



THE EPISCOPAL  
DIOCESE OF OHIO

# Convention Handbook

**The 205<sup>th</sup> Annual Convention  
of the Episcopal Diocese of Ohio**

**November 12 - 13, 2021  
A Virtual Convention**

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# Schedule

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## Friday, November 12

7:00 p.m. .... Episcopal Address and  
Report from Commission for Racial Justice and Diocesan Council

## Saturday, November 13

8:00 a.m. ....Virtual Registration Opens  
9:00 a.m. ....Convention Convenes  
12:00 p.m. ....Convention Recesses for Lunch  
12:45 p.m. ....Convention Reconvenes  
3:00 p.m. ....Convention Adjourns

# How the Convention Organizes for Business

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## Certification of Delegates

The Canons require that all delegates must be certified by the Secretary of Convention no later than fifteen days prior to Convention.

Delegate certification forms are due in the Office of the Secretary of Convention by Friday, October 29, 2021. Forms are posted on the Diocesan website.

## Virtual Convention Orientation

An orientation session to acquaint new delegates with the mechanics of Convention will be offered by William Powel and the Rev. Dr. Brian Wilbert. Details about the orientation will be provided to registrants as they become available.

## Virtual Convention

The 205<sup>th</sup> Convention of the Diocese of Ohio will be meeting using a video conference (i.e., a Zoom webinar) which is permitted under the Constitution of the Diocese of Ohio. The Convention will allow participation by clergy and lay delegates via video and/or audio and capability constitutes "presence."

## Business Sessions

Clergy and lay delegates sit as one house.

The Presiding Officer rules on all parliamentary matters upon the advice of the Parliamentarian.

The Convention has three legislative responsibilities:

1. To nominate and elect persons to Diocesan offices
2. To vote on proposed resolutions and proposed changes to the Constitution and Canons of the Diocese of Ohio
3. To adopt the Diocesan program and budget

## Voting

Diocesan Office Elections: By 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.

Resolutions and Proposed Amendments to the Constitution and Canons: Ordinarily by voice or by a show of hands, with the exception that a vote by orders may be called for if requested by five members of the Convention. Pursuant to the Special Rule of Order for this Convention, voting will be through electronic means only. In a vote by orders, clergy and lay votes are tallied separately; a majority in each order is required for passage.

Voting will be through electronic means using either the TurningPoint app or the Turning Technologies website. Prior to Convention, all registrants with voting privileges will be emailed a username and password to be used for voting.

## Activating an Alternate

Alternates can be activated during any time that voting is not taking place. Activating an alternate takes approximately 10 minutes and this time should be planned for when requesting to activate an alternate. Voting will occur as scheduled, therefore, requests to active an alternate will be processed before or after, not during, a vote.

To activate an alternate, the delegate must email the requested change to tech@dohio.org. The email must include the name and email address of both the current delegate and the alternate that is to be activated.

## Nominations for Diocesan Positions

Candidates may be nominated:

1. By the Convention Nominating Committee.
2. By persons who mail names of candidates to the Secretary of Convention.

# How the Convention Organizes for Business

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Nominations from the floor of Convention are not permitted during a Virtual Convention. Nominations must be received by 5:00 pm, Friday, October 29, 2021 to be considered at Convention.

## **Changes to the Constitution and Canons**

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

Changes to the Canons require a majority vote for approval. A Convention may consider a proposed change in the Canons on one day's notice without complying with the requirements of Title IV. Canon 3. Section 1a. and b. ("that the proposed change be sent to the Committee on Canons no fewer than three months prior to the Convention with the Committee on Canons sending its recommendation to the Bishop and Vestries no fewer than thirty days prior to the Convention") provided that the Convention shall approve such consideration by a two-thirds majority vote. Such a change in the Canons requires a two-thirds majority vote.

## **Convention Eucharist**

Due to the COVID-19 pandemic, the Convention Eucharist will not take place (virtually or in person) for the 205th Annual Convention of the Episcopal Diocese of Ohio.

## **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 Special Rule of Order for a Virtual Convention was approved by all delegates upon registration. The first Rule of Order lists the specific agenda of the Convention.

The rules of order begin on the next page.

# The Order of Business and Other Rules

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## 205th Annual Convention of the Episcopal Church in the Diocese of Ohio

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

The business meeting of the 205th Convention of the Diocese of Ohio will take place via Zoom webinar. The Constitution of the Diocese of Ohio was approved at a time when physical presence of delegates and other participants at a Diocesan Convention was assumed. The language of the Constitution is therefore silent on what constitutes "presence." A gathering that permits participation by all via video and audio capability constitutes "presence." Recent amendments to Diocesan Canon IV.2 support this interpretation:

"Members of any board of 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 communication by 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."

With respect to Ohio law, the Diocese is an unincorporated association (governed by Ohio Revised Code Section 1745) which permits electronic meetings.

#### Rule 1:

The following shall be the order of business:  
Saturday, November 13, 2021

1. Convention is called to Order
2. Opening Prayers

3. Appointment of Parliamentarian
4. Organization of the Convention for Business. Report by the Secretary whether or not a quorum is present in the clerical and lay orders.
5. Adoption of the Rules of Order:  
Resolution extending the privileges of the floor to
  - a) Assisting Bishops in the Diocese of Ohio,
  - b) the Chief Financial Officer,
  - c) the Director of Communications,
  - d) non-canonically resident clergy serving as Interim, Priest-In-Charge or Curate in a parish,
  - e) Lutheran pastors serving in Episcopal Parishes,
  - f) President of the Diocesan Episcopal Church Women,
  - g) lay members of the Standing Committee,
  - h) lay members of the Diocesan Council,
  - i) lay members of the Trustees,
  - j) lay Deputies and Alternate Deputies to the General Convention,
  - k) recipients of the Bishop's Medal, and
  - l) Special Youth Representatives
6. Report on Parish Compliance with General and Diocesan Canons:
  - a) Submission of its Parochial Report. (Constitution of the Diocese of Ohio, Article IX, Section 1(1))
  - b) Payment of diocesan assessments for the periods prior to the current year and current year through June 30th in accordance with Title I. Canon 14. (Constitution & Canons of the Diocese of Ohio)
  - c) Payment of all premiums due to the Church Pension Fund (for clergy and lay employees) (Constitution of the Diocese of Ohio, Article IX, Section 1(3))
  - d) Completion of its audit report as

# The Order of Business and Other Rules

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prescribed by canon (Constitution & Canons of the Episcopal Church, Title I.7.1(f); Constitution of the Diocese of Ohio, Article IX, Section 1(4))

- 7.** Appointment of Assistant Secretaries and Tellers, and Voting Judges
- 8.** Report of the Standing Committee
- 9.** Electronic voting demonstration and trial run
- 10.** Report of the Committee on Constitution and Canons
- 11.** Report of the Nominating Committee
  - e) Nominations shall be confined to those who, by capacity and experience, are suited for the office to which elections are to be made. The Nominating Committee will present its recommendations. Thereafter, the Secretary of Convention will place in nomination the names of those who have been nominated to office on or before October 29, 2021. Nominations may not be made from the floor.
  - f) The name of the parish and the city of which a nominee is a member shall be placed on the ballot.
  - g) No one who has allowed his or her name to appear as a candidate for any office may withdraw it during balloting.
  - h) Offices to be filled:
    - 1) Trustee of the Diocese (1 person for a 5-year term)
    - 2) Standing Committee (1 lay person and 1 clergy for 4-year terms)
    - 3) Diocesan Council (2 lay for 3 year terms and 4 clergy: 2 for 3-year terms; 1 for a 2-year term; 1 for a 1-year term)
    - 4) Episcopal Community Services
- Development Council (4 lay: 3 for 3-year terms; 1 for a 1-year term and 1 clergy for 3-year term)
- 5) Regional Disciplinary Board (1 clergy for 3-year term)
- 12.** Casting of the First ballot and Announcement of results, subject to the rule that all elections shall be decided by a majority vote.
- 13.** Election of Treasurer, to assume duties upon the close of Convention
- 14.** Election of the Secretary, to assume duties upon the close of Convention
- 15.** Brief Break
- 16.** Presentation and Vote on the Proposed 2022 Diocesan Program and Budget
- 17.** Casting of the Second Ballot and Announcement of results, if necessary
- 18.** Report on Friday Breakout Room discussions
- 19.** Report on Bellwether Farm
- 20.** Lunch Break
- 21.** Report from the Committee on Resolutions
- 22.** Report from the Trustees of the Diocese of Ohio
- 23.** Casting of the Third Ballot, if necessary
- 24.** Introduction of Clergy new to the Diocese, and Retiring Clergy who are present; Recognition of offgoing Commission and Committee leadership
- 25.** Appointment of members to the Commission on Ministry
- 26.** Reports (by title unless reading is called for by a majority of Convention)
- 27.** Disposal of any Unfinished Business
- 28.** Closing Prayers
- 29.** Motion for Adjournment



# The Order of Business and Other Rules

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**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.

**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.



# The Order of Business and Other Rules

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## 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.
- 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

# The Order of Business and Other Rules

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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 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 the whether the question is divisible or not.
- iii. If the question is divisible, the Convention proceeds to debate and act 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.

# The Order of Business and Other Rules

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## **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.

### **Special Rules of Order**

*(Delegates consented to this rule during the registration process)*

The 205th Annual Convention of the Episcopal Diocese of Ohio shall be conducted through use of an Internet meeting service designated by the Chair (i.e., Zoom webinar and Turning Technologies voting service) that supports anonymous voting and visible displays that:

- a) identifies those participating;
- b) identifies those seeking recognition to speak;
- c) shows (or permits the retrieval of) the text of pending motions; and
- d) shows the results of votes.

This electronic meeting of the Convention shall otherwise be subject to all rules adopted by the Convention to govern its annual meeting, which may include any reasonable limitations on, and requirements for, participation by delegates. This and any such rules adopted by the Convention shall supersede any conflicting rules in Roberts Rules of Order. In addition, the following procedures shall apply:

- a) An anonymous vote conducted through the Zoom webinar and Turning Technologies voting service shall be deemed a ballot vote, fulfilling any requirement in the Constitution and Canons or rules that a vote be conducted by ballot. Votes shall be deemed anonymous so long as votes cast by an individual are available only to the administrator of the voting system.

- b) Except when a ballot is required, business may be conducted by unanimous consent.
- c) Members shall identify themselves as required to sign in to the Internet meeting service, and shall maintain Internet and audio access throughout the meeting whenever present, but shall sign out upon any departure before adjournment.
- d) The presence of a quorum shall be established by the online list of participating members.
- e) Each member is responsible for his or her audio and Internet connections; no action shall be invalidated on the grounds that the loss of, or poor quality of, a member's individual connection prevented participation in the meeting.
- f) The Chair may cause or direct the disconnection or muting of a member's connection if it is causing undue interference with the meeting. The Chair's decision to do so, which is subject to a nondebatable appeal that can be made by any member, shall be announced during the meeting and recorded in the minutes.
- g) In addition to display of pending motions or results of votes, video of the Chair shall be displayed throughout the meeting, as well as such other video displays as the Chair designates in his or her discretion. Any member currently recognized to speak or report shall be identified. However due to video limitations, the speaker's image may not be displayed.
- h) Nominations. Since it is not possible to receive nominations for elected office during a virtual convention, nominations during the meeting are not permitted. Nominations must be received by 5:00 pm, Friday, October 29, 2021 to be considered at Convention.

# Report of the Committee on Nominations

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The retiring members of various elected offices comprise the membership of the Nominating Committee because of their familiarity with the roles and responsibilities of their office.

This year, the Committee updated the position descriptions, including a requirement adopted at the 201st Convention that diocesan officeholders must complete anti-racism training. This information was published on the diocesan website, in the weekly e-newsletter, and in Church Life! magazine. The Committee also consulted the Mission Area Councils and Mission Area Deans to help spread the message throughout the Diocese. The 22 candidates for 17 positions represent 15 parishes in five of the eight Mission Areas of the Diocese. Continuing members of the various Diocesan offices include representatives from all Mission Areas.

Please note that there is information available about the candidates on the diocesan website ([www.dohio.org](http://www.dohio.org)), in addition to what follows in this Handbook.

The Committee on Nominations is pleased to present to the 205<sup>th</sup> Convention of the Diocese of Ohio nominees for the following offices: Diocesan Trustee, Standing Committee, Diocesan Council, The Development Council of Episcopal Community Services (ECS), Regional Disciplinary Board, Treasurer, and Secretary of Convention.

Faithfully submitted by the Nominating Committee:

*Mr. Robert C. Brown*  
*The Rev. Vanessa E. Clark*  
*The Rev. Bryan Gillooly*  
*Mr. Hugh Grefe*  
*Ms. Dianne Audrick Smith*  
*Mr. William A. Powel, III*

*St. Paul's, Cleveland Heights*  
*St. James, Painesville*  
*Diocese of Ohio*  
*Trinity, Toledo*  
*St. Andrew's, Cleveland*  
*Diocesan Staff*

# Nominations

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## **Diocesan Trustee**

*One Clergy or Lay (Five-Year Term)*

- Robert Brown  
*St. Paul's, Cleveland Heights*

## **Standing Committee**

*One Clergy and One Lay (Four-Year Terms)*

### **Clergy**

- The Rev. Debra Bennett  
*Our Saviour, Akron*
- The Rev. John Drymon  
*Trinity Church, Findlay*
- The Rev. Mimi Moore  
*Diocese of Ohio*
- The Rev. Sarah Shofstall  
*Christ Church, Oberlin*

### **Lay**

- Allison Hauserman  
*Trinity Cathedral, Cleveland*
- Mary Murray  
*St. Christopher's by the River, Gates Mills*
- Dianne Audrick Smith  
*St. Andrew's, Cleveland*

## **Diocesan Council**

*Four Clergy and Two Lay (two clergy and two lay for 3-year terms; one clergy for a 2-year unexpired term; one clergy for a one-year unexpired term)*

### **Clergy**

- The Rev. Brian Bechtel  
*St. John's, Cuyahoga Falls*
- The Rev. Sally Goodall  
*St. Peter's, Lakewood*
- The Rev. David Radzik  
*St. Thomas, Berea*
- The Rev. Matt Wahlgren  
*St. Paul's, Fremont*

### **Lay**

- Nancy Geiger  
*Church of the Epiphany, Euclid*
- Doug Skladan  
*St. Andrew's, Elyria*
- Jeff Tennant  
*St. Peter's, Lakewood*

## **Episcopal Community Services (ECS) Development Council**

*One Clergy for Three-Year Term; Three lay for Three-Year terms; One lay for One-Year Unexpired Term*

### **Clergy**

- The Rev. Bryan Gillooly  
*Diocese of Ohio*

### **Lay**

- Becky Everett  
*St. Christopher's by the River, Gates Mills*
- Lindsay Graves  
*Christ Church, Oberlin*
- Tucker Handley  
*St. Peter's, Lakewood*
- Lois Jackson  
*St. Andrew's, Cleveland*

## **Regional Disciplinary Board**

*One Clergy (Three-Year Term)*

### **Clergy**

- The Rev. Lisa Tucker-Gray  
*Trinity Church, Toledo*

### **Treasurer**

- P. Thomas Austin  
*St. Paul's, Cleveland Heights*

### **Secretary of Convention**

- Darcel Arrington  
*St. Andrew's, Cleveland*

# Diocesan Trustees

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## Overview:

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

### Joint Investment Fund (JIF)\*

Working with the Diocese's Chief Financial Officer, the Diocesan Trustees select, engage, and evaluate the performance of an investment advisor. With the advice of the investment advisor, the Diocesan Trustees:

- Establish an investment policy for JIF and monitor adherence to the policy
- Monitor and evaluate the financial performance of JIF
- Evaluate the performance of individual investment managers and, as appropriate, terminate lagging managers and select new managers
- Set the spending rule for Diocesan endowment funds in the JIF and recommend to participating parishes a spending rule for funds they have invested in the JIF
- Oversee the Socially Responsible Investment (SRI) Subcommittee, which monitors compliance with the JIF investment policy to promote Environmental, Social, and Governance (ESG) factors
- Work with Diocesan staff on promoting the endowment and planned giving initiatives

### Real Property of the Diocese

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

\*JIF includes (a) endowment funds of the Diocese, (b) funds derived from parishes receiving aid or extinct parishes, and (c) other Diocesan funds and funds of parishes, parish organizations and other not-for-profit organizations affiliated with the Episcopal Church. JIF is valued at about \$55 million.

## Expectations:

Diocesan Trustees serve for a five-year term. The Diocese expects that a Trustee will attend all meetings

and be prepared to discuss and make decisions, as appropriate, on agenda items in materials sent to them beforehand or provided at meetings. Typically, the Trustees devote at least one-half of every quarterly meeting to discussions with the investment advisor.

Regular Trustees meetings are held quarterly, normally on the third Tuesday from 4:00 p.m.-6:00 p.m., at Trinity Commons in February, May, September (second Tuesday), and November; additional meetings are held as necessary. New members elected at Diocesan Convention attend their first regularly scheduled meeting in November. Trustees meetings currently are held via Zoom video conference; in the event the pandemic recedes sufficiently to resume in-person meetings, Zoom participation will continue to be available for those for whom travel makes in-person participation difficult.

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.

From time to time the Bishop designates individual Trustees to assist him with particular matters or serve on special committees he establishes.

## Requirements:

In compliance with the 201st Diocesan Convention Resolution R-2, Trustees are required to take anti-racism training conducted by the Diocese within the first year of their assuming office.

## Gifts, Experiences, and Skills:

The Diocese will benefit from having Trustees who:

- Have significant experience with finance, investing, or money management, or with legal issues related to those activities
- Are able to evaluate complicated business-related issues
- Have experience providing input for decision-making at both the local church and Diocesan levels.

## Recent Accomplishments:

The Trustees reviewed and revised the diocesan investment and spending policies.



## Candidates for Diocesan Trustees

One Clergy or Lay for a Five-Year Term; One Clergy or Lay for a Three-Year Term; and One Clergy or Lay for a One-Year Term

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### **Robert Brown - St. Paul's, Cleveland Heights**

I have been involved with the Diocesan Trustees for over a decade. Initially, I served for six years as an advisor, attending all meetings and supporting the Trustees' management of the Diocese's Joint Investment Fund. Subsequently, I was elected to be a Trustee, in which capacity I have served for the past six years. In my professional life, I have worked in various financial capacities for government agencies, private for-profit firms and non-profit organizations. In those positions I have been a borrower, a banker, a lender, and an investor. Currently, I am a member of the Municipal Securities Rulemaking Board, the regulator of the nation's municipal securities market. I have also practiced law, including real estate and securities law. I would be grateful for the opportunity to continue to serve as a Trustee and to support the Diocese and the Bishop in the important work of stewarding our earthly assets.



