo, St. Matthew's Church	Sunday Supply		\$234,903.00	\$285,275.00
Toledo, St. Michael's-in-the-Hills Church	Long term Supply	\$36,000.00	\$358,887.00	\$401,119.00
Toledo, Trinity Church	Interim Rector	\$74,461.00	\$444,377.86	\$460,145.00
Uniontown, New Life Episcopal Church	Interim Rector	\$60,386.52	\$156,830.00	\$156,846.00
Wadsworth, St. Mark's Church	Sunday Supply		\$46,139.00	\$52,693.00
Warren, Christ Church	Rector	\$76,468.00	\$270,137.00	\$292,476.00
Westlake, Church of the Advent	Sunday Supply		\$120,071.00	\$226,069.00
Willoughby, Grace Church	Rector	\$71,814.60	\$185,095.00	\$239,178.00
Wooster, St. James Church	Rector	\$79,349.00	\$207,800.00	\$244,220.00
Youngstown, St. Augustine's Church	Sunday Supply			
Youngstown, St. John's Church	Rector	\$76,000.00	\$404,067.00	\$447,201.00

Appendix: Parochial Report Data

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA ÷ Members	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Total Outreach (13 + 16 + 18)	Pledge & Plate ÷ ASA	Operating Exp ÷ ASA	From Inv. ÷ Operating Exp
Akron, Church of Our Saviour													
2012	208	70	34%	\$308,724	\$0	\$308,724	\$340,207	\$42,547	\$308,725	\$22,804	\$1,951	\$4,410	35%
2013	225	84	39%	\$348,026	\$0	\$348,026	\$354,246	\$41,255	\$348,026	\$22,727	\$1,538	\$4,143	37%
2014	232	70	31%	\$382,131	\$0	\$382,131	\$388,122	\$55,375	\$382,131	\$26,138	\$1,955	\$5,459	51%
2015	230	62	26%	\$425,164	\$0	\$425,164	\$442,823	\$54,009	\$425,164	\$15,856	\$2,224	\$6,857	54%
2016	228	62	26%	\$455,460	\$0	\$455,460	\$522,827	\$60,382	\$455,460	\$14,063	\$2,125	\$7,346	49%
Akron, St. Andrew's Church													
2012	36	30	56%	\$46,342	\$0	\$46,342	\$46,342	\$4,655	\$46,342	\$0	\$1,069	\$1,545	12%
2013	35	25	48%	\$50,682	\$0	\$50,682	\$50,682	\$4,756	\$50,682	\$0	\$1,204	\$2,027	10%
2014	32	18	38%	\$45,679	\$0	\$45,679	\$45,679	\$3,901	\$45,679	\$0	\$1,617	\$2,538	3%
2015	25	20	69%	\$47,352	\$0	\$47,352	\$50,905	\$4,279	\$47,352	\$1,642	\$1,354	\$2,368	16%
2016	26	21	75%	\$44,166	\$0	\$44,166	\$46,880	\$3,730	\$44,166	\$4,083	\$1,377	\$2,103	15%
Akron, St. Paul's Church													
2012	1793	343	16%	\$1,073,680	\$0	\$1,073,680	\$1,565,523	\$158,419	\$1,073,680	\$430,464	\$2,375	\$3,130	0%
2013	1775	313	15%	\$1,073,518	\$0	\$1,073,518	\$1,495,325	\$161,932	\$1,073,518	\$365,710	\$2,674	\$3,430	0%
2014	1780	334	16%	\$1,097,178	\$0	\$1,097,178	\$1,779,148	\$169,889	\$1,097,178	\$586,986	\$2,542	\$3,285	0%
2015	1378	314	15%	\$1,027,519	\$0	\$1,027,519	\$1,970,310	\$144,467	\$1,027,519	\$349,122	\$2,392	\$3,272	0%
2016	1370	296	14%	\$991,261	\$0	\$991,261	\$1,710,025	\$153,308	\$991,261	\$437,633	\$2,702	\$3,349	0%
Akron, St. Philip's Church													
2012	39	32	34%	\$45,264	\$0	\$45,264	\$45,836	\$3,747	\$45,502	\$872	\$1,383	\$1,422	0%
2013	41	33	35%	\$43,661	\$0	\$43,661	\$47,261	\$3,615	\$43,661	\$490	\$1,251	\$1,323	0%
2014	68	31	52%	\$34,152	\$0	\$34,152	\$34,152	\$3,564	\$34,152	\$400	\$1,238	\$1,102	0%
2015	59	28	47%	\$34,377	\$0	\$34,377	\$36,486	\$3,314	\$34,377	\$1,050	\$1,329	\$1,228	0%
2016	56	25	45%	\$45,833	\$0	\$45,833	\$46,585	\$3,555	\$45,833	\$802	\$1,462	\$1,833	20%
Alliance, Trinity Church													
2012	61	31	37%	\$54,744	\$0	\$54,744	\$63,689	\$4,869	\$54,744	\$1,746	\$1,044	\$1,766	18%
2013	60	30	36%	\$49,121	\$0	\$49,121	\$57,858	\$5,027	\$49,121	\$2,336	\$1,298	\$1,637	16%
2014	59	25	30%	\$61,268	\$0	\$61,268	\$66,106	\$5,789	\$61,268	\$936	\$1,565	\$2,451	16%
2015				\$58,448	\$0	\$58,448	\$62,699	\$6,883	\$58,448	\$1,469			
2016	54	27	31%	\$85,348	\$0	\$85,348	\$110,274	\$6,288	\$85,348	\$1,423	\$1,633	\$3,161	42%
Ashland, St. Matthew's Church													
2012	91	50	57%	\$55,360	\$9,100	\$64,460	\$64,460	\$4,729	\$64,460	\$0	\$1,267	\$1,289	0%
2013	94	49	55%	\$64,713	\$8,500	\$73,213	\$73,213	\$5,581	\$73,213	\$605	\$1,409	\$1,494	0%
2014	180	49	54%	\$66,912	\$10,000	\$76,912	\$76,912	\$6,261	\$76,912	\$156	\$1,378	\$1,570	0%
2015	91	49	54%	\$92,989	\$9,150	\$102,139	\$102,139	\$6,755	\$102,139	\$120	\$1,706	\$2,084	0%
2016	52	44	54%	\$62,750	\$0	\$62,750	\$125,608	\$7,520	\$62,750	\$0	\$1,154	\$1,426	0%
Ashtabula, St. Peter's Church													
2012	271	94	41%	\$149,611	\$0	\$149,611	\$149,611	\$20,189	\$149,182	\$1,589	\$1,507	\$1,587	1%
2013	268	90	39%	\$151,500	\$0	\$151,500	\$151,500	\$21,209	\$151,500	\$1,967	\$1,438	\$1,683	6%
2014	113	79	48%	\$125,784	\$0	\$125,784	\$237,430	\$29,038	\$125,784	\$26,869	\$1,425	\$1,592	0%
2015	141	66	40%	\$189,776	\$5,000	\$194,776	\$250,491	\$22,522	\$194,776	\$20,597	\$2,116	\$2,951	0%
2016	130	37	26%	\$212,539	\$0	\$212,539	\$271,929	\$23,670	\$212,539	\$56,758	\$3,544	\$5,744	5%
Barberton, St. Andrew's Church													
2012	112	37	25%	\$39,124	\$0	\$39,124	\$83,543	\$3,707	\$39,124	\$30,902	\$956	\$1,057	0%
2013	121	44	28%	\$48,721	\$0	\$48,721	\$79,111	\$4,477	\$48,721	\$34,697	\$1,317	\$1,107	0%
2014	119	50	32%	\$67,936	\$0	\$67,936	\$110,262	\$6,199	\$67,936	\$21,191	\$1,226	\$1,359	0%
2015	114	44	30%	\$63,937	\$0	\$63,937	\$99,650	\$6,207	\$63,937	\$50,661	\$1,730	\$1,453	0%
2016	111	48	32%	\$67,167	\$0	\$67,167	\$94,616	\$6,432	\$67,167	\$19,704	\$1,369	\$1,399	0%

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA ÷ Members	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Total Outreach (13 + 16 + 18)	Pledge & Plate ÷ ASA	Operating Exp ÷ ASA	From Inv. ÷ Operating Exp
Bay Village, St. Barnabas Church													
2012	92	53	74%	\$16,693	\$169,437	\$186,130	\$522,741	\$1,595	\$186,130	\$2,309	\$920	\$3,512	0%
2013	37	55	62%	\$67,540	\$162,740	\$230,281	\$255,678	\$5,850	\$230,281	\$6,586	\$1,682	\$4,187	0%
2014	124	53	53%	\$92,464	\$32,000	\$124,464	\$175,800	\$4,615	\$124,464	\$7,648	\$1,331	\$2,348	0%
2015	105	56	53%	\$109,395	\$16,000	\$125,395	\$185,425	\$5,383	\$125,395	\$8,289	\$1,530	\$2,239	0%
2016	102	60	57%	\$135,984	\$0	\$135,984	\$172,018	\$7,000	\$135,984	\$7,046	\$1,566	\$2,266	0%
Bellevue, St. Paul's Church													
2012	60	20	26%	\$33,845	\$4,500	\$38,345	\$38,345	\$3,202	\$38,345	\$1,643	\$1,430	\$1,917	13%
2013	26	18	23%	\$45,370	\$0	\$45,370	\$62,166	\$3,248	\$45,370	\$8,478	\$1,427	\$2,521	32%
2014	22	16	21%	\$38,304	\$1,600	\$39,904	\$39,924	\$3,786	\$39,904	\$4,276	\$1,534	\$2,494	27%
2015	26	14	28%	\$33,963	\$1,200	\$35,163	\$46,644	\$2,445	\$35,163	\$5,228	\$1,462	\$2,512	30%
2016	27	11	22%	\$26,646	\$1,400	\$28,046	\$28,046	\$1,522	\$28,046	\$150	\$1,762	\$2,550	26%
Berea, St. Thomas's Church													
2012	275	110	39%	\$223,937	\$0	\$223,937	\$274,393	\$25,695	\$223,937	\$2,741	\$1,636	\$2,036	13%
2013	294	112	39%	\$242,884	\$0	\$242,884	\$296,867	\$27,613	\$242,884	\$48,409	\$1,671	\$2,169	11%
2014	282	102	37%	\$221,759	\$0	\$221,759	\$294,975	\$25,790	\$221,759	\$38,612	\$1,591	\$2,174	14%
2015	248	101	37%	\$173,106	\$0	\$173,106	\$222,703	\$18,500	\$173,106	\$13,398	\$1,453	\$1,714	20%
2016	248	86	31%	\$161,497	\$0	\$161,497	\$237,654	\$17,386	\$161,497	\$35,431	\$1,559	\$1,878	17%
Boardman, St. James's Church													
2012	105	70	65%	\$123,953	\$500	\$124,453	\$130,092	\$13,493	\$124,453	\$2,965	\$1,637	\$1,778	5%
2013	77	63	57%	\$99,431	\$20,000	\$119,431	\$417,300	\$12,649	\$119,431	\$1,762	\$1,578	\$1,896	0%
2014	99	63	64%	\$96,110	\$0	\$96,110	\$119,722	\$5,966	\$96,110	\$866	\$1,526	\$1,526	0%
2015	102	60	60%	\$138,235	\$9,999	\$148,234	\$149,623	\$16,175	\$148,234	\$1,630	\$1,620	\$2,471	3%
2016	99	56	57%	\$161,268	\$7,000	\$168,268	\$169,133	\$15,106	\$168,268	\$1,157	\$2,362	\$3,005	17%
Bowling Green, St. John the Baptist's													
2012	27	26	84%	\$74,313	\$50,180	\$124,493	\$126,045	\$7,009	\$124,523	\$2,945	\$1,397	\$4,789	25%
2013	22	25	86%	\$43,443	\$33,405	\$76,848	\$77,616	\$4,807	\$76,848	\$3,278	\$1,530	\$3,074	0%
2014	22	18	82%	\$43,202	\$0	\$43,202	\$44,760	\$2,663	\$43,202	\$1,727	\$2,029	\$2,400	0%
2015	21	16	76%	\$46,462	\$0	\$46,462	\$46,724	\$3,996	\$46,462	\$4,429	\$2,632	\$2,904	0%
2016	16	13	65%	\$44,675	\$0	\$44,675	\$66,437	\$3,998	\$44,675	\$3,475	\$3,310	\$3,437	4%
Brecksville, St. Matthew's Church													
2012	209	105	58%	\$136,577	\$0	\$136,577	\$139,071	\$15,373	\$136,577	\$1,997	\$1,457	\$1,301	11%
2013	227	103	54%	\$151,892	\$0	\$151,892	\$151,892	\$16,102	\$151,892	\$1,893	\$1,455	\$1,475	22%
2014	228	96	52%	\$169,982	\$0	\$169,982	\$186,221	\$15,560	\$169,982	\$1,325	\$1,704	\$1,771	0%
2015	186	95	51%	\$168,984	\$0	\$168,984	\$172,884	\$18,628	\$168,984	\$5,752	\$1,830	\$1,779	0%
2016	187	86	46%	\$152,118	\$0	\$152,118	\$152,118	\$15,232	\$152,118	\$1,654	\$1,763	\$1,769	0%
Brunswick, St. Patrick's Church													
2012	79	46	46%	\$60,191	\$7,341	\$67,532	\$74,359	\$5,719	\$67,532	\$1,472	\$877	\$1,468	0%
2013	74	42	42%	\$34,351	\$39,298	\$73,649	\$74,834	\$6,184	\$73,649	\$911	\$913	\$1,754	0%
2014	65	35	33%	\$46,245	\$56,657	\$102,902	\$104,059	\$1,925	\$102,902	\$963	\$1,119	\$2,940	0%
2015	39	45	42%	\$51,785	\$18,018	\$69,803	\$69,819	\$4,686	\$69,803	\$902	\$1,092	\$1,551	0%
2016	42	37	36%	\$37,136	\$0	\$37,136	\$37,264	\$3,731	\$37,136	\$2,615	\$1,107	\$1,004	0%
Canton, St. Mark's Church													
2012	296	112	33%	\$202,177	\$0	\$202,177	\$209,540	\$26,158	\$202,177	\$7,363	\$1,633	\$1,805	1%
2013	223	107	31%	\$204,182	\$0	\$204,182	\$226,282	\$19,494	\$204,182	\$3,829	\$1,671	\$1,908	9%
2014	225	107	32%	\$221,603	\$0	\$221,603	\$235,376	\$23,728	\$221,603	\$8,167	\$1,827	\$2,071	9%
2015	206	101	30%	\$242,797	\$0	\$242,797	\$253,528	\$30,736	\$242,797	\$6,141	\$2,008	\$2,404	14%
2016	201	96	29%	\$226,554	\$0	\$226,554	\$237,921	\$24,442	\$226,554	\$8,939	\$2,104	\$2,360	9%

