



THE EPISCOPAL
DIOCESE OF OHIO

Convention Handbook

The 209th Annual Convention
of the Episcopal Diocese of Ohio

November 14-15, 2025
Greystone Event Center
50 Riffel Road
Wooster, OH 44691

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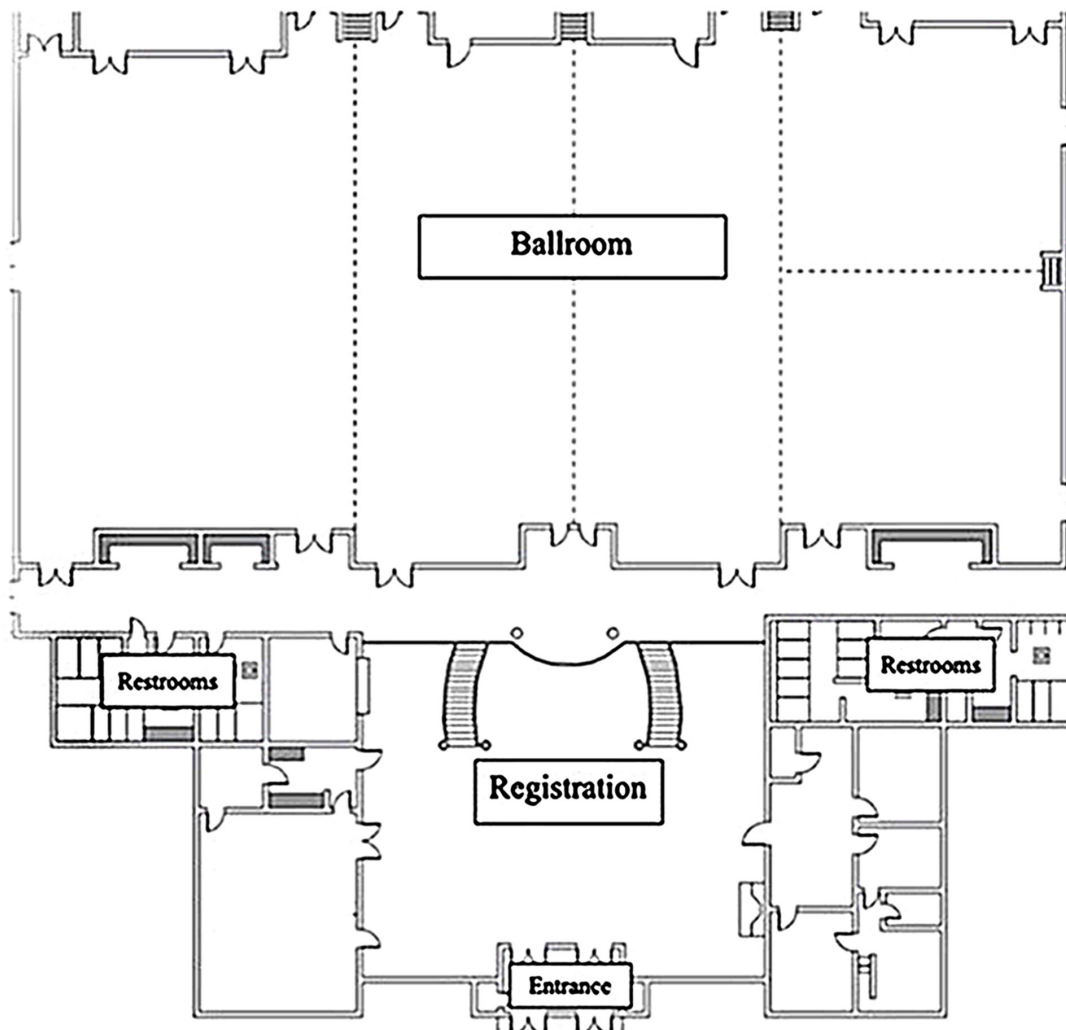
Schedule

Friday, November 14

5:00 p.m. Registration opens
5:30 p.m. Convention Eucharist, Greystone Event Center, Wooster
7:00 p.m. Convention Dinner, Greystone Event Center, Wooster

Saturday, November 15

7:45 a.m. Registration opens
9:00 a.m. Convention Convenes
11:45 a.m. Convention Recesses for Lunch
12:30 p.m. Convention Reconvenes
4:00 p.m. Convention Adjourns



General Information

Convention Eucharist

The Convention Eucharist will take place at 5:30 p.m. on Friday, November 14 at the Greystone Event Center, 50 Riffel Rd., Wooster, Ohio.

Convention Banquet

The Convention Banquet will take place at 7:00 p.m. on Friday, November 14 at the Greystone Event Center, 50 Riffel Rd., Wooster, Ohio.

Convention Business

All business will take place on Saturday, November 15 at the Greystone Event Center, 50 Riffel Rd., Wooster, Ohio.

Convention Business Check-in

Check-in will open at 7:45 a.m. on Saturday, November 9 and will remain open throughout the business session of Convention. Convention business will begin promptly at 9:00 a.m.

Check-in Process

1. Check-in at a kiosk – manually enter and sign your name
2. Pick up your name badge at the printing table – badges print automatically after check-in.
3. If you have voting privileges, receive your voting device – delegates will be directed to the appropriate table after picking up their name badges. A name badge is required to receive the voting device. A voting device may only be used by the delegate to whom it was issued, unless the delegate is officially replaced by an alternate.

Please note: voting devices will not be replaced if they are misplaced or lost.

Activation of Lay Alternates

To activate a lay alternate before convention convenes, the delegate or alternate must complete the online form on the Diocesan website to request and authorize the change.

To activate a lay alternate during convention business, the delegate and alternate must go to the registration area to complete the process.

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.

If necessary, delegates will be provided with enough voting ballots for all Diocesan position elections.

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, in the form of *Godly Play*, will be provided for children ages 2-12. Attendees planning to utilize this service must register by October 16. To register or for more information, please contact Canon Russ Tripi at rtstripi@dohio.org or 216.774.0416.

How the Convention Organizes for Business

Where to Sit

Every parish may elect three (3) lay delegates, three (3) alternate delegates, and one (1) special youth representative who has seat and voice but may not vote.

Lay delegates whose parishes are unable to vote because of an inability to meet canonically mandated reporting and assessment requirements are seated on the floor of Convention at tables with other clergy and parochial delegates.

Guests of Convention and non-delegates having privileges of the floor may sit with elected delegations.

Special arrangements for seating or other needs may be made for persons with disabilities by contacting Sara Schimelpfenig at sschimelpfenig@dohio.org or 216-774-0452.

Certification of Delegates

Under the canons of the Diocese, a parish's delegates and alternates are required to be certified by the Clerk of Vestry, and received and certified by the Secretary of Convention, no later than fifteen days prior to Convention.

Delegate certification forms are due to the Secretary of Convention by Thursday, October 16, 2025. 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 Mr. William Powel and the Rev. Dr. Brian Wilbert via Zoom, ahead of the convention gathering. It will be recorded and available for viewing.

Business Sessions

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

The 209th Convention has two legislative responsibilities:

- To nominate and elect persons to Diocesan offices.
- To adopt the Diocesan program and budget.

Voting

Elections will be by electronic 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.

At registration on November 15, delegates will receive their name badge and a voting device for the appropriate order (lay or clergy). Once issued, voting devices will not be replaced.

A voting device may only be used by the delegate to whom it was issued, unless that delegate is officially replaced by an alternate.

Nominations for Diocesan Positions

Candidates may be nominated in one of three ways:

- By the Convention Nominating Committee.
- By persons who mail or email names of candidates to the Secretary of Convention prior to November 14, 2025.
- From the floor of Convention.

Changes to the Constitution and Canons

Changes to the Constitution require two-thirds vote of both orders, voting separately. If the amendment is approved by a majority of both orders, but not by two-thirds, the amendment shall be tabled and considered for final action at the next Convention. If it is then approved by a majority vote of both orders voting separately at the next Convention, the amendment shall be approved.

Changes to the Canons require a majority vote for approval. A Convention may consider a proposed change in the Canons on one day's notice without complying with the requirements of Title IV. Canon 3. Section 1a. and b. ("that the proposed

How the Convention Organizes for Business

change be sent to the Committee on Canons no fewer than three months prior to the Convention with the Committee on Canons sending its recommendation to the Bishop and Vestries no fewer than thirty days prior to the Convention”) provided that the Convention shall approve such consideration by a two-thirds majority vote. Such a change in the Canons requires a two-thirds majority vote.

Convention Agenda

The Convention begins with prayer.

The Convention’s first official act of business is to adopt the Rules of Order by which the delegates will abide. The first Rule of Order lists the specific agenda of the Convention.

The Order of Business and Other Rules

209th Annual Convention of The Episcopal Church in the Diocese of Ohio

The Rt. Rev. Anne B. Jolly
Bishop of Ohio
Presiding Officer

Rule 1:

The following shall be the order of business:

Saturday, November 15, 2025

1. Convention is called to Order
2. Opening Prayers
3. Introduction of Head Table and 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. Appointment of Assistant Secretaries and Tellers, and Voting Judges

Adoption of the Rules of Order:

Resolution extending the privileges of the floor to :

- a) the retired Bishops in the Diocese of Ohio
- b) the Canon for Leadership Development

- c) the Interim Canon for Operations and Finance
- d) the Canon for Communications
- e) non-canonically-resident clergy serving in a parish as Interim, Priest-In-Charge, or Curate
- f) Lutheran pastors serving in Episcopal Parishes
- g) President of the Diocesan Episcopal Church Women
- h) lay members of the Standing Committee
- i) lay members of the Diocesan Council
- j) lay members of the Trustees
- k) lay Deputies and Alternate Deputies to the General Convention
- l) recipients of the Bishop’s Medal
- m) special Youth Representatives, and
- n) representatives of closed parishes

6. Housekeeping announcements & recognition of guests
7. Introduction of new clergy
8. Resolutions of Courtesy
9. Electronic voting demonstration and trial run
10. Report of the Nominating Committee
 - a) Nominations shall be confined to those who,

The Order of Business and Other Rules

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 on or before November 14, 2025. 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 (one person for a five-year term)
 - 2. Standing Committee (one clergy and one lay for four-year terms)
 - 3. Diocesan Council (two clergy and two lay for three-year terms)
 - 4. Episcopal Community Services Development Council (one clergy and three lay for three-year terms)
 - 5. General Convention Deputies (four lay and 4 clergy for three-year terms)
 - 6. Treasurer of the Diocese
 - 7. Secretary of Convention
- 11. Casting of the First Ballot and announcement of results for offices, subject to the rule that all elections shall be decided by a majority vote
- 12. Casting of the Second Ballot and announcement of results, if necessary
- 13. Introduce Commission on Ministry appointments
- 14. Break
- 15. Third Ballot (if necessary)
- 16. Report on the Constitutions and Canons from the Committee on Resolutions, Constitution and Canons
- 17. Report on Bellwether Farm
- 18. Episcopal Address
- 19. Presentation and Vote on the Proposed 2026 Diocesan Program and Budget

- 20. Report from the Trustees of the Diocese of Ohio
- 21. Report from Reimagining Resource Allocation Task Forces
- 22. A word from the Dean of Trinity Cathedral
- 23. Noonday Prayer
- 24. Lunch break
- 25. Episcopal Address, continued
- 26. Resolutions Report from the Committee on Resolutions, Constitution and Canons
- 27. Episcopal Address, continued
- 28. Teaching of the Sources of Transformation College for Congregational Development Model
- 29. Table Conversations
- 30. Episcopal Address, conclusion
- 31. Recognition of the College for Congregational Development 2025 graduates
- 32. Recognition of off-going Commission and Committee leadership and retiring clergy
- 33. Disposal of any Unfinished Business
- 34. Closing Prayers
- 35. Motion for Adjournment

Rule 2:

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 3:

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

Rule 4:

Debate may continue upon any resolution for a period not to exceed ten (10) minutes; unless such time be extended by a suspension of the Rules of Order by a two-thirds vote.

The Order of Business and Other Rules

Rule 5:

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 6:

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 7:

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 8:

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. A precise count may be requested by any delegate.

Rule 9:

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 10:

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 present in that order unless a greater vote is required by the Constitution or by the Canons.

Rule 11:

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

Rule 12:

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 13:

Motions shall be handled in accordance with the following:

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.

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- 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:
 - 1. 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.
 - 2. Secondary Amendments are:
 - i. Proposed changes to an amendment. Secondary Amendments must relate to the specific subject of an amendment and may not be used to alter other

The Order of Business and Other Rules

parts of a resolution or parts not affected by an amendment.

ii. Has the following characteristics:

1. Debate is allowed.
2. Only Secondary Amendments are allowed.
3. A majority vote is required.

d) Divide the Matter:

1. 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.

2. Process to use this motion:

- i. First make the request to divide the question and explain where the question should be divided.
- ii. The Presiding Officer then rules on whether the question is divisible or not.
- iii. If the question is divisible, the Convention proceeds to debate and acts on the divided parts of the question.
- iv. If the Presiding Officer rules the question is not divisible, any member may appeal the ruling.

e) To Reconsider Something Previously Acted Upon:

1. Is used to reconsider a matter which was previously voted upon by the Convention.

2. Has the following characteristics:

- i. Any member may move to reconsider a matter.
- ii. No amendments are allowed.
- iii. Debate is allowed if the matter being reconsidered is debatable.
- iv. A majority vote is required.
- v. A matter may only be reconsidered once.
- vi. 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 14:

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 includes many retiring members of elected offices because of their familiarity with the roles and responsibilities of their office. Other members provide additional perspective for calling forth those making themselves available for extra-parochial service.

This year, the Committee further updated the position descriptions. A call for nominations was published on the Diocesan website and the weekly eNewsletter. The Committee also consulted the Mission Area Deans to help spread the message to secure nominations that broadly represent the Diocese.

The candidates for 21 positions represent 17 different parishes from all eight Mission Areas in the Diocese. Please note that there is information available about the candidates on the [diocesan website](http://www.dohio.org) (www.dohio.org), in addition to what follows in the Handbook.

The Committee on Nominations is pleased to present to the 209th Convention of the Diocese of Ohio nominees for the following offices: Diocesan Trustee, Standing Committee, Deputy to the 82nd General Convention of the Episcopal Church, Diocesan Council, the Episcopal Community Services (ECS) Development Council, Treasurer, and Secretary of Convention.

Faithfully submitted by the Nominating Committee:

The Rev. Jeffrey Baker	<i>Grace Church, Willoughby</i>
The Rev. Debra Q. Bennett, Chair	<i>Church Of Our Saviour, Akron</i>
Dr. Imani Driskell	<i>All Saints Church, Toledo</i>
Lois Jackson	<i>St. Andrew's Church, Cleveland</i>
Carol Loveless	<i>Grace Church, Mansfield</i>
The Rev. Canon Jessie Gutsell Dodson	<i>Episcopal Diocese of Ohio, Bishop's Staff</i>

Nominations

Diocesan Trustee

One Clergy or Lay for a Five-Year Term

- The Rev. Robert Solon
St. Paul's Church, Put-in-Bay
- Jeff Tennant
St. Peter's Church, Lakewood

Standing Committee

One Clergy and One Lay for Four-Year Terms

Clergy

- The Rev. Briget Coffey
St. Andrew's Church, Toledo

Lay

- Clint Bailey
Harcourt Parish, Gambier

Diocesan Council

Two Clergy and Two Lay for Three-Year Terms

Clergy

- The Rev. Steve Ashby
*Church of the Good Shepherd, Lyndhurst and
St. Bartholomew's Church, Mayfield Village*
- The Rev. Dr. Robin Woodberry
Christ Church, Warren

Nominations

Lay

- Ben Holcomb
St. Andrew's Church, Elyria
- Joe Thomas
Church of the Good Shepherd, Lyndhurst

Treasurer

- Mike Bickerton
St. Peter's Church, Lakewood

Secretary of Convention

- The Rev. Bridget Coffey
St. Andrew's Church, Toledo

Episcopal Community Services (ECS)

Development Council

One Clergy and Three Lay for Three-Year Terms

Clergy

- The Rev. Albert Muller
St. John's Church, Cuyahoga Falls

Lay

- Dawn Peters
St. Matthew's Church, Ashland
- Megan Smith
Church of Our Saviour, Akron
- Beverly Thomas
St. Andrew's Church, Cleveland

General Convention Deputy

Four Clergy and Four Lay for Three-Year Terms

Clergy

- The Rev. George Baum
St. Timothy's Church, Massillon
- The Rev. Debra Bennett
Church of Our Saviour, Akron
- The Rev. Bridget Coffey
St. Andrew's Church, Toledo
- The Rev. Charles Graves
Christ Church, Shaker Heights
- The Very Rev. BJ Owens
Trinity Cathedral, Cleveland

Lay

- Mario Buchanan
Christ Church, Hudson
- Dale Murphy
Trinity Cathedral, Cleveland
- William A. Powel III
St. Paul's Church, Cleveland Heights
- Dianne Audrick Smith
St. Andrew's, Cleveland

Current Members of Elected Diocesan Positions

Diocesan Trustees

- Tina Monreal
Christ Church, Hudson 2025
- Robert Brown
St. Paul's, Cleveland Heights 2026
- The Rev. Nancy Kin
Supply 2027
- Todd Rosenberg
St. Paul's, Akron 2028
- Tom Hill
St. James, Painesville 2029

Standing Committee

- The Rev. Debra Bennett
Our Saviour, Akron 2025
- The Rev. June Hardy Dorsey
St. Andrew's, Elyria 2026
- The Rev. Seth Wymer
Grace, Sandusky 2027
- The Rev. George Baum
St. Timothy's, Massillon, 2028
- Dianne Audrick Smith
St. Andrew's, Cleveland 2025
- Halley Marsh
St. Barnabas, Bay Village 2026
- Kristen Busa
St. Paul's, Cleveland Heights 2027
- Marc Norman
St. James, Wooster 2028

Diocesan Council

- The Rev. Brian Bechtel
St. Paul's, Fremont 2025
- The Rev. Rachel Harrison
St. James, Painesville 2025
- The Rev. Leah Romanelli DeJesus
St. Luke's, Cleveland 2026
- Rebecca Montague
Grace, Sandusky 2025
- Lance Grahn
St. John's, Youngstown 2025
- Amelinda Norton
St. Peter's, Lakewood 2026

- Antoinette "Toni" Ponzo
Trinity Cathedral, Cleveland 2026
- The Rev. Michael Floyd
Christ Church, Huron 2026
- Nancy Geiger
Epiphany, Euclid 2027
- The Rev. Mike Lager
St. Peter's, Lakewood 2027
- Matthew Moser Miller
Grace, Mansfield 2027
- The Rev. Megan Allen-Miller
Trinity Cathedral, Cleveland 2027

Episcopal Community Services (ECS) Development Council

- The Rev. Dr. Robin Woodberry
Christ Church, Warren 2025
- The Rev. Mo Major
St. James, Boardman 2026
- The Rev. Lydia Bailey
Diocese of Ohio 2027
- The Rev. Daniel Orr
St. Mark's, Shelby 2027
- Dolores Gulotta
St. Andrew's, Toledo 2025
- Mary Shepherd
St. Paul's, Akron 2025
- Aretha McCreary
Trinity Cathedral, Cleveland 2025
- Carol Loveless
Grace, Mansfield 2026
- Mike Hippler
Christ Church, Oberlin 2026
- William Seifert-Kessell
St. Andrew's, Cleveland 2026
- Amanda Baker Greenlee
Christ Church, Kent 2027
- Tucker Handley
St. Peter's, Lakewood 2027
- Jill Pafford
St. Barnabas, Bay Village 2027

Diocesan Trustees

Overview:

The Diocesan Trustees, a group of five lay and clergy, is one of the governing bodies established by the Canons. It oversees management of, and has fiduciary responsibility for, the Diocese's Joint Investment Fund. It also oversees real property of the Diocese, which has become a much larger part of the the Board's work over the last several years. The Board of Trustees works closely with the Treasurer and the Chancellor.

Joint Investment Fund (JIF)*

Working with an investment advisor, the Diocesan Trustees:

1. Establish an investment policy for JIF and monitor adherence to the policy
2. Review financial performance of JIF and evaluate performance of individual investment managers
3. As appropriate, make decisions on investment manager replacement, including interviewing new manager candidates
4. Periodically review the performance of the investment advisor, annually approve the investment advisor's compensation.
5. Set and annually approve the Fund Spending Rule
6. Oversee the Socially Responsible Investment policies, while monitoring compliance with the JIF investment policy and Diocesan policy to promote Environmental, Social, and Governance (ESG) factors
7. Work with Diocesan staff on promoting the endowment and planned giving initiatives

Real Property of the Diocese:

- Working with the bishop, the Board of Trustees makes 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.
- Review and approve capital expenditures for all diocesan held properties, including Bellwether Farm.

*JIF includes:

- endowment funds of the Diocese,
- funds received from parishes desiring professional management for their money,
- funds derived from parishes receiving aid or extinct parishes, and other Diocesan funds and funds of parish organizations and other not-for-profit organizations affiliated with The Episcopal Church.

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 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 the Tuesday following Convention, November 18, 2025, with meeting materials emailed upon election. Trustees attend an overnight onboarding retreat at Bellwether Farm on December 5-6, 2025 alongside members of other diocesan leadership bodies.

Trustees, along with Diocesan representatives and the JIF investment advisor, meet upon request with leaders of parishes that are interested in participating in the JIF.

Requirements:

In compliance with the 201st Diocesan Convention Resolution R-2, all Diocesan elected office holders are required to receive anti-racism training within one year of their assuming office.

Gifts, Experiences, and Skills:

The Diocese will benefit from having Trustees who:

1. Can evaluate complicated business-related issues
2. Possess knowledge of finance/investing or the law, or both

continued

3. Are passionate about furthering the mission and vision of the Diocese of Ohio through faithful use of its properties and finances
4. Have experience providing input for decision making at both the local church and Diocesan levels

3. Review ongoing expenditures and continued Trustee pledged funding to assist with the rebirth of St. Barnabas, Bay Village
4. Advised the bishop and worked with staff on the reimagining and repurposing of real estate no longer used for parochial purposes, being faithful to the stewardship of the church's assets, including: the sale of St. Alban's, Cleveland Heights; continued partnership with developers for St. John the Baptist, Bowling Green; preparations for oversight of St. Luke's Niles; management and oversight of major restoration project at Historic St. John's, Ohio City

Recent Accomplishments:

1. Advised the bishop and staff on a sought after community solar project in Wakeman
2. Continued to make direct 'impact' investments, currently in the renewable energy industry, working towards 10% of JIF assets

Candidates for Diocesan Trustees

One Clergy or Lay for a Five-Year Term

The Rev. Robert Solon – St. Paul's Church, Put-in-Bay



I strongly feel clergy can and should participate in the Church's financial affairs, and I welcome the opportunity to use my skills and background for the good of the wider church and the Diocese. I have extensive experience in the financial management of non-profit and church institutions, including as the financial manager of a \$1.3 million church and school with a large endowment, a \$12-million-per-year nursing home with a \$33 million endowment, and parishes of various sizes and endowments as both a layperson and ordained.

Jeff Tennant – St. Peter's Church, Lakewood



I recently retired after a 38-year career in executive management, with extensive experience in financial oversight, operational leadership, and facility management. My responsibilities included fiduciary stewardship of 401(k) programs, pension funds, and full P&L accountability for large-scale operations, including manufacturing in seven cities. In my most recent role, I served as President of a local company, where I led its growth to \$100 million in annual revenue and 500+ employees. I guided diverse teams through significant organizational change, fostering collaboration and resilience in complex environments. My education—a Pepperdine MBA complemented by an Education for Ministry (EfM) certificate—has shaped my commitment to seeking God's guidance throughout both professional and nonprofit endeavors. In service to the church, I have served as Senior Warden of St. Peter's Lakewood and on Diocesan Council.

Standing Committee

Overview:

The Standing Committee is one of the three governing bodies of the Diocese, along with Diocesan Council and the Trustees. The Standing Committee has the following specific responsibilities:

- 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.
- Deals with property matters. All parish decisions to sell or encumber property must be approved by the Standing Committee.
- Gives consent to candidacy and ordination of deacons and priests in the diocese and to the election of bishops in other dioceses of The Episcopal Church.
- Fulfills all functions required of it by the Constitution and Canons of The Episcopal Church and of the Diocese.
- Designs and manages the search and election process when a new bishop is needed.
- Serves as the ecclesiastical authority when there is no bishop.

Expectations:

Standing Committee members serve for a four-year term and are expected to commit to working collaboratively with the Bishop for the welfare of the Diocese. Members attend an overnight onboarding retreat at Bellwether Farm with members of other diocesan leadership bodies. They also attend an evening meeting during the annual retreat of the Commission on Ministry for collaboration and to build relationships with those in the ordination process. Occasionally, members are asked to attend diocesan regional meetings. The Standing Committee meets monthly at a mutually agreeable time to be arranged during the onboarding retreat. Meetings are designed to be completed within an hour and a half. With the consent of the President of Standing Committee, members may join the meeting via Zoom. To assist in the transition, the November Standing Committee meeting begins with a joint session between outgoing and newly-elected members usually following the close of Convention. New members also receive a summary of the previous year's minutes and the annual report submitted at Convention.