# Standing Committee

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## 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
- Designs and manages the search and election process when a new bishop is needed
- 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
- Serves as the Ecclesiastical Authority when there is no Bishop

## Expectations:

Standing Committee members serve for a four-year term working collaboratively with the Bishop for the welfare of the Diocese. Lay Standing Committee members must be adult communicants of The Episcopal Church in good standing. Clerical members must be entitled to a seat at Diocesan Convention.

The Standing Committee meets at 9:30 a.m. on the third Monday of the month. Meeting locations used are Trinity Commons, Bellwether Farm, and Zoom. The meeting time and location may be adjusted by consensus of members. Members attend an evening meeting during the annual retreat of the Commission on Ministry. Occasionally, members are asked to attend Diocesan regional meetings.

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

There are two officers, President and Secretary, who serve in their fourth year of service. It is customary to rotate the roles between clergy and lay Members. In 2025 (the fourth year of service for those elected in 2021), the lay member would serve as President; the clergy member would serve as Secretary.

## 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 Standing Committee members who are constructive; who know both when to listen and when to speak; and who will respect the diverse views both of this body and of the diocese
- Standing Committee members 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

## Recent Accomplishments:

- Developed process to conduct business remotely using Zoom
- Held in-person Saturday retreat with the Bishop at Bellwether Farm

# Candidates for Standing Committee

Elect one clergy and one lay for four-year terms

## CLERGY

### The Rev. Debra Bennett - Our Saviour, Akron



Since I arrived in the Diocese of Ohio in 2012, I have been privileged to serve on various diocesan commissions and committees, including Diocesan Council and the Commission on Ministry, and as a deputy to General Convention. In my diocesan ministry, I have gained insights and experiences that will help the Diocese of Ohio answer God's call to practice radical hospitality and love during this time of transition. To the Standing Committee, I offer the gift of deep listening and observation, the ability to provide a thoughtful and passionate voice, and experience from my service on the boards of the Historic Glendale Cemetery in Akron and The Episcopal Network on Stewardship (TENS). Both as a layperson and a priest, I have participated actively on diocesan councils and at conventions, and I have a working knowledge of the Constitution and Canons and experience with community engagement and hosting conversation across differences.

### The Rev. John Drymon - Trinity Church, Findlay



Having served on Diocesan Council, board of examining chaplains, and the Committee on Constitution and Canons, I believe I have a sense of the shape and purpose of leadership on the diocesan level in Ohio. I am, however, primarily concerned with the health and vitality of small, rural parishes and their particular charism.

### The Rev. Mimi Moore - Diocese of Ohio



I am a Deacon for the Diocese of Ohio serving at St. Andrews, Barberton. In my day job I am an attorney, and have been for 23 years, and you can review my resume on the diocesan website for all the attorney information you could ever want to know! My most important skill is listening: to people's needs and wants to figure out how to help solve their problems. Honoring the dignity of every human being; striving to see Jesus in everyone and trying to represent Jesus to everyone, are my guiding principles in life. I am married for 20 years to the love of my life. My daughter is a senior in high school. I have a passion for people, a passion for my church, and a passion for serving God. I would be just as passionate about serving on Standing Committee.

## Candidates for Standing Committee

Elect one clergy and one lay for four-year terms

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### CLERGY

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#### The Rev. Sarah Shofstall - Christ Church, Oberlin



As a candidate for Standing Committee, I bring 15 years as a practicing attorney prior to ordination, 15 years in parishes large and small, troubled and healthy, and 15 years as Canon to the Ordinary in Western Massachusetts. While Canon to the Ordinary, I was the transitions officer and had oversight of Safe Church training and response. In the Diocese of Ohio served as Priest-in-Charge and Rector of St. Barnabas, Bay Village for seven years, on the staff of Trinity Cathedral for one year during their transition, and have finished 2 years as Interim Rector at Christ Church, Oberlin. I have served on several diocesan committees.

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### LAY

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#### Allison Hauserman - Trinity Cathedral, Cleveland



I would bring the skills and gifts that I have developed through working in a variety of jobs with many kinds of people. In addition to teaching and training in several settings, I have worked in restaurants, retail, and sales. I try to be curious about what others are thinking, and ask questions to understand their views, an important skill in serving in a diocesan position. During my 32 years as a member of Trinity Cathedral, I have served in many capacities, including on vestry and as a junior warden. For the last several years I have chaired the Anti-racism Training Committee for the diocese, and have worked to dismantle racism by facilitating Sacred Ground circles. I would be honored to serve the people of the Diocese of Ohio on the Standing Committee.

## Candidates for Standing Committee

Elect one clergy and one lay for four-year terms

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### LAY

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#### Mary Murray - St. Christopher's by the River, Gates Mills



I have served as the Treasurer of St. Christopher's for approximately five years, during which time I have become familiar with many aspects of managing a small parish. I believe I can represent the challenges of a small parish in the wider diocese. In my professional life, I often act in an advisory role to front line staff, listening to their issues and concerns while keeping a focus on corporate policies but, more importantly, how we want to represent the company in the market. I think this kind of discussion is applicable at the Diocesan level as well-- how to understand, make decisions, and communicate among the Bishop and the parishes.

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#### Dianne Audrick Smith - St. Andrew's, Cleveland



Over the past 20 plus years, I have developed a deep appreciation of the structure of the Church and how, working within that structure, we can make a difference at the parish, diocesan, and church-wide level. Leadership in the UBE has provided me an opportunity to gain wide experience and deep connections within the Church, connections which may well assist as we begin this next chapter in our life as a diocese. My activities throughout the church include parish, diocesan, and churchwide boards and commissions. I have served on the Search Committee for the diocesan bishop of the Diocese of California. I am organized, thoughtful, clear, and direct. I bring a reflective spirit to the work in which I engage, and, I look forward to the possibility of serving on Standing Committee of this diocese at this time.



# Diocesan Council

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## 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 liaisons 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 Commission for Racial Justice and 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 also developed a three-year leadership program that is designed to promote leadership in Mission Areas and Parishes. The Diocesan Council desires to help equip Episcopalians in the Diocese of Ohio to be knowledgeable of their role as Christ's ambassadors to the world.

Following the death of George Floyd in 2020, the work of the Council became concentrated on racial justice in the diocese. Council will determine how to take up the leadership efforts developed in these two programs as it defines its role in the coming year.

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. Council works in committees to support Diocesan

staff and Diocesan ministries. Members of Council serve as liaisons to parishes and mission areas of the Diocese.

Council members may work 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. The Council also encourages, supports, and provides resources for mission area leaders.

## Requirements:

Diocesan Council members serve three-year terms, meeting approximately eight times a year. Some are elected by Convention; 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. Typically, an organizing meeting is held the first weekend of December (Friday-Saturday). Other meetings are usually held on the third Thursday of the months of January, February, March, May, June, September, and October from 3:00 - 6:00 p.m. Meetings will occur either at Trinity Cathedral, Cleveland; Bellwether Farm in Wakeman; or via Zoom.

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.

## Candidates for Diocesan Council

Elect two clergy and two lay for three-year terms

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### CLERGY

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#### The Rev. Brian Bechtel - St. John's, Cuyahoga Falls



The Rev. Bechtel is a relatively new priest in the church. He completed his M.Div Studies at Virginia Theological Seminary in 2019, and was ordained to the priesthood here in the Diocese of Ohio in 2020. He is passionate about "the next generation" in The Episcopal Church. It is his conviction that our Church, which holds together the sacramental and liturgical tradition of the ancient Church, alongside its inclusive understanding of the human person, has a much needed message for our postmodern world. During his curacy at Trinity, Findlay in 2020, the Rev. Bechtel wrote prayers that were recited by an ecumenical gathering of Christian clergy in support of the Black Lives Matter movement. He would love to join the work of the Diocese of Ohio in expressing our inclusive faith, grounded in the Gospel Jesus Christ, to a world in need.

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#### The Rev. Sally Goodall - St. Peter's, Lakewood



I grew up in the Church of England and now serve as Interim at St. Peter's, Lakewood. Before ordination to the priesthood, I served on the Commission on Ministry and as Chair of Summit Mission Area Council. Finding prayer to be an important part of my life, I became a life-vowed member of a contemplative religious order, Episcopal Carmel. I am also training as a Spiritual Director. I have served several nonprofit boards to do with care for the elderly and my other love, gardening. I started life as a chemist, then earned a Master's in Speech Pathology. I loved working in a medical setting and did this until called to the priesthood. I now sense a call to be more directly involved in the life of the Diocese. My life has been graced with a wide variety of experiences. All these I bring if elected to Diocesan Council.

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#### The Rev. David Radzik - St. Thomas, Berea



As a younger Episcopal priest and rector, I have a vested interest in the long-term future of the Diocese of Ohio and feel that my insight and experience would be a valuable contribution to our Diocesan Council. I also bring with me strong analytical thinking skills as well as an openness for conversation and dialogue that comes from my work as a parish priest, hospital chaplain, and school teacher. It would be my absolute privilege to serve this diocese in helping shape our vision and mission over the next few years. My hope is that we can continue to provide a credible and transformative Christian witness in our communities and I would be thrilled to help in that effort.

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## Candidates for Diocesan Council

Elect two clergy and two lay for three-year terms

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### CLERGY

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#### The Rev. Matt Wahlgren - St. Paul's, Fremont



As a husband and father, I have learned many lessons about love, and how much God helps in the hardest times and amplifies the best times. I have been a priest in The Episcopal Church for four years. I was raised Evangelical/Pentecostal but found my way to The Episcopal Church because it was a church that gave deep thought and consideration to stances and structures. In Fremont, I was appointed by our mayor and currently serve on our city's Community Relations Commission, I am the chaplain of our local branch of the NAACP, and I lead a small but powerful church in its mission to reconcile all people to unity with God and each other in Christ. I would be honored to by my skills, abilities, and care to Diocesan Council.

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### LAY

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#### Nancy Geiger - Church of the Epiphany, Euclid



I have been a member of Epiphany since I was three years old. I have served many times on the vestry and served as Director of Christian Education for 20 years. In the last few years, I was a Convention delegate and attended Convocation. In my work life, I was a librarian and teacher. As Supervisor of School Libraries, I was responsible for all human resource tasks. I also volunteered as treasurer for our preschool and Euclid Community Concerns. In each of these, I was responsible for payroll, bills, etc. As a member of Connecting Communities, I enjoyed working with people from other parishes. I am also a NEMAC representative. As a retiree, I am looking to become involved at the diocesan level.



## Candidates for Diocesan Council

Elect two clergy and two lay for three-year terms

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### LAY

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#### **Doug Skladan - St. Andrew's, Elyria**



Having previously served on Diocesan Council, I understand the workings and commitment needed to be an asset of the organization. I have been a member of several committees of the Diocese: Finance, Loans and Grants, Socially Responsible Investing, and Clergy Compensation Task Force. St. Andrew's, Elyria has been my parish for many years having served as Senior Warden several times, Finance Commission Chair, Lay Catechist, Usher, and Chair of the Strategic Planning Committee. My background is in Information Systems and Accounting. I served as chair of the Township Trustees Advisory committee and a Board Member of my HOA. I have been blessed with many gifts and would love to use them by serving again on Council. If elected, I would carry out the ministry that God has called me to do.

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#### **Jeff Tennant - St. Peter's, Lakewood**



Whether leading companies and organizations through growth and change, serving on social service and social justice boards, or as Senior Warden, my life and career has been about trying to be service to others as a disciple of Christ. EfM led me on a journey where I've found a calling in navigating the realities of our for-profit business environment while seeking ways to live the gospels. Core competencies are organizational development, sales, marketing, project management, team building, conflict resolution, crisis communication management, strategic planning and process, and financial management.

# Episcopal Community Services (ECS) Development Council

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## **Overview:**

Episcopal Community Services (ECS) Development Council serves the Diocese and parishes by providing grant funding that supports parish ministries. The focus of our funding is on efforts that create partnerships, strengthen communities, serve our neighborhoods, and form disciples. 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 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 four times each year in full committee at Trinity Commons or by Zoom video conference on Monday mornings. Members are assigned to subcommittees (review committees). In October and November, each review committee meets separately to review grant applications in detail and to develop recommendations for review in full committee. In addition to serving on grant review teams, each member will participate in site visits (either virtual or in-person when possible). Each member is expected to promote awareness of the work of ECS among our parishes and community. Council members advocate for and make a financial contribution to the Bishop's Annual Appeal as they are able.

## **Gifts, Experiences, and Skills:**

The Diocese will benefit from ECS Development Council members who have a passion for outreach and a commitment to working with other members of the committee.

## **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:**

The ECS Development Council has recently updated the granting criteria and process, and has introduced a new ECS online grant application. We are developing ways for ECS Council members to more actively raise awareness of ECS work in the community, as well as the Bishop's Annual Appeal.

# Candidates for Episcopal Community Services Development Council

Elect one clergy and three lay for three-year terms

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## CLERGY

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### The Rev. Bryan Gillooly - Diocese of Ohio



I am enthusiastic about the current work of the ECS Development Council. Now, more poignantly than in previous years, the economic conditions, racial, and social inequity throughout Ohio communities is more apparent and challenging. I am encouraged by the work of ECS to seek and support programs that are serving people with dignity and respect at their time of need, and becoming agents of transformation for the parish, participants, and communities involved. I am familiar with grantmaking from both sides of the process, having facilitated grant-making as well as applied for and received grants, and implemented grant-funded projects in my secular, nonprofit career. At all times, my personal focus is to serve people in need and to interrupt poverty and its downward cycle. As a deacon in this diocese of 29 years, I put my name in to serve ECS as a clergy representative and ask your support.

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## LAY

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### Becky Everett - St. Christopher's by the River, Gates Mills



I am excited to be considered as a candidate for the ECS Development Council. I have been an active member of St. Christopher's by the River for over 21 years, serving in many capacities including Senior and Junior Warden, President of our Daughters of the King Chapter, and as a Stephen minister. I feel I would be a good fit for this role as outreach and service are paramount in my life. I have been extremely involved in helping our parish forge and maintain an active relationship with Lutheran Metropolitan Ministry and the Men's Shelter, volunteering in many different roles. I seek the opportunity to discover other Episcopal congregations who have the same commitment to bringing the love of God to their communities. I look forward to the chance to serve on the ECS Development Council.

## Candidates for Episcopal Community Services Development Council

Elect one clergy and three lay for three-year terms

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### LAY

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#### Lindsay Graves - Christ Church, Oberlin



I have had the good fortune to meet and work with folks from a variety of walks of life. After college, I taught in the Philadelphia City Schools, in a school in Union County, OH, worked for Adult and Family Services, and directed a program for pre-school and school age children with significant learning differences and mental health needs at Ohio State. In Columbus, my husband and I joined The Episcopal Church. I discovered Education for Ministry, and then found my mission in Licensed Lay Preaching. In this diocese, I am a Licensed Lay Preacher, and have served on the team that provides training. I have been a member of the Vestry and the Mission Endowment Board. I've also volunteered with Oberlin Weekday Community Meals, Oberlin Community Services, The Refugee Response, and Bellwether Farm. I have also served on the Episcopal Community Service Board for the past 3 years.

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#### Tucker Handley - St. Peter's, Lakewood



I have been a parishioner at St. Peter's, Lakewood since moving back to Cleveland in Fall 2015. I am running for a second term on the Episcopal Community Services (ECS) board because I am excited about the direction the council is moving toward and would like to be part of that work going forward. I think my experience on the council has given me a firm grounding both of how the council operates and details of individual ECS-funded programs throughout the diocese which would serve me well in a new term. In addition, I feel both my academic and professional experience (I work at a leading Cleveland nonprofit serving children and youth) and my experience as a parishioner and vestry member in multiple parishes both within and outside the diocese would be helpful in impacting the work of the council.

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#### Lois Jackson - St. Andrew's, Cleveland



I am a member of St. Andrew's, Cleveland, a current vestry member, Lay Eucharistic Minister, Altar Guild member and a DOK member. I am also participating in the CLI Training. I relocated and transferred my membership to St. Andrew's from Holy Comforter Episcopal Church in the Diocese of Washington D.C., where I had been a member for 50 years and served as the Parish Administrator. I am the Administrative Consultant/Registrar for the Union of Black Episcopalians of which I have served for the past eight years. These positions have increased my knowledge of church operations and given me the learned experience needed for church organizations and functions, as well as the religious component used to fulfill obligations.



# Regional Disciplinary Board

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## **Overview:**

If there is a case involving potential clergy misconduct, the Regional Disciplinary Board is the pool of individuals from which members are selected to serve as part of a Conference or Hearing Panel. The Title IV canons seek to provide for appropriate and transparent accountability when clergy have committed some sort of misconduct. It also seeks to be built upon a model of reconciliation and healing, as opposed to confrontation.

Canonical amendments to create the Regional Disciplinary Board were approved at the 204th Diocesan Convention in 2020, which replaced the Diocesan Disciplinary Board (consisting of nine members: five clergy and four lay) with a 13-member body (seven clergy and six lay) comprised of one lay and one clergy representatives from each of the following contiguous Dioceses: Northwestern Pennsylvania, Ohio, Pittsburgh, Southern Ohio, West Virginia, and Western New York. Each Diocese has elected one lay and one clergy member with an initial term of one, two, or three years which were assigned shortly following the election of all members. The thirteenth member (clergy), the Rev. Brad Purdom, Canon for Congregations in the Diocese of Ohio, was selected by the Bishops of the six Dioceses.

## **Expectations:**

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

## **Requirements:**

- The lay members of the Board shall be adult communicants in good standing in the Diocese
- All Disciplinary Board members are required to complete training in Title IV matters, including the materials developed on the new website approved by the 79th General Convention: [www.titleiv.org](http://www.titleiv.org)
- 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:**

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

## Candidates for Regional Disciplinary Board

Elect one clergy and one lay for three-year terms

### CLERGY

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#### The Rev. Lisa Tucker-Gray - Trinity, Toledo



Since 1994 The Episcopal Church has used policies to address clergy misconduct. In 2009, revisions shifted the former system, based on a criminal justice system, to a model based on mediation and restorative justice. During that time, I served as Canon to the Ordinary in the Diocese of Michigan and served as an Intake Officer (receiving and reporting allegations), as well as offering diocesan training. I attended the initial training at the House of Bishops and developed a strong network developing best practices. Last year, I served as President of our Diocesan Disciplinary Board; beginning in January 2021 we shifted to create a Regional Disciplinary Board for six dioceses. It was an honor to start in that new system determining new roles and responsibilities. We now need to elect clergy representation from our diocese to serve a full 3-year term; I would be happy to continue this important work.