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA ÷ Members	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Total Outreach (13 + 16 + 18)	Pledge & Plate ÷ ASA	Operating Exp ÷ ASA	From Inv. ÷ Operating Exp
Canton, St. Paul's Church													
2012	128	81	38%	\$256,541	\$0	\$256,541	\$356,890	\$29,521	\$256,116	\$12,414	\$2,111	\$3,162	31%
2013	126	80	37%	\$278,341	\$0	\$278,341	\$338,754	\$29,518	\$278,341	\$17,147	\$2,187	\$3,479	35%
2014	133	76	35%	\$296,858	\$0	\$296,858	\$326,945	\$23,999	\$296,858	\$7,344	\$2,429	\$3,906	34%
2015	115	66	55%	\$273,295	\$0	\$273,295	\$284,396	\$28,981	\$273,295	\$41,302	\$3,084	\$4,141	24%
2016	115	57	26%	\$233,433	\$0	\$233,433	\$256,539	\$28,853	\$233,433	\$59,112	\$3,008	\$4,095	25%
Chagrin Falls, St. Martin's Church													
2012	538	192	41%	\$319,904	\$0	\$319,904	\$427,380	\$39,853	\$319,904	\$2,790	\$1,603	\$1,666	0%
2013	538	190	39%	\$320,710	\$0	\$320,710	\$354,982	\$40,176	\$320,710	\$3,548	\$1,585	\$1,688	1%
2014	362	156	56%	\$271,575	\$0	\$271,575	\$306,121	\$35,567	\$271,575	\$2,346	\$1,628	\$1,741	1%
2015	266	105	36%	\$293,313	\$0	\$293,313	\$365,919	\$31,500	\$293,313	\$1,730	\$2,047	\$2,793	4%
2016	263	109	36%	\$290,121	\$0	\$290,121	\$365,069	\$35,848	\$290,121	\$6,353	\$2,248	\$2,662	11%
Chardon, St. Luke's Church													
2012	4	54	24%	\$113,897	\$2,500	\$116,397	\$125,263	\$11,082	\$116,397	\$8,181	\$2,056	\$2,156	0%
2013	227	49	22%	\$119,705	\$2,000	\$121,705	\$127,639	\$12,284	\$121,705	\$7,666	\$2,167	\$2,484	0%
2014	66	35	16%	\$117,826	\$2,000	\$119,826	\$128,223	\$12,035	\$119,826	\$1,329	\$2,840	\$3,424	0%
2015	73	40	18%	\$120,555	\$2,000	\$122,555	\$168,704	\$17,817	\$122,555	\$7,177	\$2,661	\$3,064	0%
2016	82	42	18%	\$120,143	\$2,000	\$122,143	\$127,386	\$12,291	\$122,143	\$1,630	\$2,561	\$2,908	0%
Cleveland, St. Andrew's Church													
2012	142	67	50%	\$226,498	\$0	\$226,498	\$248,465	\$34,006	\$226,776	\$20,917	\$2,470	\$3,385	0%
2013	142	67	51%	\$225,009	\$0	\$225,009	\$241,847	\$26,638	\$225,009	\$20,237	\$2,270	\$3,358	0%
2014	138	67	52%	\$226,203	\$0	\$226,203	\$246,043	\$34,489	\$226,203	\$17,535	\$2,297	\$3,376	0%
2015	125	65	52%	\$205,956	\$0	\$205,956	\$239,015	\$20,188	\$205,956	\$20,178	\$2,198	\$3,169	0%
2016	99	54	47%	\$178,578	\$0	\$178,578	\$222,956	\$25,389	\$178,578	\$15,746	\$2,468	\$3,307	0%
Cleveland, St. Luke's Church													
2012	136	68	57%	\$74,932	\$0	\$74,932	\$101,556	\$7,093	\$74,932	\$28,374	\$1,050	\$1,102	3%
2013	130	80	71%	\$77,093	\$0	\$77,093	\$98,179	\$6,917	\$77,093	\$22,326	\$918	\$964	3%
2014	110	71	70%	\$77,637	\$0	\$77,637	\$90,978	\$7,241	\$77,637	\$14,962	\$1,037	\$1,093	3%
2015	61	62	61%	\$79,591	\$0	\$79,591	\$97,081	\$6,983	\$79,591	\$19,111	\$1,205	\$1,284	4%
2016	69	59	77%	\$93,061	\$0	\$93,061	\$120,713	\$8,081	\$93,061	\$10,003	\$1,506	\$1,577	3%
Cleveland, Trinity Cathedral													
2012	1062	386	40%	\$1,327,721	\$0	\$1,327,721	\$2,195,588	\$218,253	\$1,327,721	\$836,588	\$1,681	\$3,440	47%
2013	1035	376	36%	\$1,457,783	\$0	\$1,457,783	\$2,049,078	\$194,090	\$1,457,783	\$716,482	\$1,765	\$3,877	50%
2014	1023	371	36%	\$1,438,953	\$0	\$1,438,953	\$1,930,076	\$222,611	\$1,438,953	\$490,123	\$1,858	\$3,879	48%
2015	1010	371	36%	\$1,520,354	\$0	\$1,520,354	\$1,963,570	\$228,114	\$1,520,354	\$476,266	\$1,833	\$4,098	56%
2016	854	388	37%	\$1,425,017	\$0	\$1,425,017	\$3,272,825	\$224,915	\$1,425,017	\$549,791	\$1,922	\$3,673	41%
Cleveland Heights, St. Alban's Church													
2012	30	23	77%	\$27,291	\$0	\$27,291	\$31,431	\$1,630	\$27,291	\$1,753	\$1,135	\$1,187	0%
2013	32	30	73%	\$24,034	\$0	\$24,034	\$32,344	\$2,936	\$24,034	\$3,697	\$769	\$801	0%
2014	31	27	87%	\$31,613	\$0	\$31,613	\$43,897	\$1,944	\$31,613	\$9,898	\$947	\$1,171	0%
2015	29	16	55%	\$19,237	\$0	\$19,237	\$20,252	\$1,989	\$19,237	\$4,321	\$942	\$1,202	0%
2016	17	13	42%	\$16,311	\$0	\$16,311	\$16,426	\$1,463	\$16,311	\$297	\$1,176	\$1,255	0%
Cleveland Heights, St. Paul's Church													
2012	2036	426	25%	\$1,623,859	\$0	\$1,623,859	\$3,197,220	\$247,439	\$1,623,859	\$394,734	\$3,661	\$3,812	4%
2013	1917	411	25%	\$1,824,594	\$0	\$1,824,594	\$3,244,090	\$243,000	\$1,824,594	\$426,682	\$3,735	\$4,439	16%
2014	1750	390	26%	\$1,850,257	\$0	\$1,850,257	\$2,875,833	\$255,000	\$1,850,257	\$583,053	\$4,067	\$4,744	14%
2015	1507	357	24%	\$1,836,891	\$0	\$1,836,891	\$2,424,321	\$247,649	\$1,836,891	\$337,621	\$4,156	\$5,145	19%
2016	1444	378	26%	\$1,800,850	\$0	\$1,800,850	\$2,454,726	\$249,402	\$1,800,850	\$261,787	\$4,258	\$4,764	11%

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA ÷ Members	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Total Outreach (13 + 16 + 18)	Pledge & Plate ÷ ASA	Operating Exp ÷ ASA	From Inv. ÷ Operating Exp
Coshocton, Trinity Church													
2012	77	27	32%	\$114,208	\$0	\$114,208	\$114,208	\$11,639	\$114,208	\$0	\$1,768	\$4,230	58%
2013	76	23	27%	\$117,501	\$0	\$117,501	\$117,718	\$12,075	\$117,501	\$584	\$1,271	\$5,109	74%
2014	66	21	26%	\$128,516	\$0	\$128,516	\$174,116	\$13,273	\$128,516	\$0	\$1,255	\$6,120	81%
2015	80	20	25%	\$81,123	\$0	\$81,123	\$81,123	\$8,998	\$81,123	\$0	\$1,004	\$4,056	145%
2016	80	18	22%	\$37,196	\$0	\$37,196	\$37,196	\$2,597	\$37,196	\$0	\$407	\$2,066	30%
Cuyahoga Falls, St. John's Church													
2012	143	59	46%	\$202,163	\$0	\$202,163	\$213,249	\$18,728	\$202,163	\$7,451	\$2,476	\$3,426	18%
2013	141	65	45%	\$183,031	\$0	\$183,031	\$271,567	\$20,211	\$183,031	\$3,047	\$2,170	\$2,816	14%
2014	155	68	54%	\$198,138	\$0	\$198,138	\$206,991	\$19,749	\$198,138	\$8,753	\$2,040	\$2,914	27%
2015	140	84	58%	\$200,130	\$0	\$200,130	\$235,785	\$23,970	\$200,130	\$4,810	\$2,092	\$2,383	9%
2016	129	94	61%	\$223,806	\$0	\$223,806	\$255,241	\$25,790	\$223,806	\$4,743	\$2,227	\$2,381	5%
Defiance, Grace Church													
2012	58	33	49%	\$49,542	\$5,000	\$54,542	\$66,595	\$4,560	\$54,542	\$3,761	\$1,232	\$1,653	0%
2013	55	31	50%	\$54,716	\$2,000	\$56,716	\$59,506	\$4,932	\$56,716	\$6,732	\$1,595	\$1,830	0%
2014	37	26	51%	\$52,807	\$1,500	\$54,307	\$58,478	\$5,223	\$54,307	\$7,293	\$1,893	\$2,089	0%
2015	35	22	45%	\$63,382	\$0	\$63,382	\$80,276	\$4,899	\$63,382	\$1,555	\$1,709	\$2,881	0%
2016	34	23	49%	\$56,377	\$0	\$56,377	\$65,231	\$6,470	\$56,377	\$1,108	\$1,915	\$2,451	0%
East Liverpool, St. Stephen's Church													
2012	105	40	38%	\$68,805	\$0	\$68,805	\$98,175	\$4,042	\$68,805	\$8,452	\$1,275	\$1,720	22%
2013	109	38	35%	\$77,274	\$2,000	\$79,274	\$114,681	\$7,483	\$79,274	\$9,121	\$1,269	\$2,086	33%
2014	112	37	34%	\$90,376	\$1,500	\$91,876	\$132,391	\$8,212	\$91,876	\$7,669	\$1,393	\$2,483	39%
2015	65	42	37%	\$115,815	\$0	\$115,815	\$146,365	\$12,064	\$115,815	\$10,700	\$1,289	\$2,758	25%
2016	75	36	31%	\$92,049	\$0	\$92,049	\$114,881	\$10,404	\$92,049	\$9,222	\$1,371	\$2,557	45%
Elyria, St. Andrew's Church													
2012	295	78	28%	\$196,163	\$0	\$196,163	\$261,245	\$21,542	\$195,797	\$24,599	\$2,349	\$2,510	7%
2013	225	59	22%	\$146,664	\$0	\$146,664	\$175,688	\$15,022	\$146,664	\$34,736	\$2,259	\$2,486	9%
2014	210	71	25%	\$232,491	\$1,000	\$233,491	\$266,977	\$22,330	\$233,491	\$28,356	\$2,410	\$3,289	26%
2015	187	74	25%	\$240,723	\$1,250	\$241,973	\$324,498	\$25,112	\$241,973	\$31,164	\$2,440	\$3,270	25%
2016	202	77	25%	\$252,924	\$0	\$252,924	\$341,207	\$29,185	\$252,924	\$55,071	\$2,563	\$3,285	22%
Euclid, Church of the Epiphany													
2012	203	61	20%	\$117,644	\$0	\$117,644	\$118,389	\$11,591	\$117,644	\$3,455	\$1,957	\$1,929	3%
2013	204	68	22%	\$144,501	\$0	\$144,501	\$146,946	\$15,188	\$144,501	\$1,128	\$1,870	\$2,125	2%
2014	198	69	23%	\$148,915	\$0	\$148,915	\$152,422	\$15,297	\$148,915	\$3,661	\$1,663	\$2,158	2%
2015	197	59	20%	\$145,722	\$0	\$145,722	\$257,813	\$15,213	\$145,722	\$5,059	\$2,054	\$2,470	3%
2016	195	61	21%	\$148,602	\$0	\$148,602	\$266,957	\$15,522	\$148,602	\$3,936	\$1,886	\$2,436	3%
Findlay, Trinity Church													
2012	257	83	32%	\$136,761	\$0	\$136,761	\$144,368	\$14,418	\$136,761	\$8,978	\$1,505	\$1,648	6%
2013	174	74	29%	\$132,853	\$0	\$132,853	\$139,312	\$13,843	\$132,853	\$5,804	\$1,606	\$1,795	7%
2014	170	60	24%	\$136,753	\$0	\$136,753	\$139,731	\$14,115	\$136,753	\$3,593	\$2,160	\$2,279	2%
2015	173	34	14%	\$106,986	\$0	\$106,986	\$145,757	\$11,820	\$106,986	\$4,332	\$3,020	\$3,147	2%
2016	131	68	27%	\$114,169	\$0	\$114,169	\$156,073	\$10,249	\$114,169	\$2,265	\$1,588	\$1,679	1%
Fremont, St. Paul's Church													
2012	67	35	20%	\$165,030	\$0	\$165,030	\$213,756	\$18,525	\$165,030	\$8,090	\$2,185	\$4,715	46%
2013	62	33	19%	\$155,678	\$0	\$155,678	\$162,109	\$14,450	\$155,678	\$6,523	\$2,406	\$4,718	44%
2014	52	30	18%	\$156,255	\$0	\$156,255	\$166,079	\$16,464	\$156,255	\$6,013	\$1,951	\$5,209	58%
2015	50	25	16%	\$108,680	\$0	\$108,680	\$147,912	\$12,659	\$108,680	\$19,629	\$2,781	\$4,347	14%
2016	46	25	17%	\$104,522	\$0	\$104,522	\$113,594	\$10,916	\$104,522	\$6,062	\$3,264	\$4,181	21%