Requirements:

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. In compliance with the 201st Diocesan Convention Resolution R-2, all Diocesan elected office holders are **required** to receive anti-racism training within one year of their assuming office.

Gifts, Experiences, and Skills:

The Diocese will benefit from Standing Committee members who are constructive, who know when to listen and speak, and who will respect the diverse views of this body and the diocese. Organization, leadership, and basic technical skills are also valuable. Due to the Standing Committee's function within the wider church, members will need to become familiar with the Constitution and Canons of The Episcopal Church and the Diocese of Ohio. The Standing Committee benefits from having members drawn from parishes that are diverse in size and location. Above all, members should have a deep faith in Jesus Christ and a commitment to the spread of the gospel.

Recent Accomplishments:

2025 saw the below areas of focus:

- Building a stronger relationship with Bp. Anne
- Strengthening the information flow from Standing Committee to the diocese through summary reports published in the Diocesan Newsletter
- Restating the relationship of church property to the Diocese, and the need to be in dialogue with the Chancellor and the Standing Committee when any property transfer or encumbrance is anticipated.
- Members of SC participated with the Commission on Ministry in the interview process for aspirants and postulants, a more informed and supportive collaboration for both.
- Strongly supporting Resolution R-2 which was referred to Diocesan Council for reformatting and resubmission. Standing Committee wrote a letter to Diocesan Council outlining our strong support for the language and intent of the resolution. We have followed its progress throughout the year and

are co-sponsors of the current resolution being considered for this Diocesan Convention.

- We continued to accept Notices of clergy transitions and approve Bishop elections.
- Standing Committee appointed trustees to oversee the transition of St. Matthews Episcopal Parish. At the same meeting we appointed a new

Vice Chancellor of the Diocese. The major work of this transition is on those clergy and lay leaders who have volunteered to support St. Matthews Episcopal Parish. We applaud their efforts and pray with all that the transition continues to go smoothly.

We thank the Diocese for your prayers and support.

Candidates for Standing Committee

One Clergy and One Lay for a Four-Year Term

CLERGY

The Rev. Bridget Coffey – St. Andrew's, Toledo



I am honored to stand for election to the Standing Committee. Since my ordination in 2009, I have been blessed to walk alongside congregations in seasons of both joy and challenge, and I currently serve as Rector of St. Andrew's, Toledo. My ministry has been shaped by a love of authentic preaching, transparent leadership, and nurturing communities of discipleship. In diocesan life, I have served on Diocesan Council and the Commission on Ministry and currently serve as Secretary of Convention and the Dean of the West Mission Area. These experiences have given me a deep respect for the ways governance and pastoral care come together to strengthen our common life. I would bring a listening heart, steady leadership, and prayerful discernment to the Standing Committee's important work, trusting always in God's call to guide our church with wisdom, compassion, and hope.

LAY

Clint Bailey – Harcourt Parish, Gambier



Clint attends Harcourt Parish and supports the church in a number ways, including by serving as Senior Warden. Clint is a great advocate for the church and has helped lead our church through a strong post-COVID period of recovery and growth. Clint has significant experience advising executive leadership. He's the Chief Legal Officer at Park National Bank, a regional bank and public company, where he oversees the legal affairs of the organization—this includes on business matters, corporate governance, ethics, contracts, real estate, government relations, and by advising the CEO and CFO, especially on matters of great importance and sensitivity. Clint also has significant experience in non-profit leadership, having served as board chair and president of several organizations, including the Knox County Area Economic Development Foundation, United Way, Red Cross, Winter Sanctuary Homeless Shelter, Public Library, and as the Solicitor for the Village of Gambier. Clint is interested in this position because he wants to serve the diocese. He loves the church, is fascinated by the church and its governance, and has a hunger to be involved. He wants to learn as much as he can, meet people who are leading the church, and contribute to the team and the organization.

Diocesan Council

Overview:

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 liaison to parishes and mission areas of the Diocese.

In recent years, the Diocesan Council has sought to develop a more active leadership role to engage the Diocese in programs which reflect the ethos of The Episcopal Church and the Diocese of Ohio. The Diocesan Council has sought to lead by example by participating in and promoting programs such as the Diocese's anti-racism training, "Seeing the Face of God in Each Other." The Council has actively sought to promote these programs within Mission Areas and within individual parishes.

The Council continues to oversee the development of the Diocese's operating fund budget and recommends the budget to Diocesan Convention for approval. The Council continues to provide guidance and oversight for the Diocese between conventions. Members of Council serve as liaisons to parishes and mission areas of the Diocese. Council members collaborate as a learning community, working in committees, to support diocesan staff and ministries, oversee the development of the Diocese's operating fund budget, and advise the bishop and the Diocesan staff on financial and other matters; such as future vision and the deployment of volunteer human resources. The Council also encourages, supports, and provides resources for mission area leaders.

The Finance Committee of Council reviews and makes recommendations to Council on applications from parishes for Loans and Grants for eligible capital projects.

Requirements:

Diocesan Council members serve three-year terms. Some are elected by Convention and others are elected by Mission Area Councils. 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. Members attend an overnight onboarding retreat on December 5-6, 2025 at Bellwether Farm alongside members of other diocesan leadership bodies. For 2025-2026, Diocesan Council will meet in person quarterly on Saturdays (three hours each), the location and time for which will be determined at the December organizing meeting. A one-hour Zoom meeting will be scheduled on the third Thursdays of the intervening months, as necessary.

In compliance with the 201st Diocesan Convention Resolution R-2, all Diocesan elected office holders are required to participate in the diocese's anti-racism training within one year of their assuming office.

Expectations:

Diocesan Council members should be engaged and committed to developing the mission of the Diocese of Ohio. They should have interpersonal and communication skills and possess a general working knowledge of basic financial matters and the structure of The Episcopal Church. Members should also be committed to fostering the welfare of all parishes and affiliated ministries in the Diocese.

Recent Accomplishments:

The Diocesan Council continues to extend its role in shaping the strategic direction of the Diocese of Ohio. Accordingly, this year the Council

- Developed the Diocesan core values: Faithful Tradition and Common Worship, Belonging and Common Life, Discernment and Transformation, and Courageous Witness and Justice.
- Oversaw the revision of R-2, the resolution regarding anti-racism training, as mandated by the 2024 Convention.

continued

- Engaged College for Congregational Development models throughout the year to shape and deepen the work of Council.
- Confirmed a simplified parish audit schedule to better accommodate the changing needs of our faith communities.

The Diocesan Council also continues to embrace its fiduciary role, granting final approval to the Diocese's annual operating budget, the Bellwether Farm operating budget, annual diocesan audits, and parochial Loans & Grants applications. This year,

the Council approved Loans & Grants for capital improvement projects at St. Paul's, Canton; St. Martin's, Chagrin Falls; St. Luke's, Chardon; and St. Paul's, Oregon.

To better engage and better appreciate the entire Diocese, the Council holds at least 2 of its quarterly in-person meetings at locations throughout the Diocese, and meets at least once a year at Trinity Cathedral. It meets, as necessary, via Zoom in the intervening months.

Candidates for Diocesan Council - Clergy

Two Clergy for Three-Year Terms

The Rev. Steve Ashby – Church of the Good Shepherd, Lyndhurst and St. Bartholomew's Church, Mayfield Village



I have been an active part of the Diocese of Ohio for 12 years. I began as a lay person in the Trinity Cleveland Urban Service Corps while also working as Hospitality Coordinator at the Cathedral. During seminary I served on the Episcopal Community Services Development Council. Since my ordination in 2019 I've overseen the formation of the shared-priest agreement between the two parishes I serve and sat on the Constitutions and Canons Committee. I have recently felt a strong sense of call to become more deeply involved with the diocese and believe that my prior experiences have prepared me for a role like being on Diocesan Council. I would be honored to serve God and the Diocese of Ohio in this capacity.

The Rev. Dr. Robin Woodberry – Christ Church, Warren



I believe that serving on Diocesan Council is a natural outgrowth of my ministry and my love for the life we share across the diocese. My time as a priest has given me opportunities to walk alongside people in pastoral care, to work collaboratively with lay leaders, and to practice discernment in both spiritual and practical matters. I've also gained experience in budgeting, stewardship, and program development, which will prayerfully lead to supporting healthy and thriving congregations. What is most meaningful is the chance to build relationships and help communities deepen in faith, vitality, and mission. I would welcome the opportunity to bring these gifts to the work of the Council, helping to steward resources, shape policy, and encourage new ministries that reflect God's call among us.

Candidates for Diocesan Council - Lay

Two Lay for Three-Year Terms

Ben Holcomb – St. Andrew's, Elyria



I am very involved in parishes as the youth and children's ministry director and young adult minister. I am incredibly involved in diocesan events, and I care very deeply about the direction our church moves in.

Joe Thomas – Church of the Good Shepherd, Lyndhurst



I have served on the Vestry of this parish several times and am currently a member of Vestry. I also served on the Vestry of our previous parish on multiple occasions. At both parishes, I was active on committees overseeing building construction and renovation projects. At Good Shepherd, I have personally assisted with networking, electrical work, and many routine maintenance tasks. Before retiring, I spent 26 years as a Field Service Engineer with Eastman Kodak and 20 years with Philips Healthcare as both a Field Service Engineer and a Remote Service Engineer, specializing in hardware and software equipment service.

Treasurer and Secretary of Convention

Candidate for Treasurer

Michael Bickerton - St. Peter's, Lakewood



A cradle Episcopalian, my career of 40 years was as a banking executive, predominantly with Key Bank. I am a former Treasurer and Sr. Warden at St. Peter's Lakewood, and I am the current St. Peter's Foundation President. I previously served on the Diocesan Trustees for 10 years and have been a member of the Diocesan Finance Committee for the past 8 years. I am excited to continue to serve the Diocese as Treasurer!

Candidate for Secretary of Convention

The Rev. Bridget Coffey - St. Andrew's, Toledo



With gratitude for the life we share as a diocese, I offer myself for election as Secretary of Convention. Since 2017, I have served as Rector of St. Andrew's, Toledo, where I have led with transparency, collaboration, and care in both parish and diocesan life. My service as current Secretary of Convention, Dean of the West Mission Area, and as a previous Deputy to General Convention has strengthened my skills in organization, communication, and governance. I value the Secretary's role not only in ensuring accurate records and clear communication, but also in fostering a spirit of connection across our diocese. I bring experience in administration, attention to detail, and a deep commitment to supporting both clergy and lay leaders in their shared ministry. It would be a privilege to continue serving the Diocese of Ohio in this role, helping our common life be documented faithfully and communicated with clarity and care.

Episcopal Community Services (ECS) Development Council

Overview:

Episcopal Community Services (ECS) Development Council assists parishes to apply for and receive financial support to create partnerships that strengthen communities, give in spiritual fidelity to God, and serve the world. The work of ECS is to review proposals, evaluate existing parish and community partnerships, and make recommendations for funding each year.

Expectations:

ECS Development Council 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 Development Council members meet up to six times each year in full committee in person or by Zoom. Members are assigned to sub-committees called review committees. In November, each review committee meets to review grant applications in detail and to develop recommendations for review in full committee. In addition, each review committee helps development council members facilitate virtual site visits. Each member is expected to promote awareness of the work of ECS among our parishes and community.

Requirements:

In compliance with the 201st Diocesan Convention Resolution R-2, all Diocesan elected office holders are required to receive anti-racism training within one year of their assuming office.

Recent Accomplishments:

In 2025, the Council granted nearly \$155,000, distributed among 24 grant applicants, representing a diversity of ministries and missions across the Diocese.

Candidates for Episcopal Community Services (ECS) Development Council - Clergy

One Clergy for Three-Year Term

The Rev. Albert Muller – St. John’s Church, Cuyahoga Falls



I was ordained as a deacon in 2023 and I’m currently assigned to St. John’s in Cuyahoga Falls. Previously, I was Junior Warden at St. Hubert’s in Kirtland Hills and a representative to the Northeast Mission Area Council (NEMAC). I currently serve on the Lega/Administrative Committee of Church Square, an ecumenical non-profit, that is building relationships between the churches and community in Cuyahoga Falls. I also currently serve as the President of Los Amigos Episcopales that supports the church’s missions in El Salvador. I am excited about the possibility of helping parishes and communities build partnerships to be the hands and feet of Jesus in the world.

Candidates for Episcopal Community Services (ECS) Development Council - Lay

Three Lay for Three-Year Terms

Dawn Peters – St. Matthew’s Church, Ashland



I have been an Episcopalian for more than thirty years. I am an EfM graduate and was a mentor, as well. I have served on several vestries and am currently a senior warden at St. Matthew’s Ashland. I am a lay preacher. All this to say that I understand the mission of the Episcopal church to act justly; love mercy and to walk humbly with our God. In my professional life I am a counselor who works with people who have addiction and domestic violence survivors. I am aware of community needs. I would be humbled to serve on this committee to assist others in serving God in their communities.

Megan Smith – Church of Our Saviour, Akron



As an active leader at Church of Our Saviour, I serve on the Vestry as Clerk and help guide the church’s operations while participating in nearly every outreach event. I bring strong leadership, organizational, and community engagement skills developed through both professional and volunteer roles. A lifetime member of Church of Our Saviour, I helped found the Friendly Closet clothing ministry in 2012 and continue to manage it, along with leading a dedicated volunteer team. I also actively support the Friendly Pantry food ministry and Dinner on Us community meal, extending my commitment to service. Professionally, I am a senior geologist and project manager at an environmental consulting firm, where I manage complex projects, coordinate teams, and deliver solutions with precision and accountability. An avid volunteer and member of the Wadsworth Community Band, I am passionate about fostering connection, service, and growth within my community.

Beverly Thomas – St. Andrew’s Church, Cleveland



I have been an Episcopalian and member of Saint Andrew’s Cleveland since May of 1986. After joining my St. Andrew’s family, I quickly became an active member of several guilds and organizations in the church. I take considerable pride in being a member of the Altar Guild, the John C. Davis Chapter of the Daughters of the King, the Adult Forum, the Usher’s Guild, and the Mark Daniels Hot Meal Ministry. I was also the church Treasurer for thirteen years and I am currently the treasurer of the St. Andrew’s Church Foundation. This task has exposed me to work alongside budget committees to create and manage their budgets to ensure the available funds are being spent wisely and appropriately.

General Convention Deputies

Overview:

Clergy and lay members elected to this position serve as deputies at the 82nd General Convention, July 3-8, 2027, or any Special General Convention between their election and the election of their successors.

There is an important difference between deputies elected to General Convention and delegates who serve at our Diocesan Convention. Delegates are elected to represent the body who elects them by voting as that body believes. Deputies vote their conscience as led by the Spirit. Therefore, the gift of discernment is an important quality for General Convention Deputies.

General Convention is a gathering of the Episcopal Church every three years. Together the church prays together, builds relationships, discerns God's call for the church at this time, and tend to the business of the church: 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 hold elections to various offices in the wider church.

In the 209th Diocesan Convention in 2025, four (4) lay and four (4) clergy will be elected for three (3)-year terms. Alternate Deputies will be elected in 2026 (at the 210th Diocesan Convention). The Diocese of Ohio will pay the expenses of Deputies and first Alternate Deputy (Lay and Clergy) to attend General Convention. Other Alternates will attend should it be required by the absence of a Deputy.

Expectations:

The 82nd General Convention will take place July 3-8, 2027, in Phoenix, Arizona. Deputies will need to be available to attend during these dates. In addition to the six business days, deputies are expected to arrive in Phoenix two days early for preparatory meetings and in-person committee discussions.

Requirements:

In compliance with the 201st Diocesan Convention Resolution R-2, all Diocesan elected office holders are required to receive anti-racism training within one year of their assuming office.

Gifts, Experiences, and Skills:

- Faithful discernment
- Community building
- Analytical thinker
- Experience and perspective of the church beyond the parish

Deputies terms expiring:

The Rev. George R. Baum
The Rev. Debra Q. Bennett
Virginia Bing
The Rev. Vincent E. Black
The Rev. Bridget E. Coffey
William A. Powel III
Dianna Audrick Smith
Eva Warren

Current Alternates:

The Rev. Jeff Baker
Mr. Demetrius Carrothers
The Rev. June Hardy Dorsey
Ruth Mercer
Dale Murphy
The Very Rev. B.J. Owens
Richad Pryor III
The Rev. Leah Romanelli DeJesus

General Convention Deputy - Clergy

Four Clergy for Three-Year Terms

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



As a new deputy to the previous General Convention, I learned a lot about how the Church operates and saw firsthand the value of making sure our Diocese’s voice is heard. The Episcopal Church is a work in progress by its very nature and design, and I feel passionate about offering input on the direction we are headed. I would be grateful for the opportunity to continue to represent our Diocese in 2027 in Phoenix. I was ordained in this Diocese in 2009 and have been serving as Rector for 9 years in Massillon (where The Football comes from). I currently serve on the Standing Committee, and am Dean of the Central East Mission Area, and interim Dean of the Southeast Mission Area.

The Rev. Debra Bennett – Church of Our Saviour, Akron



As a deputy to General Convention, I would bring the gift of deep listening and observation, and a thoughtful and passionate voice informed by my community, diocesan and churchwide experience. My involvement in diocesan governance as a member of diocesan council and standing committee, my service as a deputy and knowledge of the Constitution and Canons, and my deep experience in community engagement—particularly in issues of food insecurity, racial justice and immigration—are strengths that can help shape General Convention’s discernment about the future of the church in uncertain times. I have also served on the Legislative Committees on Prayer Book, Liturgy & Music; Social Justice & United States Policy; and Formation & Discipleship at previous General Conventions, and on the Task Force to Respond to the Opioid Epidemic. I hope to have the opportunity to continue my service to the Diocese of Ohio and the wider Episcopal Church.

The Rev. Bridget Coffey – St. Andrew’s Church, Toledo



Having served as a Deputy to General Convention in 2024, I bring experience and a broad perspective shaped by ministry as both a lay and ordained person across four dioceses, including time spent in dioceses abroad. I am deeply committed to the future of The Episcopal Church and bring a working knowledge of the Constitution and Canons, along with years of attention to the legislative process of General Convention. In the Diocese of Ohio, I have served on Diocesan Council and the Commission on Ministry, and currently serve as Dean of the West Mission Area and Secretary of Convention. My leadership is grounded in prayer, careful listening, and critical thinking. I would be honored to continue offering these gifts in service as a Deputy.

General Convention Deputy - Clergy

Four Clergy for Three-Year Terms

The Rev. Charles Graves – Christ Church, Shaker Heights



I am the rector of Christ Church, Shaker Heights, a member of the Executive Council of the Episcopal Church, and was vice-chair of its committee on international & interfaith relations. I was a deputy from my previous diocese in 2024 and I have served on the President of the House of Deputies' Advisory Board. My passion is for helping the church to embrace a diverse, energetic, Spirit-filled future.

The Very Rev. BJ Owens – Trinity Cathedral, Cleveland



I believe that the work of General Convention is to cultivate systemic ways for congregations to thrive, and through that for followers of Jesus to grow in their faith. Serving as an alternate deputy for the Diocese of Ohio to General Convention in 2024, I was proud to be a part to a deputation that brought wisdom, discernment, and leadership to our church body. This is a time of great opportunity for the Episcopal Church: the richness of our tradition and the experiences of the present moment can help us build a church that will thrive for generations.

General Convention Deputy - Lay

Four Lay for Three-Year Terms

Mario Buchanan – Christ Church, Hudson



My name is Mario (Sicilian mother) Buchanan (Scottish father). I was received into the Episcopal Church in 2019 where I found my lifelong church home and a closer relationship with God. I am the Music Director & Organist at Christ Church, Hudson. I chair the Lay Professional Advocacy Committee for the national Association of Anglican Musicians advocating for lay professionals in their work and ministries. I have served in various leadership roles, take pride in being organized and timely communication, and I enjoy being part of a team. I love our way of worshipping, I am committed to our theology and polity, and I bring the perspective of a 32 year-old Episcopalian. I feel called to offer myself as a General Convention deputy, and if I am elected, I will serve with my whole heart. I love travel, laughter, and my fiancée, Maddie, with our marriage taking place next year!

Dale Murphy – Trinity Cathedral, Cleveland



As a member of the Cathedral, I have served in all three levels of the Church. At the parish level, my leadership roles include serving on the Vestry and chairing the former Cathedral Council that oversaw the ministries of the Cathedral. I currently serve on the Diocesan and National Church ministry team. Previously, I led our Community Outreach food ministry at the nearby K-8 school for 5 years. At the diocesan level, I have volunteered multiple times for Convention and Convocation, working with others from around the diocese. At the national level, I have served at General Convention twice as a member of the GC Secretariat in the House of Bishops and as an alternate delegate for the Diocese in 2024. I look forward to combining my experience and knowledge to serve the Church as one of your Lay Delegates for the 82nd General Convention in 2027.

General Convention Deputy - Lay

Four Lay for Three-Year Terms

William A. Powel III – St. Paul's Church, Cleveland Heights



I continue to serve as Chancellor following eight years on diocesan staff as Canon to the Ordinary. I am grateful to have been elected as a Deputy to General Convention (2018, 2022, and 2024) and serving on several legislative committees, including chair of the Constitution and Canons Committee. As chair of the Ohio deputation in 2024, my role was to help prepare our group to participate fully at General Convention, the governing body of The Episcopal Church. Serving as a Deputy reinforces our connectedness to fellow believers throughout the denomination. I would be honored to serve again.

Dianne Smith – St. Andrew's Church, Cleveland



As a lifelong Episcopalian, I have had several opportunities to serve the Church writ large. As Deputy to General Convention I look forward to continued work with the legislative process to strengthen our Church. My roles have included Senior Warden at St. Andrew's, member ECS Development Council, Diocesan Council and most recently Standing Committee, serving as President with my colleagues and Bishop Anne. My GC experience on the Budget Committee and the Social Justice and International Policy Committee during the last triennium, serving on the Finance Committee of Executive Council, the boards of Virginia and General Theological Seminaries, search committees for the churchwide CFO, bishop and priests, assists me in maintaining currency with the issues and perspectives of the Church. I have also served in national and local elected office in the Union of Black Episcopalians. I would appreciate your

vote to continue this work. Blessings.