# Elections Tally Sheet

## Diocesan Trustee

Three Clergy or Lay (Five-Year Term; Three-Year Term; One-Year Term)

Votes Cast

Votes Required to Elect

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Ballot 1

Ballot 2

Ballot 3

Lay or Clergy	Robert Brown - St. Paul's, Cleveland Heights			

## Standing Committee - Clergy

One Clergy (Four-Year Terms)

Votes Cast

Votes Required to Elect

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Ballot 1

Ballot 2

Ballot 3

Clergy	The Rev. Debra Bennett - Our Saviour, Akron			
	The Rev. John Drymon - Trinity Church, Findlay			
	The Rev. Mimi Moore - Diocese of Ohio			
	The Rev. Sarah Shofstall - Christ Church, Oberlin			

## Standing Committee - Lay

One Lay (Four-Year Term)

Votes Cast

Votes Required to Elect

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Ballot 1

Ballot 2

Ballot 3

Lay	Allison Hauserman - Trinity Cathedral, Cleveland			
	Mary Murray - St. Christopher's by the River, Gates Mills			
	Dianne Audrick Smith - St. Andrew's, Cleveland			

## Diocesan Council - Clergy

Two Clergy for Three-Year Terms; One Clergy for a Two-Year Unexpired Term; One Clergy for a One-Year Unexpired Term

Votes Cast

Votes Required to Elect

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Ballot 1




Ballot 2




Ballot 3

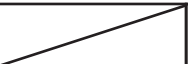

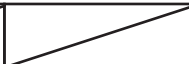
Clergy	The Rev. Brian Bechtel - St. John's, Cuyahoga Falls			
	The Rev. Sally Goodall - St. Peter's, Lakewood			
	The Rev. David Radzik - St. Thomas, Berea			
	The Rev. Matt Wahlgren - St. Paul's, Fremont			






# Elections Tally Sheet

		Votes Cast			
		Votes Required to Elect			
<b>Diocesan Council - Lay</b>			Ballot 1	Ballot 2	Ballot 3
Two Lay for Three-Year Terms					
Lay	Nancy Geiger - Church of the Epiphany, Euclid				
	Doug Skladan - St. Andrew's, Elyria				
	Jeff Tennant - St. Peter's, Lakewood				

		Votes Cast			
		Votes Required to Elect			
<b>Episcopal Community Services (ECS) Development Council</b>			Ballot 1	Ballot 2	Ballot 3
One Clergy for Three-Year Term					
Clergy	The Rev. Bryan Gillooly - Diocese of Ohio				

		Votes Cast			
		Votes Required to Elect			
<b>Episcopal Community Services (ECS) Development Council</b>			Ballot 1	Ballot 2	Ballot 3
Three lay for Three-Year terms; One lay for One-Year Unexpired Term					
Lay	Becky Everett - St. Christopher by the River, Gates Mills				
	Lindsay Graves - Christ Church, Oberlin				
	Tucker Handley - St. Peter's, Lakewood				
	Lois Jackson - St. Andrew's, Cleveland				

		Votes Cast			
		Votes Required to Elect			
<b>Regional Disciplinary Board</b>			Ballot 1	Ballot 2	Ballot 3
One Clergy for a Three-Year Term					
Clergy	The Rev. Lisa Tucker-Gray - Trinity Church, Toledo				

# Report of the Committee on Constitution and Canons

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## **Proposed Amendments to the Constitution and Canons of the Episcopal Diocese of Ohio to be considered at the 205th Annual Convention of the Diocese of Ohio.**

### 1) Resolution referred from 204th Convention:

At the 204th Diocesan Convention in 2020, the Committee on Constitution and Canons recommended against adoption of an amendment to the Constitution and an amendment to the Canons that would allow the Bishop during a declared national, state, or local emergency, to excuse, delay, or otherwise reduce the amount of parochial assessments. The Committee's report to the 204th Convention recommended rejection of the proposals for the following reasons:

- The Constitutional provision that mandates the payment of parochial assessments reflects the fundamental relationship between parishes, the Diocese, and the wider Church. It is not appropriate to delegate to the Bishop the authority to waive, postpone, or suspend such constitutionally mandated payments.
- Since the proposed amendments do not include objective criteria, the Bishop would be acting on requests to waive, postpone or suspend assessments without clear guidance to assess the financial impact on parishes of a national, state, or local emergency.

During discussion of the amendments during the 204th Convention, there were questions regarding how The Episcopal Church and other dioceses handle exceptions for non-payment of assessments. Following extended discussion, the Convention approved a motion to refer the amendments to the Committee on Constitution and Canons for further study of the issue and to present its recommendations to the 205th Diocesan Convention.

The Committee researched the recently created Assessment Review Committee of The Episcopal Church for dioceses to appeal assessments to Executive Council. (General Canons I.4.6(g), effective January 1, 2016):

“Any diocese may appeal to Executive Council for a waiver of the assessment, in full or in part, on the basis of financial hardship, a stated plan for working toward full payment, or other reasons as agreed with the Executive Council.”

According to the Rev. Mally Lloyd, chair of the Assessment Review Committee since 2016, of the 109 dioceses in The Episcopal Church, approximately 12-15 dioceses have applied for a Waiver of Assessment, evenly split between domestic dioceses and those in Province IX (outside of the United States.) A diocese that does not pay its full assessment in any year and has not received a Waiver of Assessment is not eligible to receive any grants or loans from The Episcopal Church. The Presiding Bishop has no authority to waive or adjust assessments.

Rev. Lloyd also provided background on the process in the Diocese of Massachusetts, where parochial assessments are imposed by diocesan canon and may be “adjusted” (not waived) by Diocesan Council following a review of a parish's application. Non-payment of assessments for two years results in forfeiture of voting rights for lay delegates at Convention. The Bishop of Massachusetts does not have the authority to adjust the assessments. By contrast, the obligation to pay diocesan assessments in the Diocese of Ohio is contained in the Diocesan Constitution, which can only be amended by Convention. Likewise, the Bishop of Ohio has no authority to adjust parochial assessments.

# Report of the Committee on Constitution and Canons (Continued)

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Neither the Presiding Bishop of The Episcopal Church nor the Bishop of Massachusetts has the authority to waive, forgive, or adjust diocesan or parochial assessments. Likewise, the Constitution and Canons of the Diocese of Ohio should not be amended to give that authority to the Bishop.

The proposed amendments should therefore be rejected.

2) Addition of specific language for election of Delegates to Provincial Synod. The Committee recommends adoption for the reasons stated in the rationale accompanying the amendment.

3) Editorial and Technical Amendments. The Committee also conducted a page-by-page review of the current Constitution and Canons. As a result of this effort, it is proposing six technical and other editorial amendments to update them as described in the margins of the attached redlined document. Language proposed for elimination is denoted by a strike-through. New language is denoted by bold-face type and underlined.

As required by our Constitution, changes to the Constitution require a two-thirds vote of the two orders voting separately (see Title X, Canon 3 of the Constitution).

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

The membership of the Constitution and Canons Committee consists of:

The Rev. John A. Drymon	<i>Trinity Church, Findlay</i>
Ms. Jane R. Freeman	<i>Trinity Cathedral, Cleveland</i>
The Rev. Rachel Harrison	<i>St. Paul's, Mount Vernon</i>
Ms. Amy E. Kellogg	<i>St. Andrew's, Elyria, Vice Chancellor</i>
Ms. Clare S. Long	<i>St. Barnabas, Bay Village</i>
Mr. John F. Shelley	<i>Christ Church, Shaker Heights</i>
Ms. Ann Shelly	<i>St. Matthew's, Ashland</i>
Ms. Ute Lindenmaier Vilfroy	<i>Trinity Cathedral, Cleveland</i>
Mr. William A. Powel III	<i>Canon to the Ordinary and Chancellor (Staff)</i>

# First Proposed Amendment of the Constitution of the Episcopal Diocese of Ohio

## 1. **The Committee on Consitution and Canons recommends rejection**

2.

### 3. **Proposed Amendment:**

#### 4. **ARTICLE IX. PARISHES**

5.

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

10. 1. filed its Parochial Report;

11. 2. paid all assessments for the Diocesan Fund, imposed upon it according to canon;

12. 3. paid all premiums due to the Church Pension Fund (for clergy and lay employees); and

13. 4. completed its audit report as prescribed by canon,

14. shall retain seat and voice at the following Diocesan Convention but forfeit its lay

15. representation vote, and shall remain thus suspended until all of the above requirements are

16. fulfilled, **unless excused by the Bishop pursuant to canon during a time of a national, state or**

17. **local emergency.**

18.

### 19. **Submitted by:**

20. **Committee on Constitutions and Canons**

21.

### 22. **Rationale of the Committee on Constitution and Canons:**

23. At the 204th Diocesan Convention in 2020, the Committee on Constitution and Canons

24. recommended against adoption of an amendment to the Constitution and an amendment to

25. the Canons that would allow the Bishop during a declared national, state, or local emergency, to

26. excuse, delay, or otherwise reduce the amount of parochial assessments. The Committee's report to

27. the 204th Convention recommended rejection of the proposals for the following reasons:

28. • The Constitutional provision that mandates the payment of parochial assessments reflects  
29. the fundamental relationship between parishes, the Diocese, and the wider Church. It is  
30. not appropriate to delegate to the Bishop the authority to waive, postpone, or suspend such  
31. constitutionally mandated payments.

32. • Since the proposed amendments do not include objective criteria, the Bishop would be acting  
33. on requests to waive, postpone or suspend assessments without clear guidance to assess the  
34. financial impact on parishes of a national, state, or local emergency.

35.

36. During discussion of the amendments during the 204th Convention, there were questions

37. regarding how The Episcopal Church and other dioceses handle exceptions for non-payment

# First Proposed Amendment of the Constitution of the Episcopal Diocese of Ohio

38. of assessments. Following extended discussion, the Convention approved a motion to refer the  
39. amendments to the Committee on Constitution and Canons for further study of the issue and to  
40. present its recommendations to the 205th Diocesan Convention.

41.  
42. The Committee researched the recently created Assessment Review Committee of The Episcopal  
43. Church for dioceses to appeal assessments to Executive Council. (General Canons I.4.6(g), effective  
44. January 1, 2016):

45.  
46. “Any diocese may appeal to Executive Council for a waiver of the assessment, in full or in  
47. part, on the basis of financial hardship, a stated plan for working toward full payment, or other  
48. reasons as agreed with the Executive Council.”

49.  
50. According to the Rev. Mally Lloyd, chair of the Assessment Review Committee since 2016, of the  
51. 109 dioceses in The Episcopal Church, approximately 12-15 dioceses have applied for a Waiver of  
52. Assessment, evenly split between domestic dioceses and those in Province IX (outside of the United  
53. States.) A diocese that does not pay its full assessment in any year and has not received a Waiver of  
54. Assessment is not eligible to receive any grants or loans from The Episcopal Church. The Presiding  
55. Bishop has no authority to waive or adjust assessments.

56.  
57. Rev. Lloyd also provided background on the process in the Diocese of Massachusetts, where  
58. parochial assessments are imposed by diocesan canon and may be “adjusted” (not waived) by  
59. Diocesan Council following a review of a parish’s application. Non-payment of assessments for  
60. two years results in forfeiture of voting rights for lay delegates at Convention. The Bishop of  
61. Massachusetts does not have the authority to adjust the assessments. By contrast, the obligation  
62. to pay diocesan assessments in the Diocese of Ohio is contained in the Diocesan Constitution,  
63. which can only be amended by Convention. Likewise, the Bishop of Ohio has no authority to adjust  
64. parochial assessments.

65.  
66. Neither the Presiding Bishop of The Episcopal Church nor the Bishop of Massachusetts has the  
67. authority to waive, forgive, or adjust diocesan or parochial assessments. Likewise, the Constitution  
68. and Canons of the Diocese of Ohio should not be amended to give that authority to the Bishop.

69.  
70. **The proposed amendments should therefore be rejected.**

71.  
72.  
73.  
74.

# Technical Proposed Amendments of the Constitution of the Episcopal Diocese of Ohio

## 1. ARTICLE II The Convention

2.

3. [ . . . ]

4.

5. Sec. 2. Members of any Convention shall be:

6.

7. [ . . . ]

8.

9. (e) The Chancellor **(and Vice Chancellor(s), if any)** of the Diocese; the Treasurer  
10. of the Diocese.

11.

12. [ . . . ]

13.

## 14. ARTICLE V Convention Elections

15.

16. [ . . . ]

17.

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

19.

20. (a) Any vacancies arising during the recess of Convention among the foregoing  
21. offices, excepting Trustees of the Diocese, members of the Development Council of  
22. the Diocese of Ohio Episcopal Community Services, and Deputies to the General  
23. Convention so long as ~~Provisional~~ **Alternate** Deputies are elected and available,  
24. may be filled by appointment of the Standing Committee with the concurrence of  
25. the Bishop, if there be one, until the next Annual Convention, which shall fill any  
26. unexpired term.

27. [ . . . ]

28.

29.

### 30. **Rationale:**

31. Line 10: The Constitution was amended in 2016 to create the position of Vice Chancellor. This  
32. language clarifies that Vice Chancellors are members of Convention.

33.

34. Line 24: The change conforms Diocesan Canons to the reference in the General Canons of The  
35. Episcopal Church.

36.

37.

# First Proposed Amendment of the Canons of the Episcopal Diocese of Ohio

---

1. **The Committee on Consitution and Canons recommends rejection**

2.

3. **Proposed Amendment:**

4. TITLE III. CANONS RELATING TO DIOCESAN STRUCTURE

5.

6. CANON 4: Of the Diocesan Fund

7.

8. Sec. 4 Parishes in arrears on the day delegate certificates are canonically due shall retain  
9. seat and voice at Diocesan Convention but forfeit their lay representation vote. Parishes are  
10. deemed in arrears when they fail to pay their Diocesan assessments in full for all months up  
11. to and including the last day of the fifth month prior to Diocesan Convention. There is no  
12. power entrusted to the Convention or any Committee thereof to waive this fault. During a  
13. state of national, state, or local emergency, however, the Bishop shall have the authority to sus-  
14. pend, reduce or postpone the payment of such assessments.

15.

16. **Submitted by:**

17. **Committee on Constitutions and Canons**

18.

19. **Rationale of the Committee on Constitution and Canons:**

20. At the 204th Diocesan Convention in 2020, the Committee on Constitution and Canons  
21. recommended against adoption of an amendment to the Constitution and an amendment to  
22. the Canons that would allow the Bishop during a declared national, state, or local emergency, to  
23. excuse, delay, or otherwise reduce the amount of parochial assessments. The Committee's report  
24. to the 204th Convention recommended rejection of the proposals for the following reasons:

- 25. • The Constitutional provision that mandates the payment of parochial assessments reflects  
26. the fundamental relationship between parishes, the Diocese, and the wider Church. It is  
27. not appropriate to delegate to the Bishop the authority to waive, postpone, or suspend such  
28. constitutionally mandated payments.
- 29. • Since the proposed amendments do not include objective criteria, the Bishop would be acting  
30. on requests to waive, postpone or suspend assessments without clear guidance to assess the  
31. financial impact on parishes of a national, state, or local emergency.

32.

33. During discussion of the amendments during the 204th Convention, there were questions  
34. regarding how The Episcopal Church and other dioceses handle exceptions for non-payment  
35. of assessments. Following extended discussion, the Convention approved a motion to refer the  
36. amendments to the Committee on Constitution and Canons for further study of the issue and to  
37. present its recommendations to the 205th Diocesan Convention.



## First Proposed Amendment of the Canons of the Episcopal Diocese of Ohio

38. The Committee researched the recently created Assessment Review Committee of The  
39. Episcopal Church for dioceses to appeal assessments to Executive Council. (General Canons  
40. I.4.6(g), effective January 1, 2016):

41.  
42. “Any diocese may appeal to Executive Council for a waiver of the assessment, in full or in  
43. part, on the basis of financial hardship, a stated plan for working toward full payment, or  
44. other reasons as agreed with the Executive Council.”

45.  
46. According to the Rev. Mally Lloyd, chair of the Assessment Review Committee since 2016,  
47. of the 109 dioceses in The Episcopal Church, approximately 12-15 dioceses have applied for  
48. a Waiver of Assessment, evenly split between domestic dioceses and those in Province IX  
49. (outside of the United States.) A diocese that does not pay its full assessment in any year and  
50. has not received a Waiver of Assessment is not eligible to receive any grants or loans from The  
51. Episcopal Church. The Presiding Bishop has no authority to waive or adjust assessments.

52.  
53. Rev. Lloyd also provided background on the process in the Diocese of Massachusetts, where  
54. parochial assessments are imposed by diocesan canon and may be “adjusted” (not waived) by  
55. Diocesan Council following a review of a parish’s application. Non-payment of assessments for  
56. two years results in forfeiture of voting rights for lay delegates at Convention. The Bishop of  
57. Massachusetts does not have the authority to adjust the assessments. By contrast, the obligation  
58. to pay diocesan assessments in the Diocese of Ohio is contained in the Diocesan Constitution,  
59. which can only be amended by Convention. Likewise, the Bishop of Ohio has no authority to  
60. adjust parochial assessments.

61. Neither the Presiding Bishop of The Episcopal Church nor the Bishop of Massachusetts has  
62. the authority to waive, forgive, or adjust diocesan or parochial assessments. Likewise, the  
63. Constitution and Canons of the Diocese of Ohio should not be amended to give that authority  
64. to the Bishop.

65.  
66. **The proposed amendment should therefore be rejected.**

# Second Proposed Amendment of the Canons of the Episcopal Diocese of Ohio

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1. **The Committee on Consitution and Canons recommends adoption.**

2. ARTICLE V Convention Elections

3. [ . . . ]

4. Sec. 3. When required, the Convention shall elect clerical and lay deputies and alternate deputies  
5. to the General Convention, clerical and lay delegates to the Provincial Synod, a clerical and a lay  
6. member to the Cathedral Chapter, and clerical and lay members to the Diocesan Disciplinary Board.

7. \* \* \*

8.

9. Canons of the Episcopal Diocese of Ohio

10. Title I: Canons Relating to Diocesan Structure

11. [ . . . ]

12. Canon 10 Of the Delegates to Provincial Synod

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

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

21.

22. **Rationale:**

23. Following an inquiry from the Province V administrator regarding the way in which each Diocese  
24. elects (or selects) its delegates to the triennial Provincial Synod, the Committee on Constitution and  
25. Canons discovered that although the Constitution provided for the election of Deputies to Provincial  
26. Synod, there was no corresponding provision in the canons regarding the election, term of office,  
27. and process to fill vacancies. The addition of a new Canon 10 to Title I contains this information and  
28. aligns Provincial Synod Deputies with the other offices that are elected by Diocesan Convention.

29. In accordance with Article V, Section 6(a) of the Constitution, Section 2 provides that the Standing  
30. Committee will fill vacancies until the next Annual Convention.

31.

32.

33.

34.

35.

36.

37.

# Technical Proposed Amendments of the Canons of the Episcopal Diocese of Ohio

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1. TITLE I. CANONS RELATING TO DIOCESAN STRUCTURE

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2.

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3. [...]

---

4. CANON 5 OF THE TREASURER

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5. [...]