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Gambier, Harcourt Parish													
2012	100	56	62%	\$160,896	\$0	\$160,896	\$218,432	\$15,915	\$160,496	\$40,211	\$2,224	\$2,866	5%
2013	133	57	46%	\$178,710	\$0	\$178,710	\$222,967	\$19,863	\$178,710	\$35,054	\$2,254	\$3,135	9%
2014	132	49	40%	\$143,980	\$0	\$143,980	\$227,223	\$15,734	\$143,980	\$28,699	\$2,685	\$2,938	0%
2015	102	52	44%	\$126,957	\$0	\$126,957	\$196,203	\$12,163	\$126,957	\$19,923	\$2,089	\$2,441	0%
2016	91	67	58%	\$156,591	\$0	\$156,591	\$216,006	\$16,933	\$156,591	\$28,566	\$1,857	\$2,337	3%
Gates Mills, St. Christopher's by the River													
2012	160	73	28%	\$348,967	\$0	\$348,967	\$349,990	\$44,022	\$348,967	\$1,023	\$2,942	\$4,780	38%
2013	149	82	33%	\$341,203	\$0	\$341,203	\$342,298	\$43,133	\$341,203	\$1,095	\$2,682	\$4,161	35%
2014	143	81	33%	\$281,197	\$0	\$281,197	\$402,940	\$33,561	\$281,197	\$1,680	\$2,303	\$3,472	33%
2015	176	87	32%	\$385,036	\$0	\$385,036	\$509,441	\$49,937	\$385,036	\$2,735	\$2,278	\$4,426	48%
2016	183	76	29%	\$353,809	\$0	\$353,809	\$451,771	\$44,901	\$353,809	\$3,030	\$2,835	\$4,655	39%
Geneva, Christ Church													
2012	111	39	41%	\$53,815	\$0	\$53,815	\$69,604	\$4,930	\$53,900	\$9,613	\$1,368	\$1,382	0%
2013	103	40	42%	\$55,553	\$0	\$55,553	\$73,610	\$5,020	\$55,553	\$7,974	\$1,378	\$1,389	0%
2014	99	41	43%	\$55,502	\$0	\$55,502	\$116,611	\$5,093	\$55,502	\$6,311	\$1,335	\$1,354	0%
2015	69	37	39%	\$61,247	\$0	\$61,247	\$73,977	\$5,070	\$61,247	\$9,379	\$1,634	\$1,655	0%
2016	67	38	48%	\$61,248	\$0	\$61,248	\$84,801	\$5,160	\$61,248	\$12,497	\$1,586	\$1,612	0%
Hudson, Christ Church													
2012	541	139	30%	\$395,921	\$4,680	\$400,601	\$448,239	\$6,735	\$400,601	\$1,688	\$2,691	\$2,882	0%
2013	288	115	37%	\$445,257	\$0	\$445,257	\$639,978	\$80,381	\$445,257	\$1,658	\$2,759	\$3,872	13%
2014	293	116	35%	\$448,201	\$0	\$448,201	\$458,355	\$64,491	\$448,201	\$39,381	\$3,117	\$3,864	11%
2015	319	103	31%	\$501,861	\$0	\$501,861	\$658,997	\$51,818	\$422,580	\$10,299	\$3,490	\$4,103	7%
2016	281	139	41%	\$446,676	\$0	\$446,676	\$499,032	\$55,530	\$446,643	\$38,362	\$3,005	\$3,213	2%
Huron, Christ Church													
2012	291	54	19%	\$128,627	\$0	\$128,627	\$131,976	\$13,604	\$128,127	\$8,559	\$1,919	\$2,373	4%
2013	247	53	20%	\$128,441	\$0	\$128,441	\$129,441	\$11,197	\$128,441	\$2,980	\$1,647	\$2,423	1%
2014	241	39	15%	\$109,610	\$0	\$109,610	\$191,591	\$13,044	\$109,610	\$3,342	\$2,287	\$2,811	3%
2015	225	37	14%	\$68,285	\$0	\$68,285	\$124,671	\$8,530	\$68,285	\$6,089	\$1,656	\$1,846	0%
2016	35	44	16%	\$122,207	\$10,000	\$132,207	\$137,067	\$6,644	\$132,207	\$8,101	\$2,481	\$3,005	0%
Kent, Christ Church													
2012	150	66	38%	\$153,428	\$0	\$153,428	\$170,655	\$15,924	\$153,428	\$12,493	\$1,853	\$2,325	19%
2013	171	73	38%	\$160,249	\$0	\$160,249	\$166,370	\$16,837	\$160,249	\$7,038	\$1,921	\$2,195	11%
2014	181	71	36%	\$168,455	\$0	\$168,455	\$176,182	\$17,963	\$168,455	\$10,627	\$1,848	\$2,373	20%
2015	164	70	36%	\$166,499	\$0	\$166,499	\$280,689	\$17,148	\$166,499	\$15,346	\$2,069	\$2,379	11%
2016													
Kirtland Hills, St. Hubert's Church													
2012	351	104	36%	\$261,082	\$0	\$261,082	\$312,249	\$29,981	\$261,082	\$13,974	\$1,812	\$2,510	24%
2013	320	96	33%	\$267,162	\$0	\$267,162	\$309,508	\$30,755	\$267,162	\$14,707	\$2,004	\$2,783	24%
2014	314	97	32%	\$277,130	\$0	\$277,130	\$294,001	\$32,664	\$277,130	\$17,331	\$2,083	\$2,857	23%
2015	253	95	32%	\$280,453	\$0	\$280,453	\$503,869	\$33,231	\$280,453	\$7,649	\$2,274	\$2,952	27%
2016	235	87	29%	\$291,784	\$0	\$291,784	\$743,403	\$33,570	\$291,784	\$14,739	\$2,400	\$3,354	28%
Lakewood, Church of the Ascension													
2012	128	49	45%	\$99,679	\$35,000	\$134,679	\$137,316	\$11,081	\$134,679	\$1,909	\$1,713	\$2,749	0%
2013	86	40	38%	\$77,318	\$25,000	\$102,318	\$122,243	\$7,515	\$102,318	\$5,098	\$1,801	\$2,558	0%
2014	100	55	42%	\$96,757	\$0	\$96,757	\$155,989	\$9,802	\$96,757	\$9,259	\$1,520	\$1,759	0%
2015	94	60	45%	\$100,040	\$39,691	\$139,731	\$249,300	\$10,800	\$139,731	\$10,260	\$1,533	\$2,329	0%
2016	105	69	47%	\$102,493	\$50,564	\$153,057	\$286,681	\$10,873	\$153,057	\$2,533	\$1,430	\$2,218	0%

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Lakewood, St. Peter's Church													
2012	671	181	31%	\$468,617	\$0	\$468,617	\$638,035	\$56,664	\$468,617	\$75,015	\$2,557	\$2,589	0%
2013	694	179	29%	\$481,310	\$0	\$481,310	\$706,373	\$64,568	\$481,310	\$201,749	\$2,569	\$2,689	0%
2014	556	167	27%	\$468,617	\$0	\$468,617	\$620,225	\$60,666	\$468,617	\$77,903	\$2,668	\$2,806	0%
2015	503	164	26%	\$506,229	\$0	\$506,229	\$843,507	\$69,106	\$506,229	\$132,630	\$2,941	\$3,087	0%
2016	539	170	31%	\$581,361	\$10,904	\$592,265	\$960,028	\$76,253	\$592,265	\$98,661	\$3,193	\$3,484	0%
Lisbon, Holy Trinity Church													
2012	43	14	33%	\$22,429	\$0	\$22,429	\$26,438	\$2,012	\$22,429	\$1,042	\$1,017	\$1,602	35%
2013	43	14	33%	\$22,645	\$0	\$22,645	\$25,562	\$2,029	\$22,645	\$1,320	\$906	\$1,618	42%
2014	45	16	36%	\$24,079	\$0	\$24,079	\$26,024	\$2,122	\$24,079	\$500	\$833	\$1,505	43%
2015	46	15	33%	\$22,196	\$0	\$22,196	\$30,107	\$2,098	\$22,196	\$1,958	\$854	\$1,480	41%
2016	46	15	33%	\$24,232	\$0	\$24,232	\$33,841	\$2,166	\$24,232	\$1,207	\$823	\$1,615	49%
Lorain, Church of the Redeemer													
2012	122	48	31%	\$118,330	\$0	\$118,330	\$167,277	\$11,566	\$118,330	\$13,658	\$2,054	\$2,465	10%
2013	144	49	30%	\$121,559	\$0	\$121,559	\$132,385	\$12,441	\$121,559	\$16,631	\$1,952	\$2,481	10%
2014	146	55	35%	\$141,210	\$0	\$141,210	\$149,458	\$14,704	\$141,210	\$3,437	\$1,936	\$2,567	9%
2015	112	52	37%	\$147,675	\$5,505	\$153,180	\$161,306	\$15,702	\$153,180	\$6,834	\$2,097	\$2,946	9%
2016	112	52	38%	\$158,835	\$0	\$158,835	\$158,835	\$15,703	\$158,835	\$8,191	\$1,765	\$3,055	14%
Lyndhurst, Church of the Good Shepherd													
2012	152	76	27%	\$222,506	\$0	\$222,506	\$241,083	\$24,776	\$222,506	\$8,739	\$2,272	\$2,928	0%
2013	158	75	26%	\$226,894	\$0	\$226,894	\$238,517	\$24,563	\$226,894	\$6,629	\$2,480	\$3,025	0%
2014	148	63	22%	\$205,386	\$0	\$205,386	\$345,660	\$23,569	\$205,386	\$2,855	\$2,550	\$3,260	0%
2015	148	61	21%	\$193,905	\$0	\$193,905	\$221,870	\$22,121	\$193,905	\$4,171	\$2,348	\$3,179	0%
2016	148	60	21%	\$191,614	\$0	\$191,614	\$200,499	\$21,160	\$191,614	\$4,127	\$2,277	\$3,194	0%
Macedonia, St. Timothy's Church													
2012	214	60	20%	\$122,346	\$0	\$122,346	\$160,417	\$13,118	\$122,346	\$9,955	\$1,851	\$2,039	3%
2013	196	58	19%	\$140,691	\$0	\$140,691	\$183,683	\$12,981	\$140,691	\$9,808	\$2,017	\$2,426	1%
2014	193	53	18%	\$143,467	\$0	\$143,467	\$158,998	\$16,332	\$143,467	\$7,176	\$2,699	\$2,707	0%
2015	177	53	18%	\$142,930	\$0	\$142,930	\$187,482	\$14,726	\$142,930	\$8,047	\$2,501	\$2,697	0%
2016	174	48	16%	\$141,479	\$0	\$141,479	\$214,470	\$15,374	\$141,479	\$6,062	\$2,676	\$2,947	1%
Mansfield, Grace Church													
2012	345	77	24%	\$256,793	\$0	\$256,793	\$361,922	\$30,020	\$256,793	\$5,846	\$1,470	\$3,335	55%
2013	340	79	25%	\$256,911	\$0	\$256,911	\$256,911	\$30,580	\$256,911	\$6,329	\$1,509	\$3,252	43%
2014	325	76	23%	\$263,435	\$0	\$263,435	\$341,077	\$30,620	\$263,435	\$50,605	\$1,620	\$3,466	46%
2015	335	75	22%	\$269,480	\$0	\$269,480	\$439,970	\$31,363	\$269,480	\$133,273	\$1,914	\$3,593	51%
2016	330	71	22%	\$276,021	\$0	\$276,021	\$448,070	\$31,642	\$276,021	\$118,215	\$2,004	\$3,888	43%
Marion, St. Paul's Church													
2012	27	21	21%	\$73,676	\$0	\$73,676	\$83,676	\$8,284	\$73,676	\$500	\$1,097	\$3,508	43%
2013	23	26	104%	\$78,556	\$0	\$78,556	\$78,556	\$7,198	\$78,556	\$0	\$1,730	\$3,021	19%
2014	25	25	100%	\$74,600	\$0	\$74,600	\$74,600	\$7,633	\$74,600	\$0	\$1,002	\$2,984	47%
2015	25	20	80%	\$73,298	\$0	\$73,298	\$73,298	\$5,754	\$73,298	\$20,016	\$1,068	\$3,665	42%
2016													
Massillon, St. Timothy's Church													
2012	378	111	25%	\$201,619	\$0	\$201,619	\$244,460	\$18,215	\$201,619	\$14,748	\$1,533	\$1,816	16%
2013	264	103	23%	\$211,566	\$0	\$211,566	\$261,539	\$18,927	\$211,566	\$13,612	\$1,782	\$2,054	13%
2014	276	101	23%	\$220,025	\$0	\$220,025	\$294,083	\$24,072	\$220,025	\$21,023	\$1,862	\$2,178	15%
2015	272	83	19%	\$205,006	\$0	\$205,006	\$213,126	\$22,807	\$205,006	\$13,712	\$2,157	\$2,470	13%
2016	250	79	32%	\$186,294	\$0	\$186,294	\$195,146	\$19,777	\$186,294	\$8,046	\$2,118	\$2,358	10%