Elections Tally Sheet

Diocesan Trustee

One Clergy or Lay for a Five-Year Term

Votes Cast _____
Votes Required to Elect _____

/	/	/
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Ballot 1

Ballot 2

Ballot 3

The Rev. Robert Solon - St. Paul's Church, Put-in-Bay			
Jeff Tennant - St. Peter's Church, Lakewood			

Standing Committee - Clergy

One Clergy for a Four-Year Term

Votes Cast _____
Votes Required to Elect _____

/	/	/
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Ballot 1

Ballot 2

Ballot 3

The Rev. Brigit Coffey - St. Andrew's Church, Toledo			

Standing Committee - Lay

One Lay for a Four-Year Term

Votes Cast _____
Votes Required to Elect _____

/	/	/
---	---	---

Ballot 1

Ballot 2

Ballot 3

Clint Bailey - Harcourt Parish, Gambier			

Diocesan Council - Clergy

Two Clergy for Three-Year Terms

Votes Cast _____
Votes Required to Elect _____

/	/	/
---	---	---

Ballot 1

Ballot 2

Ballot 3

The Rev. Steve Ashby - Church of the Good Shepherd, Lyndhurst and St. Bartholomew's Church, Mayfield Village			
The Rev. Dr. Robin Woodberry - Christ Church, Warren			

Diocesan Council - Lay

Two Lay for Three-Year Terms

Votes Cast _____
Votes Required to Elect _____

/	/	/
---	---	---

Ballot 1

Ballot 2

Ballot 3

Ben Holcomb - St. Andrew's Church, Elyria			
Joe Thomas - Church of the Good Shepherd, Lyndhurst			

Elections Tally Sheet

Treasurer

Votes Cast
Votes Required to Elect

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Ballot 1

Ballot 2

Ballot 3

Mike Bickerton - St. Peter's Church, Lakewood

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Secretary of Convention

Votes Cast
Votes Required to Elect

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Ballot 1

Ballot 2

Ballot 3

The Rev. Bridget Coffey - St. Andrew's Church, Toledo

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Episcopal Community Services Development Council - Clergy *One Clergy for a Three-Year Term*

Votes Cast
Votes Required to Elect

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Ballot 1

Ballot 2

Ballot 3

The Rev. Albert Muller - St. John's Church, Cuyahoga Falls

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Episcopal Community Services Development Council - Lay *Three Lay for Three-Year Terms*

Votes Cast
Votes Required to Elect

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Ballot 1

Ballot 2

Ballot 3

Dawn Peters - St. Matthew's Church, Ashland

Megan Smith - Church of Our Saviour, Akron

Beverly Thomas - St. Andrew's Church, Cleveland

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Elections Tally Sheet

General Convention Deputy - Clergy

Four Clergy for Three-Year Terms

Votes Cast
Votes Required to Elect

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Ballot 1

Ballot 2

Ballot 3

The Rev. George Baum - St. Timothy's Church, Massillon			
The Rev. Debra Bennett - Church of Our Saviour, Akron			
The Rev. Bridget Coffey - St. Andrew's Church, Toledo			
The Rev. Charles Graves - Christ Church, Shaker Heights			
The Very Rev. BJ Owens - Trinity Cathedral, Cleveland			

General Convention Deputy - Lay

Four Lay for Three-Year Terms

Votes Cast
Votes Required to Elect

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Ballot 1

Ballot 2

Ballot 3

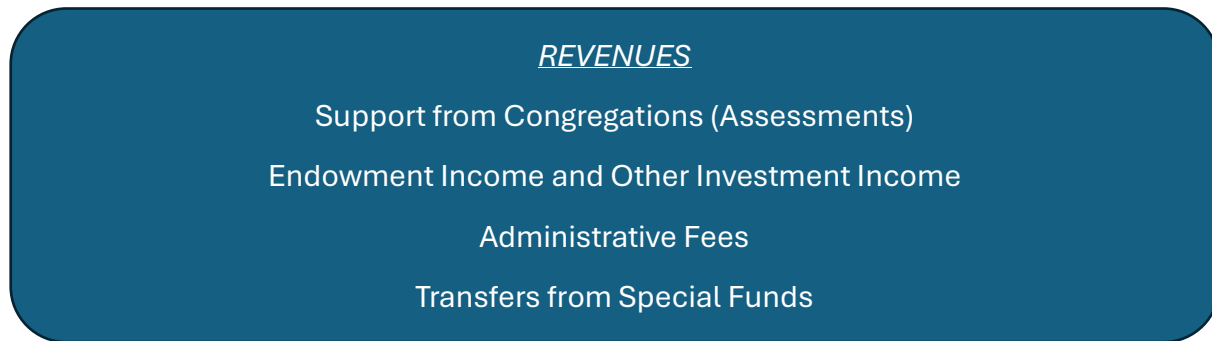
Mario Buchanan - Christ Church, Hudson			
Dale Murphy - Trinity Cathedral, Cleveland			
William A. Powel III - St. Paul's Church, Cleveland Heights			
Dianne Audrick Smith - St. Andrew's, Cleveland			

Overview of the 2026 Diocesan Operating Budget

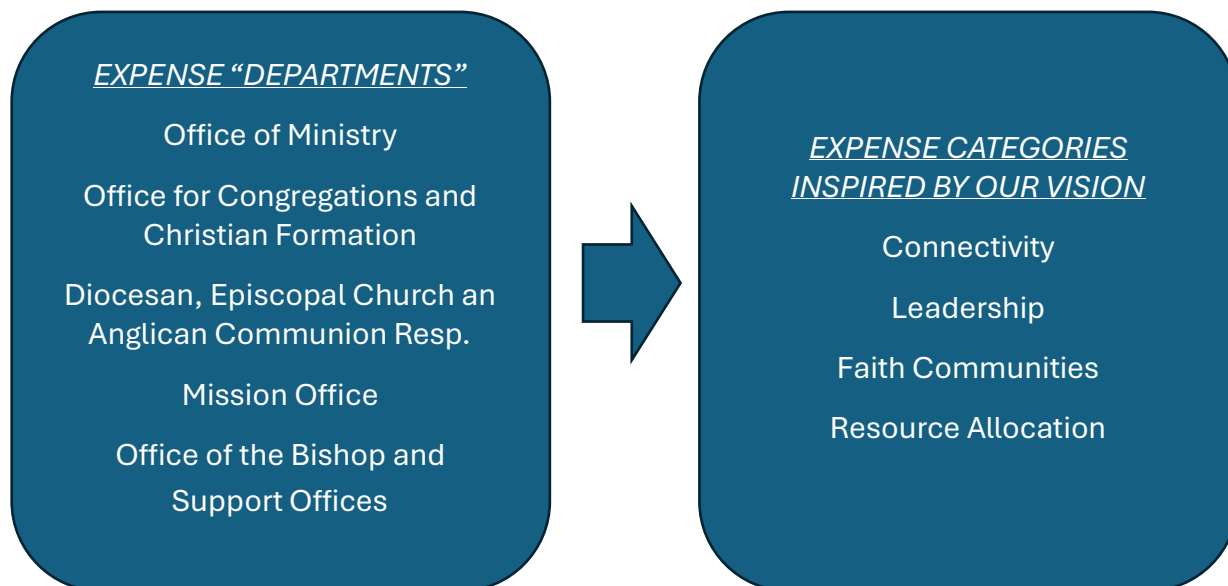
The 2026 budget has been redesigned to align the spending of our resources with our new accountability structure. Moving from a “Department” design to our new “Vision” design

provides better insight into where we are focusing our current resources and enables us to develop strategies for future resource allocations.

Our revenue sources continue to be grouped as in previous years:



Our expenses have been refined into refined areas of focus for the diocese:



Overview of the 2026 Diocese Operating Budget

- **Connectivity** – Supporting the Office of the Bishop, communications, diocesan liturgies, archives, diocesan gatherings, and development and formation for the diocesan staff.
- **Leadership** – Support for lay and clergy formation and continuing education, formation for children and youth, and clergy partner and retired clergy cohorts.
 - Beloved Community – Support for racial healing and reconciliation, spiritual growth, ecumenical partnerships, peace and justice, and mission/international relationships.
- Faith Communities - Innovation and congregational development consisting of our recently launched College for Congregational Development, financial assistance provided to our parishes through numerous grants, and support for the founding of new Episcopal communities
- Resource Allocation - Support for administration, operations, finance, buildings (including missional redevelopment of properties), and human resources.
 - Development and Stewardship – Support for the Bishop's Annual Appeal, parish stewardship education, and expanded parish resourcing.

Inter- and Intra-Fund Transfers – The budget includes transfers of resources between the diocese's funds. Similar support of Bellwether Farm continues, with reserves increased for future costs (General Convention travel, Episcopal Youth Event, Trinity Commons capital expenses, etc.), and resources drawn from previous reserves (CCD, prior years' surpluses, etc.).

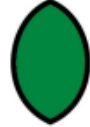
We have budgeted a decrease in assessment income (estimates based on parish data), consistent investment income through 2025 (a function of rolling 12-quarter values of the spending rule calculation). Total revenue is budgeted to be \$278,443 higher in 2026 than in 2025.

We have budgeted increased spending for enhanced connectivity, assessments to the Episcopal Church, and business expenses in the Resource Allocation section. These increases are an intentional effort to improve diocesan support for financial stability, as well as to foster greater interaction and community building between the diocesan staff and the parishes. We have added or expanded roles to support finance, operational administration, and communications. Total expenses are budgeted to be \$327,994 lower in 2026 than in 2025.

To achieve a balanced 2026 budget, a transfer of prior year's surplus funds for \$90,000 will be required. Our 2026 surplus/deficit is budgeted to be zero, a change of (\$5,000) from 2025. Diocesan leadership continues to collaborate with the Diocesan Council to align the diocese's resources with its vision and mission.

Diocesan Council and the Bishop's Staff helped to clarify the specific ways we are called to work towards our vision. We defined four specific ways in which we will integrate our vision throughout the Diocese of Ohio.



-  Reimagining & Equipping **Faith Communities** to be The Episcopal Church in the world today
-  Reimagining & Equipping **Leadership**
-  Reimagining **Resource Allocation**
-  **Connectivity** as the Body of Christ

STAFF STRUCTURE TO ALIGN WITH VISION & PRIORITIES



Reimagining and equipping **FAITH COMMUNITIES**

- Canon for Innovation and Congregational Development
- Missioner for Innovation and Transition
- College for Congregational Development Director



Reimagining and equipping **LEADERSHIP**

- Canon for Leadership Development
- Canon for Beloved Community
- Archdeacon
- Coordinator for Leadership Development & Events
- Chaplains for Retired Clergy
- Clergy Spouse/Partner Convener



Reimagining **RESOURCE ALLOCATION**

- Interim Canon for Operations and Finance
- Accountant
- Missioner for Human Resources
- Missioner for Operations



Providing **CONNECTIVITY**

- Bishop
- Canon to the Ordinary
- Bishop's Executive Assistant
- Liturgist
- Communications: Canon and Missioner
- Archivist
- Bellwether Farm

Episcopal Diocese of Ohio

Diocesan Budget

For Year 2026

		Operating	Special Funds	Total	Increase (Decrease) from 2025
RECEIPTS					
SUPPORT FROM CONGREGATIONS					
0101-4105-01	Assessment Income (current year)	\$2,448,389	\$0	\$2,448,389	(\$113,008)
0101-4106-01	Assessment Income (prior year(s))	\$0	\$0	\$0	\$25,000
TOTAL SUPPORT FROM CONGREGATIONS		\$2,448,389	\$0	\$2,448,389	(\$88,008)
ENDOWMENT INCOME					
0101-4110-02	Endowment - Episcopate (Distrib.)	\$222,237	\$0	\$222,237	\$6,651
0101-4120-02	Endowment - Missions (Distrib)	\$65,947	\$0	\$65,947	\$1,973
0101-4130-02	Endowment - Custodial (Distrib.)	\$31,289	\$0	\$31,289	\$29,513
0101-4140-02	Endowment - Lay Pension	\$10,345	\$0	\$10,345	\$310
0101-4150-02	Endowment - Bishop's Office	\$73,725	\$0	\$73,725	\$1,273
0101-4155-02	Endowment Income - Legacy endowments	\$4,397	\$0	\$4,397	\$131
0101-4160-02	Endowment - ECS - Administration	\$58,765	\$0	\$58,765	\$4,152
TOTAL ENDOWMENT INCOME		\$466,705	\$0	\$466,705	\$44,004
TOTAL INVESTMENT INCOME - OTHER					
0101-4120-04	Distribution JIF - General Funds	\$109,062	\$0	\$109,062	(\$43,495)
0101-4125-04	Distribution JIF - Unrestricted Custodial Accts	\$29,803	\$0	\$29,803	(\$31,364)
TOTAL INVESTMENT INCOME		\$138,865	\$0	\$138,865	(\$74,859)
FEES RECEIVED FOR ADMINISTRATIVE SERVICES					
0101-4103-06	Darnell Administration Fees	\$7,064	\$0	\$7,064	\$591
0101-4108-06	Brayton Administration Fees	\$20,405	\$0	\$20,405	\$1,707
0101-4109-06	Church Home Administration Fee	\$57,232	\$0	\$57,232	\$4,787
0101-4111-06	Holy Cross House - Administration Fee	\$10,530	\$0	\$10,530	\$880
0101-4115-06	Joint Investment Fund Administration Fee	\$175,771	\$0	\$175,771	\$10,355
0101-4118-06	BLF Loans and Grants Administration Fee	\$20,225	\$0	\$20,225	\$1,692
0101-4123-06	Cooper Administration Fees	\$1,050	\$0	\$1,050	(\$4)
0101-4124-06	Miller Funds Administration Fee	\$46,716	\$0	\$46,716	\$3,908
0101-4126-06	Education Funds - Hornby Adm. Fees	\$8,349	\$0	\$8,349	\$699
TOTAL FEES RECEIVED FOR ADMINISTRATIVE SERVICES		\$347,342	\$0	\$347,342	\$24,614
OTHER RECEIPTS					
0101-4310-08	Grants Received for Operating items	\$12,000	\$0	\$12,000	\$940
TOTAL OTHER RECEIPTS		\$12,000	\$0	\$12,000	\$940
FROM SPECIAL FUNDS					
3201-4110-90	From Special Funds-BLF Loans and Grants	\$0	\$64,000	\$64,000	\$0
3376-4110-90	From Legacy Endowments-Arthur B. Williams, Jr. Fund	\$0	\$20,000	\$20,000	\$0
3403-4110-90	From Special Funds - Gun Violence Prevention	\$0	\$3,250	\$3,250	\$0
3405-4110-90	From Special Funds - Bishop's Discretionary Fund	\$0	\$6,000	\$6,000	(\$1,153)
3408-4110-90	From Special Funds - Bishop's Appeal	\$0	\$80,000	\$80,000	(\$10,000)
3605-4110-90	From Special Funds-Custodial JIF	\$0	\$25,000	\$25,000	\$0

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3705-4110-90	From Special Funds-Education Funds	\$0	\$153,500	\$153,500	\$19,155
5312-4110-90	From Special Funds - Global Mission Funds	\$0	\$14,000	\$14,000	(\$2,000)
TOTAL FROM SPECIAL FUNDS		\$0	\$365,750	\$365,750	\$6,002
TOTAL RECEIPTS		\$3,413,301	\$365,750	\$3,779,051	(\$87,307)
EXPENSES					
CONNECTIVITY					
COMMUNICATIONS					
0101-5106-22	Business Expense - Communications	\$21,000	\$0	\$21,000	(\$20,000)
0101-5114-30	Flocknote license	\$7,000	\$0	\$7,000	(\$300)
0101-5130-20	Business Expense - Archives	\$3,000	\$0	\$3,000	\$0
0101-5150-27	Travel - Communications	\$2,500	\$0	\$2,500	\$1,500
0101-5205-22	Church Life/Professional Services (writing)	\$250	\$0	\$250	\$300
0101-5206-22	Church Life/Professional Services (photos/videos)	\$750	\$0	\$750	\$750
0101-5210-22	Church Life/Production-printing	\$35,000	\$0	\$35,000	\$9,000
0101-5211-22	Website Maintenance and Hosting	\$3,600	\$0	\$3,600	\$0
0101-5215-22	Church Life/Postage	\$8,000	\$0	\$8,000	\$10,500
0101-5401-22	Advertising and Outreach	\$10,000	\$0	\$10,000	\$8,750
0101-5409-22	Communications Department Equipment	\$1,200	\$0	\$1,200	\$0
0101-5417-22	Ongoing Learning & Training	\$4,200	\$0	\$4,200	\$0
0101-5421-22	Website maintenance - No Exceptions.org	\$500	\$0	\$500	\$0
0101-5423-05	One License fee	\$19,000	\$0	\$19,000	\$0
0101-5805-22	Diocesan Mailings	\$300	\$0	\$300	\$0
TOTAL FOR COMMUNICATIONS		\$116,300	\$0	\$116,300	\$10,500
OFFICE OF THE BISHOP					
0101-5105-27	Travel - Bishop	\$21,000	\$0	\$21,000	\$7,000
0101-5107-27	Travel - Canon to the Ordinary	\$5,000	\$0	\$5,000	\$1,000
0101-5157-18	Reimbursement to Parishes-Time of Deans	\$14,000	\$0	\$14,000	\$2,000
0101-5182-05	Liturgy	\$5,000	\$0	\$5,000	(\$5,000)
0101-5185-27	Auto Exp/Operating-Bishop	\$1,600	\$0	\$1,600	(\$1,600)
0101-5190-27	Auto Exp/Insurance-Bishop	\$1,000	\$0	\$1,000	(\$1,000)
0101-5205-14	Diocesan Convention	\$80,000	\$0	\$80,000	(\$20,000)
0101-5210-14	Leadership Retreats/Meetings	\$2,000	\$0	\$2,000	\$1,500
0101-5400-22	Diocesan Journal/Printing & Dist	\$600	\$0	\$600	\$1,800
0101-5415-05	Transition Ministry	\$6,000	\$0	\$6,000	(\$3,500)
0101-5420-05	Interim Team Training	\$1,000	\$0	\$1,000	\$500
0101-5441-05	Business Expenses - Bishop's Office	\$2,200	\$0	\$2,200	\$800
0101-5605-10	Regional Gatherings	\$20,000	\$0	\$20,000	\$37,000
3405-5156-18	Community Building/Hospitality	\$0	\$0	\$0	\$5,953
3705-5156-18	Community Building/Hospitality	\$0	\$0	\$0	\$4,845
3705-5170-25	Professional Education-Diocesan Staff	\$0	\$10,000	\$10,000	\$0
3705-5174-25	Staff Development	\$0	\$20,000	\$20,000	\$0

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		Operating	Special Funds	Total	Increase (Decrease) from 2025
3705-5175-25	Staff Training-Support Team	\$0	\$10,000	\$10,000	(\$10,000)
3705-5235-05	Fresh Start	\$0	\$5,500	\$5,500	\$0
3705-5335-05	Clergy Days	\$0	\$2,500	\$2,500	\$0
3705-5384-05	Clergy Conferences	\$0	\$55,000	\$55,000	(\$15,000)
TOTAL FOR OFFICE OF THE BISHOP		\$159,400	\$103,000	\$262,400	\$6,298
CONNECTIVITY SALARIES & WAGES					
0150-5102-25	Salaries	\$586,217	\$0	\$586,217	(\$586,217)
0150-5146-25	Benefit Allocation	\$270,834	\$0	\$270,834	(\$270,834)
TOTAL CONNECTIVITY SALARIES & WAGES		\$857,051	\$0	\$857,051	(\$857,051)
TOTAL FOR CONNECTIVITY		\$1,132,751	\$103,000	\$1,235,751	(\$840,253)
LEADERSHIP					
BELOVED COMMUNITY					
0101-5102-16	Business Expense - Mission	\$1,500	\$0	\$1,500	(\$500)
0101-5145-27	Travel - Beloved Community	\$2,000	\$0	\$2,000	\$2,000
0101-5604-16	Commission on Global and Domestic Mission	\$500	\$0	\$500	\$0
0101-5606-16	Social Concerns/Advocacy	\$1,500	\$0	\$1,500	\$0
0101-5607-18	Ohio Council of Churches	\$0	\$0	\$0	\$4,000
0101-5608-16	SDG Expense	\$20,000	\$0	\$20,000	(\$629)
0101-5609-16	Episcopal Community Services	\$100	\$0	\$100	\$900
0101-5611-16	Mission Opportunities	\$3,000	\$0	\$3,000	(\$1,000)
0101-5621-16	Commission for Racial Justice	\$5,000	\$0	\$5,000	\$0
3376-5621-16	Commission for Racial Justice	\$0	\$5,000	\$5,000	\$0
3403-5317-71	Gun Violence Prevention - Miscellaneous	\$0	\$250	\$250	\$0
5312-5672-16	CGDM - Companion Dioceses	\$0	\$12,000	\$12,000	\$0
5312-5673-16	CGDM - Other International	\$0	\$2,000	\$2,000	\$2,000
TOTAL FOR BELOVED COMMUNITY		\$33,600	\$19,250	\$52,850	\$6,771
LEADERSHIP DEVELOPMENT					
0101-5140-27	Travel - Leadership Development	\$2,000	\$0	\$2,000	\$2,000
0101-5180-05	Ordination Process	\$5,000	\$0	\$5,000	\$0
0101-5304-10	Lay Licensing	\$10,000	\$0	\$10,000	(\$1,000)
0101-5338-05	Commission on Ministry	\$9,000	\$0	\$9,000	\$1,000
0101-5442-05	Business Expense - Leadership	\$750	\$0	\$750	\$250
0101-5610-10	Education for Ministry	\$2,000	\$0	\$2,000	\$0
0101-5626-10	Spiritual Retreat	\$5,000	\$0	\$5,000	\$500
0101-5627-10	Youth Events	\$1,500	\$0	\$1,500	\$500
0101-5628-10	Youth Leadership Development	\$2,000	\$0	\$2,000	(\$2,000)
0101-5630-10	Safe Church	\$1,000	\$0	\$1,000	\$0
0101-5669-10	Adult Formation Events/Non-Licensing	\$5,000	\$0	\$5,000	\$5,000
3408-5183-05	Clergy Spouse Program	\$0	\$2,500	\$2,500	(\$2,500)
3408-5184-05	Retired Clergy Programming	\$0	\$2,500	\$2,500	\$2,500

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		Operating	Special Funds	Total	Increase (Decrease) from 2025
3408-5437-05	Seminarian Internships	\$0	\$10,000	\$10,000	\$0
3705-5160-05	Scholarships/Formation & Training	\$0	\$20,000	\$20,000	\$0
3705-5175-05	Deacon Formation Program	\$0	\$10,000	\$10,000	\$0
3705-5281-16	Community of Deacons	\$0	\$1,500	\$1,500	\$0
3705-5380-05	Clergy Continuing Education Grants	\$0	\$15,000	\$15,000	\$0
3705-5381-05	Lay Continuing Education Grants	\$0	\$4,000	\$4,000	\$0
TOTAL FOR LEADERSHIP DEVELOPMENT		\$43,250	\$65,500	\$108,750	\$6,250
LEADERSHIP SALARIES & WAGES					
0170-5102-25	Salaries	\$284,048	\$0	\$284,048	(\$284,048)
0170-5146-25	Benefit Allocation	\$129,173	\$0	\$129,173	(\$129,173)
TOTAL LEADERSHIP SALARIES & WAGES		\$413,221	\$0	\$413,221	(\$413,221)
TOTAL FOR LEADERSHIP		\$490,071	\$84,750	\$574,821	(\$400,200)
FAITH COMMUNITIES					
0101-5130-27	Travel - Innovation and Transition	\$3,500	\$0	\$3,500	\$1,500
0101-5135-27	Travel - Innovation and Congregational Development	\$6,000	\$0	\$6,000	\$3,500
0101-5144-18	Support for Mission Area Councils	\$11,000	\$0	\$11,000	\$5,000
0101-5153-18	New Ministry Support	\$11,000	\$0	\$11,000	(\$6,000)
0101-5248-10	Ministry and Connection Grants (Existing Congregations)	\$0	\$0	\$0	\$15,000
0101-5249-10	Targeted Revitalization Congregations (Existing Cong.)	\$70,000	\$0	\$70,000	(\$5,000)
0101-5256-10	Congregation Development Programs and Training (Existing Cong.)	\$0	\$0	\$0	\$7,000
0101-5257-10	Support for New Work	\$0	\$0	\$0	\$5,000
0101-5386-10	College for Congregational Development	\$70,000	\$0	\$70,000	(\$3,000)
0101-5439-10	Business Expense - Innovation and Congregational Dev.	\$2,500	\$0	\$2,500	(\$1,000)
0101-5657-10	Faith Communities Transition & Innovation Support	\$17,000	\$0	\$17,000	\$0
0101-5661-16	Mission Area Council Mission & Service Projects	\$0	\$0	\$0	\$8,000
0101-5662-16	Domestic Mission & Service Projects	\$0	\$0	\$0	\$3,000
0101-5667-10	Formation Grants	\$0	\$0	\$0	\$3,000
0101-5668-10	College Ministry Grants	\$15,750	\$0	\$15,750	\$2,750
3376-5258-10	Strategic Mission Congregations Support (Existing Cong)	\$0	\$15,000	\$15,000	\$0
3403-5110-73	GVP - Grants to Parish Outreach Programs	\$0	\$3,000	\$3,000	\$0
3408-5181-05	Post-Ordination Internships	\$0	\$40,000	\$40,000	\$0
3605-5258-10	Strategic Mission Congregations Support (Existing Cong)	\$0	\$25,000	\$25,000	\$0
FAITH COMMUNITIES SALARIES & WAGES					
0160-5102-25	Salaries	\$149,216	\$0	\$149,216	(\$149,216)
0160-5146-25	Benefit Allocation	\$67,857	\$0	\$67,857	(\$67,857)
TOTAL FAITH COMMUNITIES SALARIES & WAGES		\$217,073	\$0	\$217,073	(\$217,073)
TOTAL FOR FAITH COMMUNITIES		\$423,823	\$83,000	\$506,823	(\$178,323)
RESOURCE ALLOCATION					
OPERATIONS					