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6.

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7. Sec. 4. All monies belonging to the Diocese or to the Diocesan Council shall be deposited in such  
8. banking institutions or invested in such manner as shall be selected by the Treasurer and approved  
9. by the Finance and Audit Committee or other appropriate diocesan authority and in the name of  
10. the Diocese of Ohio, but subject to the order of the Treasurer, all interest accruing thereon shall  
11. inure to the sole use and benefit of the Diocese of Ohio.

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12.

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13. [...]

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14.

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15. CANON 9: Of the Deputies to General Convention

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16.

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17. Sec. 1 The Annual Convention shall elect in the year following each General Convention, four  
18. clergy canonically resident in the Diocese, and four members of the laity who shall be adult  
19. communicants in good standing of the Church in the Diocese, to act as Deputies from this Diocese  
20. to the General Convention. The next Annual Convention shall elect, in like manner, four clergy  
21. and four members of the laity, with like qualifications, as ~~Provisional~~ Alternate Deputies. These  
22. ~~Provisional~~ Alternate Deputies shall fill any vacancy in the order of their election. The Deputies  
23. and ~~Provisional~~ Alternate Deputies shall hold their respective office(s) until their successors are  
24. elected, and shall be Deputies, or ~~Provisional~~ Alternate Deputies, for any General Convention  
25. which may be held during their continuance in office.

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26.

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27. [...]

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28.

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29. Title II: Canons Relating to the Congregations of the Diocese

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30.

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31. [...]

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32.

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33. CANON 2. Of the Cathedral

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34.

---

35. [...]

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36.

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37. Sec. 4. To the extent that the Cathedral complies with the requirements set forth for a parish, The

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## Technical Proposed Amendments of the Canons of the Episcopal Diocese of Ohio (Continued)

38. ~~Cathedral~~ it shall be entitled to have the same representation in the Diocesan Convention as is  
39. provided by Canon for a Parish.

40.

41. [...]

42.

43. Title IV: Other Canons

44.

45. [...]

46.

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

48.

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

52.

53. (a) The proposed change(s) shall have been sent to the Committee on Canons no fewer  
54. than three months prior to the Convention for its review and recommendations.

55.

56. (b) The Committee on Canons shall have sent its recommendation on the proposed  
57. change(s) to the Bishop and to Vestries ~~or Bishop's Committees~~ no fewer than thirty (30)  
58. days prior to the Convention.

59.

60. [...]

61.

62. Appendix I

63. Form for the Certification of Lay Delegates to Convention

64. THIS IS TO CERTIFY that at a meeting of the Vestry of \_\_\_\_\_ (name of  
65. Parish) in \_\_\_\_\_ held on the \_\_\_\_\_ day of \_\_\_\_\_  
66. 20\_\_\_\_, the following named persons, who are adult communicants of good standing in said  
67. Parish were elected Lay Delegates to represent the same in the Convention of The Episcopal  
68. Church in the Diocese of Ohio, to be held \_\_\_\_\_ in the year of our Lord 20\_\_\_\_.

69.

70. Delegates Alternates

71.

72. 1. \_\_\_\_\_ 1. \_\_\_\_\_

73. 2. \_\_\_\_\_ 2. \_\_\_\_\_

74. 3. \_\_\_\_\_ 3. \_\_\_\_\_

## Technical Proposed Amendments of the Canons of the Episcopal Diocese of Ohio (Continued)

75.

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

78.

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

83.

84. Signed,

85. \_\_\_\_\_

86. Clerk of the Vestry

87.

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

91.

92. **Rationale:**

93. Title I, Canon 5: In 2015 the Diocesan Council approved the separation of the Finance and Audit  
94. Committee into two committees.

95.

96. Title I Canon 9: The change conforms the Canons to the reference in the General Canons of the  
97. Episcopal Church.

98.

99. Title II, Canon 2, Section 4: The additional language clarifies that the Cathedral is not a parish, but  
100. is similar as to representation at Diocesan Convention and other parochial requirements.

101.

102. Title IV, Canon 3: Deleted the term "Bishop's Committee." Bishop's Committees no longer exist  
103. because missions are no longer part of the canonical structure.

104.

105. Appendix I: The 15-day deadline to submit delegate certificates was reduced from 30 days in 2016.  
106. Based on the experience with the shorter deadlines, members of diocesan staff suggested an earlier  
107. deadline.

108.

109.

110.

111.

# Report of the Committee on Resolutions

---

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

The Resolutions submitted this year are:

- R-1: Resolutions on Clergy Compensation
- R-2: A Resolution to Adopt the Usage of Gender-Expansive Pronouns
- R-3: A Resolution to Declare St. Andrew's, Akron parish to be Extinct
- R-4: A Resolution to Approve a Memorial for Submission to the 80<sup>th</sup> General Convention regarding Racial Injustice and Reconciliation
- R-5: Resolutions of Courtesy

Respectfully submitted,

*The Rev. Rachel C. Kessler, Chair*

*The Rev. Stephen N. Ashby*

*The Rev. Beth Frank*

*Ms. Amy E. Kellogg, Vice Chancellor*

*The Rev. Michael Petrochuk*

*Mr. William A. Powel, III, Chancellor*

*Harcourt Parish, Gambier*

*Good Shepherd, Lyndhurst*

*St. Mark's, Wadsworth*

*St. Andrew's, Elyria*

*St. Andrew's, Barberton*

*Bishop's Staff*



# R1: A Resolution On Clergy Compensation

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1. *Resolved*, that the minimum standard of full-time pension-based compensation (cash salary,
2. utilities, housing, and Social Security tax reimbursement) for clergy serving congregations in the
3. Diocese of Ohio during 2022 be established as follows:
4.     • At least \$52,743 for assisting clergy;
5.     • At least \$60,122 for a transitional deacon in charge of a congregation;
6.     • At least \$63,848 for clergy in charge of congregations with an annual Normal Operating
7.         Income
8.     • (NOI) of no more than \$196,360 ;
9.     • At least \$63,848+10% of NOI greater than \$196,360 up to \$392,720 for clergy in charge of
10.         congregations with an annual NOI greater than \$196,360;
11.     • At least \$83,485 for clergy in charge of congregations with NOI greater than \$392,720 ; and be
12.         it further
- 13.
14. *Resolved*, that to account for the current financial uncertainty, each congregation and clergy person
15. should prayerfully consider together other forms of non-monetary compensation and adjustments
16. to benefits such as paid time off, or some combination that maintains the minimum salary
17. standards; and be it further
- 18.
19. *Resolved*, that each congregation prayerfully consider adjusting the current compensation level of
20. their clergy to account for the clergy person's years of experience; and be it further
- 21.
22. *Resolved*, that each employer of clergy in the Diocese of Ohio be encouraged to:
23.     • Offer additional benefits either fully funded, or on a pre-tax salary reduction basis (e.g., dental
24.         insurance, reimbursement for routine dental care, annual medical examination, child-care
25.         allowance, etc.);
26.     • Provide for sabbatical and parental leave; and be it further
- 27.
- 28.
29. *Resolved*, that each employer of such clergy in the Diocese of Ohio shall pay a minimum of 95% of
30. the health insurance premium (plus full (100%) funding of the plan deductible in a health savings
31. account (HSA)) of the least expensive plan provided as an option by the Diocese for those clergy
32. being paid less than \$63,848 (or the pro-rated part-time equivalent) and their eligible dependents
33. or 93% of the health insurance premium (plus full (100%) funding of the plan deductible in a
34. health savings account (HSA)) of the least expensive plan provided as an option by the Diocese for
35. the clergy being paid \$63,848 (or the pro-rated part-time equivalent) or more, and their eligible
36. dependents.
- 37.

## R1: A Resolution On Clergy Compensation (Continued)

---

38. If a priest or transitional deacon chooses a health insurance plan that is more expensive, the  
39. additional cost is the responsibility of the priest or transitional deacon unless the Vestry, Diocese,  
40. or other participating Episcopal institution agrees to pay the additional cost for such coverage. The  
41. employer may choose to pay 100% of its clergy's health insurance plan; and be it further  
42.
43. *Resolved*, that in addition to the above minimum standards, each employer of such clergy in the  
44. Diocese of Ohio shall:
- 45. • Make pension assessment payments as the Church Pension Fund shall determine [Note: The  
46. Church Pension Assessment is based on the following elements: Base salary; Social Security  
47. tax reimbursements; Cash housing allowance and utilities; Employer contributions to 403(b)  
48. or deferred compensation plan; Value of church-provided housing; Pre-tax contribution  
49. to Health Savings Account (HSA) – clergy contribution up to IRS limits; and Other cash  
50. allowances (i.e., automobile, cell phone)];
  - 51. • Provide appropriate reimbursement for expenses incurred in the course of fulfilling the  
52. responsibilities of the position, including the actual cost of the use of a personal automobile;
  - 53. • Provide no fewer than four weeks of paid vacation annually;
  - 54. • Provide no fewer than twelve (12) weeks of paid parental leave for the birth or adoption of a  
55. child for a member of the clergy, and take advantage of the maternity leave benefits provided  
56. by Church Pension Group for members of the clergy (i.e., 12 weeks).
  - 57. • Provide annual professional education/development leave of no fewer than two weeks, with a  
58. minimum allowance of \$800; and be it further  
59.
60. *Resolved*, that the provisions of this resolution be applied on a pro-rata basis to the minimum  
61. compensation and benefits related to positions that are less than full-time and more than one-  
62. quarter time; and be it further  
63.
64. *Resolved*, that every letter of agreement shall be revisited by the Vestry and the Rector with the  
65. clergy member at least once every two years; and be it further  
66.
67. *Resolved*, that every letter of agreement shall be submitted to the Bishop's Office in compliance  
68. with General Canon Title III.9.3 along with the most current version of the Compensation  
69. Worksheet provided by the Commission on Ministry (COM) and be it further  
70.
71. *Resolved*, that (a) whenever clergy letters of agreement are amended, they should be submitted  
72. to the Bishop's Office in compliance with General Canon Title III.9.3; along with (b) the  
73. Compensation Worksheet provided by the Commission on Ministry to each parish; and be it  
74. finally

## R1: A Resolution On Clergy Compensation (Continued)

---

75. *Resolved*, without regard to whether a letter of agreement has been amended, the Compensation  
76. Worksheet should be submitted by the parish for each clergy person to the Bishop's Office every  
77. two years, thereafter on or before May 1 in the odd years, for that current year's compensation.

78.  
79. *Resolved*, that those congregations/missions areas that are served by the ministry of a  
80. vocational deacon, would consider reimbursement for mileage and/or the costs associated with  
81. participation in ministries done on behalf of the congregations/mission areas, and that those  
82. congregations/mission areas that have long-standing relationships with vocational deacons  
83. consider contributing to the annual continuing education costs of said deacon.

84.

85. **Rationale:**

86.

87. The amounts of minimum compensation and parish Normal Operating Income (NOI) represent  
88. a 3.5% increase from the 2021 resolution presented at the 204<sup>th</sup> Convention, which increase is  
89. similar to the amount for compensation included in the 2022 Diocesan budget submitted for  
90. approval.

91.

92. The change from the 2021 resolution in parental leave from eight (8) to twelve (12) weeks is  
93. intended to equalize the benefit for birthing and non-birthing parents. The 12-week benefit  
94. under the denominational health plan does not apply to non-birthing parents. This change  
95. would mean that parishes would not be reimbursed for the additional four (4) weeks of  
96. compensation paid for a non-birthing parent.

97.

98. The COVID-19 pandemic continues to create much uncertainty for parishes, the Diocese, and  
99. the larger church ranging from when and how we are able to be in service with one another,  
100. to concerns of spreading the virus when we do serve together. Among the uncertainties is the  
101. financial burden parishes have experienced and/or might experience as the pandemic continues.  
102. Approval of this resolution recognizes the uncertainty and asks all involved to work together  
103. prayerfully and creatively to review and possibly adjust compensation and benefits (but not  
104. lower than the minimum levels specified in this resolution) in order to balance the financial  
105. capacity of the parish with the financial needs of the assisting clergy, transitional deacons, and  
106. clergy in charge of congregations. It is intended that once the pandemic has been managed to  
107. allow for some form of normalcy that this rationale and associated statement may be removed  
108. from future clergy compensation resolutions.

109.

110. The Commission prepared the following table to present the salary and benefit information:

111.

# R1: A Resolution On Clergy Compensation (Continued)

112.		Full Time	¾ Time	½ Time	1/3 time	¼ Time
113.	Assisting Clergy	52,743	39,558	26,372	17,581	13,186
114.	Transitional Deacon	60,122	45,091	30,061	20,041	15,030
115.						
116.	Clergy in charge	63,848	47,886	31,924	21,283	15,962
117.	Clergy in charge	83,485	62,614	41,743	27,828	20,871
118.	and an NOI over					
119.	392,720.					
120.						
121.	Continuing Ed	\$800	\$600	\$400	\$267	\$200
122.	Pension	18%	18%	18%	18%	18%
123.	Health	93%	93%	93%	31%	23.25%

124.

125. Submitted by:

126. The Commission on Ministry

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## R-2: A Resolution to Adopt the Usage of Gender-Expansive Pronouns

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1. *Whereas*, the Baptismal Covenant of the Episcopal Church calls us both to “seek and serve Christ
2. in all persons” and to “respect the dignity of every human being” and celebrating, through the
3. expansive power of God, in our Church, and in the world, that there are more than two sexes and
4. more than two genders; now therefore
- 5.
6. *Be it Resolved*, that all Diocesan Committees, Commissions, and Councils commit to using
7. gender expansive language, avoiding the limitations of gender-binary pronouns, by (1) requiring
8. gender-expansive language in all future resolutions and constitutional amendments and (2)
9. utilizing gender-expansive language in their own communications and publications; and be it
10. further
- 11.
12. *Resolved*, that a task force shall be formed, with membership appointed by the Bishop Diocesan
13. or his designee, to craft a memorial for timely submission to the 80th General Convention of
14. the Episcopal Church that reflects the contents of this resolution, and that the passage of this
15. resolution and the approval of such text by Diocesan Council shall serve as the appropriate
16. authorization from this Convention for submission of such memorial on behalf of the Diocese;
17. and be it further
- 18.
19. *Resolved*, that such task force develop guidance to Vestries of parishes of this Diocese regarding
20. the language that they use to communicate with their parishes and to their neighbors,
21. particularly to avoid gender-binary pronouns and respect and honor all identities in their
22. communities, which guidance shall be approved by Diocesan Council in 2022.
- 23.
24. **Rationale:**
25. As Episcopalians we are called to glory in the expansive love and grace of God and to share that
26. radical love and grace with others. As a Diocese, we proclaim from pulpits and bumper stickers
27. that “God loves you. No exceptions.” This resolution seeks to further that call by demonstrating
28. our radical love and welcome for our trans and nonbinary siblings in Christ. We can best do so
29. by using language that recognizes and proclaims the glorious diversity of humanity as made in
30. God’s image.
- 31.
32. We are told by God that before we were formed in the womb, God knew our deepest and truest
33. selves; the psalmist tells us we are “fearfully and wonderfully made” (Ps. 139). North American
34. culture traditionally limits its perception of gender to masculine and feminine genders alone.
35. This is based on a chromosomal understanding of sexuality, which limits sex categories to male
36. (xy chromosomes) and female (xx chromosomes). For many people, the expression of being their
37. truest self includes identifying with a gender or sex that does not fit into the western binaries

## R-2: A Resolution to Adopt the Usage of Gender-Expansive Pronouns (Continued)

38. of “male” or “female.” For people who are not cisgendered (meaning they do not identify as the  
39. gender assigned at their birth), the traditional pronouns of he/she are sometimes insufficient. A  
40. rise in addressing pronouns and introducing oneself with one’s pronouns has occurred as a result,  
41. including at the 203rd Diocesan Convention in Sandusky, where pronoun stickers were provided  
42. to delegates and guests.

43.  
44. Use of the word “they” has been recognized as a singular third-person pronoun by the Merriam-  
45. Webster Dictionary and the American Psychological Association. Many traditional grammarians  
46. have argued against this pronoun usage, but we should not allow ourselves to be mired in the  
47. weeds of grammar, and instead recognize that words are a symbol. The use of symbols in the  
48. church ought to point to God, and God’s love for each of us: as society recognizes the spectrum  
49. of gender and sex, our language must also shift to recognize the need for more expansive  
50. understanding.

51.  
52. Contemporary American language has attempted to embrace the inclusive language that is  
53. innately understood in many other cultures around the world. Escaping the binary of pronouns  
54. can lead us into an openness and creativity not only in language but theology, following the  
55. freeing Spirit. This resolution aims to maintain the radical love and hospitality evangelized by the  
56. Anglican-Episcopal tradition and requests expansive language be used in the Diocese of Ohio to  
57. describe the broadness of God’s children’s sexual and gender identities.

58.

59.

### 60. **Submitted by:**

61. Ms. Evangeline Warren, Harcourt Parish, Gambier

62. Ms. Patricia I. Patton, St. John’s, Bowling Green

63. The Rev. Mimi Moore, Deacon of the Diocese of Ohio

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

65.