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Maumee, St. Paul's Church													
2012	627	184	34%	\$354,522	\$0	\$354,522	\$676,759	\$45,830	\$354,522	\$313,465	\$1,330	\$1,927	22%
2013	608	189	36%	\$410,739	\$0	\$410,739	\$640,510	\$52,166	\$410,739	\$222,680	\$1,645	\$2,173	19%
2014	620	165	30%	\$463,122	\$0	\$463,122	\$698,038	\$42,173	\$463,122	\$215,484	\$1,940	\$2,807	25%
2015	526	140	26%	\$534,660	\$0	\$534,660	\$771,682	\$95,260	\$534,660	\$225,400	\$1,638	\$3,819	55%
2016	500	137	26%	\$504,086	\$0	\$504,086	\$1,090,523	\$41,777	\$504,086	\$271,372	\$1,916	\$3,679	24%
Mayfield Village, St. Bartholomew Church													
2012	121	61	56%	\$106,374	\$0	\$106,374	\$114,317	\$10,480	\$106,374	\$12,852	\$1,676	\$1,744	8%
2013	118	66	62%	\$119,066	\$0	\$119,066	\$129,308	\$12,769	\$119,066	\$11,834	\$1,674	\$1,804	1%
2014	81	64	59%	\$126,928	\$0	\$126,928	\$236,810	\$12,728	\$126,928	\$11,756	\$1,772	\$1,983	0%
2015	81	60	55%	\$126,928	\$0	\$126,928	\$159,979	\$12,728	\$126,928	\$6,845	\$1,884	\$2,115	9%
2016	79	59	56%	\$140,348	\$0	\$140,348	\$152,613	\$15,897	\$140,348	\$7,856	\$1,900	\$2,379	4%
Medina, St. Paul's Church													
2012	467	117	23%	\$264,369	\$6,922	\$271,291	\$350,648	\$27,639	\$271,291	\$37,040	\$2,095	\$2,319	7%
2013	491	109	20%	\$269,813	\$4,100	\$273,913	\$368,555	\$28,604	\$273,913	\$25,069	\$1,986	\$2,513	5%
2014	481	101	19%	\$302,747	\$1,800	\$304,547	\$382,172	\$32,399	\$304,547	\$33,162	\$2,488	\$3,015	8%
2015	460	105	19%	\$303,308	\$3,000	\$306,308	\$395,878	\$32,803	\$306,308	\$39,243	\$2,541	\$2,917	1%
2016	498	100	18%	\$309,042	\$3,500	\$312,542	\$393,172	\$34,636	\$312,542	\$37,095	\$2,415	\$3,125	5%
Mentor, St. Andrew Episcopal Church													
2012	287	130	52%	\$200,435	\$0	\$200,435	\$357,277	\$25,018	\$200,435	\$22,384	\$1,533	\$1,542	0%
2013	291	136	53%	\$178,199	\$0	\$178,199	\$325,505	\$18,602	\$178,199	\$31,006	\$1,248	\$1,310	0%
2014	250	125	49%	\$168,612	\$0	\$168,612	\$239,420	\$15,555	\$168,612	\$21,903	\$1,259	\$1,349	0%
2015	254	99	39%	\$162,757	\$0	\$162,757	\$184,887	\$15,726	\$162,757	\$13,574	\$1,642	\$1,644	0%
2016	250	97	39%	\$168,324	\$0	\$168,324	\$202,916	\$20,927	\$168,324	\$16,554	\$1,570	\$1,735	0%
Mount Vernon, St. Paul's Church													
2012	107	69	73%	\$150,288	\$0	\$150,288	\$184,185	\$14,994	\$150,288	\$13,862	\$1,797	\$2,178	28%
2013	111	63	64%	\$171,656	\$0	\$171,656	\$226,129	\$18,032	\$171,656	\$9,696	\$2,036	\$2,725	17%
2014	111	53	55%	\$168,598	\$0	\$168,598	\$215,637	\$18,882	\$168,598	\$13,181	\$2,228	\$3,181	18%
2015	73	45	61%	\$161,098	\$0	\$161,098	\$202,882	\$16,435	\$161,098	\$8,394	\$2,733	\$3,580	17%
2016	78	45	58%	\$163,724	\$0	\$163,724	\$244,712	\$17,117	\$163,724	\$14,861	\$2,409	\$3,638	27%
Napoleon, St. John the Evangelist													
2012													
2013	28	12	46%	\$14,642	\$0	\$14,642	\$16,862	\$813	\$14,642	\$1,300	\$1,420	\$1,220	
2014													
2015													
2016													
New Philadelphia, Trinity Church													
2012	67	25	38%	\$65,726	\$5,000	\$70,726	\$70,726	\$6,531	\$70,726	\$1,921	\$2,369	\$2,809	6%
2013	67	26	39%	\$61,151	\$0	\$61,151	\$62,467	\$5,029	\$61,151	\$1,309	\$2,307	\$2,352	6%
2014	62	29	47%	\$51,262	\$0	\$51,262	\$51,262	\$4,667	\$51,262	\$861	\$1,768	\$1,768	8%
2015	61	23	37%	\$36,365	\$0	\$36,365	\$36,365	\$3,054	\$36,365	\$1,463	\$2,083	\$1,581	10%
2016	62	24	39%	\$34,445	\$0	\$34,445	\$54,885	\$3,066	\$34,445	\$540	\$1,435	\$1,435	0%
Niles, St. Luke's Church													
2012	160	56	39%	\$88,698	\$0	\$88,698	\$113,950	\$8,547	\$88,698	\$3,620	\$966	\$1,584	29%
2013	133	55	47%	\$87,284	\$0	\$87,284	\$95,066	\$8,736	\$87,284	\$2,297	\$925	\$1,587	29%
2014	133	60	51%	\$90,603	\$0	\$90,603	\$101,043	\$8,297	\$90,603	\$2,904	\$846	\$1,510	34%
2015	130	50	43%	\$91,013	\$0	\$91,013	\$106,897	\$9,910	\$91,013	\$4,090	\$996	\$1,820	33%
2016	117	49	42%	\$90,230	\$0	\$90,230	\$95,201	\$9,229	\$90,230	\$3,397	\$1,150	\$1,841	25%

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Norwalk, St. Paul's Church													
2012	67	37	54%	\$76,641	\$7,000	\$83,641	\$90,032	\$7,993	\$83,641	\$2,350	\$1,834	\$2,261	7%
2013	62	39	60%	\$89,066	\$6,500	\$95,566	\$98,315	\$7,240	\$95,566	\$1,446	\$1,964	\$2,450	5%
2014	66	34	54%	\$93,472	\$5,500	\$98,972	\$99,989	\$10,378	\$98,972	\$2,820	\$2,164	\$2,911	15%
2015	48	31	53%	\$94,442	\$2,000	\$96,442	\$96,557	\$9,831	\$96,442	\$650	\$2,446	\$3,111	20%
2016	44	31	63%	\$91,940	\$1,000	\$92,940	\$92,940	\$9,402	\$92,940	\$896	\$2,120	\$2,998	14%
Oberlin, Christ Church													
2012	109	55	54%	\$230,315	\$0	\$230,315	\$372,580	\$24,253	\$230,315	\$84,304	\$3,478	\$4,188	3%
2013	92	60	67%	\$233,547	\$0	\$233,547	\$318,068	\$28,070	\$233,547	\$55,992	\$3,043	\$3,892	3%
2014	100	66	69%	\$237,849	\$0	\$237,849	\$325,638	\$27,407	\$237,849	\$53,433	\$2,921	\$3,604	3%
2015	95	64	64%	\$206,046	\$0	\$206,046	\$382,526	\$24,061	\$206,046	\$73,374	\$2,935	\$3,219	4%
2016	98	70	68%	\$226,472	\$0	\$226,472	\$393,592	\$22,343	\$226,472	\$74,353	\$2,635	\$3,235	5%
Oregon, St. Paul's Church													
2012	99	45	29%	\$75,294	\$0	\$75,294	\$80,708	\$7,168	\$75,294	\$5,534	\$1,451	\$1,673	0%
2013	93	42	29%	\$76,770	\$0	\$76,770	\$101,770	\$7,301	\$76,770	\$3,257	\$1,397	\$1,828	0%
2014	94	41	28%	\$85,084	\$0	\$85,084	\$87,100	\$8,564	\$85,084	\$974	\$1,461	\$2,075	0%
2015	0	36	25%	\$72,778	\$0	\$72,778	\$73,648	\$7,506	\$72,778	\$2,030	\$1,681	\$2,022	0%
2016	45	29	20%	\$51,055	\$0	\$51,055	\$54,557	\$4,061	\$51,055	\$3,991	\$1,663	\$1,761	0%
Painesville, St. James's Church													
2012	240	108	51%	\$227,611	\$0	\$227,611	\$268,766	\$25,437	\$227,611	\$27,453	\$1,916	\$2,108	1%
2013	229	99	46%	\$231,241	\$0	\$231,241	\$269,317	\$26,723	\$231,241	\$22,350	\$2,027	\$2,336	2%
2014	238	98	47%	\$225,854	\$0	\$225,854	\$266,200	\$25,888	\$225,854	\$32,394	\$1,984	\$2,305	4%
2015	184	94	46%	\$233,981	\$0	\$233,981	\$427,641	\$26,617	\$233,981	\$18,503	\$2,046	\$2,489	9%
2016	172	77	39%	\$228,012	\$0	\$228,012	\$690,656	\$25,362	\$228,012	\$22,627	\$2,412	\$2,961	7%
Parma, All Saints Church													
2012	301	77	29%	\$139,928	\$0	\$139,928	\$146,360	\$15,093	\$139,928	\$7,239	\$1,575	\$1,817	4%
2013	306	75	28%	\$138,155	\$0	\$138,155	\$158,577	\$14,337	\$138,155	\$7,169	\$1,439	\$1,842	1%
2014	323	77	27%	\$135,764	\$0	\$135,764	\$137,603	\$14,148	\$135,764	\$415	\$1,444	\$1,763	1%
2015	298	76	26%	\$137,100	\$0	\$137,100	\$137,420	\$14,509	\$137,100	\$650	\$1,418	\$1,804	1%
2016	306	76	25%	\$136,019	\$0	\$136,019	\$197,154	\$14,257	\$136,019	\$2,760	\$1,369	\$1,790	1%
Perrysburg, St. Timothy's Church													
2012	176	84	49%	\$212,330	\$0	\$212,330	\$284,954	\$29,453	\$212,330	\$891	\$2,363	\$2,528	13%
2013	0	0	0%	\$255,975	\$0	\$255,975	\$275,975	\$32,106	\$255,975	\$0			10%
2014	240	111	53%	\$326,395	\$0	\$326,395	\$335,027	\$35,414	\$326,395	\$2,014	\$2,223	\$2,940	8%
2015	279	120	43%	\$326,129	\$0	\$326,129	\$493,502	\$39,042	\$323,063	\$10,589	\$2,359	\$2,692	9%
2016	232	109	41%	\$329,542	\$0	\$329,542	\$449,879	\$43,451	\$329,542	\$24,150	\$2,712	\$3,023	9%
Port Clinton, St. Thomas's Church													
2012	63	31	53%	\$82,739	\$0	\$82,739	\$103,815	\$8,743	\$83,085	\$3,295	\$2,099	\$2,680	13%
2013	62	28	49%	\$77,862	\$0	\$77,862	\$156,462	\$8,997	\$77,862	\$2,511	\$2,296	\$2,781	14%
2014	58	24	44%	\$79,564	\$0	\$79,564	\$110,773	\$8,064	\$79,564	\$5,479	\$3,000	\$3,315	0%
2015	53	29	55%	\$67,560	\$0	\$67,560	\$77,524	\$8,630	\$67,560	\$3,535	\$2,204	\$2,330	1%
2016	51	25	49%	\$80,652	\$0	\$80,652	\$96,385	\$6,537	\$80,652	\$15,668	\$2,493	\$3,226	0%
Put-in-Bay, St. Paul's Church													
2012	36	41	91%	\$100,696	\$0	\$100,696	\$107,757	\$7,342	\$100,696	\$6,036	\$1,948	\$2,456	13%
2013	33	34	74%	\$89,947	\$0	\$89,947	\$107,874	\$10,066	\$89,947	\$7,232	\$1,440	\$2,646	12%
2014	54	30	64%	\$96,397	\$0	\$96,397	\$113,757	\$6,722	\$96,397	\$6,481	\$1,805	\$3,213	9%
2015	43	31	72%	\$118,550	\$0	\$118,550	\$149,922	\$10,102	\$118,550	\$26,832	\$2,146	\$3,824	13%
2016	41	29	67%	\$103,458	\$0	\$103,458	\$122,209	\$9,923	\$103,458	\$6,568	\$2,037	\$3,568	0%