Episcopal Diocese of Ohio

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		Operating	Special Funds	Total	Increase (Decrease) from 2025
0101-5105-16	Business Expenses - Administration	\$22,000	\$0	\$22,000	(\$21,000)
0101-5105-30	Postage Equip. (Lease & Maintenance)	\$0	\$0	\$0	\$1,000
0101-5106-30	Postage-Usage	\$0	\$0	\$0	\$7,500
0101-5109-29	Trinity Commons - T1 Internet Connection	\$8,200	\$0	\$8,200	\$0
0101-5110-29	Telephone-Local	\$8,760	\$0	\$8,760	\$1,740
0101-5115-21	Business Expense - Stewardship/Development	\$0	\$0	\$0	\$1,000
0101-5120-27	Travel - Operations	\$8,000	\$0	\$8,000	(\$3,000)
0101-5125-21	Gift Tracking - Software Maintenance	\$0	\$0	\$0	\$14,414
0101-5140-48	Legal & Other Expenses	\$6,000	\$0	\$6,000	(\$3,500)
0101-5149-21	Stewardship Education & Promotion	\$2,000	\$0	\$2,000	\$1,000
0101-5162-21	Fundraising Expenses - general	\$0	\$0	\$0	\$1,000
0101-5164-21	Gift Planning - Resources and Promotion	\$1,000	\$0	\$1,000	(\$1,000)
0101-5205-30	Copiers-Lease Expense	\$0	\$0	\$0	\$9,900
0101-5210-29	Insurance-Liability, D&O, Bonding	\$25,000	\$0	\$25,000	\$1,820
0101-5210-30	Copiers-Maintenance Charges	\$0	\$0	\$0	\$2,500
0101-5220-30	Copier-Paper	\$0	\$0	\$0	\$1,150
0101-5222-29	Building Operating Expenses	\$59,000	\$0	\$59,000	\$20,500
0101-5224-29	Real Estate Taxes	\$12,000	\$0	\$12,000	\$12
0101-5305-30	Computer Software	\$25,000	\$0	\$25,000	(\$18,500)
0101-5310-30	Computer Supplies	\$0	\$0	\$0	\$825
0101-5320-30	Computer Equipment Repair/Modification	\$0	\$0	\$0	\$1,000
0101-5376-30	Subscriptions - Jot Form	\$0	\$0	\$0	\$600
0101-5418-18	Video Conferencing	\$0	\$0	\$0	\$2,800
0101-5505-30	Office Supplies	\$0	\$0	\$0	\$6,000
0101-5510-30	Stationery/Printing	\$0	\$0	\$0	\$1,500
3201-5222-29	Building Operating Expenses	\$0	\$64,000	\$64,000	\$0
3405-5215-29	Hospitality	\$0	\$6,000	\$6,000	(\$4,800)
3408-5161-21	Expenses of Bishop's Appeal	\$0	\$25,000	\$25,000	\$10,000
TOTAL FOR OPERATIONS		\$176,960	\$95,000	\$271,960	\$34,461
HUMAN RESOURCES					
0101-5105-25	Salaries/Wages-Diocesan Staff	\$0	\$0	\$0	\$1,419,503
0101-5130-25	FICA/Medicare Taxes	\$0	\$0	\$0	\$54,431
0101-5133-20	Payroll Service	\$6,000	\$0	\$6,000	(\$2,000)
0101-5135-25	Clergy Pension	\$0	\$0	\$0	\$125,956
0101-5140-25	Lay Pension & Long Term Disability	\$0	\$0	\$0	\$77,681
0101-5145-25	Employees Health Insurance	\$0	\$0	\$0	\$397,752
0101-5150-25	Employees Dental Insurance	\$0	\$0	\$0	\$24,840
0101-5155-25	Group Life and Short Term Disability Insurance	\$0	\$0	\$0	\$4,777
0101-5160-25	Workers Compensation	\$0	\$0	\$0	\$2,073
0101-5195-25	Retirees Group Life Insur./Lay	\$0	\$0	\$0	\$100
0101-5425-05	Recruiting Expense/Background Checks	\$3,000	\$0	\$3,000	(\$1,500)
0101-5445-25	Non-Exempt Staff Overtime	\$2,000	\$0	\$2,000	\$2,000
TOTAL FOR HUMAN RESOURCES		\$11,000	\$0	\$11,000	\$2,105,613

Episcopal Diocese of Ohio

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		Operating	Special Funds	Total	Increase (Decrease) from 2025
FINANCE					
0101-5105-14	Assessment	\$438,360	\$0	\$438,360	(\$87,987)
0101-5110-14	Province V Assessment	\$7,355	\$0	\$7,355	(\$348)
0101-5110-20	Business Expense - Finance	\$80,000	\$0	\$80,000	(\$77,500)
0101-5116-27	Travel - Finance	\$0	\$0	\$0	\$5,000
0101-5120-20	Acctg. System Maintenance Cont	\$47,000	\$0	\$47,000	(\$20,927)
0101-5132-20	Bank Fees	\$11,000	\$0	\$11,000	\$2,200
0101-5135-20	Audit Fee	\$20,000	\$0	\$20,000	\$0
0101-5374-20	Online gift fees	\$7,000	\$0	\$7,000	\$2,000
TOTAL FOR FINANCE		\$610,715	\$0	\$610,715	(\$177,561)
RESOURCE ALLOCATION SALARIES & WAGES					
0180-5102-25	Salaries	\$347,812	\$0	\$347,812	(\$347,812)
0180-5416-25	Benefit Allocation	\$158,169	\$0	\$158,169	(\$158,169)
TOTAL RESOURCE ALLOCATION SALARIES & WAGES		\$505,981	\$0	\$505,981	(\$505,981)
TOTAL FOR RESOURCE ALLOCATION		\$1,304,656	\$95,000	\$1,399,656	\$1,456,532
TOTAL EXPENSES		\$3,351,301	\$365,750	\$3,717,051	\$37,756
FUND TRANSFERS					
INTER FUND TRANSFERS					
INTER FUND TRANSFERS TO OTHER FUNDS					
0101-7029-50	Transfer to Bellwether Farm - Operating Support	\$135,000	\$0	\$135,000	\$0
TOTAL INTER FUND TRANSFERS TO OTHER FUNDS		\$135,000	\$0	\$135,000	\$0
TOTAL INTER FUND TRANSFERS		\$135,000	\$0	\$135,000	\$0
INTRA FUND TRANSFERS					
INTRA FUND TRANSFERS FROM UNDESIGNATED					
0101-7120-51	To Reserve General Convention	\$18,000	\$0	\$18,000	\$0
0101-7127-51	To Reserve for Future Assessments	\$9,000	\$0	\$9,000	\$0
0101-7130-51	To Reserve Future Epis. Trans.	\$20,000	\$0	\$20,000	\$0
0101-7132-51	To Reserve - Trinity Commons Capital	\$15,000	\$0	\$15,000	\$0
0101-7145-51	To Reserve Sabbatical Leave	\$5,000	\$0	\$5,000	\$0
0101-7147-51	To Reserve - Episcopal Youth Event	\$5,000	\$0	\$5,000	\$0
0101-7150-51	To Reserve Computer Equipment Acq.&Repl.	\$5,000	\$0	\$5,000	\$0
TOTAL INTRA FUND TRANSFERS FROM UNDESIGNATED		\$77,000	\$0	\$77,000	\$0
INTRA FUND TRANSFERS TO UNDESIGNATED					
0101-7265-51	From Reserve for College for Congregational Developm	(\$60,000)	\$0	(\$60,000)	\$20,000
0101-7299-51	From Operating Surplus Reserve	(\$90,000)	\$0	(\$90,000)	\$24,551
TOTAL INTRA FUND TRANSFERS TO UNDESIGNATED		(\$150,000)	\$0	(\$150,000)	\$44,551

Episcopal Diocese of Ohio

Diocesan Budget

For Year 2026

	Operating	Special Funds	Total	Increase (Decrease) from 2025
TOTAL INTRA FUND TRANSFERS	(\$73,000)	\$0	(\$73,000)	\$44,551
TOTAL FUND TRANSFERS	\$62,000	\$0	\$62,000	\$44,551
NET SURPLUS/(DEFICIT)	\$0	\$0	\$0	(\$5,000)

Year-to-Date Budget Report

Episcopal Diocese of Ohio Year-to-Date Budget Report Five Months Ended 5/31/2025

		Operating	Special Funds	Total	Budget YTD	Favorable (Unfavorable)
RECEIPTS						
SUPPORT FROM CONGREGATIONS						
0101-4105-01	Assessment Income (current year)	\$745,217	\$0	\$745,217	\$818,574	(\$73,357)
0101-4106-01	Assessment Income (prior year(s))	\$0	\$0	\$0	(\$25,000)	\$25,000
TOTAL SUPPORT FROM CONGREGATIONS		\$745,217	\$0	\$745,217	\$793,574	(\$48,357)
ENDOWMENT INCOME						
0101-4110-02	Endowment - Episcopate (Distrib.)	\$92,599	\$0	\$92,599	\$89,827	\$2,772
0101-4120-02	Endowment - Missions (Distrib)	\$27,478	\$0	\$27,478	\$26,656	\$822
0101-4130-02	Endowment - Custodial (Distrib.)	\$650	\$0	\$650	\$740	(\$90)
0101-4140-02	Endowment - Lay Pension	\$4,310	\$0	\$4,310	\$4,181	\$129
0101-4144-02	Endowment - Operating	\$0	\$0	\$0	\$0	\$0
0101-4150-02	Endowment - Bishop's Office	\$18,113	\$0	\$18,113	\$18,113	\$0
0101-4155-02	Endowment Income - Legacy endowments	\$1,832	\$0	\$1,832	\$1,777	\$55
0101-4160-02	Endowment - ECS - Administration	\$24,074	\$0	\$24,074	\$22,755	\$1,319
TOTAL ENDOWMENT INCOME		\$169,056	\$0	\$169,056	\$164,050	\$5,006
TOTAL INVESTMENT INCOME - OTHER						
0101-4120-04	Distribution JIF - General Funds	\$57,677	\$0	\$57,677	\$63,565	(\$5,888)
0101-4125-04	Distribution JIF - Unrestricted Custodial Accts	\$12,603	\$0	\$12,603	\$25,486	(\$12,884)
TOTAL INVESTMENT INCOME		\$70,279	\$0	\$70,279	\$89,052	(\$18,772)
FEES RECEIVED FOR ADMINISTRATIVE SERVICES						
0101-4103-06	Darnell Administration Fees	\$2,697	\$0	\$2,697	\$2,697	\$0
0101-4108-06	Brayton Administration Fees	\$7,791	\$0	\$7,791	\$7,791	\$0
0101-4109-06	Church Home Administration Fee	\$21,852	\$0	\$21,852	\$21,852	\$0
0101-4111-06	Holy Cross House - Administration Fee	\$4,021	\$0	\$4,021	\$4,021	\$0
0101-4115-06	Joint Investment Fund Administration Fee	\$68,923	\$0	\$68,923	\$68,923	\$0
0101-4118-06	BLF Loans and Grants Administration Fee	\$7,722	\$0	\$7,722	\$7,722	\$0
0101-4123-06	Cooper Administration Fees	\$439	\$0	\$439	\$439	\$0
0101-4124-06	Miller Funds Administration Fee	\$17,837	\$0	\$17,837	\$17,837	\$0
0101-4126-06	Education Funds - Hornby Adm. Fees	\$3,188	\$0	\$3,188	\$3,188	\$0
TOTAL FEES RECEIVED FOR ADMINISTRATIVE SERVICES		\$134,470	\$0	\$134,470	\$134,470	\$0
OTHER RECEIPTS						
0101-4120-06	Other Fees & Reimbursements	\$0	\$0	\$0	\$0	\$0
0101-4120-08	Other Income	\$536	\$0	\$536	\$0	\$536
0101-4310-08	Grants Received for Operating items	\$3,091	\$0	\$3,091	\$2,765	\$326
TOTAL OTHER RECEIPTS		\$3,627	\$0	\$3,627	\$2,765	\$862
FROM SPECIAL FUNDS						
3201-4110-90	From Special Funds-BLF Loans and Grants	\$0	\$17,240	\$17,240	\$26,667	(\$9,426)
3376-4110-90	From Legacy Endowments-Arthur B. Williams, Jr. Fund	\$0	\$6,250	\$6,250	\$8,333	(\$2,083)
3403-4110-90	From Special Funds - Gun Violence Prevention	\$0	\$0	\$0	\$1,354	(\$1,354)

		Operating	Special Funds	Total	Budget YTD	Favorable (Unfavorable)
3405-4110-90	From Special Funds - Bishop's Discretionary Fund	\$0	\$3,789	\$3,789	\$2,980	\$808
3408-4110-90	From Special Funds - Bishop's Appeal	\$0	\$45,200	\$45,200	\$37,500	\$7,700
3605-4110-90	From Special Funds-Custodial JIF	\$0	\$10,417	\$10,417	\$10,417	\$0
3705-4110-90	From Special Funds-Education Funds	\$0	\$18,074	\$18,074	\$55,977	(\$37,903)
5312-4110-90	From Special Funds - Global Mission Funds	\$0	\$0	\$0	\$6,667	(\$6,667)
TOTAL FROM SPECIAL FUNDS		\$0	\$100,970	\$100,970	\$149,895	(\$48,925)
TOTAL RECEIPTS		\$1,122,649	\$100,970	\$1,223,619	\$1,333,805	(\$110,186)
EXPENSES						
LEADERSHIP						
Clergy Formation						
0101-5180-05	Ordination Process	\$2,640	\$0	\$2,640	\$2,083	(\$557)
3408-5437-05	Seminarian Internships	\$0	\$4,167	\$4,167	\$4,167	\$0
3705-5160-05	Scholarships/Formation & Training	\$0	\$6,788	\$6,788	\$8,333	\$1,545
3705-5165-05	Recently Ordained Clergy Program	\$0	\$0	\$0	\$417	\$417
3705-5175-05	Deacon Formation Program	\$0	\$0	\$0	\$4,167	\$4,167
3705-5281-16	Community of Deacons	\$0	\$0	\$0	\$625	\$625
Total Clergy Formation		\$2,640	\$10,955	\$13,595	\$19,792	\$6,197
Clergy Support						
3408-5184-05	Retired Clergy Programming	\$0	\$0	\$0	\$2,083	\$2,083
3705-5235-05	Fresh Start	\$0	\$2,426	\$2,426	\$2,292	(\$135)
Total Clergy Support		\$0	\$2,426	\$2,426	\$4,375	\$1,949
Leadership Development						
0101-5157-18	Reimbursement to Parishes-Time of Deans	\$4,750	\$0	\$4,750	\$4,000	(\$750)
0101-5334-05	Transitional Deacon Education	\$0	\$0	\$0	\$0	\$0
0101-5338-05	Commission on Ministry	\$3,878	\$0	\$3,878	\$7,000	\$3,122
0101-5630-10	Safe Church	\$155	\$0	\$155	\$417	\$261
3705-5380-05	Clergy Continuing Education Grants	\$0	\$8,000	\$8,000	\$6,250	(\$1,750)
3705-5381-05	Lay Continuing Education Grants	\$0	\$0	\$0	\$1,667	\$1,667
3705-5385-05	Clergy Professional Education Program	\$0	\$0	\$0	\$0	\$0
Total Leadership Development		\$8,784	\$8,000	\$16,784	\$19,333	\$2,549
Canon to the Ordinary						
Clergy Deployment						
0101-5415-05	Transition Ministry	\$1,031	\$0	\$1,031	\$1,042	\$11
0101-5420-05	Interim Team Training	\$0	\$0	\$0	\$625	\$625
Total Clergy Deployment		\$1,031	\$0	\$1,031	\$1,667	\$636
Staff Development						
3705-5170-25	Professional Education-Diocesan Staff	\$0	(\$304)	(\$304)	\$4,167	\$4,470
3705-5174-25	Staff Development	\$0	\$5,614	\$5,614	\$8,333	\$2,719
3705-5175-25	Staff Training-Support Team	\$0	\$1,783	\$1,783	\$0	(\$1,783)
Total Staff Development		\$0	\$7,093	\$7,093	\$12,500	\$5,407
Total Canon to the Ordinary		\$1,031	\$7,093	\$8,124	\$14,167	\$6,043
Formation						
0101-5304-10	Lay Licensing	\$2,458	\$0	\$2,458	\$3,750	\$1,292

		Operating	Special Funds	Total	Budget YTD	Favorable (Unfavorable)
0101-5610-10	Education for Ministry	\$1,750	\$0	\$1,750	\$833	(\$917)
0101-5626-10	Spiritual Retreat	\$4,346	\$0	\$4,346	\$2,292	(\$2,054)
0101-5627-10	Youth Events	\$0	\$0	\$0	\$833	\$833
0101-5669-10	Adult Formation Events/Non-Licensing	\$0	\$0	\$0	\$4,167	\$4,167
Total Formation		\$8,554	\$0	\$8,554	\$11,875	\$3,321
Mission						
0101-5604-16	Commission on Global and Domestic Mission	\$0	\$0	\$0	\$208	\$208
0101-5606-16	Social Concerns/Advocacy	\$350	\$0	\$350	\$625	\$275
0101-5608-16	SDG Expense	\$0	\$0	\$0	\$8,071	\$8,071
0101-5609-16	Episcopal Community Services	\$0	\$0	\$0	\$417	\$417
0101-5611-16	Mission Opportunities	\$1,978	\$0	\$1,978	\$833	(\$1,144)
0101-5621-16	Commission for Racial Justice	\$2,438	\$0	\$2,438	\$2,083	(\$355)
3376-5621-16	Commission for Racial Justice	\$0	\$0	\$0	\$2,083	\$2,083
3403-5317-71	Gun Violence Prevention - Miscellaneous	\$0	\$0	\$0	\$104	\$104
Total Mission		\$4,766	\$0	\$4,766	\$14,425	\$9,659
Governance						
0101-5210-14	Leadership Retreats/Meetings	\$804	\$0	\$804	\$0	(\$804)
Total Governance		\$804	\$0	\$804	\$0	(\$804)
TOTAL FOR LEADERSHIP		\$26,578	\$28,475	\$55,053	\$83,967	\$28,914
INNOVATION & CONGREGATIONAL DEVELOPMENT						
College for Congregational Development						
0101-5386-10	College for Congregational Development	(\$6,783)	\$0	(\$6,783)	\$27,917	\$34,700
Total College for Congregational Development		(\$6,783)	\$0	(\$6,783)	\$27,917	\$34,700
Financial Assistance						
0101-5144-18	Support for Mission Area Councils	\$3,550	\$0	\$3,550	\$6,667	\$3,117
0101-5153-18	New Ministry Initiatives	\$0	\$0	\$0	\$2,083	\$2,083
0101-5248-10	Ministry and Connection Grants (Existing Congregations)	\$938	\$0	\$938	\$6,250	\$5,313
0101-5249-10	Targeted Revitalization Congregations (Existing Cong.)	\$28,396	\$0	\$28,396	\$27,083	(\$1,313)
0101-5256-10	Congregation Development Programs and Training (Existing Cong.)	\$0	\$0	\$0	\$2,917	\$2,917
0101-5257-10	Support for New Work	\$0	\$0	\$0	\$5,000	\$5,000
0101-5657-10	Additional Opportunities	\$9,245	\$0	\$9,245	\$7,083	(\$2,162)
0101-5661-16	Mission Area Council Mission & Service Projects	\$0	\$0	\$0	\$3,333	\$3,333
0101-5662-16	Domestic Mission & Service Projects	\$0	\$0	\$0	\$1,250	\$1,250
0101-5667-10	Formation Grants	\$0	\$0	\$0	\$1,250	\$1,250
0101-5668-10	College Ministry Grants	\$0	\$0	\$0	\$0	\$0
3376-5258-10	Strategic Mission Congregations Support (Existing Cong.)	\$0	\$6,250	\$6,250	\$6,250	\$0
3403-5110-73	GVP - Grants to Parish Outreach Programs	\$0	\$0	\$0	\$1,250	\$1,250
3408-5181-05	Post-Ordination Internships	\$0	\$40,833	\$40,833	\$16,667	(\$24,167)
3605-5258-10	Strategic Mission Congregations Support (Existing Cong.)	\$0	\$10,417	\$10,417	\$10,417	\$0
Total Financial Assistance		\$42,128	\$57,500	\$99,628	\$97,500	(\$2,129)
TOTAL INNOVATION & CONGREGATIONAL DEVELOPMENT		\$35,345	\$57,500	\$92,845	\$125,416	\$32,571
CHURCHWIDE RELATIONSHIPS						
Diocesan Gatherings						

		Operating	Special Funds	Total	Budget YTD	Favorable (Unfavorable)
0101-5205-14	Diocesan Convention	\$135	\$0	\$135	\$0	(\$135)
0101-5605-10	Regional Gatherings	\$28,477	\$0	\$28,477	\$57,000	\$28,523
0101-5654-10	Leadership Development Events	\$0	\$0	\$0	\$0	\$0
3705-5335-05	Clergy Days	\$0	\$0	\$0	\$1,042	\$1,042
3705-5384-05	Clergy Conferences	\$0	(\$14,245)	(\$14,245)	\$40,000	\$54,245
Total Diocesan Gatherings		\$28,612	(\$14,245)	\$14,367	\$98,042	\$83,675
General Church						
0101-5105-14	Assessment	\$177,436	\$0	\$177,436	\$145,989	(\$31,447)
0101-5110-14	Province V Assessment	\$7,356	\$0	\$7,356	\$7,007	(\$349)
Total General Church		\$184,792	\$0	\$184,792	\$152,996	(\$31,796)
Diocese of Ohio						
0101-5607-18	Ohio Council of Churches	\$0	\$0	\$0	\$2,000	\$2,000
5312-5672-16	CGDM - Companion Dioceses	\$0	\$0	\$0	\$5,000	\$5,000
5312-5673-16	CGDM - Other International	\$0	\$0	\$0	\$1,667	\$1,667
Total Diocese of Ohio		\$0	\$0	\$0	\$8,667	\$8,667
TOTAL CHURCHWIDE RELATIONSHIPS		\$213,404	(\$14,245)	\$199,159	\$259,705	\$60,546
COMMUNICATIONS						
0101-5114-30	Flocknote license	\$2,854	\$0	\$2,854	\$2,792	(\$62)
0101-5205-22	Church Life/Professional Services (writing)	\$0	\$0	\$0	\$229	\$229
0101-5206-22	Church Life/Professional Services (photos/videos)	\$0	\$0	\$0	\$625	\$625
0101-5210-22	Church Life/Production-printing	\$0	\$0	\$0	\$18,333	\$18,333
0101-5211-22	Website Maintenance and Hosting	\$1,350	\$0	\$1,350	\$1,500	\$150
0101-5215-22	Church Life/Postage	\$0	\$0	\$0	\$7,708	\$7,708
0101-5401-22	Advertising and Outreach	\$316	\$0	\$316	\$7,813	\$7,497
0101-5409-22	Communications Department Equipment	\$560	\$0	\$560	\$500	(\$60)
0101-5417-22	Ongoing Learning & Training	\$555	\$0	\$555	\$1,750	\$1,195
0101-5421-22	Website maintenance - No Exceptions.org	\$0	\$0	\$0	\$208	\$208
0101-5423-05	One License fee	\$7,963	\$0	\$7,963	\$7,917	(\$46)
0101-5805-22	Diocesan Mailings	\$0	\$0	\$0	\$125	\$125
Total COMMUNICATIONS		\$13,598	\$0	\$13,598	\$49,500	\$35,902
DEVELOPMENT AND STEWARDSHIP						
0101-5149-21	Stewardship Education & Promotion	\$1,668	\$0	\$1,668	\$1,250	(\$418)
0101-5162-21	Fundraising Expenses - general	\$0	\$0	\$0	\$417	\$417
3408-5161-21	Expenses of Bishop's Appeal	\$0	\$200	\$200	\$20,000	\$19,800
Total DEVELOPMENT AND STEWARDSHIP		\$1,668	\$200	\$1,868	\$21,667	\$19,799
OPERATIONS						
Administration						
0101-5102-16	Business Expense - Mission	\$982	\$0	\$982	\$417	(\$565)
0101-5105-16	Business Expenses - Administration	\$245	\$0	\$245	\$417	\$172
0101-5106-22	Business Expense - Communications	\$2,410	\$0	\$2,410	\$417	(\$1,994)
0101-5110-20	Business Expense - Finance	\$34,377	\$0	\$34,377	\$1,042	(\$33,335)
0101-5115-21	Business Expense - Stewardship/Development	\$197	\$0	\$197	\$417	\$219
0101-5130-20	Business Expense - Archives	\$3,180	\$0	\$3,180	\$1,250	(\$1,930)
0101-5135-20	Audit Fee	\$0	\$0	\$0	\$0	\$0