### 66. **Supported by:**

67. Many individuals across the Diocese of Ohio have expressed their support for this resolution  
68. and pledged their personal commitment to using gender-inclusive pronouns in their

69. individual, community, and parochial lives. Their names and parishes can be found here: [bit.ly/](https://bit.ly/Dohiopronouns)

70. [Dohiopronouns](https://bit.ly/Dohiopronouns)

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## R3: A Resolution to Declare St. Andrew's, Akron Parish to be Extinct

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1. *Be it Resolved*, that this 204<sup>th</sup> Convention acknowledges with both gratitude and sadness the end
2. of the parish ministry of St. Andrew's, Akron and that the Convention expresses its deep appreci-
3. ation to the laity and clergy of this congregations for their years of faithful service to God and the
4. people of their communities; and be it further
- 5.
6. *Resolved*, that this Convention accepts this recommendation of the Committee on Constitution
7. and Canons in accordance with Canons of the Diocese of Ohio (Title II, Canon 7), and declares
8. St. Andrew's, Akron to be extinct.
- 9.
10. **Rationale:**
11. On a Sunday afternoon the year of our Lord 1896, Catherine Caswell, "a good neighbor and a
12. devout churchwoman," invited the children of her Akron neighborhood into her living room to
13. teach them the Creed, the Lord's Prayer and the Ten Commandments. So popular were these
14. lessons that they soon outgrew Mrs. Caswell's living room and moved a few months later into the
15. abandoned old Portage Township schoolhouse. Courageous and determined people of the com-
16. munity furnished this space with rugs and chairs from their own homes and built a sanctuary
17. from boards and boxes they had salvaged. That same year, Dr. Davis, a priest residing in Gambier,
18. celebrated the first Holy Communion in that space.
- 19.
20. The community of worshipers grew quickly—between thirty and fifty attended lay-led services
21. on any given Sunday and over one-hundred children attended Sunday school. The congregation
22. applied to Diocesan Convention for recognition as a mission in May, 1897. That year, Archdea-
23. con Brown reported that "action was postponed until interesting questions can be more fully
24. discussed and settled." Recognition as a chapel finally came in 1905; recognition as an organized
25. mission, not until 1909.
- 26.
27. Nevertheless, by 1897 the congregation had outgrown the old schoolhouse. Mrs. A. Watkins
28. donated a piece of land on West Talmadge Avenue, and by 1898 funds had been raised and the
29. church building completed. Bishop Leonard visited the new chapel on June 5, 1898, Trinity Sun-
30. day, dedicating the building. In the first decade of the Twentieth Century, having outgrown the
31. space once again and amidst rapid growth in the city of Akron, a new building was constructed
32. on the north side of town. Yet a third building was constructed in 1921 and in January 1923 the
33. Rev. George M. Brewin was called as St. Andrew's first priest-in-charge. Fr. Brewin would remain
34. for twenty years, sometimes serving without pay during the difficult days of the Depression.
- 35.
36. By 1946, though, St. Andrew's had paid off its entire indebtedness and Bishop Tucker commend-
37. ed it as "the most progressive church in the Diocese." Finally, on February 3, 1946, the Diocesan

## R-3: A Resolution to Declare St. Andrew's, Akron Parish to be Extinct (Continued)

38. Convention voted unanimously to accept St. Andrew's as a parish. Since that time generations  
39. have worshiped Almighty God at St. Andrew's and worked faithfully for the sake of the Kingdom.  
40. Despite such faithfulness, St. Andrew's faced challenges in recent years, which led to the unsustain-  
41. ability of the parish and the Vestry's decision to bring its ministry to an end. On Wednesday, June  
42. 30, 2021, Bishop Hollingsworth celebrated the last liturgy at St. Andrew's. The Diocese of Ohio  
43. commends the generations of St. Andrew's communicants for their faithfulness.

44.

45. **Submitted by:**

46. The Committee on Constitution and Canons

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## R-4: A Resolution to Approve a Memorial for Submission to the 80<sup>th</sup> General Convention of The Episcopal Church regarding Racial Injustice and Reconciliation

1. Whereas, the Commission for Racial Justice of the Diocese of Ohio, as a part of its responsibility  
2. to address the reality of racism and racial injustice in our church, nation, and world and to  
3. provide direction and encouragement to the people of this Diocese to combat racism whenever  
4. and wherever possible, has received, from the Wilma Ruth Combs/Northern Ohio Chapter of the  
5. Union of Black Episcopalians, seventeen (17) resolutions (See Appendix at p. 77) submitted by  
6. the church-wide Union of Black Episcopalians to the 80<sup>th</sup> General Convention of The Episcopal  
7. Church ; and

9. Whereas, the Wilma Ruth Combs/Northern Ohio Chapter of the Union of Black Episcopalians  
10. has sought the support of this Convention in encouraging the 80<sup>th</sup> General Convention of The  
11. Episcopal Church to consider and act upon said resolutions with a sense of urgency and a spirit  
12. of restorative justice; be it therefore

14. *Resolved*, that the 205<sup>th</sup> Convention of the Diocese of Ohio approve the submission of the  
15. attached Memorial to the 80<sup>th</sup> General Convention of The Episcopal Church that the proposed  
16. seventeen (17) resolutions prepared by the Union of Black Episcopalians (see appendix), should  
17. be considered and acted upon by the 80<sup>th</sup> General Convention; and be it further

19. *Resolved*, that the Secretary of Convention submit this Resolution and Memorial in a timely  
20. manner to the General Convention Office of The Episcopal Church:

22. Memorial (to be attached)

23. To the Bishops and Deputies of the Episcopal Church Assembled at the 80th General  
24. Convention,

26. “You shall love the Lord your God with all your heart and with all your soul and with all your  
27. strength and with all your mind, and your neighbor as yourself.” Luke 10:27

29. The sin of racism is pandemic in our society, church, and world. It is our responsibility, as  
30. the body of Christ, to understand our own complicity, historically and currently, and find  
31. effective ways to eradicate its inherent injustices and inequities. As part of its commitment  
32. to becoming a Beloved Community, the Diocese of Ohio, by vote of its Convention,  
33. hereby impresses upon the 80<sup>th</sup> General Convention of The Episcopal Church the urgency  
34. of this work and commends to said General Convention the seventeen (17) resolutions  
35. (See Appendix at p. 77) submitted by Deputies who are members of the Union of Black  
36. Episcopalians for its faithful consideration and action.

R-4: A Resolution to Approve a Memorial for Submission to the 80<sup>th</sup> General Convention of The Episcopal Church regarding Racial Injustice and Reconciliation (Continued)

- 38. Respectfully submitted,
- 39. The 205<sup>th</sup> Convention of the Diocese of Ohio
- 40. November 13, 2021
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## R-5: Resolutions of Courtesy

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1.     *Resolved*, that the 205th Convention of the Diocese of Ohio extend warm greetings and continued
2.     good health to the Tenth Bishop of Ohio, the Right Reverend J. Clark Grew II, and Wendy Grew,
3.     and to Penny Moodey, widow of the Right Reverend James R. Moodey, Ninth Bishop of Ohio;
- 4.
5.     *Resolved*, that the 205th Convention of the Diocese of Ohio express warm greetings to the Rev. Gay
6.     Clark Jennings, President of the House of Deputies, and the Most Reverend Michael Bruce Curry,
7.     Twenty-Seventh Presiding Bishop and Primate of The Episcopal Church.
- 8.
9.     *Resolved*, that the 205th Convention of the Diocese of Ohio express warm greetings to our
10.    companion diocese in Africa in the Anglican Communion and the Most Rev. Dr. Maimbo
11.    Mndolwa, Bishop of Tanga and Archbishop and Primate of the Anglican Church of Tanzania, and
12.    his wife Frida;
- 13.
14.    *Resolved*, that the 205th Convention of the Diocese of Ohio express warm greetings to the Rt. Rev.
15.    Philip Wright, Bishop of the Anglican Diocese of Belize, and his wife Carla.
- 16.
17.    *Resolved*, that the Convention recognize this year the 175th anniversaries of Grace, Mansfield
18.    and St. Paul's, Cleveland Heights, the 150th anniversary of All Saints, Parma, and the 125th
19.    anniversaries of St. Stephen's, Steubenville and St. Thomas, Port Clinton.
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# Overview of the 2022 Diocesan Program and Budget

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The overall 2022 budget increases by 5.0% from the 2021 budget, or by \$167,353. Highlights of the changes in revenue and expenses are described below.

## Revenues

Support from Congregations - Assessment revenue for the 2022 year increases by \$90,000, or 4.2% of the 2021 amount. Both the actual results from 2020 (a 1.3% decrease) and 2021 year-to-date results (7.5% over budget) lend confidence to an estimate that is more in line with long-term trends, rather than being significantly discounted.

Endowment, Investment Income, and Fees for Administrative Services - The continuing strong performance in capital markets resulted in a 2.74% increase in Joint Investment Fund (JIF) income for 2022. A valuation date of June 30<sup>th</sup> is also used for the Bishop's Office Endowment and the Fees Received for Administrative Services section of the budget. These three areas of revenue increase by \$59,588, or 7.8% for 2022.

Other Revenue – A new line item of \$12,000 representing a distribution from a perpetual trust was added in this category.

## Expenses and Transfers

The \$18,000 fee for the Diocesan group license for One License, the license permitting the use of copyrighted music, is budgeted in the Office for Ministry in 2022.

The cost (\$35,000) of holding an in-person Winter Convocation is again budgeted in the Office for Congregations and Christian Formation in 2022. Regathering for this annual event is highly anticipated.

The 2022 budget restores funding for a position in the Development Office, as well as additional resources in the Finance Department. Other changes in personnel include a 5.55% increase in health insurance premiums, a provision for a 3% of salaries pool for cost-of-living and/or merit adjustments, and additional staff training expenses. The retirees' health insurance supplement is eliminated in 2022, as the Church Pension Fund is providing a less expensive plan for retirees. These changes increase the budget by \$207,616.95 in 2022, or 11.8%. This line can be found in the Fund Transfers section of the budget.

The Reserve for Future Episcopal Transition increases by \$25,000 to ensure adequate funds for this process. Inflation may increase the costs of this process more than previously thought. This item is also in the Fund Transfers portion of the budget.

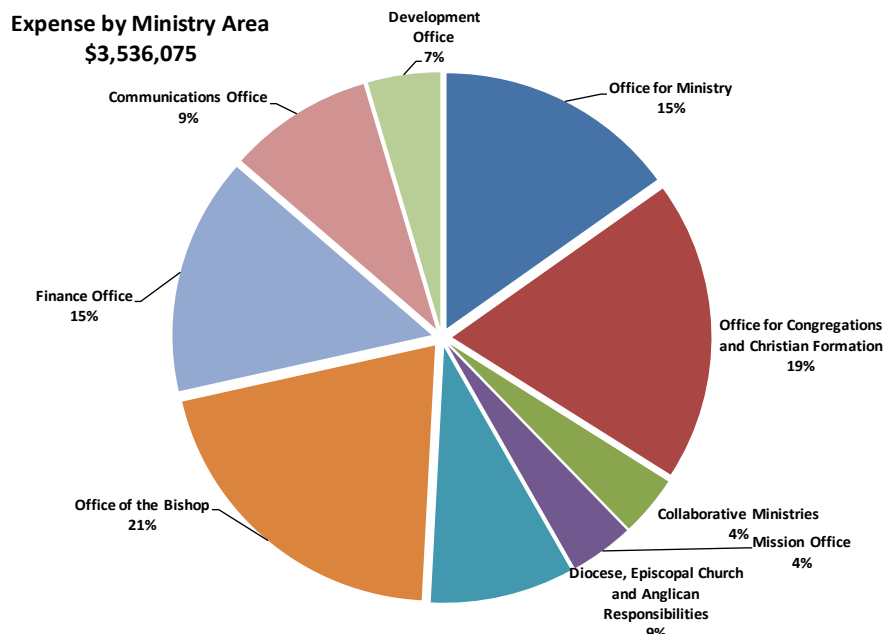
The fees associated with online giving by parishes through the Diocesan website are budgeted at \$10,000 for 2022. This expense is in the Finance Office section of the budget. Accounting software, bank fees, and payroll preparation costs add \$7,056 to Finance Office expenses.

Fund-raising, gift planning, and stewardship education costs are added to the Development Office budget. These expenses total \$10,395 in 2022.

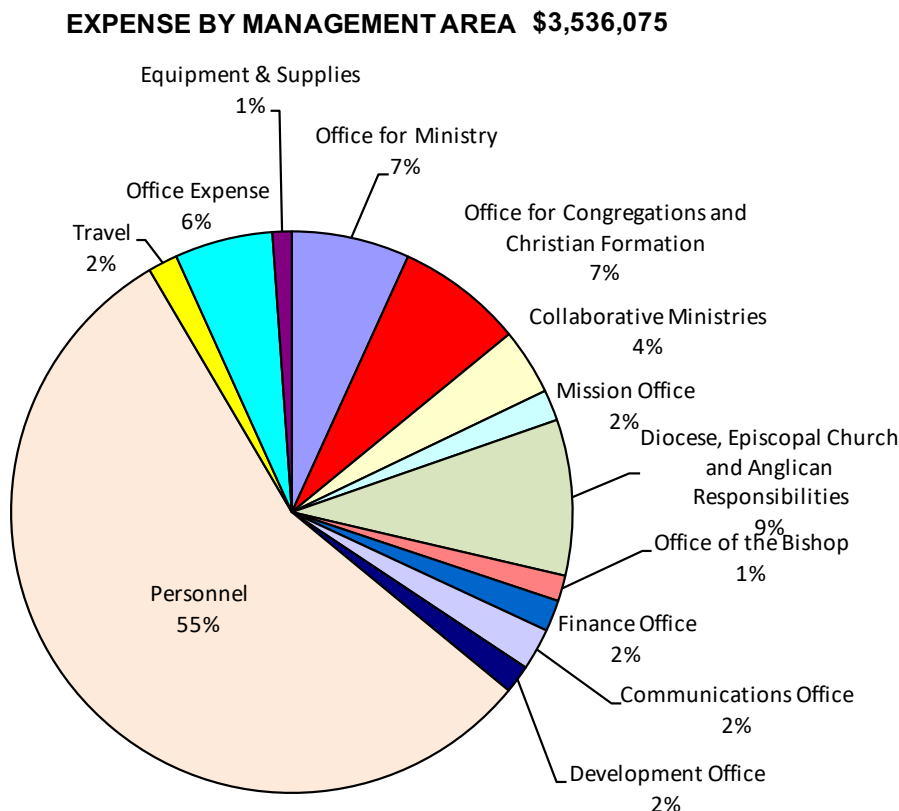


Our assessment to The Episcopal Church increases modestly by \$1,602. A portion of this expense is deferred, due to the receipt of a PPP loan in 2020 and an associated surplus. The assessment expense is included in the Diocesan, Episcopal Church, and Anglican Communion Responsibilities, and the deferred portion of the expense in Fund Transfers.

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



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



**Episcopal Diocese of Ohio  
Diocesan Budget  
For Year 2022**

		<b>2022</b>		<b>Increase</b>
		<b>Operating</b>	<b>Special Funds</b>	<b>(Decrease)</b>
<b>REVENUES</b>				
<b>SUPPORT FROM CONGREGATIONS</b>				
0101-4105-01	Assessment Income (current year)	2,232,000.00	-	2,232,000.00
0101-4106-01	Assessment Income (prior year(s))	(85,000.00)	-	(85,000.00)
	<b>TOTAL SUPPORT FROM CONGREGATIONS</b>	<b>2,147,000.00</b>	<b>-</b>	<b>90,000.00</b>
<b>ENDOWMENT INCOME</b>				
0101-4110-02	Endowment-Episcopate	214,934.69	-	214,934.69
0101-4120-02	Endowment-Missions	63,780.36	-	63,780.36
0101-4130-02	Endowment-Custodial	1,770.98	-	(2,653.07)
0101-4140-02	Endowment-Lay Pension	10,004.98	-	267.20
0101-4150-02	Endowment - Bishop's Office	65,339.53	-	5,847.98
0101-4155-02	Endowment Income - Legacy endowments	4,252.62	-	637.77
0101-4160-02	Endowment - ECSF - Administration	54,447.94	-	1,453.88
	<b>TOTAL ENDOWMENT INCOME</b>	<b>414,531.10</b>	<b>-</b>	<b>13,417.09</b>
<b>INVESTMENT INCOME - OTHER</b>				
0101-4120-04	Distribution JIF-General Funds	156,526.34	-	4,488.26
0101-4125-04	Distribution JIF-Unrestricted Custodial Accts	31,999.44	-	(12,732.30)
	<b>TOTAL INVESTMENT INCOME</b>	<b>188,525.78</b>	<b>-</b>	<b>(8,244.04)</b>
<b>FEES RECEIVED FOR ADMINISTRATIVE SERVICES</b>				
0101-4103-06	Darnell Adm. Fees	6,261.18	-	1,060.60
0101-4108-06	Brayton Administration Fees	18,085.18	-	3,063.50
0101-4109-06	Church Home Admin. Fee	50,726.08	-	11,819.66
0101-4111-06	Holy Cross House - Admin. Fee	9,333.33	-	1,600.28
0101-4115-06	Joint Investment Fund Admin. Fee	145,449.12	-	26,557.82
0101-4118-06	BLF Loans and Grants Administrative Fee	17,925.51	-	1,040.09
0101-4123-06	Cooper Administration Fees	1,019.55	-	172.70
0101-4124-06	Miller Funds Administrative Fee	41,405.11	-	7,779.71
0101-4126-06	Education Funds - Hornby Adm. Fees	7,399.63	-	1,320.59
	<b>TOTAL FEES RECEIVED FOR ADMINISTRATIVE SERVICES</b>	<b>297,604.69</b>	<b>-</b>	<b>54,414.95</b>
<b>OTHER REVENUE</b>				
0101-4120-08	Other Income	-	-	-
0101-4310-08	Grants Received for Operating items	12,000.00	-	12,000.00
	<b>TOTAL OTHER REVENUE</b>	<b>12,000.00</b>	<b>-</b>	<b>12,000.00</b>
<b>TOTAL REVENUES BEFORE TRANSFERS FROM SPECIAL FUNDS</b>		<b>3,059,661.57</b>	<b>-</b>	<b>161,588.00</b>
<b>TRANSFERS FROM SPECIAL FUNDS</b>				
3201-4110-90	From Special Funds-BLF Loans and Grants	-	145,000.00	-
3376-4110-90	From Legacy Endowments-Arthur B. Williams, Jr. Fund	-	20,000.00	-
3405-4110-90	From Special Funds - Bishop's Discretionary Fund	-	7,152.73	-
3408-4110-90	From Special Funds - Bishop's Appeal	-	113,700.00	-
3605-4110-90	From Special Funds-Custodial JIF	-	25,000.00	-
3705-4110-90	From Special Funds-Education Funds	-	149,560.28	5,765.00
5312-4110-90	From Special Funds - Global Mission Fund	-	16,000.00	-
	<b>TOTAL FROM SPECIAL FUNDS</b>	<b>-</b>	<b>476,413.01</b>	<b>5,765.00</b>
	<b>TOTAL REVENUES</b>	<b>3,059,661.57</b>	<b>476,413.01</b>	<b>167,353.00</b>
<b>EXPENSES</b>				
<b>OFFICE OF MINISTRY</b>				
<b>CLERGY FORMATION</b>				
0101-5180-05	Ordination Process	13,950.00	-	-
3408-5181-05	Post-Ordination Internships	-	40,000.00	-
3408-5437-05	Seminarian Internships	-	40,000.00	-
3408-5184-05	Summer Seminarian Internships	-	700.00	-
3705-5160-05	Miller-Scholarships/Formation & Train	-	68,000.00	-
3705-5165-05	Cohort Expenses	-	1,000.00	-
3705-5175-05	Deacon Formation Program	-	10,740.00	-
	<b>TOTAL CLERGY FORMATION</b>	<b>13,950.00</b>	<b>160,440.00</b>	<b>-</b>