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Ravenna, Grace Church													
2012	138	65	37%	\$168,197	\$0	\$168,197	\$227,075	\$17,402	\$168,198	\$6,626	\$1,938	\$2,588	15%
2013	139	65	36%	\$172,375	\$0	\$172,375	\$185,292	\$18,313	\$172,375	\$7,267	\$1,707	\$2,652	12%
2014	130	61	35%	\$173,556	\$0	\$173,556	\$187,675	\$18,839	\$173,556	\$14,153	\$1,826	\$2,845	25%
2015	115	61	37%	\$180,848	\$0	\$180,848	\$196,196	\$19,111	\$180,848	\$15,348	\$1,697	\$2,965	37%
2016	111	62	38%	\$176,418	\$0	\$176,418	\$185,224	\$20,373	\$176,418	\$8,806	\$1,672	\$2,845	34%
Salem, Church of Our Saviour													
2012	26	18	35%	\$66,927	\$0	\$66,927	\$71,252	\$5,959	\$66,927	\$946	\$1,302	\$3,718	40%
2013	29	21	40%	\$62,030	\$0	\$62,030	\$68,521	\$6,301	\$62,030	\$1,774	\$1,121	\$2,954	34%
2014	28	22	46%	\$60,414	\$0	\$60,414	\$586,640	\$5,706	\$60,414	\$1,732	\$1,133	\$2,746	41%
2015	25	22	44%	\$62,010	\$0	\$62,010	\$62,685	\$5,699	\$62,010	\$1,176	\$1,199	\$2,819	37%
2016	28	22	42%	\$70,123	\$0	\$70,123	\$70,423	\$6,687	\$70,123	\$300	\$1,652	\$3,187	43%
Sandusky, Grace Church													
2012	244	96	42%	\$509,611	\$0	\$509,611	\$644,431	\$52,983	\$509,611	\$96,444	\$1,507	\$5,308	58%
2013	262	89	36%	\$483,318	\$0	\$483,318	\$817,412	\$56,834	\$483,318	\$63,855	\$1,659	\$5,431	58%
2014	273	97	39%	\$478,998	\$0	\$478,998	\$535,617	\$35,031	\$478,998	\$77,327	\$1,502	\$4,938	59%
2015	212	97	38%	\$457,505	\$0	\$457,505	\$1,297,841	\$57,995	\$457,505	\$72,777	\$1,472	\$4,717	34%
2016	185	95	38%	\$460,402	\$0	\$460,402	\$853,570	\$58,447	\$460,402	\$90,161	\$1,478	\$4,846	40%
Shaker Heights, Christ Church													
2012	344	122	41%	\$438,993	\$0	\$438,993	\$478,623	\$59,011	\$438,993	\$14,796	\$2,273	\$3,598	30%
2013	238	129	42%	\$462,779	\$0	\$462,779	\$592,988	\$59,587	\$462,779	\$8,458	\$2,268	\$3,587	25%
2014	246	127	40%	\$460,759	\$0	\$460,759	\$508,186	\$63,932	\$460,759	\$17,976	\$2,473	\$3,628	32%
2015	216	122	36%	\$455,182	\$0	\$455,182	\$747,754	\$59,292	\$455,182	\$15,683	\$2,392	\$3,731	29%
2016	214	135	40%	\$501,536	\$0	\$501,536	\$684,141	\$66,462	\$501,536	\$13,065	\$2,238	\$3,715	25%
Shelby, St. Mark's Church													
2012	102	28	32%	\$58,514	\$0	\$58,514	\$94,329	\$3,076	\$58,513	\$13,682	\$2,090	\$2,090	0%
2013	97	25	29%	\$67,382	\$0	\$67,382	\$121,510	\$4,352	\$67,382	\$13,539	\$2,415	\$2,695	0%
2014	90	20	23%	\$42,706	\$0	\$42,706	\$111,077	\$4,342	\$42,706	\$74,945	\$2,544	\$2,135	12%
2015	31	21	28%	\$70,268	\$0	\$70,268	\$77,839	\$5,603	\$70,268	\$45,088	\$2,606	\$3,346	0%
2016	32	22	29%	\$70,826	\$2,500	\$73,326	\$96,509	\$5,807	\$73,326	\$32,529	\$2,269	\$3,333	21%
Sidney, St. Mark's Church													
2012	75	32	51%	\$43,075	\$42,000	\$85,075	\$85,978	\$3,800	\$85,075	\$1,330	\$873	\$2,659	0%
2013	47	27	49%	\$29,488	\$30,000	\$59,488	\$59,488	\$2,846	\$58,949	\$127	\$1,030	\$2,183	0%
2014	46	26	63%	\$12,566	\$25,000	\$37,566	\$37,566	\$1,159	\$37,566	\$55	\$1,054	\$1,445	0%
2015	40	18	43%	\$19,873	\$10,000	\$29,873	\$30,106	\$1,749	\$29,873	\$138	\$1,173	\$1,660	0%
2016	42	25	56%	\$29,576	\$0	\$29,576	\$29,920	\$3,083	\$29,576	\$98	\$727	\$1,183	38%
Steubenville, St. Paul's Church													
2012	80	30	29%	\$77,088	\$0	\$77,088	\$77,088	\$7,848	\$77,088	\$0	\$905	\$2,570	34%
2013	70	30	31%	\$78,953	\$0	\$78,953	\$78,953	\$7,579	\$78,953	\$0	\$931	\$2,632	31%
2014	60	27	29%	\$75,721	\$0	\$75,721	\$75,721	\$5,906	\$75,721	\$0	\$1,007	\$2,804	35%
2015	50	25	27%	\$79,115	\$0	\$79,115	\$79,115	\$9,350	\$79,115	\$0	\$1,175	\$3,165	34%
2016	50	25	35%	\$72,939	\$0	\$72,939	\$72,939	\$6,495	\$72,939	\$75	\$1,136	\$2,918	34%
Steubenville, St. Stephen's Church													
2012	104	26	25%	\$59,194	\$0	\$59,194	\$75,494	\$5,435	\$59,194	\$1,838	\$1,484	\$2,277	45%
2013	30	24	24%	\$58,766	\$0	\$58,766	\$58,766	\$4,883	\$58,766	\$4,213	\$1,439	\$2,449	33%
2014	30	22	21%	\$63,528	\$0	\$63,528	\$63,578	\$5,092	\$63,528	\$3,710	\$1,655	\$2,888	20%
2015													
2016													

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA ÷ Members	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Total Outreach (13 + 16 + 18)	Pledge & Plate ÷ ASA	Operating Exp ÷ ASA	From Inv. ÷ Operating Exp
Tiffin, Old Trinity Church													
2012	59	31	38%	\$132,120	\$0	\$132,120	\$134,229	\$13,703	\$132,120	\$378	\$1,868	\$4,262	50%
2013	0	25	32%	\$46,840	\$0	\$46,840	\$46,840	\$4,825	\$46,840	\$312	\$1,813	\$1,874	76%
2014	70	32	40%	\$113,228	\$0	\$113,228	\$113,464	\$10,305	\$113,228	\$10,685	\$1,647	\$3,538	47%
2015	58	27	36%	\$125,588	\$15,000	\$140,588	\$140,611	\$14,141	\$140,588	\$1,317	\$1,853	\$5,207	43%
2016	60	35	45%	\$140,391	\$0	\$140,391	\$140,391	\$13,804	\$140,391	\$252	\$2,254	\$4,011	51%
Toledo, All Saints Church													
2012	150	61	41%	\$83,710	\$0	\$83,710	\$88,354	\$5,289	\$83,710	\$2,230	\$1,287	\$1,372	0%
2013	140	55	41%	\$81,614	\$0	\$81,614	\$84,299	\$6,989	\$81,614	\$677	\$1,486	\$1,484	0%
2014	112	46	41%	\$87,612	\$0	\$87,612	\$89,511	\$11,274	\$87,612	\$254	\$1,967	\$1,905	0%
2015	107	43	40%	\$81,949	\$0	\$81,949	\$123,256	\$11,018	\$81,949	\$1,166	\$1,893	\$1,906	0%
2016													
Toledo, St. Andrew's Church													
2012	225	105	54%	\$180,167	\$0	\$180,167	\$227,425	\$20,150	\$180,167	\$15,603	\$1,363	\$1,716	0%
2013	202	103	51%	\$199,284	\$0	\$199,284	\$208,730	\$21,392	\$199,284	\$10,290	\$1,232	\$1,935	0%
2014	214	103	48%	\$234,204	\$0	\$234,204	\$244,390	\$26,190	\$234,204	\$4,556	\$1,662	\$2,274	0%
2015	222	118	54%	\$194,460	\$0	\$194,460	\$200,676	\$12,957	\$194,460	\$5,257	\$1,202	\$1,648	1%
2016	188	104	53%	\$152,259	\$10,450	\$162,709	\$216,199	\$23,695	\$162,709	\$10,348	\$1,191	\$1,565	0%
Toledo, St. Matthew's Church													
2012	249	126	41%	\$280,433	\$0	\$280,433	\$280,433	\$33,891	\$280,433	\$2,339	\$2,062	\$2,226	7%
2013	234	121	39%	\$282,594	\$0	\$282,594	\$282,594	\$36,215	\$282,594	\$10,142	\$1,978	\$2,335	8%
2014	247	114	36%	\$299,787	\$0	\$299,787	\$321,791	\$31,640	\$299,787	\$10,082	\$2,439	\$2,630	7%
2015	200	115	36%	\$296,094	\$0	\$296,094	\$314,869	\$36,725	\$296,094	\$37,550	\$2,196	\$2,575	7%
2016	184	110	34%	\$285,275	\$0	\$285,275	\$290,817	\$31,966	\$285,275	\$11,084	\$2,292	\$2,593	8%
Toledo, St. Michael's-in-the-Hills Church													
2012	508	183	35%	\$466,738	\$0	\$466,738	\$710,851	\$60,507	\$466,738	\$13,883	\$2,252	\$2,550	9%
2013	508	171	35%	\$457,482	\$0	\$457,482	\$623,905	\$62,364	\$457,482	\$20,853	\$2,570	\$2,675	1%
2014	452	143	31%	\$429,424	\$0	\$429,424	\$555,008	\$57,855	\$429,424	\$15,016	\$2,803	\$3,003	4%
2015	277	130	38%	\$385,670	\$0	\$385,670	\$615,372	\$48,948	\$385,670	\$16,000	\$2,863	\$2,967	1%
2016	277	132	39%	\$401,119	\$0	\$401,119	\$550,698	\$53,011	\$401,119	\$11,459	\$2,797	\$3,039	1%
Toledo, Trinity Church													
2012	135	113	62%	\$355,717	\$0	\$355,717	\$362,046	\$45,752	\$355,717	\$10,992	\$1,763	\$3,148	24%
2013	179	97	55%	\$373,308	\$0	\$373,308	\$386,933	\$52,226	\$373,308	\$18,620	\$1,918	\$3,849	26%
2014	183	84	47%	\$329,187	\$0	\$329,187	\$662,973	\$47,000	\$329,187	\$13,559	\$2,155	\$3,919	24%
2015	75	75	42%	\$385,439	\$0	\$385,439	\$389,804	\$45,000	\$385,439	\$4,952	\$2,274	\$5,139	31%
2016	70	76	44%	\$460,145	\$0	\$460,145	\$469,197	\$65,000	\$460,145	\$14,137	\$2,220	\$6,055	56%
Uniontown, New Life Episcopal Church													
2012	152	69	51%	\$129,911	\$6,000	\$135,911	\$155,200	\$14,156	\$135,911	\$13,510	\$1,428	\$1,970	23%
2013	114	70	53%	\$136,304	\$0	\$136,304	\$164,259	\$14,130	\$136,304	\$12,332	\$1,351	\$1,947	30%
2014	110	67	57%	\$136,151	\$2,500	\$138,651	\$154,988	\$13,761	\$138,651	\$10,661	\$1,420	\$2,069	27%
2015	83	54	57%	\$142,173	\$0	\$142,173	\$150,908	\$14,433	\$142,173	\$9,841	\$1,661	\$2,633	37%
2016	79	36	38%	\$156,846	\$200	\$157,046	\$161,091	\$15,690	\$157,046	\$8,344	\$2,241	\$4,362	55%
Wadsworth, St. Mark's Church													
2012	56	36	69%	\$65,298	\$0	\$65,298	\$106,558	\$4,800	\$65,298	\$7,241	\$1,378	\$1,814	24%
2013	58	35	67%	\$49,684	\$0	\$49,684	\$65,441	\$5,057	\$49,684	\$9,260	\$1,348	\$1,420	0%
2014	59	33	62%	\$47,662	\$0	\$47,662	\$59,449	\$3,000	\$47,662	\$7,265	\$1,395	\$1,444	0%
2015	51	34	67%	\$65,206	\$6,639	\$71,845	\$75,386	\$6,132	\$71,845	\$6,227	\$1,476	\$2,113	17%
2016	48	26	54%	\$52,693	\$0	\$52,693	\$53,512	\$5,500	\$52,693	\$3,879	\$1,595	\$2,027	15%