		Operating	Special Funds	Total	Budget YTD	Favorable (Unfavorable)
0101-5400-22	Diocesan Journal/Printing & Dist	\$0	\$0	\$0	\$1,000	\$1,000
0101-5418-18	Video Conferencing	\$939	\$0	\$939	\$1,167	\$228
0101-5439-10	Business Expense - Innovation and Congregational Dev.	\$734	\$0	\$734	\$625	(\$109)
0101-5441-05	Business Expenses - Bishop's Office	\$2,152	\$0	\$2,152	\$1,250	(\$902)
0101-5442-05	Business Expense - Leadership	\$0	\$0	\$0	\$417	\$417
Total Administration		<u>\$45,216</u>	<u>\$0</u>	<u>\$45,216</u>	<u>\$8,417</u>	<u>(\$36,799)</u>
Building Expenses						
0101-5109-29	Trinity Commons - T1 Internet Connection	\$3,356	\$0	\$3,356	\$3,417	\$60
0101-5110-29	Telephone-Local	\$3,620	\$0	\$3,620	\$4,375	\$755
0101-5210-29	Insurance-Liability, D&O, Bonding	\$10,241	\$0	\$10,241	\$11,175	\$934
0101-5222-29	Building Operating Expenses	\$23,663	\$0	\$23,663	\$33,125	\$9,462
0101-5224-29	Real Estate Taxes	\$5,178	\$0	\$5,178	\$5,005	(\$173)
3201-5222-29	Building Operating Expenses	\$0	\$17,240	\$17,240	\$26,667	\$9,426
Total Building Expenses		<u>\$46,058</u>	<u>\$17,240</u>	<u>\$63,299</u>	<u>\$83,763</u>	<u>\$20,464</u>
Office Supplies and Equipment						
0101-5105-30	Postage Equip. (Lease & Maintenance)	\$0	\$0	\$0	\$417	\$417
0101-5106-30	Postage-Usage	\$949	\$0	\$949	\$3,125	\$2,176
0101-5205-30	Copiers-Lease Expense	\$2,225	\$0	\$2,225	\$4,125	\$1,900
0101-5210-30	Copiers-Maintenance Charges	\$1,141	\$0	\$1,141	\$1,042	(\$99)
0101-5220-30	Copier-Paper	\$135	\$0	\$135	\$479	\$344
0101-5310-30	Computer Supplies	\$0	\$0	\$0	\$344	\$344
0101-5320-30	Computer Equipment Repair/Modification	\$0	\$0	\$0	\$417	\$417
0101-5505-30	Office Supplies	\$1,033	\$0	\$1,033	\$2,500	\$1,467
0101-5510-30	Stationery/Printing	\$201	\$0	\$201	\$625	\$424
Total Office Supplies and Equipment		<u>\$5,685</u>	<u>\$0</u>	<u>\$5,685</u>	<u>\$13,073</u>	<u>\$7,388</u>
Human Resources						
0101-5105-25	Salaries/Wages-Diocesan Staff	\$629,078	\$0	\$629,078	\$591,460	(\$37,619)
0101-5120-25	Contract Personnel Expense	\$142,014	\$0	\$142,014	\$0	(\$142,014)
0101-5130-25	FICA/Medicare Taxes	\$24,453	\$0	\$24,453	\$22,680	(\$1,773)
0101-5135-25	Clergy Pension	\$53,253	\$0	\$53,253	\$52,482	(\$772)
0101-5140-25	Lay Pension & Long Term Disability	\$33,743	\$0	\$33,743	\$32,367	(\$1,376)
0101-5145-25	Employees Health Insurance	\$125,171	\$0	\$125,171	\$165,730	\$40,559
0101-5150-25	Employees Dental Insurance	\$8,469	\$0	\$8,469	\$10,350	\$1,881
0101-5155-25	Group Life and Short Term Disability Insurance	\$1,555	\$0	\$1,555	\$1,990	\$435
0101-5160-25	Workers Compensation	(\$127)	\$0	(\$127)	\$864	\$991
0101-5195-25	Retirees Group Life Insur./Lay	\$14	\$0	\$14	\$42	\$28
0101-5425-05	Recruiting Expense/Background Checks	\$10,079	\$0	\$10,079	\$625	(\$9,454)
0101-5445-25	Non-Exempt Staff Overtime	\$0	\$0	\$0	\$1,667	\$1,667
Total Human Resources		<u>\$1,027,702</u>	<u>\$0</u>	<u>\$1,027,702</u>	<u>\$880,255</u>	<u>(\$147,446)</u>
Software						
0101-5120-20	Acctg. System Maintenance Cont	\$11,325	\$0	\$11,325	\$10,864	(\$461)
0101-5125-21	Gift Tracking - Software Maintenance	\$6,580	\$0	\$6,580	\$6,006	(\$574)
0101-5305-30	Computer Software	\$9,811	\$0	\$9,811	\$2,708	(\$7,103)
0101-5376-30	Subscriptions - Jot Form	\$622	\$0	\$622	\$250	(\$372)
Total Software		<u>\$28,338</u>	<u>\$0</u>	<u>\$28,338</u>	<u>\$19,828</u>	<u>(\$8,511)</u>

		Operating	Special Funds	Total	Budget YTD	Favorable (Unfavorable)
Service Fees and Licenses						
0101-5132-20	Bank Fees	\$7,119	\$0	\$7,119	\$5,500	(\$1,619)
0101-5133-20	Payroll Service	\$3,120	\$0	\$3,120	\$1,667	(\$1,454)
0101-5374-20	Online gift fees	\$1,774	\$0	\$1,774	\$3,750	\$1,976
Total Service Fees and Licenses		<u>\$12,013</u>	<u>\$0</u>	<u>\$12,013</u>	<u>\$10,917</u>	<u>(\$1,097)</u>
Legal Fees and Related Expenses						
0101-5140-48	Legal & Other Expenses	\$2,856	\$0	\$2,856	\$1,042	(\$1,814)
Total Legal Fees and Related Expenses		<u>\$2,856</u>	<u>\$0</u>	<u>\$2,856</u>	<u>\$1,042</u>	<u>(\$1,814)</u>
TOTAL OPERATIONS		<u>\$1,167,869</u>	<u>\$17,240</u>	<u>\$1,185,109</u>	<u>\$1,017,294</u>	<u>(\$167,815)</u>
TRAVEL AND HOSPITALITY						
0101-5105-27	Travel - Bishop	\$11,378	\$0	\$11,378	\$11,667	\$288
0101-5107-27	Travel - Canon to the Ordinary	\$1,382	\$0	\$1,382	\$2,500	\$1,118
0101-5116-27	Travel - Finance	\$1,055	\$0	\$1,055	\$2,083	\$1,029
0101-5120-27	Travel - Operations	\$1,094	\$0	\$1,094	\$2,083	\$990
0101-5130-27	Travel - Innovation and Transition	\$730	\$0	\$730	\$2,083	\$1,353
0101-5135-27	Travel - Innovation and Congregational Development	\$2,382	\$0	\$2,382	\$3,958	\$1,576
0101-5136-27	Travel - Stewardship/Development	\$1,239	\$0	\$1,239	\$1,667	\$427
0101-5140-27	Travel - Leadership Development	\$376	\$0	\$376	\$1,667	\$1,290
0101-5145-27	Travel - Beloved Community	\$522	\$0	\$522	\$1,667	\$1,144
0101-5150-27	Travel - Communications	\$1,578	\$0	\$1,578	\$1,667	\$89
0101-5185-27	Auto Exp/Operating-Bishop	\$2,462	\$0	\$2,462	\$0	(\$2,462)
0101-5190-27	Auto Exp/Insurance-Bishop	\$913	\$0	\$913	\$0	(\$913)
3405-5156-18	Community Building/Hospitality	\$0	\$1,581	\$1,581	\$2,480	\$899
3405-5215-29	Hospitality	\$0	\$2,208	\$2,208	\$500	(\$1,708)
3705-5156-18	Community Building/Hospitality	\$0	\$8,012	\$8,012	\$2,019	(\$5,993)
Total TRAVEL AND HOSPITALITY		<u>\$25,112</u>	<u>\$11,800</u>	<u>\$36,912</u>	<u>\$36,041</u>	<u>(\$872)</u>
TOTAL EXPENSES		<u>\$1,483,573</u>	<u>\$100,970</u>	<u>\$1,584,543</u>	<u>\$1,593,589</u>	<u>\$9,046</u>
FUND TRANSFERS						
INTER FUND TRANSFERS						
INTER FUND TRANSFERS TO OTHER FUNDS						
0101-7022-50	Transfer to Trinity Commons Project	\$0	\$0	\$0	\$0	\$0
0101-7024-50	Transfer to Lima - operating	\$0	\$0	\$0	\$0	\$0
0101-7025-50	Transfer To Property-Capitalized	\$0	\$0	\$0	\$0	\$0
0101-7027-50	Transfer to Bishop's Office Endowment Fund	\$0	\$0	\$0	\$0	\$0
0101-7028-50	Transfer to Other Custodial Funds	\$0	\$0	\$0	\$0	\$0
0101-7029-50	Transfer to Bellwether Farm - Operating Support	\$56,250	\$0	\$56,250	\$56,250	\$0
0101-7070-50	Transfer To Custodial JIF Balanced Fund	\$0	\$0	\$0	\$0	\$0
TOTAL INTER FUND TRANSFERS TO OTHER FUNDS		<u>\$56,250</u>	<u>\$0</u>	<u>\$56,250</u>	<u>\$56,250</u>	<u>\$0</u>
INTER FUND TRANSFERS FROM OTHER FUNDS						
0101-7412-50	Transfer From Bishop's Fund	\$0	\$0	\$0	\$0	\$0
0101-7413-50	Transfer From Other Custodial Funds	\$0	\$0	\$0	\$0	\$0
0101-7414-50	Transfer from Education Funds	\$0	\$0	\$0	\$0	\$0
0101-7418-50	Transfer from Holy Cross Fund	\$0	\$0	\$0	\$0	\$0
0101-7427-50	Transfer from Bishop's Appeal fund	\$0	\$0	\$0	\$0	\$0

		Operating	Special Funds	Total	Budget YTD	Favorable (Unfavorable)
0101-7437-50	Transfer from Legacy Endowment	\$0	\$0	\$0	\$0	\$0
0101-7438-50	Transfer from Bishop's Office Endowment Fund	\$0	\$0	\$0	\$0	\$0
TOTAL INTERFUND TRANSFERS FROM OTHER FUNDS		\$0	\$0	\$0	\$0	\$0
TOTAL INTER FUND TRANSFERS		\$56,250	\$0	\$56,250	\$56,250	\$0
INTRA FUND TRANSFERS						
INTRA FUND TRANSFERS FROM UNDESIGNATED						
0101-7120-51	To Reserve General Convention	\$7,500	\$0	\$7,500	\$7,500	\$0
0101-7127-51	To Reserve for Future Assessments	\$3,750	\$0	\$3,750	\$3,750	\$0
0101-7130-51	To Reserve Future Epis. Trans.	\$8,333	\$0	\$8,333	\$8,333	\$0
0101-7132-51	To Reserve - Trinity Commons Capital	\$6,250	\$0	\$6,250	\$6,250	\$0
0101-7145-51	To Reserve Sabbatical Leave	\$2,083	\$0	\$2,083	\$2,083	\$0
0101-7147-51	To Reserve - Episcopal Youth Event	\$2,083	\$0	\$2,083	\$2,083	\$0
0101-7150-51	To Reserve Computer Equipment Acq.&Repl.	\$2,083	\$0	\$2,083	\$2,083	\$0
TOTAL INTRA FUND TRANSFERS FROM UNDESIGNATED		\$32,083	\$0	\$32,083	\$32,083	\$0
INTRA FUND TRANSFERS TO UNDESIGNATED						
0101-7220-51	From Reserve for General Convention	\$0	\$0	\$0	\$0	\$0
0101-7221-51	From CCF reserve - EYE	\$0	\$0	\$0	\$0	\$0
0101-7242-51	From Reserve for SDG Expenses	\$0	\$0	\$0	\$0	\$0
0101-7247-51	From Reserve for Trinity Commons Capital	\$0	\$0	\$0	\$0	\$0
0101-7250-51	From Reserve Computer Equipment Acq.&Repl.	\$0	\$0	\$0	\$0	\$0
0101-7265-51	From Reserve for College for Congregational Development	(\$16,667)	\$0	(\$16,667)	(\$16,667)	\$0
0101-7299-51	From Operating Surplus Reserve	(\$27,270)	\$0	(\$27,270)	(\$27,270)	\$0
TOTAL INTRA FUND TRANSFERS TO UNDESIGNATED		(\$43,937)	\$0	(\$43,937)	(\$43,937)	\$0
TOTAL INTRA FUND TRANSFERS		(\$11,854)	\$0	(\$11,854)	(\$11,854)	\$0
TOTAL FUND TRANSFERS		\$44,396	\$0	\$44,396	\$44,396	\$0
NET SURPLUS/(DEFICIT)		(\$405,320)	\$0	(\$405,320)	(\$304,180)	(\$101,140)

Report of the Committee on Constitution, Canons, and Resolutions

Constitutions and Canons

The committee proposes three amendments to the Constitutions and Canons of the Diocese of Ohio.

- Title 1, Canon 7, changes related to when Diocesan Council meets and how meetings are led.
- Title 1, Canon 8, changes how the Trustees are organized.
- Title 2, Canon 10, clarifies language around lay employee retirement plans.

Language proposed for elimination is noted by a ~~strike-through~~. New language proposed is denoted by **bold-faced type**.

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

Resolutions

The committee considered and adopted the following resolutions for submission to this Convention. The resolutions have been reviewed for compliance with the Canons, and during the Report Committee on Constitution, Canons, and Resolutions, 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:

R-1: A Resolution on Clergy Compensation

R-2: A Resolution to reaffirm our commitment to anti racism

R-3: A Resolution to affirm Migration with Dignity, a set of immigration policies that assure equal and respectful treatment of all people

R-4: A Resolution to declare St. Luke's, Niles to be extinct

R-5: A Resolution to declare Holy Trinity, Lisbon to be extinct

The membership of the Constitution, Canons, and Resolutions Committee consists of:

The Rev. Rachel Harrison, Chair

Amy E. Kellogg

The Rev. John Drymon

William A. Powel III

The Rev. Bob Solon

The Rev. Dr. Robin Woodberry

The Rev. Bridget Coffey

Clare Long

The Rev. Stephen Ashby

St. James Church, Painesville

St. Andrew's Church, Elyria

Trinity, Findlay

St. Paul's, Cleveland Heights

St. Paul's, Put-in-Bay

Christ Church, Warren

St. Andrew's, Toledo

St. Barnabas, Bay Village

Church of the Good Shepherd, Lyndhurst and

St. Bartholomew's Church, Mayfield Village

R1: A 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
3. Ohio during 2026 be established as follows:
- 4.
5. At least \$60,785 for full time assisting clergy;
- 6.
7. At least \$67,601 for a full time transitional deacon in charge of a congregation;
- 8.
9. At least \$71,790 for full time clergy in charge of congregations with an annual Normal Operating
10. Income (NOI) of no more than \$220,786;
- 11.
12. At least \$71,790 +10% of NOI greater than \$220,786 up to \$441,569 for full time clergy in charge of
13. congregations with an annual NOI greater than \$220,786;
- 14.
15. At least \$93,870 for full time clergy in charge of congregations with NOI greater than \$441,569 and be
16. it further
- 17.
18. *Resolved*, each congregation and clergy person should prayerfully consider together other forms of
19. non-monetary compensation and adjustments to benefits such as paid time off, or some combination
20. that maintains the minimum salary standards; and be it further
- 21.
22. *Resolved*, that each congregation prayerfully consider adjusting the current compensation level of
23. their clergy to account for the clergy person's years of experience; and be it further
- 24.
25. *Resolved*, that each employer of clergy in the Diocese of Ohio be encouraged to:
- 26.
27. Offer additional benefits either fully funded, or on a pre-tax salary reduction basis (e.g., dental
28. insurance, reimbursement for routine dental care, child-care allowance);
- 29.
30. Provide for sabbatical leave. A sabbatical policy should be incorporated into every call to ministry
31. and set forth the conditions under which a sabbatical would be earned, the criteria for activities
32. appropriate to the sabbatical, and the obligation of the parish to provide for coverage of the priest's
33. duties during their absence. This includes, but is not limited to, determining the parameters of
34. sabbatical leave, e.g. eligibility, duration, compensation; and setting aside funds to provide for such a
35. leave. Additionally, Diocesan continuing education funds might be used, where appropriate, to help
36. clergy with their sabbatical leave expenses; and be it further
- 37.

R1: A Resolution on Clergy Compensation (Continued)

38. *Resolved*, that each employer of such clergy in the Diocese of Ohio shall pay a minimum of 95% of the
39. health insurance premium plus full (100%) funding of the plan deductible in a health savings account
40. (HSA) of the least expensive plan provided as an option by the Diocese for those clergy being paid
41. less than \$71,790 (or the pro-rated part-time equivalent) and their eligible dependents; or 93% of the
42. health insurance premium plus full (100%) funding of the plan deductible in a health savings account
43. (HSA) of the least expensive plan provided as an option by the Diocese for the clergy being paid
44. \$71,790 (or the pro-rated part-time equivalent) or more, and their eligible dependents. The employer
45. may choose to pay 100% of its clergy's health insurance plan.

46.
47. If a priest or transitional deacon chooses a health insurance plan that is more expensive, the
48. additional cost is the responsibility of the priest or transitional deacon unless the Vestry, Diocese, or
49. other participating Episcopal institution agrees to pay the additional cost for such coverage; and be it
50. further

51.
52. *Resolved*, that in addition to the above minimum standards, each employer of such clergy in the
53. Diocese of Ohio shall:

54.
55. Make pension assessment payments as the Church Pension Fund shall determine [Note: The
56. Church Pension Assessment is based on the following elements: Base salary, Social Security tax
57. reimbursements, Cash housing allowance and/or utilities, Employer contributions to 403(b) or
58. deferred compensation plan, Value of church-provided housing, Housing Equity Allowances, and
59. Other cash allowances];

60.
61. Provide appropriate reimbursement for expenses incurred in the course of fulfilling the
62. responsibilities of the position, including the actual cost of the use of a personal automobile;

63.
64. Provide no fewer than four weeks of paid vacation annually for full time clergy;

65.
66. Provide no fewer than twelve (12) weeks of paid parental leave for the birth or adoption of a child
67. for a member of the clergy, and that parishes take advantage of the short-term disability leave benefit
68. provided by Church Pension Group for those clergy giving birth and using a maternity leave benefit.

69.
70. Provide annual professional education/development leave of no fewer than two weeks, with a
71. minimum allowance of \$800; and be it further

72.
73. *Resolved*, that the provisions of this resolution be applied on a pro-rata basis to the minimum
74. compensation and benefits related to positions that are less than full-time and more than one-quarter

R1: A Resolution on Clergy Compensation (Continued)

75. time; and be it further

76.

77. *Resolved*, that every letter of agreement shall be revisited by the Vestry and the Rector with the clergy

78. member at least once every two years; and be it further

79.

80. *Resolved*, that every letter of agreement shall be submitted to the Bishop's Office in compliance

81. with General Canon Title III.9.3 along with the most current version of the Clergy Minimum

82. Compensation Calculation Worksheet provided by the Finance Office and be it further

83.

84. *Resolved*, that (a) whenever clergy letters of agreement are amended, they should be submitted to

85. the Bishop's Office in compliance with General Canon Title III.9.3; along with (b) the Compensation

86. Worksheet provided to each parish; and be it finally

87.

88. *Resolved*, without regard to whether a letter of agreement has been amended, the Compensation

89. Worksheet should be submitted by the parish for each clergy person to the Bishop's Office every two

90. years, thereafter on or before May 1 in the odd years, for that current year's compensation.

91.

92. *Resolved*, that those congregations/missions areas that are served by the ministry of a vocational

93. deacon, would consider reimbursement for mileage and/or the costs associated with participation in

94. ministries done on behalf of the congregations/mission areas, and that those congregations/mission

95. areas that have long-standing relationships with vocational deacons consider contributing to the

96. annual continuing education costs of said deacon.

97.

98. Rationale:

99. For the purpose of this Resolution, Normal Operating Income (NOI) is defined as a parish's total

100. revenue ("A") minus Line 4 (Contributions restricted by contributors for specific purposes), as

101. reported on the prior year's Parochial Report.

102.

103. This clarification of Normal Operating Income (NOI) reflects updated Parochial Report categories

104. and does not alter the clergy compensation framework or structure adopted in previous years.

105.

106. The minimum compensation and parish Normal Operating Income (NOI) represent a 3% increase

107. from the 2025 resolution presented at the 208th Convention. The increase amount is obtained

108. directly from the US Bureau of Labor Statistics' Consumer Price Index for the Midwest Region and

109. reflects the CPI data for the year ending June 30, 2025. The Commission prepared the following table

110. to show the increase to pension-based compensation as outlined in the resolution:

111.

R1: A Resolution on Clergy Compensation (Continued)

112.		Full Time	¾ Time	½ Time	⅓ Time	¼ Time	
113.							
114.							
115.	Assisting Clergy	\$60,785	\$45,590	\$30,888	\$20,262	\$15,586	
116.							
117.	Transitional Deacon	\$67,601	\$50,701	\$33,799	\$22,534	\$16,900	
118.							
119.	Clergy in charge and an NOI of no more than \$220,786	\$71,790	\$53,842	\$35,896	\$22,901	\$17,948	
120.							
121.							
122.							
123.	Clergy in charge and an NOI more than \$220,786 up to \$441,569	\$71,790 +10% of NOI over \$220,786	\$53,842 +10% of NOI over \$220,786	\$35,896 +10% of NOI over \$220,786	\$22,901 +10% of NOI over \$220,786	\$17,948 +10% of NOI over \$220,786	
124.							
125.							
126.							
127.							
128.	Clergy in charge and an NOI over \$441,569	\$93,870	\$70,402	\$46,935	\$30,526	\$23,468	
129.							
130.							
131.	Continuing Ed	\$ 800	\$ 600	\$ 400	\$ 267	\$ 200	
132.							
133.	Pension	18%	18%	18%	18%	18%	
134.							
135.	Health	93%	93%	93%	31%	23.25%	
136.							

137.

138. *Submitted by:*

139. The Commission on Ministry

140.

141.

142.

143.

144.

145.

146.

147.

148.