**Episcopal Diocese of Ohio  
Diocesan Budget  
For Year 2022**

		2022			Increase (Decrease)
		Operating	Special Funds	Total	
CLERGY SUPPORT					
3705-5235-05	Fresh Start	-	1,800.00	1,800.00	-
TOTAL CLERGY SUPPORT		-	1,800.00	1,800.00	-
CLERGY DEVELOPMENT					
0101-5334-05	Transitional Deacon Education	500.00	-	500.00	-
0101-5338-05	Commission on Ministry	-	-	-	-
3705-5335-05	Miller-Clergy Days	-	1,300.00	1,300.00	-
3705-5336-05	Lay Professional Day	-	-	-	-
3705-5380-05	Educ. Fnds-Clergy Cont. Education Grants	-	15,000.00	15,000.00	-
3705-5381-05	Educ.Fnds-Lay Cont. Education Grants	-	4,000.00	4,000.00	-
3705-5383-05	Clergy Education Days	-	-	-	-
3705-5384-05	Clergy Conferences	-	20,000.00	20,000.00	-
3705-5385-05	Miller-Clergy Professional Ed. Prog.	-	1,000.00	1,000.00	-
TOTAL CLERGY DEVELOPMENT		500.00	41,300.00	41,800.00	-
CLERGY DEPLOYMENT					
0101-5415-05	Search Exp. Assistance/Parish	1,200.00	-	1,200.00	-
0101-5420-05	Interim Team Training	500.00	-	500.00	-
0101-5425-05	Background Checks	1,500.00	-	1,500.00	-
TOTAL CLERGY DEPLOYMENT		3,200.00	-	3,200.00	-
PLANNING & ADMINISTRATION					
0101-5423-05	One License fee	18,000.00	-	18,000.00	18,000.00
0101-5441-05	Business Exp./Ordained Ministry	800.00	-	800.00	-
0101-5442-05	Business Exp./Deployment	180.00	-	180.00	-
TOTAL CLERGY ADMIN./PLANNINGS		18,980.00	-	18,980.00	-
TOTAL FOR OFFICE FOR MINISTRY		36,630.00	203,540.00	240,170.00	18,000.00
OFFICE FOR CONGREGATIONS AND CHRISTIAN FORMATION					
GRANTS FOR CONGREGATIONS					
0101-5248-10	Ministry and Growth Grants (Existing Congregations)	17,000.00	-	17,000.00	(3,000.00)
0101-5249-10	Targeted Revitalization Congegations (Existing Cong.)	65,000.00	-	65,000.00	11,000.00
0101-5256-10	Congregation Development Programs and Training (Existing C	7,000.00	-	7,000.00	(1,000.00)
0101-5257-10	Support for New Work	5,000.00	-	5,000.00	(5,000.00)
3376-5258-10	Strategic Mission Congregations Support (Existing Cong.)	-	15,000.00	15,000.00	-
3605-5258-10	Strategic Mission Congregations Support (Existing Cong.)	-	25,000.00	25,000.00	-
TOTAL GRANTS TO CONGREGATIONS		94,000.00	40,000.00	134,000.00	2,000.00
FORMATION GRANTS					
Diocesan Youth Programs					
0101-5624-10	Fall Youth Events	4,000.00	-	4,000.00	-
0101-5626-10	Spiritual Retreat	4,000.00	-	4,000.00	-
0101-5627-10	Spring Youth Events	4,000.00	-	4,000.00	-
0101-5628-10	Youth Leadership Training	3,500.00	-	3,500.00	-
0101-5649-10	Episcopal Youth Event (EYE)	-	-	-	-
0101-5667-10	Other Youth & Children Formation Program & Grants	3,000.00	-	3,000.00	-
0101-5438-10	Facility Expense	-	-	-	-
Total Diocesan Youth Programs		18,500.00	-	18,500.00	-
0101-5668-10	College Ministry Grants (18-30)	18,500.00	-	18,500.00	-
0101-5444-10	Young Adult Formation	4,000.00	-	4,000.00	-
0101-5669-10	Adult Formation Events and Grants (31+)	6,000.00	-	6,000.00	-
TOTAL FORMATION GRANTS		47,000.00	-	47,000.00	-
CCFC COMMITTEES					
0101-5439-10	Business Expense	4,000.00	-	4,000.00	-
0101-5671-10	CCFC Committees	-	-	-	-
TOTAL CCFC COMMITTEES		4,000.00	-	4,000.00	-
OTHER EXPENSES					
0101-5605-10	Winter Convocation	35,000.00	-	35,000.00	35,000.00

**Episcopal Diocese of Ohio  
Diocesan Budget  
For Year 2022**

		<b>2022</b>			<b>Increase</b>
		<b>Operating</b>	<b>Special Funds</b>	<b>Total</b>	<b>(Decrease)</b>
0101-5610-10	Education for Ministry	6,500.00	-	6,500.00	-
0101-5654-10	Leadership Development Events	4,000.00	-	4,000.00	-
0101-5657-10	Additional Opportunities	15,000.00	-	15,000.00	(2,000.00)
0101-5304-10	Lay Preaching College	5,000.00	-	5,000.00	-
0101-5630-10	Resource Center-Materials/Supp	2,000.00	-	2,000.00	-
	<b>TOTAL OTHER EXPENSES</b>	<b>67,500.00</b>	<b>-</b>	<b>67,500.00</b>	<b>33,000.00</b>
<b>TOTAL FOR OFFICE FOR CONGREGATIONS AND CHRISTIAN FORMATION</b>		<b>212,500.00</b>	<b>40,000.00</b>	<b>252,500.00</b>	<b>35,000.00</b>
<b>DIOCESAN, EPISCOPAL CHURCH AND ANGLICAN COMMUNION RESP.</b>					
<b>GENERAL CHURCH</b>					
0101-5105-14	Assessment	367,136.00	-	367,136.00	(46,277.25)
0101-5110-14	Provincial Synod	4,895.15	-	4,895.15	(897.03)
0101-5115-14	Travel to Provincial Synod	2,000.00	-	2,000.00	2,000.00
	<b>TOTAL GENERAL CHURCH</b>	<b>374,031.15</b>	<b>-</b>	<b>374,031.15</b>	<b>(45,174.28)</b>
<b>DIOCESE OF OHIO</b>					
0101-5205-14	Diocesan Convention	27,500.00	-	27,500.00	-
0101-5210-14	Diocesan Council	2,500.00	-	2,500.00	-
	<b>TOTAL DIOCESE OF OHIO</b>	<b>30,000.00</b>	<b>-</b>	<b>30,000.00</b>	<b>-</b>
<b>TOTAL DIOCESAN, EPISCOPAL CHURCH AND ANGLICAN COMMUNION RESP</b>		<b>404,031.15</b>	<b>-</b>	<b>404,031.15</b>	<b>(45,174.28)</b>
<b>MISSION OFFICE</b>					
0101-5102-16	Business Expense	1,000.00	-	1,000.00	-
<b>Domestic Mission &amp; Service Projects:</b>					
0101-5661-16	Mission Area Council Mission & Service Projects	8,000.00	-	8,000.00	-
0101-5662-16	Domestic Mission & Service Projects	3,000.00	-	3,000.00	-
<b>International Mission &amp; Service Projects</b>					
0101-5672-16	CGDM-Belize	-	12,000.00	12,000.00	-
0101-5673-16	CGDM-Tanga	-	4,000.00	4,000.00	-
	<b>Total International Mission &amp; Service Projects</b>	<b>-</b>	<b>16,000.00</b>	<b>16,000.00</b>	<b>-</b>
	<b>Total Domestic and International Mission &amp; Service Projects</b>	<b>11,000.00</b>	<b>16,000.00</b>	<b>27,000.00</b>	<b>-</b>
0101-5604-16	Commission on Global and Domestic Mission (CGDM)	500.00	-	500.00	-
0101-5606-16	Social Concerns/Advocacy	1,000.00	-	1,000.00	-
0101-5608-16	SDG Expense	16,417.63	-	16,417.63	(3,868.88)
0101-5609-16	Episcopal Community Services Admin.	2,000.00	-	2,000.00	-
0101-5611-16	Additional Opportunities	3,500.00	-	3,500.00	-
0101-5621-16	Commission for Racial Justice	5,000.00	-	5,000.00	5,000.00
3605-5621-16	Commission for Racial Justice	-	-	-	(5,000.00)
3376-5621-16	Commission for Racial Justice	-	5,000.00	5,000.00	5,000.00
3705-5281-16	Community of Deacons	-	1,500.00	1,500.00	-
	<b>TOTAL MISSION OFFICE</b>	<b>40,417.63</b>	<b>22,500.00</b>	<b>62,917.63</b>	<b>1,131.12</b>
<b>OFFICE OF THE BISHOP AND SUPPORT OFFICES</b>					
<b>OFFICE OF THE BISHOP</b>					
0101-5144-18	Support for Mission Area Councils	16,000.00	-	16,000.00	-
0101-5607-18	Ohio Council of Churches	4,000.00	-	4,000.00	-
0101-5153-18	New Ministry Initiatives	5,000.00	-	5,000.00	-
0101-5418-18	Video Conferencing	648.90	-	648.90	-
0101-5157-18	Reimbursement to Parishes-Time of Deans	16,000.00	-	16,000.00	-
3405-5156-18	Community Building/Hospitality	-	5,952.73	5,952.73	-
3705-5156-18	Community Building/Hospitality	-	4,845.28	4,845.28	-
	<b>TOTAL OFFICE OF THE BISHOP</b>	<b>41,648.90</b>	<b>10,798.01</b>	<b>52,446.91</b>	<b>-</b>
<b>FINANCE OFFICE</b>					
0101-5110-20	Finance Office Business Exp.	600.00	-	600.00	-
0101-5120-20	Acctg. System Maintenance Cont.	24,000.00	-	24,000.00	5,306.00
0101-5130-20	Archive Expense	3,000.00	-	3,000.00	-
<b>NEW</b>	Giving Tools fees	10,000.00	-	10,000.00	10,000.00
0101-5132-20	Bank Fees	9,000.00	-	9,000.00	1,500.00
0101-5133-20	Payroll Service	3,000.00	-	3,000.00	250.00

**Episcopal Diocese of Ohio  
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		<b>2022</b>			<b>Increase (Decrease)</b>
		<b>Operating</b>	<b>Special Funds</b>	<b>Total</b>	
0101-5135-20	Audit Fee	14,000.00	-	14,000.00	-
	TOTAL FINANCE OFFICE	63,600.00	-	63,600.00	17,056.00
<b>DEVELOPMENT OFFICE</b>					
0101-5115-21	Business Exp.	1,000.00	-	1,000.00	1,000.00
0101-5113-21	Promotion/Publications	1,000.00	-	1,000.00	1,000.00
0101-5125-21	Gift Tracking - Software Maintenance	14,085.38	-	14,085.38	897.38
0101-5149-21	Stewardship Education & Promotion	3,000.00	-	3,000.00	3,000.00
0101-5162-21	Episcopal Network for Stewardship - subscription	1,250.00	-	1,250.00	497.86
0101-5164-21	Gift Planning - Resources and Promotion	2,500.00	-	2,500.00	2,500.00
0101-5443-21	Gift planning - printing and mailing	1,500.00	-	1,500.00	1,500.00
3408-5161-21	Expenses of Bishop's Appeal	-	33,000.00	33,000.00	-
	TOTAL DEVELOPMENT OFFICE	24,335.38	33,000.00	57,335.38	10,395.24
<b>COMMUNICATIONS OFFICE</b>					
0101-5106-22	Communications Business Exp.	1,000.00	-	1,000.00	-
0101-5211-22	Website maintenance & hosting	3,600.00	-	3,600.00	300.00
0101-5205-22	Church Life/Professional Services (writing)	550.00	-	550.00	-
0101-5206-22	Church Life/Professional Services (photos/videos)	1,500.00	-	1,500.00	-
0101-5210-22	Church Life/Production-printing	40,000.00	-	40,000.00	-
0101-5215-22	Church Life/postage	15,000.00	-	15,000.00	-
0101-5300-22	Directory & Canons	-	-	-	-
0101-5400-22	Diocesan Journal/Printing & Dis	700.00	-	700.00	-
0101-5401-22	Advertising Campaign	18,750.00	-	18,750.00	-
0101-5409-22	Communications equipment	1,200.00	-	1,200.00	-
0101-5421-22	Website maintenance - No Exceptions.org	500.00	-	500.00	-
0101-5417-22	Ongoing Learning & Training	2,200.00	-	2,200.00	-
0101-5805-22	Diocesan Mailings	300.00	-	300.00	-
	TOTAL COMMUNICATIONS OFFICE	85,300.00	-	85,300.00	300.00
<b>PERSONNEL</b>					
Salaries and Benefits					
0101-5105-25	Salaries/Wages-Diocesan Staff	1,335,142.40	-	1,335,142.40	149,749.89
0101-5445-25	Non - Exempt Staff Overtime	4,000.00	-	4,000.00	(1,000.00)
0101-5130-25	FICA/Medicare Taxes	57,040.72	-	57,040.72	9,292.72
0101-5135-25	Clergy Pension	98,427.20	-	98,427.20	5,008.20
0101-5140-25	Lay Pension & Long Term Disability	76,943.61	-	76,943.61	12,861.61
0101-5145-25	Employees Health Insurance	348,642.10	-	348,642.10	34,812.10
0101-5150-25	Employees Dental Insurance	22,107.00	-	22,107.00	797.00
0101-5155-25	Group Life Insurance	1,914.00	-	1,914.00	330.00
0101-5160-25	Workers Compensation	898.43	-	898.43	(1.57)
3705-5170-25	Professional Education-Diocesan Staff	-	6,375.00	6,375.00	375.00
3705-5174-25	Staff Training - Senior Staff	-	6,000.00	6,000.00	2,000.00
3705-5175-25	Staff Training-Support Team	-	8,000.00	8,000.00	2,390.00
	Total Salaries and Benefits	1,945,115.46	20,375.00	1,965,490.46	216,614.95
Benefit Expense - Retirees					
0101-5190-25	Retirees Health Ins.Supplement	-	-	-	(9,000.00)
0101-5195-25	Retirees Group Life Insur./Lay	100.00	-	100.00	2.00
	Total Benefit Expense - Retirees	100.00	-	100.00	(8,998.00)
	TOTAL PERSONNEL	1,945,215.46	20,375.00	1,965,590.46	207,616.95
<b>TRAVEL EXPENSES</b>					
STAFF TRAVEL REIMBURSEMENTS					
0101-5105-27	TRVL-Bishop	10,000.00	-	10,000.00	-
0101-5106-27	TRVL-Assisting Bishops	12,000.00	-	12,000.00	-
0101-5107-27	TRVL - Canon to the Ordinary	4,000.00	-	4,000.00	-
0101-5115-27	TRVL-Treasurer	-	-	-	-
0101-5116-27	TRVL-Chief Financial Officer	500.00	-	500.00	-
0101-5120-27	TRVL-Support Team	5,000.00	-	5,000.00	-
0101-5130-27	TRVL-Canon for Ministry	5,000.00	-	5,000.00	-
0101-5135-27	TRVL-Canon for Congregations	5,000.00	-	5,000.00	-
0101-5136-27	TRVL-Stewardship/Development Officer	-	-	-	-



**Episcopal Diocese of Ohio  
Diocesan Budget  
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		<b>2022</b>			<b>Increase (Decrease)</b>
		<b>Operating</b>	<b>Special Funds</b>	<b>Total</b>	
0101-5140-27	TRVL-Canon for Christian Formation	4,000.00	-	4,000.00	-
0101-5145-27	TRVL-Canon for Program and Mission	3,000.00	-	3,000.00	-
0101-5150-27	TRVL-Communications Director	2,200.00	-	2,200.00	-
	<b>TOTAL STAFF TRAVEL REIMBURSEMENTS</b>	<b>50,700.00</b>	<b>-</b>	<b>50,700.00</b>	<b>-</b>
<b>MILEAGE REIMBURSEMENTS</b>					
0101-5187-27	Mileage Reimbursement-Bishop	9,500.00	-	9,500.00	-
	<b>TOTAL MILEAGE REIMBURSEMENTS</b>	<b>9,500.00</b>	<b>-</b>	<b>9,500.00</b>	<b>-</b>
	<b>TOTAL TRAVEL EXPENSES</b>	<b>60,200.00</b>	<b>-</b>	<b>60,200.00</b>	<b>-</b>
<b>OFFICE EXPENSES</b>					
0101-5109-29	Trinity Commons - TI Internet Connection	7,000.00	-	7,000.00	-
0101-5110-29	Telephone-Local	2,800.00	-	2,800.00	-
0101-5125-29	Telephone-Advertising Exp.	-	-	-	-
0101-5210-29	Insurance-Liability, D&O, Bonding	16,300.00	-	16,300.00	-
0101-5217-29	Shared Equipment Repairs and Maintenance	-	-	-	-
0101-5222-29	Building Operating Expenses	11,440.00	-	11,440.00	-
0101-5224-29	Real Estate Taxes	10,800.00	-	10,800.00	-
3201-5222-29	Building Operating Expenses	-	145,000.00	145,000.00	-
3405-5215-29	Hospitality	-	1,200.00	1,200.00	-
	<b>TOTAL OFFICE EXPENSES</b>	<b>48,340.00</b>	<b>146,200.00</b>	<b>194,540.00</b>	<b>-</b>
<b>EQUIPMENT &amp; SUPPLIES</b>					
0101-5105-30	Postage Equip. (Lease & Maintenance)	1,000.00	-	1,000.00	-
0101-5106-30	Postage-Usage	7,500.00	-	7,500.00	-
0101-5205-30	Copiers-Lease Expense	9,900.00	-	9,900.00	-
0101-5210-30	Copiers-Maintenance Charges	2,500.00	-	2,500.00	-
0101-5220-30	Copier-Paper	1,150.00	-	1,150.00	-
0101-5114-30	Flocknote License	4,600.00	-	4,600.00	-
0101-5305-30	Computer Software	4,500.00	-	4,500.00	-
0101-5310-30	Computer Supplies	825.00	-	825.00	-
0101-5320-30	Computer Equipment Repair/Modification	1,000.00	-	1,000.00	-
0101-5505-30	Office Supplies	4,800.00	-	4,800.00	-
0101-5510-30	Stationery/Printing	1,500.00	-	1,500.00	-
	<b>EQUIPMENT &amp; SUPPLIES</b>	<b>39,275.00</b>	<b>-</b>	<b>39,275.00</b>	<b>-</b>
	<b>TOTAL OFFICE OF THE BISHOP AND SUPPORT OFFICES</b>	<b>2,307,914.74</b>	<b>210,373.01</b>	<b>2,518,287.75</b>	<b>235,368.19</b>
	<b>TOTAL EXPENSES</b>	<b>3,001,493.52</b>	<b>476,413.01</b>	<b>3,477,906.53</b>	<b>244,325.03</b>
<b>FUND TRANSFERS</b>					
<b>INTER FUND TRANSFERS</b>					
<b>INTER FUND TRANSFERS TO OTHER FUNDS</b>					
<b>0101-7029-50</b>	Transfer to Bellwether Farm Operating Fund	135,000.00	-	135,000.00	-
	<b>TOTAL INTER FUND TRANSFERS TO OTHER FUNDS</b>	<b>135,000.00</b>	<b>-</b>	<b>135,000.00</b>	<b>-</b>
<b>INTER FUND TRANSFERS FROM OTHER FUNDS</b>					
0101-7413-50	Transfer From Other Custodial Funds	-	-	-	-
	<b>TOTAL INTERFUND TRANSFERS FROM OTHER FUNDS</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
	<b>TOTAL INTER FUND TRANSFERS</b>	<b>135,000.00</b>	<b>-</b>	<b>135,000.00</b>	<b>-</b>
<b>INTRA FUND TRANSFERS</b>					
<b>INTRA FUND TRANSFERS FROM UNDESIGNATED</b>					
<b>NEW</b>	To Reserve for Future Assessments	47,879.00	-	47,879.00	47,879.00
0101-7120-51	To Reserve General Convention	18,000.00	-	18,000.00	-
0101-7147-51	To Reserve for Episcopal Youth Event	5,000.00	-	5,000.00	-
0101-7130-51	To Reserve Future Epis. Trans.	25,000.00	-	25,000.00	25,000.00
0101-7132-51	To Reserve - Trinity Commons Capital	5,000.00	-	5,000.00	-
	<b>TOTAL INTRA FUND TRANSFERS FROM UNDESIGNATED</b>	<b>100,879.00</b>	<b>-</b>	<b>100,879.00</b>	<b>72,879.00</b>
<b>INTRA FUND TRANSFERS TO UNDESIGNATED</b>					
0101-7299-51	From Operating Surplus Reserve	(177,710.95)		(177,710.95)	149,851.03