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA ÷ Members	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Total Outreach (13 + 16 + 18)	Pledge & Plate ÷ ASA	Operating Exp ÷ ASA	From Inv. ÷ Operating Exp
Warren, Christ Church													
2012	363	70	20%	\$293,069	\$0	\$293,069	\$521,133	\$36,326	\$293,069	\$13,994	\$1,897	\$4,187	41%
2013	360	84	24%	\$272,850	\$0	\$272,850	\$312,233	\$30,000	\$272,850	\$19,538	\$1,593	\$3,248	39%
2014	233	92	26%	\$294,884	\$0	\$294,884	\$334,806	\$34,339	\$294,884	\$24,597	\$1,759	\$3,205	40%
2015	219	86	36%	\$301,384	\$0	\$301,384	\$326,944	\$36,440	\$301,384	\$20,574	\$1,800	\$3,504	41%
2016	206	72	35%	\$292,476	\$0	\$292,476	\$563,447	\$35,237	\$292,476	\$43,133	\$2,135	\$4,062	40%
Westlake, Church of the Advent													
2012	159	78	57%	\$216,380	\$0	\$216,380	\$235,728	\$21,965	\$216,380	\$6,586	\$1,988	\$2,774	10%
2013	165	77	55%	\$236,010	\$0	\$236,010	\$255,733	\$23,504	\$236,010	\$14,710	\$2,104	\$3,065	0%
2014	167	77	55%	\$218,985	\$0	\$218,985	\$229,745	\$29,737	\$218,985	\$8,510	\$2,336	\$2,844	0%
2015	139	70	50%	\$224,401	\$0	\$224,401	\$239,001	\$23,276	\$224,401	\$8,364	\$2,966	\$3,206	0%
2016	141	66	47%	\$226,069	\$0	\$226,069	\$236,534	\$25,201	\$226,069	\$8,356	\$2,795	\$3,425	0%
Willoughby, Grace Church													
2012	96	62	65%	\$153,716	\$0	\$153,716	\$228,769	\$15,951	\$153,716	\$3,435	\$1,236	\$2,479	44%
2013	94	59	63%	\$135,690	\$0	\$135,690	\$277,662	\$15,059	\$135,690	\$4,477	\$1,302	\$2,300	49%
2014	104	53	56%	\$133,992	\$0	\$133,992	\$276,856	\$12,111	\$133,992	\$18,091	\$1,312	\$2,528	37%
2015	93	54	58%	\$201,956	\$0	\$201,956	\$357,840	\$18,972	\$201,956	\$19,642	\$1,267	\$3,740	59%
2016	102	63	62%	\$239,178	\$0	\$239,178	\$262,078	\$23,737	\$239,178	\$34,183	\$1,244	\$3,796	62%
Wooster, St. James's Church													
2012	264	101	38%	\$226,788	\$0	\$226,788	\$250,889	\$26,175	\$226,788	\$10,675	\$2,289	\$2,245	0%
2013	267	99	37%	\$241,633	\$0	\$241,633	\$295,085	\$27,978	\$241,633	\$12,001	\$2,295	\$2,441	0%
2014	255	90	32%	\$247,410	\$0	\$247,410	\$268,745	\$28,690	\$247,410	\$24,764	\$2,389	\$2,749	10%
2015	258	88	31%	\$237,056	\$0	\$237,056	\$526,112	\$27,462	\$237,056	\$26,707	\$2,679	\$2,694	0%
2016	116	89	34%	\$244,220	\$0	\$244,220	\$575,410	\$27,795	\$244,220	\$36,304	\$2,436	\$2,744	10%
Youngstown, St. Augustine's Church													
2012													
2013	26	18	45%	\$27,780	\$0	\$27,780	\$27,780	\$3,198	\$27,780	\$100	\$1,227	\$1,543	0%
2014	43	18	46%	\$22,542	\$0	\$22,542	\$22,542	\$1,534	\$22,542	\$271	\$1,191	\$1,252	0%
2015	21	0	0%	\$29,953	\$0	\$29,953	\$29,953	\$1,944	\$29,953	\$150			0%
2016													
Youngstown, St. John's Church													
2012	383	88	27%	\$426,887	\$0	\$426,887	\$523,397	\$55,561	\$426,887	\$43,866	\$3,083	\$4,851	32%
2013	185	82	27%	\$324,523	\$0	\$324,523	\$603,771	\$41,296	\$324,523	\$44,461	\$2,419	\$3,958	47%
2014	188	80	25%	\$391,277	\$0	\$391,277	\$488,364	\$48,552	\$391,277	\$60,171	\$3,215	\$4,891	41%
2015	210	91	26%	\$460,786	\$0	\$460,786	\$538,316	\$60,529	\$460,786	\$60,389	\$3,108	\$5,064	41%
2016	237	105	29%	\$447,201	\$0	\$447,201	\$651,551	\$58,685	\$447,201	\$78,809	\$2,463	\$4,259	43%
Totals													
2012	16996	6790	34%	\$17,607,025	\$355,160	\$17,962,185	\$24,496,466	\$2,120,480	\$17,962,185	\$2,924,993	\$1,960	\$2,645	17%
2013	16054	6545	33%	\$18,038,347	\$335,544	\$18,373,891	\$24,405,165	\$2,175,069	\$18,373,891	\$2,802,973	\$2,013	\$2,807	18%
2014	15752	6453	33%	\$18,622,034	\$144,670	\$18,766,704	\$24,787,584	\$2,237,139	\$18,766,703	\$3,010,947	\$2,103	\$2,908	19%
2015	12959	5828	31%	\$18,194,908	\$144,452	\$18,339,360	\$25,472,349	\$2,210,486	\$18,339,360	\$2,666,781	\$2,197	\$3,147	21%
2016	12357	5779	31%	\$18,329,245	\$99,518	\$18,428,763	\$27,341,049	\$2,231,023	\$18,428,763	\$2,842,405	\$2,275	\$3,189	19%



The Episcopal Church in the Diocese of Ohio

2017 Constitution and Canons

Revised through 200th Convention held
November 11-12, 2016

Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 200th Annual Convention, November 11-12, 2016)

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CONSTITUTION OF THE EPISCOPAL DIOCESE OF OHIO

(REVISED THROUGH 200TH ANNUAL CONVENTION, NOVEMBER 11-12, 2016)

ARTICLE I Diocese of Ohio

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

ARTICLE II The Convention

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

Sec. 2. Members of any Convention shall be:

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

Sec. 3. Any member of the Convention shall be entitled to seat, voice, and vote, unless otherwise restricted by canon.

Sec. 4. The Convention shall meet annually at such date and place as the Ecclesiastical Authority may determine and select.

Sec. 5. 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. 6. Notice of the meeting of any annual or Special Convention shall be mailed at least thirty (30) 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.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 200th Annual Convention, November 11-12, 2016)

ARTICLE III The President of the Convention

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

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

ARTICLE IV Convention Quorum

Sec. 1. The presence of one-half of all the members of the clergy entitled to vote in any Convention, and of representation from one-half of all Parishes entitled to be represented in the Convention, shall be necessary to constitute a quorum for the transaction of business thereat, provided, that any lesser number shall have power to meet, to receive reports, and to adjourn to a time certain; and provided further, that no Convention, once properly constituted, shall thereafter be in default of a quorum.

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

ARTICLE V Convention Elections

Sec. 1. There shall be a Nominating Committee for each Annual Convention, appointed by the Bishop, which shall, at least thirty days before the Convention, present a slate of candidates for all vacancies in elected offices, including unexpired terms. The Nominating Committee, in addition to considering experience and other qualifications of service, is charged to nominate so as to further Christian policies of, and concerns for, fairness, justice, and inclusiveness in regard to race, color, ethnic origin, national origin, marital status, sex, sexual orientation, gender identity and expression, disabilities or age, except as otherwise specified by Canons. Elected office holders shall be lay members in good standing or clergy canonically resident in this Diocese. Full-time members of the Diocesan Staff shall not be eligible by election or appointment to serve in the offices listed in Section 2.

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;

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(Revised through 200th Annual Convention, November 11-12, 2016)**

- (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 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 Disciplinary Board.
- 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 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, 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, the Bishop shall appoint a person to fill such vacancy until the next Annual Convention, which shall fill any unexpired term.

ARTICLE VI Mode of Voting and Elections

- Sec. 1. The clergy and lay delegates shall deliberate in one body on all matters and elections. There shall also be one vote unless a separate vote by orders is requested under Section 2. hereof. All elections shall be by ballot unless dispensed with by unanimous consent.
- Sec. 2. A vote by orders upon the decision of any question may be called for by five Members. In such case every lay delegate from each Parish shall have one vote, and every member of the clergy entitled to vote shall have one vote. The concurrence of a majority of the votes in each order shall be necessary for a decision, except where a greater proportion is required by this Constitution or by the Canons.

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ARTICLE VII Election to the Episcopate

- Sec. 1. The election of a Bishop of this Diocese or of a Bishop Coadjutor or of a Bishop Suffragan, thereof, shall take place in an Annual Convention, or in a Special Convention called for that purpose at least sixty (60) days before the time appointed, the purpose being stated by a notice in writing and sent by the Secretary of the Standing Committee to every member of the clergy entitled to vote, and the Clerk of every Vestry in the Diocese.
- Sec. 2. The election shall be by written or electronic ballot and the voting shall be by orders. Each member of the clergy and each lay delegate seated by Convention shall have one vote as provided by Article VI. A concurrent majority vote in both orders shall constitute an election. If less than two-thirds of either order be present, a concurrence of two-thirds present in that order shall be necessary for election.

ARTICLE VII The Chancellor

The Bishop, with the approval of the Standing Committee, may appoint persons licensed to practice law in the State of Ohio Chancellor (and Vice Chancellor(s)) of the Diocese, to advise regarding any questions of law which may arise in the administration of Diocesan affairs. The Chancellor (and Vice Chancellor(s)) shall continue in office until death, or resignation, or revocation of appointment by the Bishop. The Chancellor (and Vice Chancellors(s)), if members of the clergy, must be canonically resident in the Diocese and, if members of the laity, must be adult communicants in good standing in this Diocese.

ARTICLE IX Parishes

- Sec. 1. Parishes may be admitted into canonical union with the Diocese upon such conditions as may be prescribed by Canon. The connection of any Parish with the Diocese may be dissolved by canonical process. Any Parish which, thirty (30) days prior to any Convention, shall not have for the current and all prior years (commencing in 2016):

- (1) filed its Parochial Report;
- (2) paid all assessments for the Diocesan Fund, imposed upon it according to canon;
- (3) paid all premiums due to the Church Pension Fund (for clergy and lay employees); and
- (4) completed its audit report as prescribed by canon,

shall retain seat and voice at the following Diocesan Convention but forfeit its lay representation vote, and shall remain thus suspended until all of the above requirements are fulfilled.

ARTICLE X Amendment of the Constitution

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

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

CANONS OF THE EPISCOPAL DIOCESE OF OHIO

(REVISED THROUGH 200TH ANNUAL CONVENTION, NOVEMBER 11-12, 2016)

TITLE I: CANONS RELATING TO DIOCESAN STRUCTURE

CANON 1: Of the Ecclesiastical Authority

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

CANON 2: Of the Convention

Sec. 1. (a) It shall be the duty of all Clergy entitled to vote in the Convention to attend the same, and of each Parish in union with the Convention to send one or more Lay Delegates, not exceeding three, elected by the Vestry, before the meeting of the Convention, from among the adult communicants in good standing qualified to vote, of said Parish. The Clerk of each Parish shall, at least fifteen (15) 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 3 of this Canon.

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

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

(d) Within thirty (30) 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

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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 (45) 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.

CANON 3: Of the Election of a Bishop

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

CANON 4: Of the Secretary

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

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

CANON 5: Of the Treasurer

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

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

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regulated. The Treasurer shall be ex-officio a member of the Diocesan Council and shall render to the Diocesan Council an accounting of all funds for which the Treasurer is responsible.

Sec. 3. The Treasurer shall be covered as an officer under the insurance policy issued to the Trustees of the Diocese of Ohio for all duties of the Treasurer.