R-2: A Resolution Addressing Anti-Racism Training

1. WHEREAS The Episcopal Church has Resolved and Reaffirmed its commitment to requiring anti-
2. racism training of *all ordained persons, professional staff, and those elected or appointed to positions of*
3. *leadership on committees, commissions, agencies, and boards* [2000-B049][2018-A045], and
- 4.
5. WHEREAS the vision of Diocese of Ohio is that *connected in Beloved Community, we seek to be*
6. *faithful, healthy, effective, and sustainable sharers of the transformative love of Jesus,*
- 7.
8. RESOLVED, that, in accordance with the direction of General Convention, this 209th Diocesan
9. Convention recommits to its work of racial healing, justice, and reconciliation by requiring anti-
10. racism training for all clergy, Diocesan staff, and all persons, clergy or lay, elected or appointed to
11. Diocesan committees and commissions, including those serving ex-officio, and be it further
- 12.
13. RESOLVED, that individuals complete the required training within one year of the beginning of their
14. appointment and repeat the training every five years, and be it further
- 15.
16. RESOLVED, that the office of the Canon for Beloved Community, in collaboration with ordained
17. and lay leaders across the Diocese, facilitate access to and keep records of all such trainings, and be it
18. further
- 19.
20. RESOLVED, that individuals, congregations, and the Diocese continue to support The Episcopal
21. Church's long-term commitment to racial healing and justice, and be it further
- 22.
23. RESOLVED, that the office of the Canon for Beloved Community, in collaboration with ordained
24. and lay leaders across the Diocese, be directed to continue to develop and disseminate curricula and
25. programs to facilitate the engagement of individuals and congregations with the work of dismantling
26. racism at every level of our life together, including avenues to involve Vestries, parish committees,
27. and licensed lay leaders in the path toward dismantling racism and affirming our mutuality in Christ.
28. That office is to report progress to Diocesan Council before the 210th Convention, and annually
29. thereafter.
- 30.
31. Rationale:
32. This Resolution reaffirms and clarifies Resolution 2 of the 201st Diocesan Convention of the Diocese
33. of Ohio, requiring Diocesan elected and appointed Lay and Clergy leaders to receive anti-racism
34. training, by clarifying who is eligible for the requirement, and the time within which it must be
35. completed and repeated.
- 36.
37. The Resolution is supported by Resolution 2000-B049 of the 73rd General Convention of the

R-2: A Resolution Addressing Anti-Racism Training (Continued)

38. Episcopal Church (2000), which introduced the mandatory requirement for anti-racism training for
39. the lay and ordained leadership of the Episcopal Church, including all ordained persons, professional
40. staff, and those elected or appointed to positions of leadership on committees, commissions, agencies,
41. and boards. This Resolution directed each Diocese to determine who should be required to complete
42. such training. In addition, Resolution [2024-A035](#) of the 81st General Convention of the Episcopal
43. Church (2024) resolves, in part,
44.
45. *That TEC [The Episcopal Church] acknowledge that the times and circumstances demand that the*
46. *Church better articulate a clear and firm commitment to Dismantling Racism, Racial Healing, and*
47. *Justice and Reconciliation in a manner similar to how the Church addresses the protection of children*
48. *and youth (commonly referred to as “Safe Church”), through model policies and training. [2024-A035]*
49.
50. This Resolution addresses the implications of the amendment offered to Resolution 2 of the 208th
51. Diocesan Convention, which extended the requirement for anti-racism training to “all leaders
52. in every context of our common life throughout the Diocese” by reaffirming the commitment of
53. individuals, congregations, and the Diocese to the work of racial healing and justice, and by directing
54. the office of the Canon for Beloved Community to develop and disseminate resources that will allow
55. for engagement across forms of leadership in our Diocese, to include avenues to involve Vestries,
56. parish committees, and lay licensed leaders in the path toward dismantling racism and affirming our
57. mutual life in Christ.
58.
59. Sponsors:
60. Ashby, Steve, The Rev.
61. Baker, Jeff, The Rev., Diocesan Council
62. Baum, George, The Rev., Standing Committee
63. Bennet, Debra Q, The Rev., Standing Committee
64. Busa, Kristen, Standing Committee
65. DeJesus, Leah Romanelli, The Rev., Diocesan Council
66. Dodson, Jessie Gutgsell, The Rev. Canon
67. Donegy, Lera L., President UBE Wilma Ruth Combs Chapter (Diocese of Ohio)
68. Dorsey, June Hardy, The Rev., Standing Committee, Commission on Ministry, Dean, North Central
69. Mission Area
70. Floyd, Mike, The Rev., Diocesan Council
71. Geiger, Nancy, Diocesan Council
72. Grahn, Lance, Dr., Co-Convener, Diocesan Council
73. Hughes, Rosalind, The Rev. Canon

R-2: A Resolution Addressing Anti-Racism Training (Continued)

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| 74. | Kessler, Rachel, The Rev., Diocesan Council |
| 75. | Lager, Mike, The Rev., Diocesan Council |
| 76. | Likins-Fowler, Deborah, Mrs. |
| 77. | Marsh, Halley, Standing Committee |
| 78. | Miller, Matt Moser, Diocesan Council |
| 79. | Norman, Marc, Standing Committee |
| 80. | Ponzo, Toni, Diocesan Council |
| 81. | Preston, Richard T., Diocesan Council |
| 82. | Smith, Dianne Audrick, President, Standing Committee |
| 83. | Wilbert, Brian K., The Rev. Dr. |
| 84. | Woodberry, Robin, The Rev. Dr. |
| 85. | Wymer, Seth, Fr., Standing Committee |
| 86. | |
| 87. | Respectfully submitted: Rosalind C Hughes, rhughes@dohio.org, 216 774 0456 |
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R-3: Resolution on Dignity, Not Hate, Not Mass Deportation, Not Silence

1. *He has sent me to proclaim release to the captives and recovery of sight to the blind, to let the oppressed*
2. *go free, to proclaim the year of the Lord's favor. (Lk 4:18-19)*
- 3.
4. Resolved, that this 209th Annual Convention of the Episcopal Diocese of Ohio approves the following
5. resolution for submission to the 82nd General Convention of The Episcopal Church; and be it further
- 6.
7. Resolved, that the 209th Convention of the Episcopal Diocese of Ohio as people of faith, honor our
8. baptismal covenant to seek and serve Christ in all persons loving our neighbors as we love ourselves,
9. to strive for justice and peace among all people and to respect the dignity of every human being.
10. Therefore we affirm (reaffirm) our support for Migration with Dignity, the immigrant justice policy
11. adopted by the 81st General Convention of the Episcopal Church (Resolution C031); and be it further
- 12.
13. Resolved, that "dignity" is not just a word, but rather a framework of principles declaring that all
14. migrants have: 1) a universal right of movement; 2) the right to be secure from arbitrary and abusive
15. detention, forced labor and sexual violence; 3) the right of equality; 4) the right to a basic quality of
16. life; 5) the right to access services; and 6) civil and political rights. Therefore, we oppose all policies
17. and actions that deprive migrants of these rights including, but not limited to, the U.S. Government's
18. current program of mass detention and deportation; and be it further
- 19.
20. Resolved, that we oppose U.S. Government actions that: 1) halt refugee resettlement programs;
21. 2) terminate temporary protected status (TPS) and humanitarian parole for many categories of
22. migrants; 3) sharply restrict migrants' ability to seek asylum; 4) conduct mass arrests of migrants; 5)
23. deport migrants without due process to foreign prisons and countries other than their countries of
24. origin; 6) give the green light to enforcement within houses of worship, schools and hospitals; 7) defy
25. U.S. courts by failing to carry out their orders; and 8) harass or detain public officials for investigating
26. detention facilities or accompanying migrants to court hearings;
- 27.
28. Resolved, that the Episcopal Diocese of Ohio call upon all Episcopalians in the diocese to advocate
29. that local, state, national and international governing bodies promote Migration With Dignity by
30. cancelling and repealing these actions and programs and by enforcing existing laws and policies
31. on behalf of refugees, migrants, asylum seekers and displaced persons and enacting new laws and
32. policies guaranteeing their welcome, protection and integration into our communities; and be it
33. further
- 34.
35. Resolved, that, acknowledging the current state of emergency for migrants and their families and the
36. daunting challenges facing migration ministries across the Church,

R-3: Resolution on Dignity, Not Hate, Not Mass Deportation, Not Silence (Continued)

37. we urge the presiding bishop, president of the House of Deputies and the Executive Council of the
38. Church to establish the Task Force on Migration With Dignity as called for in the Migration with
39. Dignity resolution (C031) adopted by the 81st General Convention to: 1) inventory current assets and
40. resources of the Church for serving and supporting migrants; 2) conduct a gap analysis to identify
41. missing elements that could strengthen the Church's response; 3) recommend a whole-of-church
42. strategy for supporting migrants and for information and resource sharing; and be it further
43.
44. Resolved, that we urge the presiding bishop, president of the House of Deputies and the Executive
45. Council to establish an annual Migration with Dignity Sunday for The Episcopal Church during the
46. season of Epiphany as called for in resolution C031; and be it further
47.
48. Resolved, that the Episcopal Diocese of Ohio is invited to participate in a Migration with Dignity
49. formation program to engage Episcopalians in this diocese with the plight of refugees, migrants,
50. asylum seekers and displaced persons and encourage actions that can be undertaken to assist them
51. and advocate on their behalf; and be it further
52.
53. Resolved, that the Episcopal Diocese of Ohio strongly oppose the 287(g) program, which delegates
54. federal immigration enforcement authority to local law enforcement, resulting in racial profiling,
55. erosion of community trust, and separation of families. We call for the immediate termination of all
56. current 287(g) agreements in our state and urge local jurisdictions to reject participation in any form
57. of this program. We affirm that public safety depends on trust between immigrant communities and
58. local authorities, and that such trust is undermined when police act as immigration agents.
59.
60. Rationale:
61. This resolution is an affirmation and continuation of the Diocese of Ohio 2023 R-3, A Resolution
62. to affirm Migration with Dignity, a set of immigration policies that assure equal and respectful
63. treatment of all people. 2023 R-3 passed at the Diocese of Ohio Convention and also the dioceses of
64. Chicago, Eau Claire, El Camino Real, Fond du Lac, Michigan, Milwaukee, Northern California, Rio
65. Grand and Washington, DC. The resolution became C031 and passed at the 81st General Convention
66. of the Episcopal Church 2024.
67.
68. The current resolution under consideration was drafted by the Episcopal Migration Caucus of
69. the Episcopal Church. The intent is for the Diocese of Ohio to join other dioceses in promoting
70. this resolution at the 2027 General Convention. Currently, the other dioceses considering it are
71. Washington DC, Chicago, Northern California, Los Angeles, Long Island, and the Convocation in
72. Europe. More will join over the next year.

R-3: Resolution on Dignity, Not Hate, Not Mass Deportation, Not Silence (Continued)

73.

74. The Episcopal Church has a long-standing commitment to human rights as they pertain to just
75. treatment of the world's refugees, asylum-seekers, and all migrants.

76.

77. This resolution is needed to reaffirm the principles of Migration with Dignity. They are even more
78. important than in 2024. The original Migration with Dignity resolution defined a human based
79. approach to global migration that is grounded in the teachings of Jesus and our Baptismal covenant
80. and are summarized in this resolution.

81.

82. Even more than reaffirmation, the situation today is urgent. The US Government's approach to
83. immigration has become far more punitive and oppressive. Our immigrant siblings are living in
84. fear. It is time to take action on the practical steps outlined in the original resolution. C031 2024
85. General Convention said a Migration with Dignity Task Force should be empowered immediately
86. to begin the important work of strengthening our church's efforts on behalf of immigrant justice.
87. Migration with Dignity Sunday from the previous resolution should be established on the official
88. church calendar as a reminder and educational tool for all Episcopalians. These steps are long
89. overdue and we urge the church to follow through on the commitments made at the 2024 General
90. Convention.

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92. Submitted by the vestry of the St. Paul's Episcopal Church, Maumee Ohio and the rector, The Rev.
93. Dr. J Paul Board

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R-4: A Resolution to Declare St. Luke's, Niles Parish to be Extinct

1. *Be it Resolved*, that this 209th Convention acknowledges with both gratitude and sadness the end of
2. the parish ministry of St. Luke's Episcopal Church, Niles, and expresses its deep appreciation to the
3. laity and clergy of this congregation for their generations of faithful service to God and to the people
4. of their community; and be it further

5.

6. *Resolved*, that this Convention accepts the recommendation of the Committee on Constitution,
7. Resolutions, and Canons, in accordance with the Canons of the Diocese of Ohio (Title II, Canon 7),
8. and declares St. Luke's Episcopal Church, Niles, to be extinct.

9.

10. Rationale:

11. St. Luke's Episcopal Church traces its roots to the early 20th century. On Christmas Day 1901, a
12. vested choir was introduced into worship, and in 1903 the parish celebrated the installation of a pipe
13. organ. The congregation's first rectory was purchased in 1914, and by 1918 St. Luke's counted 250
14. communicants. The current church was consecrated by Bishop Leonard in 1912, and it celebrated its
15. centennial of mission and ministry on Trinity Sunday, 1970.

16.

17. For over 155 years, St. Luke's was a beacon of Christian witness and service in Niles and the
18. surrounding communities. On February 9, 2025, the parish celebrated its final Eucharist, with the Rt.
19. Rev. Anne B. Jolly presiding and preaching.

20.

21. The history of St. Luke's Church is marked by devotion, sacrifice, and steadfast love of God. Though
22. the parish now concludes its active ministry, its story will be preserved in the diocesan archives as a
23. testimony to the enduring faithfulness of its people.

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R-5: A Resolution to Declare Holy Trinity, Lisbon Parish to be Extinct

1. *Be it Resolved*, that this 209th Convention acknowledges with both gratitude and sadness the end
2. of the parish ministry of Holy Trinity, Lisbon and expresses its deep appreciation to the laity and
3. clergy of this congregation for their generations of faithful service to God and to the people of their
4. community; and be it further
- 5.
6. *Resolved*, that this Convention accepts the recommendation of the Committee on Constitution,
7. Resolutions, and Canons, in accordance with the Canons of the Diocese of Ohio (Title II, Canon 7),
8. and declares Holy Trinity, Lisbon to be extinct.
- 9.
10. Rationale:
11. In his convention address of 1860, The Rt. Rev. Gregory T. Bedell, third Bishop of Ohio made
12. reference to his visitation to New Lisbon, “Here we have no church organization nor building, but
13. there are a few families desiring the services of our church.” On April 13, 1863 a group of citizens
14. from New Lisbon, Ohio adopted the Constitution and Canons of the Protestant Episcopal Church
15. of America. Under the guidance of the Rev. T. A. McMurphy, they chose the title, The Parish of the
16. Trinity Church. At the Diocesan Convention of 1863 The Parish of the Trinity Church was received
17. into the convention. Although there was no building in which to worship, it is reported that the
18. parish had a “fine choir.”
- 19.
20. In 1866 a home was purchased at the cost of \$1,850. Vestry minutes note that the “Lady
21. Communicants” of the church played an extremely important part in the financial arrangements to
22. purchase and convert the house into a chapel. In 1886 this building and lot was sold and the property
23. where the present day church is located was purchased. Construction on the “new” church began on
24. August 26, 1886 and the vestry of the parish convened together for the first time in the new church on
25. March 7, 1887. On February 26, 1890 the church was consecrated by the Rt. Rev. William Leonard,
26. fourth Bishop of Ohio as Holy Trinity Church. An active chapter of the Episcopal Church Women
27. was organized in 1959 which commenced to make the United Thank Offering a regular part of parish
28. outreach. Holy Trinity celebrated 100 years of ministry in and around Lisbon, Ohio in 1987. In 2013
29. the parish observed 150 years of shared ministry.
- 30.
31. On August 29, 2025 the Rt. Rev. Anne B. Jolly, Twelfth Bishop of Ohio, and the Rev. Canon Jessie
32. Gutsell Dodson met with two members of the congregation and The Rev. Jon Coventry to discuss
33. and finalize plans for closing the parish. The final worship service held in the building occurred over
34. a year ago on July 27, 2024. It is hoped that a formal closing Eucharist can be scheduled in the near
35. future.
- 36.

R-5: A Resolution to Declare Holy Trinity, Lisbon Parish to be Extinct (Continued)

37. The story of Holy Trinity Lisbon encompasses a ministry of perseverance. From its inception until
38. the 1950s the parish experienced extended periods of drought and inactivity with regard to regular
39. worship, active parish members and consistent clergy leadership. Though small in number the
40. communicants of Holy Trinity Church, persevered to be an Episcopal presence in Lisbon for 161
41. years. They are part of the story of the Episcopal Diocese of Ohio and their parish records and history
42. will become part of the permanent holdings of our Diocesan Archives.

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First Proposed Amendment to the Constitution and Canons of the Episcopal Diocese of Ohio

1. Proposed Amendment:

2. TITLE 1, CANON 7: Of the Diocesan Council

3.

4. Sec. 2. The Bishop shall be the President of the Diocesan Council. The Bishop Coadjutor, if there
5. be one, shall be vice-president of the Diocesan Council. The Treasurer of the Diocese shall be the
6. ~~secretary and~~ treasurer of the Diocesan Council. The Chancellor, the President of the Episcopal
7. Church Women, and a Special Youth Representative appointed by the Bishop shall be ex-officio
8. members of the Diocesan Council. If there be no Bishop Coadjutor, the Bishop Suffragan, if there
9. be one, shall be the vice president of the Diocesan Council. **The Bishop may, at their discretion,**
10. **appoint from Diocesan Council membership a Co-Convener of the Diocesan Council to assist**
11. **in conducting Council business.** In the absence of the Bishop, the Bishop Coadjutor, **the Bishop**
12. **Suffragan, or the Co-Convener,** the Council may elect one of its own members to preside.

13.

14. Sec. 7. The Diocesan Council shall meet at least ~~six~~ **four** times between meetings of the Annual
15. Convention and at such other times as the Bishop may convene them. Each of the Commissions
16. shall meet at least twice during the same period. Any eleven members of the Council at a regularly
17. scheduled or duly announced special meeting shall constitute a quorum, provided that at least three
18. are lay members and at least three are clerical members of the Council. The Bishop, if present, counts
19. as one of the necessary eleven members of Council. The three clerical members, however, must be
20. either priests or deacons elected by Convention or their Mission Area.

21.

22. Rationale:

23. These changes to Canon 7: Of the Diocesan Council make procedural changes that reflect the current
24. practices of Council.

25.

26. Section 2: The Diocesan Treasurer does not need to be the Council secretary. It is an outdated
27. assignment that has not been implemented for several years, and there are no plans to reinstitute it.
28. This codifies the current practice of having a Council Co-Convener which has proven to be helpful in
29. conducting Council business and in making Council a more effective body.

30.

31. Section 7: This codifies the current practice of the Diocesan Council meeting in person four times per
32. year between Conventions supplemented with additional videoconference meetings held as needed.
33. This practice has proven effective in making Council meetings more worthwhile and in Council work
34. more substantive.

35.

36.

Second Proposed Amendment to the Constitution and Canons of the Episcopal Diocese of Ohio

1. Proposed Amendment:

2. TITLE 1, CANON 8: Of the Trustees

3.

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

14.

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

25.

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

28.

29. Sec. 4. **If the Bishop determines that it is in the best interest of the Diocese and so advises the**
30. **Board, the Bishop may require that the Board** ~~The Trustees shall~~ hold title to real property ~~of for~~
31. Parishes receiving aid. Such title shall be held in trust for the use of such Parish so long as it shall exist
32. as a Parish receiving aid.

33.

34. Sec. 5. ~~The Bishop, if present, shall preside at any meeting of the Board.~~ The **Board** ~~Trustees~~ shall elect
35. a President **and a Secretary** annually from among the **Trustee** members of the Board. **The Bishop, if**
36. **present, shall preside at any meeting of the Board, with the understanding that the Bishop may**

Second Proposed Amendment to the Constitution and Canons of the Episcopal Diocese of Ohio (Continued)

37. **designate the President to preside at any time.** The Treasurer of the Diocese shall serve as ~~Secretary~~
38. ~~and Treasurer of the Board Trustees~~ and need not be a member of the Board. The Board shall meet
39. quarterly, or upon the call of the Bishop, or upon the call of any two members of the Board.

40.
41. Sec. 6. The Convention may, by a two-thirds majority vote by orders, establish, and from time to time
42. amend or repeal, one or more specific and objective criteria for social responsibility in investment
43. which shall be binding upon the Board in the investment of Diocesan funds, subject to any applicable
44. legal requirements in governing documents with respect to particular funds. The Diocese shall
45. indemnify each Trustee against expenses, including attorneys' fees, judgments, and amounts paid
46. in settlement actually and reasonably incurred with respect to actions taken in good-faith efforts to
47. comply with any such criteria, to the full extent and in the manner permitted by law.

48.
49.
50. Rationale:
51. The two submitters of these proposed changes to Canon 8, Tina Monreal and Robert Brown, have
52. each served for a decade as a Trustee of the Diocese.

53.
54. The proposed changes to Canon 8 include minor substantive changes and some technical clean-up.
55.
56. Section 4
57. Section 4 now requires that the Board hold title to real property of "parishes receiving aid." Because
58. of the vagueness, and potential breadth, of the phrase "parishes receiving aid", it would be better to
59. make this section permissive rather than mandatory. The Bishop would have full authority to trigger
60. this provision by means of a finding that doing so would be in the best interest of the Diocese, and
61. advising the Board of Trustees of such finding.

62.
63. Section 5
64. Section 5 now requires the Bishop, when present, to preside at meetings of the Board of Trustees.
65. In practice, it is not unusual for the Bishop to cede those duties to the President of the Board. The
66. proposed change provides the flexibility to permit this practice, while retaining the Bishop's authority
67. to choose to preside.

68.
69. Section 5 now designates the Treasurer of the Diocese as both Treasurer and Secretary of the Board
70. of Trustees. In some instances, it may be preferable to divide those offices between two people. The
71. proposed change retains the current designation of the Diocese Treasurer as Board Treasurer while
72. requiring election of a Trustee to the position of Board Secretary.

Second Proposed Amendment to the Constitution and Canons of the Episcopal Diocese of Ohio (Continued)

73.

74. Passim

75. Canon 8, Sect. 1 establishes a Board of Trustees, consisting of the five Trustees and the Bishop, who

76. sits *ex officio*. The Board of Trustees is the governing body of “The Board of Trustees of the Diocese

77. of Ohio”, an Ohio not-for-profit corporation. As currently written, Canon 8 sometimes refers to the

78. Board as “the Trustees”, which at best is confusing and perhaps is incorrect. The proposed changes

79. would replace “Trustees” with “Board” in all cases where the intent is to refer to the Board of

80. Trustees.

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Third Proposed Amendment to the Constitution and Canons of the Episcopal Diocese of Ohio

1. Proposed Amendment:

2. TITLE II, CANON 10: Of Lay ~~Pensions~~ **Retirement Plans**

3.

4. Sec. 1. Every Parish, Diocesan Organization, and Institution shall provide lay employees who work a
5. minimum of 1,000 hours annually retirement benefits through participation in the Episcopal Church
6. Lay Employees' Retirement Plan (ECLERP) or an equivalent plan, the provisions of which are at least
7. equal to those of ECLERP. **NO CHANGE IN THIS SECTION.**

8.

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

14.

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

19.

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21. Rationale:

22. This change clarifies language around lay benefits so as to make requirements clear to parishes.

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MODEL 2: SOURCES OF TRANSFORMATION

They devoted themselves to the apostles' teaching and fellowship, to the breaking of bread and the prayers. Awe came upon everyone, because many wonders and signs were being done by the apostles. All who believed were together and had all things in common; they would sell their possessions and goods and distribute the proceeds to all, as any had need. Day by day, as they spent much time together in the temple, they broke bread at home and ate their food with glad and generous hearts, praising God and having the goodwill of all the people. And day by day the Lord added to their number those who were being saved. — Acts 2:42–47

While congregational life—the full, specific, and local manifestation of the body of Christ in all its complexity—is the source of our transformation as the Christian folk, the following key means of that transformation are important to explore:

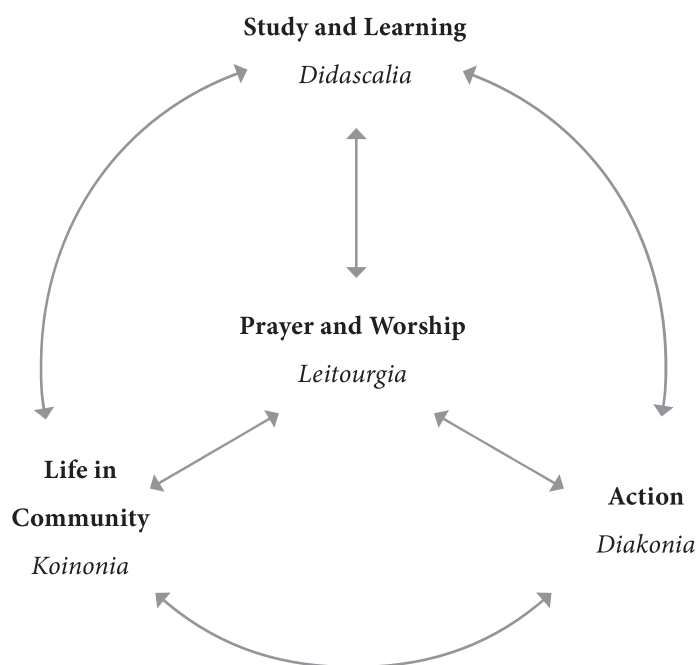


FIGURE A-6: MODEL 2—SOURCES OF TRANSFORMATION

Prayer and Worship: Holy Eucharist, Daily Office, and Personal Prayer

Study and Learning: Mind, Heart, and Practice

Action: Stewardship, Service, and Evangelism

Life in Community: Conversation, Food, and Silence/Listening

209th Diocesan Convention Table Conversation Questions

Question 1: Naming the Spirit's Presence

Where do you notice the Holy Spirit most active in your faith community? (Think about the *Sources of Transformation*: Prayer & Worship, Study & Learning, Action, Life in Community).

- Pick one Source to focus on.
- Share an illustration or story.

Question 2: Attending to the Spirit's Invitation

Where might the Holy Spirit be trying to get your attention in another Source of Transformation? How could your current strength help you be more attentive there?

Question 3: Returning & Sharing

How will you bring this conversation back to your community?

Ideas could include:

- Share with vestry/leadership.
- Write a short reflection for newsletter/letter.
- Hold a follow-up conversation with your congregation.