**Episcopal Diocese of Ohio  
Diocesan Budget  
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	<b>2022</b>			<b>Increase</b>
	<b>Operating</b>	<b>Special Funds</b>	<b>Total</b>	<b>(Decrease)</b>
TOTAL INTRA FUND TRANSFERS TO UNDESIGNATED	(177,710.95)	-	(177,710.95)	149,851.03
TOTAL INTRA FUND TRANSFERS	(76,831.95)	-	(76,831.95)	222,730.03
TOTAL FUND TRANSFERS	58,168.05	-	58,168.05	222,730.03
<b>NET SURPLUS/(DEFICIT)</b>	-	-	-	-

# Year-to-Date Budget Report

		Seven Months Ended July 31, 2021				
		Operating	Special Funds	Total	YTD Budget	Favorable (Unfavorable)
REVENUES						
SUPPORT FROM CONGREGATIONS						
0101-4105-01	Assessment Income (current year)	\$1,072,734.44	\$0.00	\$1,072,734.44	\$998,172.00	\$74,562.44
0101-4106-01	Assessment Income (prior year(s))	(\$114,156.31)	\$0.00	(\$114,156.31)	(\$85,000.00)	(\$29,156.31)
TOTAL SUPPORT FROM CONGREGATIONS		\$958,578.13	\$0.00	\$958,578.13	\$913,172.00	\$45,406.13
ENDOWMENT INCOME						
0101-4110-02	Endowment-Episcopate (Distrib.)	\$122,031.49	\$0.00	\$122,031.49	\$122,030.65	\$0.84
0101-4120-02	Endowment-Missions (Distrib.)	\$36,211.84	\$0.00	\$36,211.84	\$35,966.16	\$245.68
0101-4130-02	Endowment-Custodial (Distrib.)	\$1,005.48	\$0.00	\$1,005.48	\$2,580.69	(\$1,575.21)
0101-4140-02	Endowment-Lay Pension	\$5,680.43	\$0.00	\$5,680.43	\$5,680.36	\$0.07
0101-4150-02	Endowment - Bishop's Office	\$30,000.00	\$0.00	\$30,000.00	\$30,000.00	\$0.00
0101-4155-02	Endowment Income - Legacy endowments	\$2,414.44	\$0.00	\$2,414.44	\$2,108.65	\$305.79
0101-4160-02	Endowment - ECS - Administration	\$30,913.33	\$0.00	\$30,913.33	\$30,913.19	\$0.14
TOTAL ENDOWMENT INCOME		\$228,257.01	\$0.00	\$228,257.01	\$229,279.70	(\$1,022.69)
TOTAL INVESTMENT INCOME - OTHER						
0101-4120-04	Distribution JIF-General Funds	\$88,266.62	\$0.00	\$88,266.62	\$88,688.88	(\$422.26)
0101-4125-04	Distribution JIF-Unrestricted Custodial Accts	\$19,838.83	\$0.00	\$19,838.83	\$26,093.49	(\$6,254.66)
TOTAL INVESTMENT INCOME		\$108,105.45	\$0.00	\$108,105.45	\$114,782.37	(\$6,676.92)
FEES RECEIVED FOR ADMINISTRATIVE SERVICES						
0101-4103-06	Darnell Adm. Fees	\$3,033.66	\$0.00	\$3,033.66	\$3,033.66	\$0.00
0101-4108-06	Brayton Administration Fees	\$8,762.67	\$0.00	\$8,762.67	\$8,762.63	\$0.04
0101-4109-06	Church Home Admin. Fee	\$22,695.40	\$0.00	\$22,695.40	\$22,695.40	\$0.00
0101-4111-06	Holy Cross House - Admin. Fee	\$4,510.94	\$0.00	\$4,510.94	\$4,510.94	\$0.00
0101-4115-06	Joint Investment Fund Admin. Fee	\$69,353.20	\$0.00	\$69,353.20	\$69,353.25	(\$0.05)
0101-4118-06	BLF Loans and Grants Administrative Fee	\$9,849.84	\$0.00	\$9,849.84	\$9,849.82	\$0.02
0101-4123-06	Cooper Administration Fees	\$493.99	\$0.00	\$493.99	\$493.99	\$0.00
0101-4124-06	Miller Funds Administrative Fee	\$19,614.84	\$0.00	\$19,614.84	\$19,614.80	\$0.04
0101-4126-06	Education Funds - Hornby Adm. Fees	\$3,546.13	\$0.00	\$3,546.13	\$3,546.09	\$0.04
TOTAL FEES RECEIVED FOR ADMINISTRATIVE SER		\$141,860.67	\$0.00	\$141,860.67	\$141,860.58	\$0.09
OTHER REVENUES						
0101-4120-08	Other Income	\$6,009.51	\$0.00	\$6,009.51	\$0.00	\$6,009.51
TOTAL OTHER REVENUES		\$6,009.51	\$0.00	\$6,009.51	\$0.00	\$6,009.51
TRANSFERS FROM SPECIAL FUNDS						
3201-4110-90	From Special Funds-BLF Loans and Grants	\$0.00	\$75,630.38	\$75,630.38	\$84,583.31	(\$8,952.93)
3376-4110-90	From Legacy Endowments-Arthur B. William	\$0.00	\$8,750.00	\$8,750.00	\$8,750.00	\$0.00
3405-4110-90	From Special Funds - Bishop's Discretionary I	\$0.00	\$623.08	\$623.08	\$4,172.42	(\$3,549.34)
3408-4110-90	From Special Funds - Bishop's Appeal	\$0.00	\$47,987.92	\$47,987.92	\$66,325.00	(\$18,337.08)
3605-4110-90	From Special Funds-Custodial JIF	\$0.00	\$16,603.17	\$16,603.17	\$17,500.00	(\$896.83)
3705-4110-90	From Special Funds-Education Funds	\$0.00	\$53,461.76	\$53,461.76	\$83,880.58	(\$30,418.82)
5312-4110-90	From Special Funds - Global Mission Funds	\$0.00	\$700.00	\$700.00	\$9,333.31	(\$8,633.31)
TOTAL TRANSFERS FROM SPECIAL FUNDS		\$0.00	\$203,756.31	\$203,756.31	\$274,544.62	(\$70,788.31)
TOTAL REVENUES		\$1,442,810.77	\$203,756.31	\$1,646,567.08	\$1,673,639.27	(\$27,072.19)
EXPENSES						
OFFICE OF MINISTRY						
CLERGY FORMATION						
0101-5165-05	Cohort Expenses	\$128.93	\$0.00	\$128.93	\$583.31	\$454.38
0101-5180-05	Ordination Process	\$7,910.00	\$0.00	\$7,910.00	\$8,137.50	\$227.50
3408-5181-05	Post-Ordination Internships	\$0.00	\$23,125.00	\$23,125.00	\$23,333.31	\$208.31
3408-5184-05	Summer Seminarian Internships	\$0.00	\$7,716.68	\$7,716.68	\$500.00	(\$7,216.68)
3408-5437-05	Seminarian Internships	\$0.00	\$9,999.96	\$9,999.96	\$23,333.31	\$13,333.35
3705-5160-05	Miller-Scholarships/Formation & Train	\$0.00	\$32,771.69	\$32,771.69	\$39,666.65	\$6,894.96
3705-5170-05	Post-Ordination Internships	\$0.00	\$9,785.28	\$9,785.28	\$0.00	(\$9,785.28)
3705-5175-05	Deacon Formation Program	\$0.00	\$4,637.10	\$4,637.10	\$6,265.00	\$1,627.90
TOTAL CLERGY FORMATION		\$8,038.93	\$88,035.71	\$96,074.64	\$101,819.08	\$5,744.44
CLERGY SUPPORT						
3605-5280-05	D&ICF-Counseling/Clergy & Families	\$0.00	\$540.00	\$540.00	\$0.00	(\$540.00)
3705-5235-05	Fresh Start	\$0.00	\$0.00	\$0.00	\$1,050.00	\$1,050.00
TOTAL CLERGY SUPPORT		\$0.00	\$540.00	\$540.00	\$1,050.00	\$510.00
CLERGY DEVELOPMENT						

			Seven Months Ended July 31, 2021				
			Operating	Special Funds	Total	YTD Budget	Favorable (Unfavorable)
0101-5334-05	Transitional Deacon Education		\$0.00	\$0.00	\$0.00	\$291.65	\$291.65
0101-5338-05	Commission on Ministry		\$47.99	\$0.00	\$47.99	\$0.00	(\$47.99)
3705-5335-05	Miller-Clergy Days		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
3705-5380-05	Educ. Fnds-Clergy Cont. Education Grants		\$0.00	(\$900.00)	(\$900.00)	\$8,750.00	\$9,650.00
3705-5381-05	Educ.Fnds-Lay Cont. Education Grants		\$0.00	\$0.00	\$0.00	\$2,333.31	\$2,333.31
3705-5383-05	Clergy Education Days		\$0.00	\$100.00	\$100.00	\$0.00	(\$100.00)
3705-5384-05	Clergy Conferences		\$0.00	\$642.00	\$642.00	\$20,000.00	\$19,358.00
3705-5385-05	Miller-Clergy Professional Ed. Prog.		\$0.00	\$1,955.00	\$1,955.00	\$583.31	(\$1,371.69)
TOTAL CLERGY DEVELOPMENT			\$47.99	\$1,797.00	\$1,844.99	\$31,958.27	\$30,113.28
CLERGY DEPLOYMENT							
0101-5415-05	Search Assistance Exp./Parish		\$30.03	\$0.00	\$30.03	\$700.00	\$669.97
0101-5420-05	Interim Team Training		(\$476.86)	\$0.00	(\$476.86)	\$291.65	\$768.51
0101-5423-05	One License fee		\$18,243.24	\$0.00	\$18,243.24	\$0.00	(\$18,243.24)
0101-5425-05	Background Checks		(\$59.52)	\$0.00	(\$59.52)	\$875.00	\$934.52
TOTAL CLERGY DEPLOYMENT			\$17,736.89	\$0.00	\$17,736.89	\$1,866.65	(\$15,870.24)
PLANNING & ADMINISTRATION							
0101-5441-05	Business Exp./Ordained Ministry		\$649.54	\$0.00	\$649.54	\$466.65	(\$182.89)
0101-5442-05	Business Exp./Deployment		\$0.00	\$0.00	\$0.00	\$105.00	\$105.00
TOTAL CLERGY ADMIN./PLANNINGS			\$649.54	\$0.00	\$649.54	\$571.65	(\$77.89)
TOTAL FOR OFFICE FOR MINISTRY			\$26,473.35	\$90,372.71	\$116,846.06	\$137,265.65	\$20,419.59
OFFICE FOR CONGREGATIONS AND CHRISTIAN FORMATION							
GRANTS FOR CONGREGATIONS							
0101-5248-10	Ministry Enhancement Grants (Existing Cong	\$3,131.25	\$0.00	\$3,131.25	\$11,666.65	\$8,535.40	
0101-5249-10	Targeted Revitalization Congegations (Existin	\$50,000.00	\$0.00	\$50,000.00	\$30,000.00	(\$20,000.00)	
0101-5256-10	Congregation Development Programs and Tr	\$600.00	\$0.00	\$600.00	\$4,666.65	\$4,066.65	
0101-5257-10	Support for New Work	\$6,500.00	\$0.00	\$6,500.00	\$6,500.00	\$0.00	
3376-5258-10	Strategic Mission Congregations Support (Exi	\$0.00	\$8,750.00	\$8,750.00	\$8,750.00	\$0.00	
3605-5258-10	Strategic Mission Congregations Support (Exi	\$0.00	\$14,583.31	\$14,583.31	\$14,583.31	\$0.00	
TOTAL GRANTS TO CONGREGATIONS			\$60,231.25	\$23,333.31	\$83,564.56	\$76,166.61	(\$7,397.95)
FORMATION GRANTS							
Diocesan Youth Programs							
0101-5438-10	Facility Expense	\$49.50	\$0.00	\$49.50	\$0.00	(\$49.50)	
0101-5624-10	Fall Youth Events	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
0101-5626-10	Spiritual Retreat	\$388.99	\$0.00	\$388.99	\$2,333.31	\$1,944.32	
0101-5627-10	Spring Youth Events	\$1,807.64	\$0.00	\$1,807.64	\$4,000.00	\$2,192.36	
0101-5628-10	Youth Leadership Training	\$250.00	\$0.00	\$250.00	\$2,041.65	\$1,791.65	
0101-5638-10	Administration - Youth Events	\$70.76	\$0.00	\$70.76	\$0.00	(\$70.76)	
0101-5667-10	Other Youth & Children Formation Program	\$0.00	\$0.00	\$0.00	\$1,750.00	\$1,750.00	
Total Diocesan Youth Programs			\$2,566.89	\$0.00	\$2,566.89	\$10,124.96	\$7,558.07
0101-5444-10	Young Adult Formation	\$2,449.00	\$0.00	\$2,449.00	\$2,666.66	\$217.66	
0101-5668-10	College Ministry Grants	\$0.00	\$0.00	\$0.00	\$18,500.00	\$18,500.00	
0101-5669-10	Adult Formation Events and Grants (31+)	\$0.00	\$0.00	\$0.00	\$3,500.00	\$3,500.00	
TOTAL FORMATION GRANTS			\$5,015.89	\$0.00	\$5,015.89	\$34,791.62	\$29,775.73
CCFC COMMITTEES							
0101-5439-10	Business Expenses	\$929.71	\$0.00	\$929.71	\$2,333.31	\$1,403.60	
TOTAL CCFC COMMITTEES			\$929.71	\$0.00	\$929.71	\$2,333.31	\$1,403.60
OTHER EXPENSES							
0101-5304-10	Lay Preaching College	\$700.00	\$0.00	\$700.00	\$2,916.65	\$2,216.65	
0101-5605-10	Winter Convocation	\$7,550.26	\$0.00	\$7,550.26	\$0.00	(\$7,550.26)	
0101-5610-10	Education for Ministry	\$1,750.00	\$0.00	\$1,750.00	\$1,750.00	\$0.00	
0101-5630-10	Resource Center-Materials/Supp	\$14.63	\$0.00	\$14.63	\$1,166.65	\$1,152.02	
0101-5654-10	Leadership Development Events	\$13,374.20	\$0.00	\$13,374.20	\$2,333.31	(\$11,040.89)	
0101-5657-10	Additional Opportunities	\$3,080.82	\$0.00	\$3,080.82	\$9,916.65	\$6,835.83	
TOTAL OTHER EXPENSES			\$26,469.91	\$0.00	\$26,469.91	\$18,083.26	(\$8,386.65)
TOTAL FOR OFFICE CACF			\$92,646.76	\$23,333.31	\$115,980.07	\$131,374.80	\$15,394.73
DIOCESAN, EPISCOPAL CHURCH AND ANGLICAN COMMUNION RESP. GENERAL CHURCH							