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 or other appropriate diocesan authority and in the name of the Diocese of Ohio, but subject to the order of the Treasurer, all interest accruing thereon shall inure to the sole use and benefit of the Diocese of Ohio.

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

CANON 6: Of the Standing Committee

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

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

(c) All certificates, testimonials, and applications, as required by the Constitution and Canons of The Episcopal Church, to be laid before the Standing Committee shall be forwarded to the Secretary of the Standing Committee at least fifteen (15) days before the known or published date of any meeting at which such papers are to be presented to the Standing Committee for consideration. It shall be the duty of the Secretary to notify all the members of the Standing Committee, of every such application, as soon as possible after receipt. It shall be the duty of the Secretary of the Standing Committee to keep a faithful record of the proceedings in a book provided for that purpose, to preserve the originals of all papers or letters addressed to the Standing Committee, to attest their acts, and to deliver to the successor Secretary all books and papers which in virtue of the office have been committed to the Secretary. The minutes of the Standing Committee, and all other papers in their hands relative to the Church, shall be subject to examination by the Bishop or by the Convention. A report of the acts of the Standing Committee shall be made annually to the Convention.

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

Sec. 3. In exercising its power to fill vacancies, the Standing Committee, in addition to considering experience and other qualifications for service, shall use its appointment

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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, disabilities or age, except as otherwise specified by Canons, and to ensure fair representation on Diocesan governing bodies. Full-time members of the Diocesan staff shall not be eligible to serve by election or by appointment.

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

Sec. 5 No member of the Diocesan Council shall hold concurrent membership on the Standing Committee, and no full-time member of the Bishop's staff shall serve on the Diocesan Council.

CANON 7: Of the Diocesan Council

Sec. 1. The Diocesan Council as hereinafter constituted develops and implements its work through constituent bodies and commissions that it may establish from time to time. The Diocesan Council shall also be responsible for the initiation and development of new work between sessions of the Annual Convention. The Bishop shall be the executive head of all such work. The Diocesan Council shall have power to receive and administer all funds raised within the Diocese for the above-named purposes, subject, however, to the provisions of the Constitution and Canons of this Diocese and to the direction of said Convention and provided that all trust funds now in the possession of the Trustees of the Diocese, or that shall hereafter come into their possession, shall remain in their hands and that the income from such funds shall be appropriated according to the terms of the trust.

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

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

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Sec. 4. At-large members of Council shall be elected by an annual meeting of the Diocesan Convention. At each Annual Convention of the Diocese there shall be elected two members of the clergy and two members of the laity to serve for a term of three years and until their successors are elected. Members may be elected to one successive term in office. No member of the Diocesan Council shall hold concurrent membership on the Standing Committee, and no full-time member of the Bishop's staff shall serve on the Diocesan Council except as provided in Section 2. Vacancies occurring in the at-large membership shall be filled by vote of the remaining members.

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. Vacancies occurring in the Mission Area representatives shall be filled by the respective Mission Area Council.

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 lay members and at least three are clerical members of the Council. The Bishop, if present, counts as one of the necessary eleven members of Council. The three clerical members, however, must be either priests or deacons elected 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, incorporated under the laws of the State of Ohio. The Articles of Incorporation of the Trustees of the Diocese provide that the corporation be governed by a Board of Trustees (the Board). The Board shall consist of five Trustees elected by the Annual Convention. The Bishop shall be an ex-officio member of the Board. The term of office of a Trustee shall be five years with one Trustee elected for a five

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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. Full-time members of the Diocesan staff shall not be eligible to serve by election or by appointment.

- Sec. 2. The Trustees are charged with the investment management of endowment funds of the Diocese and funds derived from parishes receiving aid or extinct parishes. The Trustees may, on request, assume investment management of other funds, including other Diocesan funds, and funds of parishes, parish organizations, and other not-for-profit organizations which are affiliated with The Episcopal Church, through the Joint Investment Fund(s). No action of the Convention shall be necessary to validate any act of the Trustees. The Trustees shall report annually to the Convention concerning the actions of the Trustees during the prior year. All accounts shall be audited annually by independent Certified Public Accountants who shall report their findings to the Diocesan Council. The Trustees may contract with third parties for services to the Trustees including custodianship, investment advice, and financial reporting.
- Sec. 3. The Trustees may, from time to time, receive or accept gifts as trustees of the property and shall disburse income and/or principal in accordance with the intentions of the donor.
- Sec. 4. The Trustees shall hold title to real property for Parishes receiving aid. Such title shall be held in trust for the use of such Parish so long as it shall exist as a Parish receiving aid.
- Sec. 5. The Bishop, if present, shall preside at any meeting of the Board. The Trustees shall elect a President annually from among the members of the Board. The Treasurer of the Diocese shall serve as Secretary and Treasurer of the Trustees and need not be a member of the Board. The Board shall meet quarterly, or upon the call of the Bishop, or upon the call of any two members of the Board.
- Sec. 6. The Convention may, by a two-thirds majority vote by orders, establish, and from time to time amend or repeal, one or more specific and objective criteria for social responsibility in investment which shall be binding upon the Board in the investment of Diocesan funds, subject to any applicable legal requirements in governing documents with respect to particular funds. The Diocese shall indemnify each Trustee against expenses, including attorneys' fees, judgments, and amounts paid in settlement actually and reasonably incurred with respect to actions taken in good-faith efforts to comply with any such criteria, to the full extent and in the manner permitted by law.

CANON 9: Of the Deputies to General Convention

- Sec. 1 The Annual Convention shall elect in the year following each General Convention, four clergy canonically resident in the Diocese, and four members of the laity who shall be adult communicants in good standing of the Church in the Diocese, to act as

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Deputies from this Diocese to the General Convention. The next Annual Convention shall elect, in like manner, four clergy and four members of the laity, with like qualifications, as Provisional Deputies. These Provisional Deputies shall fill any vacancy in the order of their election. The Deputies and Provisional Deputies shall hold their respective office(s) until their successors are elected, and shall be Deputies, or Provisional Deputies, for any General Convention which may be held during their continuance in office.

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

CANON 10: Of the Development Council of Episcopal Community Services

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

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

CANON 11: Of the Commission on Ministry

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

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

- Sec. 3. In addition to the Bishop, there shall be no fewer than sixteen (16) members of the Commission on Ministry, evenly divided between clergy canonically resident in the Diocese and members of the laity who are adult communicants in good standing of the Church in the Diocese. The Commission on Ministry may invite other persons to serve on subcommittees or assist in its work.

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

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

CANON 12: Of Preparation for Ordination

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

CANON 13: Of the Archivist

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

CANON 14: Of the Diocesan Fund

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

Sec. 2. (a) In each year, there shall be an annual assessment made upon all parishes in the Diocese as follows:

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

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

Sec. 3. (a) By February 20, each parish shall estimate an annual assessment based on projected or budgeted Normal Operating Expenses for the current calendar year, and shall use that estimate to calculate an average annual percentage rate of assessment to be used as described in Section 3(b) below. The average annual percentage is determined by

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dividing the estimated annual assessment to the Diocese by the total estimated NOE of the parish for the year.

- (b) On the 20th day of each month thereafter, each parish shall pay to the Diocese a monthly payment determined by applying the average annual percentage rate of assessment for the parish to the parish's Normal Operating Expenses for the preceding month.
- (c) No later than March 1, each year, each parish will determine its final assessment for the preceding year by performing an end-of-year reconciliation of its assessment due using the formula set forth in Section 2 above and the final Parochial Report data for the same year, to the total assessment payments made for the calendar year. Any overpayments may be applied to the parish's assessment for the following year and/or may be recorded as additional support of diocesan program at the discretion of the parish.

Sec. 4. Parishes in arrears on the day delegate certificates are canonically due shall retain seat and voice at 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 fault.

TITLE II: CANONS RELATING TO THE CONGREGATIONS OF THE DIOCESE

CANON 1: Of Parishes

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

Sec. 2. The provisions of this canon shall apply equally to all parishes of the Diocese, except that any parish receiving financial assistance for the support of its program and property shall be subject to the provisions of Section 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 Ecclesiastical Authority.

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

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

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- Sec. 4. (a) Every Parish shall establish, in its Articles of Incorporation or By-Laws, provisions for giving public notice of, and for establishing a quorum for the transaction of business at all Annual and Special Meetings. Such notice shall be given no fewer than one nor more than three weeks prior to any meeting. Such quorum shall consist of not fewer than ten qualified electors, provided that a smaller number may adjourn any meeting to a date not fewer than seven, nor more than fourteen days thereafter.
- (b) The Rector of the Parish shall, if present, preside at all such meetings. In the absence of the above, an officer of the Parish shall preside, in the following order of priority: (1) the Senior Warden; (2) the Junior Warden; (3) the Clerk. If none of the above is present, the meeting may elect a qualified elector as its presiding officer.
- Sec. 5. (a) All members of the Parish who are communicants in good standing as defined by the Canons of The Episcopal Church and being not under sixteen years of age, shall be qualified to vote in its meetings. (The pertinent canon from the Canons of The Episcopal Church is printed in Appendix II of these Canons.)
- (b) The presiding officer of any meeting shall be the judge of the qualifications of any person to vote who shall offer to do so, subject, however, to appeal and final determination by a two-thirds majority of the electors present at such meeting.
- Sec. 6. (a) Every Parish shall, in its Articles of Incorporation or By-Laws, make provision for a Vestry, to consist of no fewer than five nor more than eighteen members, to be elected from among qualified electors of the Parish, to act as its agent in the care and custody of its property, and in its relations with its clergy, as provided in the Canons of The Episcopal Church.
- (b) The Vestry shall meet regularly at least quarterly, at such time and place as it shall by resolution determine. A special meeting shall be called upon the written request of any two members of the Vestry, or by the Rector; or, in the absence of a Rector, by the Senior Warden; or, in the absence of both Rector and Senior Warden, by the Junior Warden.
- (c) The Rector of any Parish shall be entitled to receive notice of and to have seat and voice at all meetings of the Vestry, and, when present, shall preside. When no Rector is present, officers of the parish shall preside as provided herein. The presiding officer shall make appointments to all committees, except as otherwise provided by the Articles of Incorporation or By-Laws of the Parish.
- Sec. 7. (a) Members of the Vestry shall be elected by ballot at the Annual Meeting of each Parish, for such terms and in such number as the Articles of Incorporation or By-Laws of the Parish shall, subject to the 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

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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

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special purposes, provided that the provisions of the Canon “Of Business Methods in Church Affairs” be faithfully observed.

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

- (a) A resolution approving any alienation or encumbrance of real property shall first be adopted by the affirmative vote of a majority of the number of members of the entire Vestry who are (in accordance with the laws of the State of Ohio) eighteen years of age or older, with only such members voting.
- (b) The Secretary of the Vestry shall transmit to the Ecclesiastical Authority of the Diocese minutes of its proceedings, stating fully therein the reason(s) for such alienation or encumbrance, and in the case of a proposed alienation, the price to be obtained and the disposition of the proceeds, and in the case of an encumbrance, the amount, the rate of interest to be paid, a statement of the necessity therefore, and all relevant financial information.
- (c) The Ecclesiastical Authority shall solicit from the Treasurer of the Diocese a report of the financial implications of the proposed transaction.
- (d) Upon the written approval of the Bishop (if there be one) and the Standing Committee of the Diocese, the Vestry may proceed to give effect to its Resolution.

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

- (b) In establishing any related entity, no parish shall list the Diocese of Ohio or the parish itself as an incorporator, agent, guarantor or responsible party without the prior written consent of the Bishop and the Standing Committee.
- (c) For purposes of this section, a “related entity” includes, but is not limited to, a daycare center, homeless shelter, school or educational institution, corporation, foundation, trust, nursery, outreach program or similar entity which uses the name of or a variant of the parish’s name, and/or uses facilities, resources and/or personnel of the parish, and/or over which the parish exercises some degree of control.

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

- (b) No person shall be elected Rector of any Parish until the name of such nominee shall have been made known to the Ecclesiastical Authority and sufficient time (not

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exceeding thirty days) shall have been given for the Ecclesiastical Authority to communicate with the Vestry thereon, nor until such communication, if made, shall have been considered at a meeting of the Vestry duly held for that purpose.

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

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

- (b) The Member of the Clergy in charge shall be nominated by the Vestry, and 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.

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

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

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

CANON 2: Of the Cathedral

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

Sec. 2. There shall be a council of advice to the Cathedral, to be called the Cathedral Chapter, which shall meet at least two times per year, to be convened by the Bishop

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with the Agenda of the meetings set by the Dean of the Cathedral. The Chapter shall consist of the following:

- (a) The Bishop;
 - (b) The Bishop Coadjutor and Bishop(s) Suffragan, if there be any;
 - (c) Such members of the Diocese, not to exceed two, as designated by the Bishop
 - (d) The Dean;
 - (e) A member of the Diocesan staff, as designated by the Bishop;
 - (f) The residentiary Canon(s);
 - (g) One member of the clergy and one member of the laity to be elected biennially by the Diocesan Convention for two-year terms;
 - (h) Two or more members of the Greater Cleveland community to be appointed by the Dean in consultation with the Bishop for a term of two years;
 - (i) The Chair of the Cathedral Council;
 - (j) The Senior Warden, Junior Warden, Clerk, and Treasurer of the Vestry.
- Sec. 3. The Vestry shall elect a Dean upon nomination of the Bishop of the Diocese in consultation with a search committee of the Cathedral Parish. The Dean may appoint residentiary Canons and Assistant Clergy upon the nomination of the Bishop.
- Sec. 4. The Cathedral shall be entitled to have the same representation in the Diocesan Convention as is provided by Canon for a Parish.
- Sec. 5. The Cathedral may, by specific provisions in its Articles of Incorporation, delegate investment management of the assets of the Cathedral to a Board of Trustees. Any such delegation shall be subject to all applicable Canons of The Episcopal Church.