Notes

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Notes

Appendix: Report on Clergy Compensation

City, Parish	Position	2025 Compensation	2025 Estimated NOE	2024 NOI
Akron, Church of Our Saviour	Rector	\$104,064.95	\$456,670	\$138,367
Akron, St. Paul's Church	Rector	\$144,891.41	\$1,434,479	\$1,475,103
Akron, St. Paul's Church	Associate Rector	\$70,703.80		
Akron, St. Philip's Church	Extended Supply	\$6,598.00	\$35,055	\$37,402
Alliance, Trinity Church	Priest-in-Charge	\$31,200.00	\$127,528	\$75,872
Ashland, St. Matthew's Church	Priest-in-Charge	\$30,000.00	\$60,220	\$58,478
Ashtabula, St. Peter's Church	Rector	\$87,717.00	\$296,582	\$135,246
Barberton, St. Andrew's Church	Rector	\$21,936.00	\$100,989	\$99,549
Bay Village, St. Barnabas Church	Rector	\$108,141.90	\$347,884	\$278,803
Bellevue, St. Paul's Church	Sunday Supply			\$18,400
Berea, St. Thomas' Church	Interim	\$45,306.00	\$185,944	\$158,723
Boardman, St. James Church	Priest-in-Charge	\$69,699.00	\$231,537	\$158,321
Brecksville, St. Matthew's Church	Rector	\$47,585.00		\$141,975
Brunswick, St. Patrick's Church	Extended Supply	\$7,200.00	\$34,830	\$18,626
Canton, St. Mark's Church	Rector	\$74,710.64	\$296,782	\$254,204
Canton, St. Paul's Church	Extended Supply		\$250,531	\$220,829
Chagrin Falls, St. Martin's Church	Priest-in-Charge	\$79,661.00	\$187,867	\$259,298
Chardon, St. Luke's Church	Rector	\$42,800.00	\$144,960	\$134,116
Cleveland Hts., St. Paul's Church	Rector	\$150,000.00	\$2,018,750	\$1,972,384
Cleveland Hts., St. Paul's Church	Assistant Rector	\$63,550.00		
Cleveland Hts., St. Paul's Church	Assistant Rector	\$61,500.00		
Cleveland, Diocese of Ohio	Bishop	\$199,850.50		
Cleveland, Diocese of Ohio	Canon for Innovation & Cong. Dev.	\$100,000.00		
Cleveland, Diocese of Ohio	Canon to the Ordinary	\$125,000.00		
Cleveland, Diocese of Ohio	CCD Director	\$8,000.00		
Cleveland, Diocese of Ohio	Diocesan Liturgist	\$9,737.50		
Cleveland, Diocese of Ohio	Archdeacon for Mission	\$9,775.00		
Cleveland, Diocese of Ohio	Canon for Beloved Commuinity	\$100,000.00		
Cleveland, Diocese of Ohio	Missioner for Innov & Transitions	\$38,870.00		
Cleveland, St. Andrew's Church	Rector	\$64,512.00	\$233,900	\$185,362
Cleveland, St. Luke's Church	Priest-in-Charge	\$66,100.00	\$383,281	\$217,427
Cleveland, Trinity Cathedral	Dean	\$143,186.00	\$2,273,995	\$560,329
Cleveland, Trinity Cathedral	Canon for Mission & Transformation	\$74,825.00		\$560,329
Coshocton, Trinity Church	Sunday Supply		\$68,567	\$86,489
Cuyahoga Falls, St. John's Church	Priest-in-Charge	\$91,502.50	\$280,263	\$117,800
Defiance, Grace Church	Sunday Supply		\$51,818	\$43,037
East Liverpool, St. Stephen's Church	Share priest with Trinity, Alliance		\$116,980	\$125,929
Elyria, St. Andrew's Church	Rector	\$78,316.90	\$345,934	\$271,423
Euclid, Church of the Epiphany	Shared Ministry w/ Mentor, St. Andrew		\$159,444	\$180,698
Findlay, Trinity Church	Rector	\$85,263.01	\$202,240	\$154,229
Fremont, St. Paul's Church	Extended Supply	\$14,400.00	\$140,791	\$134,511
Gambier, Harcourt Parish	Rector	\$81,903.00	\$159,706	\$155,979
Gates Mills, St. Christopher-by-the-River Church	Sunday Supply		\$307,819	\$436,073
Geneva, Christ Church	Sunday Supply		\$64,739	\$75,367
Hudson, Christ Church	Rector	\$103,345.00	\$713,287	\$662,970
Huron, Christ Church	Rector	\$76,219.00	\$166,832	\$192,844
Kent, Christ Church	Priest-in-Charge	\$55,354.00	\$155,968	\$114,778
Kirtland Hills, St. Hubert's Church	Rector	\$85,000.00	\$338,621	\$231,978
Lakewood, Church of the Ascension	Rector	\$94,639.65	\$257,754	\$263,515
Lakewood, St. Peter's Church	Rector	\$106,000.00	\$613,734	\$568,490
Lorain, Church of the Redeemer	Rector	\$59,060.00	\$351,210	\$221,027
Lyndhurst, Church of the Good Shepherd	Priest-in-Charge shared w/ Mayfield Village	\$35,000.00	\$164,000	\$153,319
Macedonia, St. Timothy's Church	Rector	\$67,050.00	\$163,870	\$135,216
Mansfield, Grace Church	Priest-in-Charge shared w/ Ashland	\$60,000.00	\$405,441	\$282,530

City, Parish	Position	2025 Compensation	2025 Estimated NOE	2024 NOI
Mansfield, Grace Church	Assoc. Rector shared w/ St. Mark, Shelby	\$24,474.00		
Massillon, St. Timothy's Church	Rector	\$84,665.00	\$262,624	\$211,539
Maumee, St. Paul's Church	Rector	\$108,785.18		\$746,577
Mayfield Village, St. Bartholomew's Church	Priest-in-Charge shared w/ Lyndhurst	\$35,000.00	\$152,638	\$157,714
Medina, St. Paul's Church	Rector	\$79,090.44	\$326,645	\$328,821
Mentor, St. Andrew Church	Rector shared w/ Epiphany, Euclid	\$75,466.00	\$190,000	\$195,012
Mount Vernon, St. Paul's Church	Rector	\$82,000.00	\$237,377	\$152,756
Napoleon, St. John the Evangelist	Sunday Supply			
New Philadelphia, Trinity Church	Extended Supply		\$45,019	\$39,279
Norwalk, St. Paul's Church	Extended Supply		\$63,818	\$62,999
Oberlin, Christ Church	Rector	\$103,730.90	\$546,366	\$335,594
Oregon, St. Paul's Church	Priest-in-Charge		\$92,720	\$84,441
Painesville, St. James' Church	Rector	\$70,000.00	\$301,383	\$250,423
Parma, All Saints Church	Rector	\$69,699.00	\$220,058	\$189,533
Perrysburg, St. Timothy's Church	Rector	\$102,651.92	\$459,829	\$392,916
Port Clinton, St. Thomas' Church	Priest-in-Charge		\$149,381	\$106,621
Put-in-Bay, St. Paul's Church	Rector	\$76,740.30	\$132,899	\$111,909
Ravenna, Grace Church	Extended Supply		\$197,451	\$134,096
Salem, Church of Our Saviour	Sunday Supply		\$30,000	\$39,344
Sandusky, Grace Church	Rector	\$101,000.00	\$565,700	\$697,130
Shaker Heights, Christ Church	Rector	\$100,000.00	\$585,745	\$356,114
Shelby, St. Mark's Church	Share priest w/ Grace, Mansfield	\$24,474.00	\$116,306	\$109,591
Sidney, St. Mark's Church	Extended Supply		\$14,370	\$12,577
Steubenville, St. Paul's Church	Extended Supply		\$82,067	\$98,163
Steubenville, St. Stephen's Church	Extended Supply		\$35,152	\$41,787
Tiffin, Old Trinity Church	Rector	\$85,080.00		\$198,715
Toledo, All Saints Church	Curate	\$5,000.00	\$70,564	\$76,352
Toledo, St. Andrew's Church	Rector	\$90,161.76	\$274,549	
Toledo, St. Andrew's Church	Curate	\$15,000.00		\$172,730
Toledo, St. Matthew's Church			\$253,092	\$225,630
Toledo, St. Michael's-in-the-Hills Church	Rector	\$95,997.00	\$496,555	\$458,618
Toledo, Trinity Church	Rector	\$125,000.00	\$695,442	\$252,814
Uniontown, New Life Church	Priest-in-Charge		\$97,115	\$92,754
Warren, Christ Church	Priest-in-Charge	\$77,673.00	\$346,730	\$287,431
Westlake, Advent Episcopal Church				\$137,222
Willoughby, Grace Church	Interim Rector	\$72,084.00	\$237,803	\$238,453
Wooster, St. James' Church	Rector	\$69,699.00	\$248,282	\$225,957
Youngstown, St. John's Church	Interim Rector		\$480,540	\$394,532

Appendix: Parochial Report Data

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA + Mbrs	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Non Capital Expenses	Outreach	Pledge & Plate	Pledge & Plate + ASA	Non Cap Oper Exp + ASA	From Inv. + Total Oper Exp
Akron, Church of Our Saviour														
2020	214	56	24%	\$341,186	\$0	\$341,186	\$350,709	\$44,450	\$341,186	\$5,150	\$107,365	\$1,917	\$6,093	55%
2021	130	54	36%	\$338,635	\$0	\$338,635	\$340,655	\$38,359	\$338,635	\$8,367	\$159,626	\$2,956	\$6,271	41%
2022	98	56	57%	\$392,251	\$0	\$392,251	\$563,803	\$52,206	\$392,251	\$14,665	\$143,252	\$2,558	\$7,004	52%
2023	104	55	53%	\$432,951	\$0	\$432,951	\$615,200	\$54,001	\$432,951	\$28,152	\$137,434	\$2,499	\$7,872	48%
2024	109	52	48%	\$138,367	\$0	\$138,367	\$341,085	\$57,627	\$439,351	\$30,904	\$132,356	\$2,545	\$8,449	44%
Akron, St. Paul's Church														
2020	914	199	13%	\$1,033,503	\$0	\$1,033,503	\$1,750,626	\$149,320	\$1,033,503	\$275,311	\$688,719	\$3,461	\$5,193	0%
2021	895	109	7%	\$1,149,666	\$0	\$1,149,666	\$2,080,378	\$178,253	\$1,149,666	\$471,015	\$781,113	\$7,166	\$10,547	0%
2022	882	112	13%	\$1,245,307	\$0	\$1,245,307	\$1,832,982	\$199,139	\$1,245,307	\$420,875	\$734,164	\$6,555	\$11,119	0%
2023	865	154	18%	\$1,242,929	\$0	\$1,242,929	\$1,788,919	\$209,274	\$1,242,929	\$367,131	\$817,883	\$5,311	\$8,071	0%
2024	670	148	22%	\$1,475,103	\$0	\$1,475,103	\$1,426,566	\$220,919	\$1,434,479	\$403,751	\$802,766	\$5,424	\$9,692	41%
Akron, St. Philip's Church														
2020	61	25	41%	\$43,816	\$0	\$43,816	\$43,816	\$5,016	\$33,483	\$600	\$42,640	\$1,706	\$1,339	0%
2021	59	26	44%	\$33,132	\$0	\$33,132	\$34,482	\$2,441	\$33,132	\$50	\$31,793	\$1,223	\$1,274	0%
2022	59	29	78%	\$39,504	\$0	\$39,504	\$39,504	\$4,747	\$44,597	\$50	\$37,884	\$1,306	\$1,538	0%
2023	59	19	32%	\$38,264	\$0	\$38,264	\$38,264	\$3,908	\$34,537	\$50	\$38,264	\$2,014	\$1,818	0%
2024	35	18	51%	\$37,402	\$0	\$37,402	\$36,942	\$4,303	\$35,055	\$0	\$36,942	\$2,052	\$1,948	0%
Alliance, Trinity Church														
2020	54	24	29%	\$58,563	\$0	\$58,563	\$68,810	\$5,742	\$58,563	\$1,800	\$51,479	\$2,145	\$2,440	19%
2021	51	15	19%	\$54,976	\$0	\$54,976	\$74,596	\$4,480	\$54,976	\$2,350	\$53,016	\$3,534	\$3,665	0%
2022	39	17	44%	\$73,069	\$0	\$73,069	\$94,698	\$7,115	\$73,069	\$2,155	\$58,255	\$3,427	\$4,298	0%
2023	52	21	40%	\$51,384	\$27,827	\$79,211	\$97,458	\$8,127	\$104,760	\$1,868	\$49,763	\$2,370	\$4,989	0%
2024	49	34	69%	\$75,872	\$33,392	\$109,264	\$72,258	\$9,197	\$113,328	\$1,863	\$72,258	\$2,125	\$3,333	0%
Ashland, St. Matthew's Church														
2020	0	-	0%	\$60,601	\$4,000	\$64,601	\$77,126	\$6,541	\$64,601	\$468	\$56,273	\$0	\$0	0%
2021	54	18	25%	\$65,336	\$2,000	\$67,336	\$69,061	\$6,283	\$67,336	\$1,128	\$53,057	\$2,948	\$3,741	6%
2022	50	23	46%	\$72,174	\$1,500	\$73,674	\$78,474	\$7,289	\$73,674	\$1,851	\$56,033	\$2,436	\$3,203	6%
2023	54	27	50%	\$81,474	\$2,000	\$83,474	\$89,176	\$7,755	\$83,474	\$0	\$54,317	\$2,012	\$3,092	12%
2024	54	22	41%	\$58,478	\$0	\$58,478	\$46,181	\$4,707	\$52,873	\$200	\$41,381	\$1,881	\$2,403	6%
Ashtabula, St. Peter's Church														
2020	81	50	37%	\$207,868	\$0	\$207,868	\$318,231	\$23,781	\$207,868	\$24,564	\$111,001	\$2,220	\$4,157	0%
2021	81	30	23%	\$209,052	\$0	\$209,052	\$250,597	\$23,899	\$209,052	\$19,595	\$132,702	\$4,423	\$6,968	0%
2022	75	35	47%	\$227,209	\$0	\$227,209	\$261,273	\$26,053	\$227,209	\$34,064	\$135,567	\$3,873	\$6,492	0%
2023	79	35	44%	\$289,760	\$0	\$289,760	\$1,640,948	\$26,834	\$233,134	\$90,580	\$132,393	\$3,783	\$6,661	36%
2024	121	42	35%	\$135,246	\$0	\$135,246	\$261,849	\$25,617	\$289,760	\$21,431	\$126,349	\$3,008	\$6,899	43%
Barberton, St. Andrew's Church														
2020	112	42	30%	\$77,364	\$0	\$77,364	\$99,829	\$6,836	\$77,364	\$6,553	\$71,174	\$1,695	\$1,842	7%
2021	107	23	17%	\$83,078	\$0	\$83,078	\$164,275	\$7,816	\$83,078	\$7,296	\$83,078	\$3,612	\$3,612	0%
2022	36	32	89%	\$85,120	\$0	\$85,120	\$101,783	\$8,115	\$85,120	\$11,146	\$81,595	\$2,550	\$2,660	3%
2023	62	38	61%	\$92,002	\$0	\$92,002	\$110,580	\$8,668	\$92,002	\$12,537	\$77,577	\$2,042	\$2,421	16%
2024	82	32	39%	\$99,549	\$0	\$99,549	\$139,549	\$9,457	\$110,702	\$9,680	\$99,549	\$3,111	\$3,459	33%
Bay Village, St. Barnabas Church														
2020	154	92	60%	\$188,668	\$100,000	\$288,668	\$299,305	\$15,355	\$288,668	\$21,010	\$190,789	\$2,074	\$3,138	0%
2021	258	89	34%	\$226,483	\$89,166	\$315,649	\$353,457	\$30,737	\$315,649	\$3,518	\$158,985	\$3,878	\$7,699	0%
2022	339	96	28%	\$230,724	\$79,166	\$309,890	\$350,055	\$27,692	\$292,415	\$5,885	\$207,567	\$2,162	\$3,046	0%
2023	348	103	30%	\$270,130	\$70,000	\$340,130	\$375,692	\$28,477	\$335,077	\$13,661	\$239,882	\$2,329	\$3,253	0%
2024	281	124	44%	\$278,803	\$60,000	\$338,803	\$255,801	\$31,622	\$330,489	\$5,067	\$255,801	\$2,063	\$2,665	0%
Bellevue, St. Paul's Church														
2020	15	9	39%	\$16,603	\$0	\$16,603	\$16,603	\$1,583	\$16,603	\$633	\$11,484	\$1,276	\$1,845	12%
2021	15	7	30%	\$1,723	\$0	\$1,723	\$1,723	\$1,723	\$1,723	\$0	\$9,076	\$1,297	\$246	348%
2022	15	7	47%	\$19,891	\$0	\$19,891	\$19,891	\$1,850	\$19,891	\$1,200	\$10,500	\$1,500	\$2,842	45%
2023	16	10	63%	\$19,420	\$0	\$19,420	\$19,420	\$1,850	\$18,550	\$1,450	\$10,420	\$1,042	\$1,855	41%
2024	11	12	109%	\$18,400	\$0	\$18,400	\$15,200	\$1,800	\$14,500	\$150	\$8,400	\$700	\$1,208	36%
Berea, St. Thomas' Church														
2020	127	86	30%	\$165,458	\$15,000	\$180,458	\$192,030	\$20,623	\$180,458	\$24,321	\$119,365	\$1,388	\$2,098	14%
2021	121	42	15%	\$173,050	\$15,000	\$188,050	\$290,074	\$20,507	\$188,050	\$21,224	\$133,786	\$3,185	\$4,477	14%
2022	99	59	60%	\$175,687	\$15,000	\$190,687	\$216,098	\$20,655	\$190,687	\$43,999	\$104,306	\$1,768	\$3,232	20%
2023	82	46	56%	\$210,684	\$15,000	\$225,684	\$301,598	\$25,596	\$227,615	\$137,952	\$115,546	\$2,512	\$4,948	35%
2024	56	32	57%	\$158,723	\$0	\$158,723	\$195,725	\$25,167	\$218,392	\$0	\$128,415	\$4,013	\$6,825	30%
Boardman, St. James Church														
2020	59	40	48%	\$112,356	\$0	\$112,356	\$358,191	\$12,684	\$112,356	\$13,995	\$69,214	\$1,730	\$2,809	0%
2021	44	23	32%	\$113,928	\$0	\$113,928	\$113,928	\$11,531	\$113,928	\$1,270	\$67,020	\$2,914	\$4,953	0%
2022	58	28	48%	\$165,547	\$0	\$165,547	\$165,547	\$16,916	\$165,547	\$5,076	\$69,232	\$2,473	\$5,912	0%
2023	69	33	48%	\$149,120	\$50,000	\$199,120	\$218,620	\$16,284	\$203,984	\$2,677	\$73,011	\$2,212	\$6,181	25%
2024	72	32	44%	\$158,321	\$5,000	\$163,321	\$126,793	\$18,012	\$217,446	\$3,917	\$71,793	\$2,244	\$6,795	25%
Bowling Green, St. John the Baptist Church														
2020	10	11	110%	\$31,498	\$0	\$31,498	\$31,593	\$1,968	\$31,498	\$2,343	\$36,328	\$3,303	\$2,863	0%
2021	closed													
2022	closed													
2023	closed													
2024	closed													
Brecksville, St. Matthew's Church														
2020	165	69	42%	\$147,750	\$0	\$147,750	\$147,750	\$15,621	\$147,750	\$2,333	\$143,849	\$2,085	\$2,141	0%
2021	163	40	25%	\$159,681	\$0	\$159,681	\$169,191	\$14,813	\$139,129	\$1,562	\$153,433	\$3,836	\$3,478	0%

Appendix: Parochial Report Data

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA + Mbrs	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Non Capital Expenses	Outreach	Pledge & Plate	Pledge & Plate + ASA	Non Cap Oper Exp + ASA	From Inv. + Total Oper Exp
2022	24	13	54%	\$38,749	\$0	\$38,749	\$38,749	\$3,513	\$38,749	\$0	\$16,191	\$1,245	\$2,981	59%
2023	18	11	61%	\$36,094	\$0	\$36,094	\$36,094	\$3,252	\$36,094	\$0	\$16,413	\$1,492	\$3,281	56%
2024	19	11	58%	\$39,344	\$0	\$39,344	\$54,605	\$3,418	\$38,297	\$0	\$38,605	\$3,510	\$3,482	42%
Sandusky, Grace Church														
2020	125	57	27%	\$505,021	\$0	\$505,021	\$654,823	\$64,187	\$505,021	\$63,666	\$89,516	\$1,570	\$8,860	19%
2021	82	35	33%	\$498,116	\$0	\$498,116	\$812,049	\$63,422	\$498,116	\$61,710	\$83,161	\$2,376	\$14,232	56%
2022	103	52	50%	\$584,031	\$0	\$584,031	\$855,101	\$73,151	\$584,031	\$72,207	\$94,807	\$1,823	\$11,231	23%
2023	127	73	57%	\$268,390	\$0	\$268,390	\$562,156	\$67,450	\$560,881	\$80,202	\$95,817	\$1,313	\$7,683	37%
2024	130	66	51%	\$697,130	\$0	\$697,130	\$460,067	\$72,313	\$732,152	\$37,274	\$127,167	\$1,927	\$11,093	38%
Shaker Heights, Christ Church														
2020	238	136	51%	\$405,779	\$0	\$405,779	\$513,339	\$51,855	\$405,779	\$164,174	\$382,524	\$2,813	\$2,984	3%
2021	195	82	30%	\$400,045	\$0	\$400,045	\$525,372	\$56,865	\$400,045	\$201,340	\$325,025	\$3,964	\$4,879	0%
2022	187	87	47%	\$480,213	\$0	\$480,213	\$567,360	\$57,432	\$480,213	\$183,359	\$382,180	\$4,393	\$5,520	13%
2023	168	85	51%	\$503,172	\$0	\$503,172	\$545,468	\$72,322	\$503,172	\$62,200	\$322,759	\$3,797	\$5,920	24%
2024	135	88	65%	\$356,114	\$0	\$356,114	\$450,205	\$73,687	\$577,219	\$4,578	\$301,555	\$3,427	\$6,559	23%
Shelby, St. Mark's Church														
2020	33	23	32%	\$74,632	\$0	\$74,632	\$160,014	\$7,173	\$74,632	\$35,756	\$45,747	\$1,989	\$3,245	32%
2021	35	17	26%	\$43,715	\$0	\$43,715	\$83,793	\$4,394	\$43,715	\$50,244	\$31,146	\$1,832	\$2,571	25%
2022	35	16	46%	\$76,300	\$0	\$76,300	\$142,121	\$7,807	\$76,300	\$48,093	\$33,331	\$2,083	\$4,769	54%
2023	32	16	50%	\$78,023	\$0	\$78,023	\$104,864	\$7,531	\$78,023	\$44,233	\$47,757	\$2,985	\$4,876	39%
2024	29	17	59%	\$109,591	\$0	\$109,591	\$139,191	\$8,041	\$152,290	\$7,976	\$99,191	\$5,835	\$8,958	25%
Sidney, St. Mark's Church														
2020	16	20	105%	\$14,196	\$0	\$14,196	\$14,758	\$1,344	\$14,196	\$0	\$10,439	\$522	\$710	4%
2021	17	28	133%	\$13,363	\$0	\$13,363	\$35,934	\$2,275	\$13,363	\$0	\$23,627	\$844	\$477	0%
2022	16	53	331%	\$14,319	\$0	\$14,319	\$14,319	\$1,954	\$14,319	\$0	\$16,095	\$304	\$270	27%
2023	20	10	50%	\$13,477	\$0	\$13,477	\$13,477	\$0	\$18,148	\$0	\$12,530	\$1,253	\$1,815	0%
2024	16	12	75%	\$12,577	\$0	\$12,577	\$12,097	\$1,490	\$14,370	\$0	\$12,097	\$1,008	\$1,198	0%
Steubenville, St. Paul's Church														
2020														
2021														
2022														
2023														
2024														
Steubenville, St. Stephen's Church														
2020	29	12	12%	\$29,866	\$0	\$29,866	\$29,866	\$2,705	\$29,866	\$0	\$29,257	\$2,438	\$2,489	0%
2021	20	15	75%	\$29,787	\$0	\$29,787	\$29,787	\$2,798	\$29,787	\$0	\$31,567	\$2,104	\$1,986	0%
2022	21	16	76%	\$35,823	\$0	\$35,823	\$57,378	\$3,257	\$35,823	\$0	\$29,819	\$1,864	\$2,239	0%
2023	16	15	94%	\$36,768	\$0	\$36,768	\$51,483	\$3,342	\$36,768	\$143	\$30,031	\$2,002	\$2,451	0%
2024	16	15	94%	\$41,787	\$0	\$41,787	\$73,595	\$3,335	\$33,352	\$876	\$39,000	\$2,600	\$2,223	51%
Tiffin, Old Trinity Church														
2020	61	24	29%	\$155,490	\$0	\$155,490	\$155,490	\$16,623	\$155,490	\$12,434	\$40,489	\$1,687	\$6,479	60%
2021	50	15	19%	\$193,042	\$0	\$193,042	\$842,669	\$20,001	\$193,042	\$276,556	\$51,220	\$3,415	\$12,869	52%
2022	47	22	47%	\$213,463	\$0	\$213,463	\$886,227	\$18,945	\$213,463	\$16,718	\$55,505	\$2,523	\$9,703	65%
2023	36	23	64%	\$141,082	\$0	\$141,082	\$24,503	\$278,141	\$278,141	\$13,054	\$60,025	\$2,610	\$12,093	57%
2024	37	29	78%	\$198,715	\$0	\$198,715	\$198,486	\$28,482	\$210,802	\$0	\$60,486	\$2,086	\$7,269	30%
Toledo, All Saints Church														
2020	28	22	79%	\$43,230	\$0	\$43,230	\$43,586	\$2,999	\$43,230	\$373	\$25,700	\$1,168	\$1,965	16%
2021	28	18	64%	\$46,521	\$0	\$46,521	\$98,857	\$5,943	\$46,521	\$2,246	\$32,506	\$1,806	\$2,585	37%
2022														
2023	28	19	68%	\$44,754	\$0	\$44,754	\$45,081	\$4,287	\$54,122	\$327	\$44,279	\$2,330	\$2,849	0%
2024	29	21	72%	\$76,352	\$0	\$76,352	\$113,456	\$4,956	\$68,446	\$0	\$68,726	\$3,273	\$3,259	35%
Toledo, St. Andrew's Church														
2020	152	80	42%	\$207,343	\$0	\$207,343	\$217,697	\$23,391	\$207,343	\$8,429	\$143,620	\$1,795	\$2,592	16%
2021	152	35	18%	\$212,801	\$0	\$212,801	\$403,642	\$24,003	\$212,801	\$3,380	\$139,039	\$3,973	\$6,080	9%
2022	108	51	47%	\$218,921	\$2,150	\$221,071	\$238,114	\$25,955	\$221,071	\$2,662	\$155,066	\$3,041	\$4,335	14%
2023	104	48	46%	\$233,548	\$2,000	\$235,548	\$252,561	\$25,928	\$235,548	\$6,463	\$127,284	\$2,652	\$4,907	10%
2024	76	50	66%	\$172,730	\$0	\$172,730	\$188,393	\$30,424	\$268,332	\$0	\$171,035	\$3,421	\$5,367	5%
Toledo, St. Matthew's Church														
2020	146	82	56%	\$221,038	\$0	\$221,038	\$245,009	\$17,173	\$221,038	\$13,812	\$176,708	\$2,155	\$2,696	19%
2021	100	47	47%	\$225,686	\$0	\$225,686	\$237,986	\$38,304	\$225,686	\$3,850	\$149,802	\$3,187	\$4,802	18%
2022	103	59	57%	\$222,441	\$0	\$222,441	\$269,600	\$27,893	\$222,441	\$12,741	\$143,563	\$2,433	\$3,770	11%
2023	106	60	57%	\$235,685	\$0	\$235,685	\$252,477	\$25,861	\$233,518	\$7,304	\$166,550	\$2,776	\$3,892	17%
2024	92	62	67%	\$225,630	\$0	\$225,630	\$271,953	\$27,896	\$250,010	\$6,440	\$208,526	\$3,363	\$4,032	25%
Toledo, St. Michael's-in-the-Hills Church														
2020	140	108	60%	\$434,317	\$0	\$434,317	\$443,878	\$58,747	\$434,317	\$18,853	\$323,770	\$2,998	\$4,021	25%
2021	126	50	29%	\$433,160	\$0	\$433,160	\$455,999	\$56,921	\$433,160	\$22,626	\$296,759	\$5,935	\$8,663	19%
2022	124	80	65%	\$411,534	\$0	\$411,534	\$436,530	\$56,498	\$411,534	\$43,107	\$315,323	\$3,942	\$5,144	22%
2023	159	61	38%	\$423,465	\$0	\$423,465	\$457,456	\$39,756	\$313,853	\$25,670	\$326,660	\$5,355	\$5,145	22%
2024	157	74	47%	\$458,618	\$0	\$458,618	\$396,956	\$61,733	\$546,518	\$960	\$345,838	\$4,673	\$7,385	9%
Toledo, Trinity Church														
2020	175	115	43%	\$618,530	\$0	\$618,530	\$1,198,122	\$92,000	\$618,530	\$16,548	\$199,631	\$1,736	\$5,379	52%
2021	235	73	26%	\$630,195	\$0	\$630,195	\$632,049	\$93,000	\$630,195	\$16,143	\$221,376	\$3,033	\$8,633	46%
2022	341	78	23%	\$658,633	\$0	\$658,633	\$660,508	\$96,000	\$658,633	\$25,762	\$209,115	\$2,681	\$8,444	47%
2023	368	90	24%	\$847,875	\$0	\$847,875	\$871,173	\$105,500	\$716,447	\$11,310	\$195,453	\$2,172	\$7,961	33%
2024	361	98	27%	\$252,814	\$0	\$252,814	\$706,561	\$92,900	\$653,394	\$2,032	\$230,977	\$2,357	\$6,667	70%