CANON 3: Of Mission Areas

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

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- (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, Vice Chair, Treasurer, and Secretary. Mission Areas are encouraged to elect a Vice Chair from the opposite order of the Chair. The Chair and Vice Chair shall serve a one-year term and is eligible for reelection, provided that neither individual shall serve more than three (3) years consecutively in any single office. The Treasurer and Secretary shall each serve a one-year term, are eligible for reelection, and there will be no term limits for these positions.
- (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 term.
- (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.
- (c) Elect a member of the Mission Area Council to serve as a representative to Diocesan Council. The Diocesan Council representative is the liaison between the Diocesan and Mission Area Councils. She/He reports on Diocesan Council matters at each Mission Area Council meeting. If an individual's term on the Mission Area Council ends before her/his Diocesan Council term ends, she/he remains an ex-officio member of the Mission Area Council.
- (d) Support and encourage the development of Mission Partnerships.

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- (e) When requested by funding sources, the Mission Area Council shall receive, discuss, and recommend grant applications.
- (f) Facilitate regional conversations among parishes concerning congregational planting, reorganization, and closing.
- (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) 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.
- (b) Mission Area representatives will be elected in the following rotation and their terms will begin on December 1 of the year they are elected:

Year 1 – Summit, North Central, Southeast

Year 2 – Cuyahoga, South Central, West

Year 3 – Central East, Northeast

- (c) 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.
- (d) 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

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neighboring diocese, they shall draft a Covenant in consultation with the Bishop or the Bishop's appointed representative(s).

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

- (a) The method of selection of the leadership that will be shared by the Shared Ministry, including ordained clergy and licensed lay ministries;
- (b) The method of financing the Shared Ministry including the shared lay and ordained leadership;
- (c) The method by which the Shared Ministry governing body is chosen;
- (d) The responsibilities of the Shared Ministry governing body and the Wardens and Vestry of the member congregations, and;
- (e) The method by which individual congregations may associate with or disassociate from the Shared Ministry.

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

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

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

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

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

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

CANON 5: Of New Parishes

Sec. 1. No new parish shall be formed nor shall the site of any new church building be determined nor the site of any existing church building be changed without the

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written consent of the Bishop of the Diocese, acting by and with the advice and consent of the Diocesan Council, given after consideration of the interests of neighboring congregations.

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

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

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

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

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

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CANON 6: Of Imperiled Parishes

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

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

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

- (a) The Rector or Vestry of any such congregation may invite the pastoral intervention of the Bishop.
- (b) The Bishop, being aware of the conditions enumerated in Section 1 of this Canon, and acting in his or her capacity as Chief Pastor, may appoint a committee of three persons to seek amelioration of the condition(s), and to report to the Bishop thereon.
- (c) Such intervention may be initiated upon the affirmative vote of a majority of the members of the Standing Committee.

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

- (a) appointment of the Bishop of five or more adult communicants of the Parish to govern the affairs of the Parish as the Vestry, during the pendency of these

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conditions, and notwithstanding any other provisions for such governance, or for the election of a Vestry;

- (b) designation of the Rector of the Parish as Vicar, during the pendency of these conditions;
- (c) conveyance of title of all real property to the Trustees of the Diocese, who shall hold the same in trust during the pendency of these conditions;
- (d) such other measures, during the pendency of these conditions, as the Bishop, with the concurrence of the Standing Committee, shall determine.

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

Sec. 5. When any parish shall fail to elect a Vestry, the Bishop, with the advice and consent of the Standing Committee, shall appoint a minimum of three (3) (but no more than nine (9)) trustees to take charge of the property of the Parish and exercise the rights and functions of a Vestry, until the Parish shall have elected a Vestry under the provisions of this Canon.

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

CANON 7: Of Declaring Parishes Extinct

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

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

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

CANON 8: Of Minimum Clergy Compensation

Sec. 1. Each congregation shall provide at least the minimum annual compensation to its clergy as established by the Annual Convention of the Diocese. Such minimum

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annual compensation shall become effective at the beginning of the calendar year following each Annual Convention.

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

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

CANON 9: Of Clergy Pensions

Sec. 1. Congregations that on October 1 of any year shall have failed to pay The Church Pension Fund assessment(s) in full shall retain seat and voice at the following Diocesan Convention but forfeit their lay representation vote and shall remain thus forfeited until this delinquency shall have been canceled by payment. There is no power entrusted to the Convention or any Committee thereof to waive this fault.

CANON 10: Of Lay Pensions

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

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

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

CANON 11: Of Licensed Ministries

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

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TITLE III. CANONS RELATING TO DISPUTE RESOLUTION AND DISCIPLINE

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

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

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

CANON 2: Of the Dissolution of the Pastoral Relation

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

CANON 3: Title IV of General Canons

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

CANON 4: Discipline Structure

Sec. 1. Disciplinary Board. The Board shall consist of not less than nine persons, five of whom are members of the Clergy and four of whom are Laity. Members of the Disciplinary Board may not serve concurrently on the Diocesan Standing Committee.

Sec. 2. Clergy Members. The Clergy members of the Board must be canonically resident and geographically 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 or pastoral direction.

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

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

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

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- (a) Upon the determination that a vacancy exists, the President of the Board shall notify the Bishop of the vacancy and request appointment of a replacement member of the same order as the member to be replaced.
 - (b) The Bishop shall, within sixty (60) days, appoint a replacement Board member with the advice and consent of the Standing Committee.
 - (c) Persons appointed to fill vacancies on the Board shall meet the same eligibility requirements as apply to elected Board members.
 - (d) With respect to a vacancy created for any reason other than pursuant to a challenge as provided below, the term of any person selected as a replacement Board member shall be until the next annual Convention. With respect to a vacancy resulting from a challenge, the replacement Board member shall serve only for the proceedings for which the elected Board member is not serving as a result of the challenge.
- Sec. 6. Preserving Impartiality. In any proceeding under this Title, if any member of a Conference Panel or Hearing Panel of the Board shall become aware of a personal conflict of interest or undue bias, that member shall immediately notify the President of the Board and request a replacement member of the Panel. Respondent's Counsel and the Church Attorney shall have the right to challenge any member of a Panel for conflict of interest or undue bias by motion to the Panel, seeking disqualification of the challenged member. The members of the Panel not the subjects of the challenge shall promptly consider the motion and determine whether the challenged Panel member shall be disqualified from participating in that proceeding.
- Sec. 7. President. Within sixty (60) days following the annual Convention, the Board shall convene to elect a President to serve for the calendar year following the Convention.
- Sec. 8. Intake Officer. The Intake Officer shall be appointed from time to time by the Bishop after consultation with the Board. The Bishop may appoint one or more Intake Officers according to the needs of the Diocese. The Bishop shall publish the name(s) and contact information of the Intake Officer(s) throughout the Diocese.
- Sec. 9. Investigator. The Bishop may appoint an Investigator in consultation with the President of the Board. The Investigator may, but need not, be a Member of the Church.
- Sec. 10. Church Attorney. Within sixty (60) days following each annual Convention, the Bishop with the advice and consent of the Standing Committee shall appoint an attorney to serve as Church Attorney to serve for the calendar year following the Convention. The person so selected must be a duly Ohio-licensed attorney in good standing, but need not reside within or be a member of the Diocese.
- Sec. 11. Pastoral Response Coordinator. The Bishop may appoint a Pastoral Response Coordinator, to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral responses provided for in Title IV.8 of the General Canons and

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this Title. The Pastoral Response Coordinator may not serve in any other appointed or elected capacity under this Title.

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

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

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

CANON 5: Costs and Expenses

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

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

CANON 6: Records

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

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

CANON 7: Responsibility to State Authorities

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

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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
- (b) procedures for carrying into effect the Canons of The Episcopal Church relating to business methods in church affairs.

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

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

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

- (a) The proposed change(s) shall have been sent to the Committee on Canons no fewer than three months prior to the Convention for its review and recommendations.
- (b) The Committee on Canons shall have sent its recommendation on the proposed change(s) to the Bishop and to Vestries or Bishop's Committees no fewer than thirty (30) days prior to the Convention.

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

At a one-day Convention, the Convention may consider a proposed change in the Canons if submitted to the Presiding Officer at the beginning of the Convention, provided that the Convention shall approve such consideration by a three-fourths majority vote.

- 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

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proposal to enact a new Canon or repeal an existing Canon shall set out the entire Canon to be enacted or repealed.

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APPENDIX I

Form for the Certification of Lay Delegates to Convention

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

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

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

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

Signed,

Clerk of the Vestry

The Canon requires that this certificate be sent electronically (or mailed via United States mail) to the Secretary of the Convention, 2230 Euclid Avenue, Cleveland, Ohio, at least fifteen (15) days before the meeting of the Convention.

APPENDIX II

from the 2015 Constitution and Canons of The Episcopal Church. Definitions of adult communicants, and communicants in good standing

Title I. Canon 17: Of Regulations Respecting the Laity

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

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

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APPENDIX III

from the 2015 Constitution and Canons of The Episcopal Church

Title III. Canon 9, Section 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 written petition shall include sufficient information to inform the Ecclesiastical Authority and the parties involved of the nature, causes, and specifics of the disagreements or dissension imperiling the pastoral relationship. The Ecclesiastical Authority shall initiate such proceedings as are deemed appropriate under the circumstances for that purpose by the Ecclesiastical Authority, which may include the appointment of a consultant. The parties to the disagreement, following the recommendations of the Ecclesiastical Authority, shall labor in good faith that the parties may be reconciled. Whenever the Standing Committee is the Ecclesiastical Authority, it shall request the Bishop of a neighboring Diocese to perform the duties of the Ecclesiastical Authority under this Canon.

APPENDIX IV

from the 2015 Constitution and Canons of The Episcopal Church

Title III. Canon 9, Section 15: Of the Dissolution of the Pastoral Relation

- (a) 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.
- (b) If for any urgent reason a Rector or Vestry based on a vote in a duly-called meeting, desires adissolution of the pastoral relation, and the parties cannot agree, either party may give notice in writing to the Ecclesiastical Authority of the Diocese, with a copy available to the Rector or Vestry. Such notice shall include sufficient information to inform the Ecclesiastical Authority and all parties involved of the nature, causes, and specifics requiring the dissolution of the pastoral relationship. If the parties have participated in mediation or consultation processes under III.9.14 [See Appendix III, above], a separate report from the mediator or consultant will be submitted to the Ecclesiastical Authority with copies to the Rector and Vestry. Whenever the Standing Committee is the Ecclesiastical Authority of the Diocese, it shall request the Bishop of another Diocese to perform the duties of the Bishop under this Canon.
- (c) Within sixty days of receipt of the written notice the Bishop Diocesan or the Bishop exercising authority under this canon may initiate further mediation and reconciliation processes between Rector and Vestry in every way which the Bishop deems proper. The Bishop may appoint a committee of at least one Presbyterian and one Lay Person,

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none of whom may be members of or related to the Parish involved, to interview the Rector and Vestry and report to the Bishop on the cooperation and responsiveness of the parties involved in the processes required by the Bishop. A copy of this report shall be available to the Vestry and Rector.

- (d) If the differences between the parties are not resolved after completion of mediation or other reconciliation efforts or actions prescribed by the Bishop, the Bishop shall proceed as follows:

(1) The Bishop shall give written notice to the Rector and Vestry that a godly judgment will be rendered in the matter after consultation with the Standing Committee and that either party has the right within ten days to request in writing an opportunity to confer with the Standing Committee before it consults with the Bishop. The Bishop's written notification shall inform the Standing Committee and the parties involved of the nature, causes, and specifics of the unresolved disagreements or dissension imperiling the pastoral relationship.

(2) 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.

(3) At the conference each party shall be entitled to attend, be represented and to present its position fully.

(4) 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.

(5) 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. Either party may request the explanation be in writing.

(6) 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.

(7) If the relation is to be dissolved:

(i) The Bishop shall direct the Secretary of the Convention to record the dissolution.

(ii) The judgment shall include such terms and conditions including financial settlements as shall seem to the Bishop just and compassionate.

(8) In either event the Bishop shall offer appropriate supportive services to the Priest and the Parish.

- (e) 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

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Constitution and Canons of the Diocese; and in default of any provisions for such penalties therein, the Bishop may act as follows:

- (1) In the case of a Rector, suspend the Rector from the exercise of the priestly office until the Priest shall comply with the judgment.
- (2) 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.
- (f) 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.
- (g) 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.

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.

APPENDIX V

from the 2015 Constitution and Canons of The Episcopal Church

Title I. Canon 17: Of Regulations Respecting the Laity

Sec. 5. No one shall be denied rights, status or access to an equal place in the life, worship, and governance of this Church because of race, color, ethnic origin, national origin, marital status, sex, sexual orientation, gender identify and expression, 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, gender identity or expression, disabilities or age, except as otherwise provided by these Canons. No right to licensing, ordination, or election is hereby established.

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