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Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA + Mbrs	Normal Operating Income (NOI) ¹	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Non Capital Expenses	Outreach	Pledge & Plate	Pledge & Plate + ASA	Non Cap Oper Exp + ASA	From Inv. + Total Oper Exp
Uniontown, New Life Church														
2020	46	27	59%	\$76,280	\$0	\$76,280	\$77,791	\$6,835	\$76,280	\$1,330	\$71,643	\$2,653	\$2,825	0%
2021	45	22	49%	\$85,759	\$0	\$85,759	\$88,139	\$9,096	\$85,759	\$500	\$79,945	\$3,634	\$3,898	0%
2022	47	23	49%	\$79,139	\$0	\$79,139	\$79,609	\$7,611	\$79,139	\$500	\$87,563	\$3,807	\$3,441	0%
2023	48	26	54%	\$95,588	\$0	\$95,588	\$97,338	\$8,879	\$86,398	\$3,415	\$95,588	\$3,676	\$3,323	0%
2024	42	24	57%	\$92,754	\$0	\$92,754	\$90,254	\$8,529	\$92,965	\$2,467	\$90,254	\$3,761	\$3,874	0%
Wadsworth, St. Mark's Church														
2020	41	19	46%	\$45,405	\$0	\$45,405	\$46,734	\$4,201	\$45,405	\$3,351	\$38,069	\$2,004	\$2,390	13%
2021	36	12	33%	\$49,592	\$0	\$49,592	\$50,041	\$3,900	\$49,592	\$3,106	\$25,518	\$2,127	\$4,133	48%
2022	closed													
2023	closed													
2024	closed													
Warren, Christ Church														
2020	165	52	32%	\$275,945	\$2,000	\$277,945	\$642,949	\$33,590	\$277,945	\$11,073	\$143,175	\$2,753	\$5,345	10%
2021	147	70	48%	\$289,033	\$2,000	\$291,033	\$354,768	\$35,766	\$291,033	\$11,854	\$146,996	\$2,100	\$4,158	38%
2022	134	56	42%	\$278,706	\$1,500	\$280,206	\$334,307	\$36,347	\$280,206	\$12,504	\$139,114	\$2,484	\$5,004	41%
2023	142	48	34%	\$238,893	\$0	\$238,893	\$350,094	\$27,069	\$238,893	\$28,625	\$143,896	\$2,998	\$4,977	35%
2024	130	67	52%	\$287,431	\$0	\$287,431	\$197,153	\$31,833	\$285,331	\$500	\$153,434	\$2,290	\$4,259	12%
Westlake, Advent Episcopal Church														
2020	90	32	24%	\$129,817	\$0	\$129,817	\$129,817	\$13,615	\$129,817	\$7,706	\$136,339	\$4,261	\$4,057	1%
2021	88	36	41%	\$142,155	\$0	\$142,155	\$142,155	\$15,281	\$143,337	\$11,875	\$133,792	\$3,716	\$3,982	0%
2022	80	36	45%	\$137,792	\$0	\$137,792	\$137,792	\$12,866	\$155,597	\$19,165	\$130,298	\$3,619	\$4,322	0%
2023	78	37	47%	\$136,107	\$0	\$136,107	\$136,107	\$13,790	\$154,035	\$16,500	\$127,182	\$3,437	\$4,163	1%
2024	72	34	47%	\$137,222	\$0	\$137,222	\$128,734	\$15,331	\$155,994	\$8,747	\$128,734	\$3,786	\$4,588	0%
Willoughby, Grace Church														
2020	113	57	50%	\$210,963	\$0	\$210,963	\$462,242	\$22,372	\$210,963	\$18,045	\$87,377	\$1,533	\$3,701	57%
2021	113	30	27%	\$220,946	\$0	\$220,946	\$547,818	\$24,334	\$220,946	\$49,659	\$96,825	\$3,228	\$7,365	54%
2022	68	28	41%	\$241,885	\$0	\$241,885	\$482,074	\$26,180	\$241,885	\$17,734	\$87,794	\$3,136	\$8,639	61%
2023	60	43	72%	\$215,799	\$0	\$215,799	\$557,680	\$24,504	\$215,799	\$9,195	\$76,535	\$1,780	\$5,019	63%
2024	59	34	58%	\$238,453	\$0	\$238,453	\$285,413	\$26,267	\$237,803	\$5,660	\$68,017	\$2,001	\$6,994	91%
Wooster, St. James' Church														
2020	126	60	44%	\$213,456	\$0	\$213,456	\$603,275	\$24,321	\$213,456	\$9,435	\$188,114	\$3,135	\$3,558	0%
2021	115	26	21%	\$206,385	\$0	\$206,385	\$351,735	\$23,225	\$206,385	\$6,555	\$155,465	\$5,979	\$7,938	0%
2022	77	37	48%	\$210,956	\$0	\$210,956	\$350,243	\$22,900	\$210,956	\$5,491	\$194,088	\$5,246	\$5,702	0%
2023	69	41	59%	\$195,872	\$0	\$195,872	\$212,716	\$22,644	\$210,920	\$9,480	\$164,570	\$4,014	\$5,144	6%
2024	68	41	60%	\$225,957	\$0	\$225,957	\$179,183	\$26,045	\$237,803	\$0	\$154,183	\$3,761	\$5,800	8%
Youngstown, St. John's Church														
2020	290	100	31%	\$428,713	\$0	\$428,713	\$481,390	\$57,797	\$428,713	\$32,222	\$262,017	\$2,620	\$4,287	21%
2021	298	38	11%	\$412,906	\$0	\$412,906	\$535,372	\$55,552	\$412,906	\$19,011	\$266,573	\$7,015	\$10,866	28%
2022	299	54	18%	\$448,925	\$0	\$448,925	\$470,925	\$59,297	\$448,925	\$24,659	\$285,116	\$5,280	\$8,313	32%
2023	250	62	25%	\$414,776	\$0	\$414,776	\$465,277	\$57,027	\$414,776	\$27,893	\$275,497	\$4,444	\$6,690	28%
2024	163	78	48%	\$394,532	\$0	\$394,532	\$290,572	\$47,935	\$237,803	\$2,200	\$255,317	\$3,273	\$3,049	10%
Totals														
2018	12,440	5,034	41%	\$18,458,460	\$145,520	\$18,603,980	\$25,744,757	\$2,189,962	\$18,506,652	\$3,031,274	\$12,787,758	\$2,559	\$3,676	20%
2019	11,053	5,174	31%	\$19,045,679	\$168,148	\$19,213,827	\$28,076,915	\$2,319,610	\$19,213,827	\$3,295,067	\$13,079,698	\$2,528	\$3,714	20%
2020	9,744	4,674	31%	\$18,062,523	\$371,810	\$18,434,333	\$26,967,119	\$2,257,856	\$18,434,333	\$3,028,328	\$13,128,187	\$2,809	\$3,944	16%
2021	9,616	2,748	19%	\$18,007,345	\$333,285	\$18,340,630	\$25,187,665	\$2,208,711	\$18,340,630	\$3,300,244	\$12,746,061	\$2,956	\$6,271	19%
2022	9,901	3,544	36%	\$19,464,292	\$414,701	\$19,878,993	\$26,731,122	\$2,381,110	\$19,864,460	\$3,746,972	\$13,184,832	\$3,720	\$5,605	20%
2023	10,093	3,857	38%	\$19,910,678	\$338,381	\$20,249,059	\$31,059,117	\$2,465,021	\$21,116,643	\$3,861,931	\$13,463,957	\$3,491	\$5,475	20%
2024	8,647	3,956	46%	\$18,724,997	\$212,080	\$18,937,077	\$21,052,667	\$2,493,328	\$23,247,868	\$971,607	\$14,520,221	\$3,670	\$5,877	27%

¹ Normal Operating Income (NOI) is defined as a parish's total revenue ("A") minus Line 4 (Contributions restricted by contributors for specific purposes)



The Episcopal Church in the Diocese of Ohio

2024-25 Constitution and Canons

Revised through 208th Convention held
November 8-9, 2024

Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 208th Annual Convention, November 8-9, 2024)

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CONSTITUTION OF THE EPISCOPAL DIOCESE OF OHIO

(REVISED THROUGH 208TH ANNUAL CONVENTION, NOVEMBER 8-9, 2024)

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 (and Vice Chancellor(s), if any) 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.

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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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- (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 Alternate 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.

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 or as prescribed by the bylaws, before the meeting of the Convention, from among the adult communicants in good standing qualified to vote, of said Parish. The Clerk of each Parish shall, at least thirty (30) 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 matter thereof

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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 regulated. The

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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 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 power to further Christian policies of fairness, justice, and inclusiveness with regard to

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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.

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

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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.

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 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.

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- 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 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 Alternate Deputies. These Alternate Deputies shall fill any vacancy in the order of their election. The Deputies and Alternate Deputies shall hold their respective office(s) until their successors are elected, and shall be Deputies, or Alternate Deputies, for any General Convention which may be held during their continuance in office.

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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 Deputies to Provincial Synod

Sec. 1. The Annual Convention shall elect in the year prior to each General Convention, one clergy canonically resident in the Diocese, and two members of the laity who shall be adult communicants in good standing of the Church in the Diocese, to act as Deputies from this Diocese to the Provincial Synod. The Deputies to Provincial Synod shall hold their respective office(s) until their successors are elected, and shall be Deputies for any Provincial Synod which may be held during their term in office.

Sec. 2 Vacancies shall be filled by the Standing Committee with the concurrence of the Bishop until the next Annual Convention.

CANON 11: Of the Development Council of Episcopal Community Services

Sec. 1. The Development Council of Episcopal Community Services shall consist of the Diocesan Bishop, and fourteen (14) 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. In addition, every third year, the Bishop shall appoint one (1) member of the Clergy and one (1) lay person. All persons elected or appointed shall be communicants in good standing of the Diocese of Ohio. 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 12: 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 13: 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 14: 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 15: 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. The Cathedral operates in all ways as a congregation with parochial status and obligations, except as otherwise provided in Title II, Canon 2. 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.

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

Sec. 4. (a) Every Parish shall establish, in its Articles of Incorporation or By-Laws, provisions for giving public notice of, and for establishing a quorum for the transaction of business at all Annual and Special Meetings. Such notice shall be given no fewer than one nor more than three weeks prior to any meeting. Such quorum shall consist of not fewer than ten (10) Qualified Electors (as defined in Section 5(a) of this Canon), 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 ("Qualified Electors"). (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 from among members as defined in Section 5(a) of this Canon 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

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expiration of their terms, and until their successors shall have been elected and qualified. Parish by-laws may provide for removal from office prior to the expiration of a term, for cause. No member of any Vestry shall be elected to more than two consecutive full terms, nor be re-elected or appointed until one year shall have elapsed following the expiration of the second term.

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

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

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

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

- (b) It shall be the duty of the Vestry to take charge of the property of the Parish and its business interests except those reserved to the Rector. It shall also be the duty of the Vestry to provide said Rector with compensation consistent with the provisions of the Canon "Of Minimum Clergy Compensation," to pay all lawful assessments on the parish, to keep order in the Church during Divine Service, and in general, to assist in the furtherance of the Gospel and the well-being of the Parish.
- (c) It shall be the duty of the Wardens to work with the Rector in establishing a climate of mutual trust and honesty within which the Parish can be provided with effective leadership and its problems addressed and mission furthered. It shall be the duty of the Wardens to work with the Rector to identify and hear the concerns and ideas of the Parish, and to communicate the concerns and ideas of the parish leadership to the Parish at large. It shall also be the duty of the Wardens to collect the alms and to disburse such alms in case the Parish is without a Rector; and to provide for the celebration of public worship and the instruction of the Parish, as circumstances may permit.
- (d) The Clerk of the Parish shall also act as Secretary of the Vestry, and it shall be the duty of the Clerk to take, record, and preserve minutes of the proceedings of any Regular or Special meeting of the Parish and of the Vestry, to attest to its public acts, to preserve all records and papers belonging to the Parish not otherwise provided for, to perform such other duties as are usual and customary to this office, and to transmit promptly to the successor Clerk all of the Parish's documents in the Clerk's possession.
- (e) It shall be the duty of the Treasurer to receive, deposit, disburse, and account for all monies collected for any and all church purposes, subject to the provisions of the Canon "Of Business Methods in Church Affairs" and such By-Laws as the Parish shall adopt.

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The Vestry may, in its discretion, appoint treasurers for funds raised for special purposes, provided that the provisions of the Canon “Of Business Methods in Church Affairs” be faithfully observed.

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

- (a) A resolution approving any alienation or encumbrance of real property shall first be adopted by the affirmative vote of a majority of the number of members of the entire Vestry who are (in accordance with the laws of the State of Ohio) eighteen years of age or older, with only such members voting.
- (b) The Secretary of the Vestry shall transmit to the Ecclesiastical Authority of the Diocese minutes of its proceedings, stating fully therein the reason(s) for such alienation or encumbrance, and in the case of a proposed alienation, the price to be obtained and the disposition of the proceeds, and in the case of an encumbrance, the amount, the rate of interest to be paid, a statement of the necessity therefore, and all relevant financial information.
- (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.

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

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

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

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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 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. To the extent that the Cathedral complies with the requirements set forth for a parish, it 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

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petition the Diocesan Council to be changed from one Mission Area to another Mission Area.

- (b) Two or more congregations within one Mission Area may form a voluntary Mission Partnership for the purpose of collaborative ministry.
- (c) Parishes in a shared ministry situated in two Mission Areas may form Mission Partnerships with parishes in either Mission Area.

Sec. 2. Each Mission Area shall form a Mission Area Council comprised of all active parochial clergy of the Mission Area and two laypersons from each parish.

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

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- (d) Support and encourage the development of Mission Partnerships.
- (e) When requested by funding sources, the Mission Area Council shall receive, discuss, and recommend grant applications.
- (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.

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CANON 4: Of Shared and Regional Ministries

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

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

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

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

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

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

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

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

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

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CANON 5: Of New Parishes

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

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consideration of the interests of neighboring congregations, shall render a decision in writing, either giving or refusing license for the change; and that decision shall be final.

CANON 6: Of Imperiled Parishes

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

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

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

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

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

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

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

Sec. 5. When any parish shall fail to elect a Vestry, the Bishop, with the advice and consent of the Standing Committee, shall appoint 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.

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CANON 8: Of Minimum Clergy Compensation

- Sec. 1. Each congregation shall provide at least the minimum annual compensation to its clergy as established by the Annual Convention of the Diocese. Such minimum annual compensation shall become effective at the beginning of the calendar year following each Annual Convention.
- Sec. 2. Minimum annual compensation shall include all of the components which are used by The Church Pension Fund to determine clergy compensation for pension contribution purposes.
- Sec. 3. The minimum annual compensation shall be applicable to all parochial clergy. Where clergy are serving in a part-time capacity, it is the responsibility of the vestry and the clergy to determine the appropriate pro rata amount of minimum annual compensation which is applicable in the situation. If any difference arises in making this determination, it shall be resolved by the Bishop or the Bishop's designee. If a congregation is not providing the minimum annual compensation, the matter shall be referred to the Bishop for review and action as the Bishop deems appropriate.

CANON 9: Of Clergy Pensions

- Sec. 1. Congregations that on October 1 of any year shall have failed to pay The Church Pension Fund assessment(s) in full 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. [See Appendices III and IV].

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. Sec. 1. Disciplinary Board Compact. Pursuant to General Canon IV.5.3(i), the Diocese of Ohio has elected to enter into a Compact among the Dioceses of Northwestern Pennsylvania, Ohio, Pittsburgh, Southern Ohio, West Virginia, and Western New York (“The Dioceses”) to develop and share resources necessary to implement Title IV and this Canon, including members of Disciplinary Boards, Church Attorneys, Intake Officers, Advisors, Investigators, Conciliators, and administrative and financial support for proceedings under Title IV (hereinafter the “Disciplinary Board Compact”). The Ecclesiastical Authority shall be authorized to execute and implement the Disciplinary Board Compact and any amendments or modifications thereto consistent with this Canon.

Sec. 2. Regional Disciplinary Board. The Regional Disciplinary Board (“RDB”) shall consist of thirteen (13) persons, seven (7) of whom are Clergy and six (6) of whom are Laity, and shall constitute a court for purposes of Article IX of the Constitution of The Episcopal Church. Each of The Dioceses shall elect one clergy member and one lay member on the RDB. The thirteenth member, a clergy member, shall be nominated by the RDB and subject to the unanimous approval by the Bishops of The Dioceses. Eventually, each member of the RDB will serve a three-year term, each term to begin on January 1 following appointment or election.

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- a. For the first year following approval of this Canon (after the election of the President (see section 7)), the twelve members shall draw lots to determine the following classes in such a way that no more than one (1) member from a diocese is a member of the same class, not including the President, who will initially serve a three-year term:
 - i. the four members with terms expiring December 31, 2021;
 - ii. the four members with terms expiring December 31, 2022; and
 - iii. the five members with terms expiring December 31, 2023, one of whom shall be the President.
- b. Thereafter, each diocese shall elect or appoint members of the same order as the members whose terms are expiring.
- c. No member of the RDB shall be elected to more than two consecutive full terms, nor be re-elected or appointed until one year shall have elapsed following the expiration of the second term.
- d. A member of the RDB may not serve concurrently on the Diocesan Standing Committee.

Sec. 3. 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. 4. Lay Members. The lay members of the Board shall be Adult Communicants in Good Standing in the Diocese.

Sec. 5. Election. One (1) lay and one (1) clergy representative to the RDB shall be elected by the Convention, in accordance with the schedule in Section 2. 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.

Sec. 6. Vacancies. Vacancies on the RDB shall be filled as follows:

- (a) Upon the determination that a vacancy exists, the President of the RDB shall notify the Bishop of the vacancy and request appointment of a replacement member of the same order as the member being 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

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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. 7. Preserving Impartiality. In any proceeding under this Title, if any member of a Conference Panel or Hearing Panel of the RDB shall become aware of a personal conflict of interest or undue bias, that member shall immediately notify the President of the RDB 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. 8. President. Within sixty (60) days following the annual Convention, the RDB shall convene to elect the initial President of the RDB from among its members to serve a term of three years. On or before January 31 of the year following the conclusion of the initial three-year term of the President of the RDB, and for subsequent years, the RDB will convene to elect a President by majority vote to serve for the calendar year following the annual Convention or until a successor President is elected. If no successor President is selected by the RDB by February 1 following the annual Convention, then a President will be elected by a majority vote of the Bishops of The Dioceses.
- Sec. 9. Intake Officer. The Intake Officer shall be appointed from time to time by the Bishop after consultation with the RDB. 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. 10. Investigator. The Bishop may appoint an Investigator in consultation with the President of the RDB. The Investigator may, but need not, be a Member of the Church.
- Sec. 11. 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. 12. Pastoral Response Coordinator. The Bishop may appoint a Pastoral Response Coordinator, to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral responses provided for in Title IV.8 of the General Canons and this Title. The Pastoral Response Coordinator may not serve in any other appointed or elected capacity under this Title.
- Sec. 13. 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

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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. 14. Clerk. The RDB may appoint a Clerk to assist the RDB with records management and administrative support.

Sec. 15. 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 RDB (only for matters over which the Diocese exercises jurisdiction), the Intake Officer, the Investigator, the Church Attorney, the 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 RDB, 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.

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.

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

CANON 4: Of Electronic Communication

Sec. 1. Notice. Any notice that is required pursuant to the Constitution and Canons of this diocese may be accomplished through electronic means (for example, fax, e-mail, or internet platform).

Sec. 2. Participation. Members of any board or committee described in the Constitution and Canons of this diocese may participate by means of conference telephone, voice over internet protocol, internet video conferencing, or any communications equipment by

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means of which all persons participating in the meeting can fully communicate with and understand each other. Participation in a meeting pursuant to this section shall constitute presence in person at such meeting.

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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 thirty (30) business days before the meeting of the Convention.

APPENDIX II

from the 2022 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 (a) All members of this Church who have received Holy Communion in this Church at least three times during the preceding year are to be considered communicants of this Church.

(b) 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,

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praying, and giving for the spread of the Kingdom of God, are to be considered communicants in good standing.

APPENDIX III

from the 2022 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 or licensed mediator. 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 2018 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 there from 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 a dissolution of the pastoral relation, and the parties cannot agree, either party may give notice in writing to the Ecclesiastical Authority of the Diocese, 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

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processes between Rector and Vestry in every way which the Bishop deems proper. The Bishop may appoint a committee of at least one Presbyter and one Lay Person, 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.

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- (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 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.
 - (h) Sections 14 [see Appendix III, above] or 15 of this Canon [Appendix IV] shall not apply in any Diocese whose Canons are otherwise consistent with Canon III.9.

APPENDIX V

from the 2022 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, governance, or employment of this Church because of race, color, ethnic origin, national origin, marital or family status (including pregnancy or child care plans), sex, sexual orientation, gender identity 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 or to any process for the employment, licensing, calling, or deployment for any ministry, lay or ordained, in this Church because of race, color, ethnic origin, immigration status, national origin, sex, marital or family status (including pregnancy and child care plans), sexual orientation, gender identity or expression, disabilities or age, except as otherwise provided by these Canons. No right to employment, licensing, ordination, call, deployment, or election is hereby established.



The Episcopal Diocese of Ohio

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