				Seven Months Ended July 31, 2021				
				Operating	Special Funds	Total	YTD Budget	Favorable (Unfavorable)
0101-5105-14	Assessment			\$241,157.70	\$0.00	\$241,157.70	\$241,157.70	\$0.00
0101-5110-14	Provincial Synod			\$5,512.18	\$0.00	\$5,512.18	\$5,792.18	\$280.00
TOTAL GENERAL CHURCH				\$246,669.88	\$0.00	\$246,669.88	\$246,949.88	\$280.00
DIOCESE OF OHIO								
0101-5205-14	Diocesan Convention			\$7,000.00	\$0.00	\$7,000.00	\$15,000.00	\$8,000.00
0101-5210-14	Diocesan Council			\$551.10	\$0.00	\$551.10	\$0.00	(\$551.10)
TOTAL DIOCESE OF OHIO				\$7,551.10	\$0.00	\$7,551.10	\$15,000.00	\$7,448.90
ANGLICAN RESERVES								
0101-5305-14	General Convention-from Reserve			\$263.72	\$0.00	\$263.72	\$0.00	(\$263.72)
Total ANGLICAN RESERVES				\$263.72	\$0.00	\$263.72	\$0.00	(\$263.72)
TOTAL D, EP, and AC RESP.				\$254,484.70	\$0.00	\$254,484.70	\$261,949.88	\$7,465.18
MISSION OFFICE								
0101-5102-16	Business Expense			\$166.71	\$0.00	\$166.71	\$583.31	\$416.60
Domestic Mission & Service Projects:								
0101-5661-16	Mission Area Council Mission & Service Proj			\$2,500.00	\$0.00	\$2,500.00	\$4,666.65	\$2,166.65
0101-5662-16	Domestic Mission & Service Projects			\$0.00	\$0.00	\$0.00	\$1,750.00	\$1,750.00
International Mission & Service Projects								
5312-5672-16	CGDM-Belize			\$0.00	\$350.00	\$350.00	\$7,000.00	\$6,650.00
5312-5673-16	CGDM-Tanga			\$0.00	\$350.00	\$350.00	\$2,333.31	\$1,983.31
Total International Mission & Service Projects				\$0.00	\$700.00	\$700.00	\$9,333.31	\$8,633.31
Total Domestic and International Mission & Service Proj				\$2,500.00	\$700.00	\$3,200.00	\$15,749.96	\$12,549.96
0101-5604-16	Commission on Global and Domestic Mission			\$0.00	\$0.00	\$0.00	\$291.65	\$291.65
0101-5606-16	Social Concerns/Advocacy			\$0.00	\$0.00	\$0.00	\$583.31	\$583.31
0101-5608-16	SDG Expense			\$0.00	\$0.00	\$0.00	\$11,833.78	\$11,833.78
0101-5609-16	Episcopal Community Services			\$213.08	\$0.00	\$213.08	\$1,166.65	\$953.57
0101-5611-16	Additional Opportunities			\$1,000.00	\$0.00	\$1,000.00	\$2,041.65	\$1,041.65
3705-5281-16	Community of Deacons			\$0.00	\$300.00	\$300.00	\$875.00	\$575.00
Commision on Racial Understanding								
3605-5621-16	Commission for Racial Justice			\$0.00	\$1,479.86	\$1,479.86	\$2,916.65	\$1,436.79
Total Commision on Racial Understanding				\$0.00	\$1,479.86	\$1,479.86	\$2,916.65	\$1,436.79
TOTAL MISSION OFFICE				\$3,879.79	\$2,479.86	\$6,359.65	\$36,041.96	\$29,682.31
OFFICE OF THE BISHOP AND SUPPORT OFFICES								
OFFICE OF THE BISHOP								
0101-5110-18	Bishop's Office Business Exp.			\$334.48	\$0.00	\$334.48	\$0.00	(\$334.48)
0101-5144-18	Support for Mission Area Councils			\$4,000.00	\$0.00	\$4,000.00	\$9,333.31	\$5,333.31
0101-5153-18	New Ministry Initiatives			\$376.00	\$0.00	\$376.00	\$2,916.65	\$2,540.65
0101-5157-18	Reimbursement to Parishes-Time of Deans			\$8,000.00	\$0.00	\$8,000.00	\$8,000.00	\$0.00
0101-5418-18	Video Conferencing			\$723.66	\$0.00	\$723.66	\$378.50	(\$345.16)
0101-5607-18	Ohio Council of Churches			\$2,000.00	\$0.00	\$2,000.00	\$2,000.00	\$0.00
3405-5156-18	Community Building/Hospitality			\$0.00	\$623.08	\$623.08	\$3,472.42	\$2,849.34
3705-5156-18	Community Building/Hospitality			\$0.00	\$0.00	\$0.00	\$2,826.39	\$2,826.39
TOTAL OFFICE OF THE BISHOP				\$15,434.14	\$623.08	\$16,057.22	\$28,927.27	\$12,870.05
FINANCE OFFICE								
0101-5110-20	Finance Office Business Exp.			\$601.14	\$0.00	\$601.14	\$350.00	(\$251.14)
0101-5120-20	Acctg. System Maintenance Cont			\$11,657.31	\$0.00	\$11,657.31	\$10,904.81	(\$752.50)
0101-5130-20	Archive Expense			\$1,147.95	\$0.00	\$1,147.95	\$1,750.00	\$602.05
0101-5132-20	Bank Fees			\$5,915.36	\$0.00	\$5,915.36	\$4,375.00	(\$1,540.36)
0101-5133-20	Payroll Service			\$2,732.16	\$0.00	\$2,732.16	\$1,604.15	(\$1,128.01)
0101-5135-20	Audit Fee			\$7,500.00	\$0.00	\$7,500.00	\$7,000.00	(\$500.00)
0101-5151-20	Parish Audit Team			\$47.30	\$0.00	\$47.30	\$0.00	(\$47.30)
TOTAL FINANCE OFFICE				\$29,601.22	\$0.00	\$29,601.22	\$25,983.96	(\$3,617.26)
DEVELOPMENT OFFICE								
0101-5110-21	Administrative Expense			\$1,584.57	\$0.00	\$1,584.57	\$0.00	(\$1,584.57)
0101-5125-21	Gift Tracking - Software Maintenance			\$7,643.23	\$0.00	\$7,643.23	\$7,693.00	\$49.77
0101-5149-21	Stewardship Education & Promotion			\$1,250.00	\$0.00	\$1,250.00	\$0.00	(\$1,250.00)
0101-5162-21	Fundraising Expenses - general			\$450.00	\$0.00	\$450.00	\$438.74	(\$11.26)
0101-5164-21	Gift Planning - Resources and Promotion			\$79.18	\$0.00	\$79.18	\$0.00	(\$79.18)
3408-5161-21	Expenses of Bishop's Appeal			\$0.00	\$7,146.28	\$7,146.28	\$19,250.00	\$12,103.72
TOTAL DEVELOPMENT OFFICE				\$11,006.98	\$7,146.28	\$18,153.26	\$27,381.74	\$9,228.48

		Seven Months Ended July 31, 2021				
		Operating	Special Funds	Total	YTD Budget	Favorable (Unfavorable)
COMMUNICATIONS OFFICE						
0101-5106-22	Communications Office - Business Expense	\$506.31	\$0.00	\$506.31	\$583.31	\$77.00
0101-5205-22	Church Life/Professional Services (writing)	\$0.00	\$0.00	\$0.00	\$320.81	\$320.81
0101-5206-22	Church Life/Professional Services (photos/vi	\$71.69	\$0.00	\$71.69	\$875.00	\$803.31
0101-5210-22	Church Life/Production-printin	\$11,524.00	\$0.00	\$11,524.00	\$20,000.00	\$8,476.00
0101-5211-22	Website Maintenance and Hosting	\$1,225.00	\$0.00	\$1,225.00	\$1,925.00	\$700.00
0101-5215-22	Church Life/Postage	\$5,765.95	\$0.00	\$5,765.95	\$7,500.00	\$1,734.05
0101-5400-22	Diocesan Journal/Prnting & Dis	\$0.00	\$0.00	\$0.00	\$408.31	\$408.31
0101-5401-22	Advertising Campaign	\$5,183.82	\$0.00	\$5,183.82	\$10,937.50	\$5,753.68
0101-5409-22	Communications Department Equipment	\$0.00	\$0.00	\$0.00	\$700.00	\$700.00
0101-5413-22	Technology Consulting	\$673.72	\$0.00	\$673.72	\$0.00	(\$673.72)
0101-5417-22	Ongoing Learning & Training	\$0.00	\$0.00	\$0.00	\$1,283.31	\$1,283.31
0101-5421-22	Website maintenance - No Exceptions.org	\$0.00	\$0.00	\$0.00	\$291.65	\$291.65
0101-5426-22	Parish web site assistance	\$1,000.00	\$0.00	\$1,000.00	\$0.00	(\$1,000.00)
0101-5805-22	Diocesan Mailings	\$0.00	\$0.00	\$0.00	\$175.00	\$175.00
TOTAL COMMUNICATIONS OFFICE		\$25,950.49	\$0.00	\$25,950.49	\$44,999.89	\$19,049.40
PERSONNEL						
Salaries and Benefits						
0101-5105-25	Salaries/Wages-Diocesan Staff	\$700,744.98	\$0.00	\$700,744.98	\$691,478.96	(\$9,266.02)
0101-5130-25	FICA/Medicare Taxes	\$27,257.81	\$0.00	\$27,257.81	\$27,853.00	\$595.19
0101-5135-25	Clergy Pension	\$55,683.79	\$0.00	\$55,683.79	\$54,494.40	(\$1,189.39)
0101-5140-25	Lay Pension & Long Term Disabi	\$37,724.54	\$0.00	\$37,724.54	\$37,381.15	(\$343.39)
0101-5145-25	Employees Health Insurance	\$191,317.00	\$0.00	\$191,317.00	\$183,067.50	(\$8,249.50)
0101-5150-25	Employees Dental Insurance	\$12,712.00	\$0.00	\$12,712.00	\$12,430.81	(\$281.19)
0101-5155-25	Group Life Insurance	\$935.00	\$0.00	\$935.00	\$924.00	(\$11.00)
0101-5160-25	Workers Compensation	\$991.00	\$0.00	\$991.00	\$525.00	(\$466.00)
0101-5170-25	Professional Education-Diocesan Staff	\$10.79	\$0.00	\$10.79	\$0.00	(\$10.79)
0101-5445-25	Non-Exempt Staff Overtime	\$0.00	\$0.00	\$0.00	\$2,916.65	\$2,916.65
3705-5170-25	Professional Education-Diocesan Staff	\$0.00	\$2,239.25	\$2,239.25	\$3,500.00	\$1,260.75
3705-5174-25	Staff Training - Senior Staff	\$0.00	\$965.72	\$965.72	\$2,333.31	\$1,367.59
3705-5175-25	Staff Training-Support Team	\$0.00	\$965.72	\$965.72	\$3,272.50	\$2,306.78
Total Salaries and Benefits		\$1,027,376.91	\$4,170.69	\$1,031,547.60	\$1,020,177.28	(\$11,370.32)
Benefit Expense - Retirees						
0101-5190-25	Retirees Health Ins.Supplement	\$4,564.00	\$0.00	\$4,564.00	\$5,250.00	\$686.00
0101-5195-25	Retirees Group Life Insur./Lay	\$58.80	\$0.00	\$58.80	\$57.15	(\$1.65)
Total Benefit Expense - Retirees		\$4,622.80	\$0.00	\$4,622.80	\$5,307.15	\$684.35
TOTAL PERSONNEL		\$1,031,999.71	\$4,170.69	\$1,036,170.40	\$1,025,484.43	(\$10,685.97)
TRAVEL EXPENSES						
STAFF TRAVEL REIMBURSEMENTS						
0101-5105-27	TRVL-Bishop	\$1,818.79	\$0.00	\$1,818.79	\$5,833.31	\$4,014.52
0101-5106-27	TRVL-Assisting Bishops	\$150.00	\$0.00	\$150.00	\$7,000.00	\$6,850.00
0101-5107-27	TRVL - Canon to the Ordinary	\$550.82	\$0.00	\$550.82	\$2,333.31	\$1,782.49
0101-5116-27	TRVL-Chief Financial Officer	\$157.10	\$0.00	\$157.10	\$291.65	\$134.55
0101-5120-27	TRVL-Support Team	\$295.85	\$0.00	\$295.85	\$2,916.65	\$2,620.80
0101-5130-27	TRVL-Canon for Ministry	\$68.32	\$0.00	\$68.32	\$2,916.65	\$2,848.33
0101-5135-27	TRVL-Canon for Congregations	\$644.64	\$0.00	\$644.64	\$2,916.65	\$2,272.01
0101-5140-27	TRVL-Canon for Christian Formation	\$892.22	\$0.00	\$892.22	\$2,333.31	\$1,441.09
0101-5145-27	TRVL-Canon for Mission	\$449.13	\$0.00	\$449.13	\$1,750.00	\$1,300.87
0101-5150-27	TRVL-Communications Director	\$121.08	\$0.00	\$121.08	\$1,283.31	\$1,162.23
TOTAL STAFF TRAVEL REIMBURSEMENTS		\$5,147.95	\$0.00	\$5,147.95	\$29,574.84	\$24,426.89
MILEAGE REIMBURSEMENTS						
0101-5187-27	Mileage Reimbursement-Bishop	\$2,535.68	\$0.00	\$2,535.68	\$5,541.65	\$3,005.97
TOTAL MILEAGE REIMBURSEMENTS		\$2,535.68	\$0.00	\$2,535.68	\$5,541.65	\$3,005.97
TOTAL TRAVEL EXPENSES		\$7,683.63	\$0.00	\$7,683.63	\$35,116.49	\$27,432.86
OFFICE EXPENSES						
0101-5109-29	Trinity Commons - T1 Internet Connection	\$3,746.59	\$0.00	\$3,746.59	\$4,083.31	\$336.72
0101-5110-29	Telephone-Local	\$1,347.58	\$0.00	\$1,347.58	\$1,633.31	\$285.73
0101-5210-29	Insurance-Liability, D&O, Bonding	\$9,750.35	\$0.00	\$9,750.35	\$9,508.31	(\$242.04)
0101-5222-29	Building Operating Expenses	\$5,829.98	\$0.00	\$5,829.98	\$6,673.31	\$843.33
0101-5224-29	Real Estate Taxes	\$6,814.15	\$0.00	\$6,814.15	\$6,300.00	(\$514.15)
3201-5222-29	Building Operating Expenses	\$0.00	\$75,630.38	\$75,630.38	\$84,583.31	\$8,952.93



		Seven Months Ended July 31, 2021				
		Operating	Special Funds	Total	YTD Budget	Favorable (Unfavorable)
3405-5215-29	Hospitality	\$0.00	\$0.00	\$0.00	\$700.00	\$700.00
	TOTAL OFFICE EXPENSES	\$27,488.65	\$75,630.38	\$103,119.03	\$113,481.55	\$10,362.52
EQUIPMENT & SUPPLIES						
0101-5105-30	Postage Equip. (Lease & Maintenance)	\$0.00	\$0.00	\$0.00	\$583.31	\$583.31
0101-5106-30	Postage-Usage	\$1,359.77	\$0.00	\$1,359.77	\$4,375.00	\$3,015.23
0101-5114-30	Flocknote license	\$3,309.25	\$0.00	\$3,309.25	\$2,683.31	(\$625.94)
0101-5205-30	Copiers-Lease Expense	\$4,991.25	\$0.00	\$4,991.25	\$5,775.00	\$783.75
0101-5210-30	Copiers-Maintenance Charges	\$238.85	\$0.00	\$238.85	\$1,458.31	\$1,219.46
0101-5220-30	Copier-Paper	\$176.94	\$0.00	\$176.94	\$670.81	\$493.87
0101-5305-30	Computer Software	\$3,034.24	\$0.00	\$3,034.24	\$2,625.00	(\$409.24)
0101-5310-30	Computer Supplies	\$266.00	\$0.00	\$266.00	\$481.25	\$215.25
0101-5320-30	Computer Equipment Repair/Modification	\$99.00	\$0.00	\$99.00	\$583.31	\$484.31
0101-5329-30	Computer Consulting	\$129.50	\$0.00	\$129.50	\$0.00	(\$129.50)
0101-5405-30	Office Furnishings	\$25.92	\$0.00	\$25.92	\$0.00	(\$25.92)
0101-5505-30	Office Supplies	\$1,052.53	\$0.00	\$1,052.53	\$2,800.00	\$1,747.47
0101-5510-30	Stationery/Printing	\$1,559.63	\$0.00	\$1,559.63	\$875.00	(\$684.63)
	EQUIPMENT & SUPPLIES	\$16,242.88	\$0.00	\$16,242.88	\$22,910.30	\$6,667.42
	TOTAL OFFICE OF THE BISHOP AND SUPPORT OFFIC	\$1,165,407.70	\$87,570.43	\$1,252,978.13	\$1,324,285.63	\$71,307.50
LEGAL FEES AND RELATED EXPENSES						
0101-5140-48	Legal & Other Expenses	\$3,235.00	\$0.00	\$3,235.00	\$0.00	(\$3,235.00)
	TOTAL LEGAL FEES AND RELATED EXPENSES	\$3,235.00	\$0.00	\$3,235.00	\$0.00	(\$3,235.00)
	TOTAL EXPENSES	\$1,546,127.30	\$203,756.31	\$1,749,883.61	\$1,890,917.92	\$141,034.31
FUND TRANSFERS						
INTER FUND TRANSFERS						
INTER FUND TRANSFERS TO OTHER FUNDS						
0101-7025-50	Transfer To Property-Capitalized	\$13,833.33	\$0.00	\$13,833.33	\$0.00	(\$13,833.33)
0101-7029-50	Transfer to Wakeman - Operating Support	\$78,750.00	\$0.00	\$78,750.00	\$78,750.00	\$0.00
	TOTAL INTER FUND TRANSFERS TO OTHER FUND	\$92,583.33	\$0.00	\$92,583.33	\$78,750.00	(\$13,833.33)
INTER FUND TRANSFERS FROM OTHER FUNDS						
0101-7413-50	Transfer From Other Custodial Funds	(\$8,606.64)	\$0.00	(\$8,606.64)	\$0.00	\$8,606.64
	TOTAL INTERFUND TRANSFERS FROM OTHER FUND	(\$8,606.64)	\$0.00	(\$8,606.64)	\$0.00	\$8,606.64
	TOTAL INTER FUND TRANSFERS	\$83,976.69	\$0.00	\$83,976.69	\$78,750.00	(\$5,226.69)
INTRA FUND TRANSFERS						
INTRA FUND TRANSFERS FROM UNDESIGNATED						
0101-7120-51	To Reserve General Convention	\$19,106.64	\$0.00	\$19,106.64	\$10,500.00	(\$8,606.64)
0101-7132-51	To Reserve - Trinity Commons Capital	\$2,916.69	\$0.00	\$2,916.69	\$2,916.65	(\$0.04)
0101-7147-51	To Reserve - Episcopal Youth Event	\$2,916.62	\$0.00	\$2,916.62	\$2,916.65	\$0.03
	TOTAL INTRA FUND TRANSFERS FROM UNDESIGNATED	\$24,939.95	\$0.00	\$24,939.95	\$16,333.30	(\$8,606.65)
INTRA FUND TRANSFERS TO UNDESIGNATED						
0101-7217-51	From Reserve for New Website	(\$13,833.33)	\$0.00	(\$13,833.33)	\$0.00	\$13,833.33
0101-7220-51	From Reserve for General Convention	(\$263.72)	\$0.00	(\$263.72)	\$0.00	\$263.72
0101-7221-51	From CCF reserve	(\$14,368.75)	\$0.00	(\$14,368.75)	\$0.00	\$14,368.75
0101-7299-51	From Operating Surplus Reserve	(\$24,743.24)	\$0.00	(\$24,743.24)	(\$16,251.62)	\$8,491.62
	TOTAL INTRA FUND TRANSFERS TO UNDESIGNATED	(\$53,209.04)	\$0.00	(\$53,209.04)	(\$16,251.62)	\$36,957.42
	TOTAL INTRA FUND TRANSFERS	(\$28,269.09)	\$0.00	(\$28,269.09)	\$81.68	\$28,350.77
	TOTAL FUND TRANSFERS	\$55,707.60	\$0.00	\$55,707.60	\$78,831.68	\$23,124.08
	NET SURPLUS/(DEFICIT)	(\$159,024.13)	\$0.00	(\$159,024.13)	(\$296,110.33)	\$137,086.20

# Diocesan Funding Sources for the 2022 Budget

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## **Support from Congregations (Assessments)**

Support from congregations (also known as assessments) continues to fund the largest share of the budget. In 2022, 60.7% comes from support from parishes.

This line item is \$90,000 or about 4.4% more than the amount in the 2021 budget. While uncertainty about COVID-19 and the status of in-person worship remains, we are cautiously optimistic about this budget increase.

## **Endowment and Investment Income**

These sections of the budget comprise about 17.1% of the revenue for the 2022 budget. Almost all of the income in these sections comes from amounts invested in the Joint Investment Fund of The Trustees of the Diocese of Ohio (JIF). The Trustees authorize the spending rate for JIF funds on an annual basis. For 2022, the annual spending rate continues to be 4.5%. The income from these funds reflects an increase of 2.74% for 2022, due to the increased unit value of the JIF portfolio, using a rolling 12-quarter average. The endowment supporting the Bishop's Office is invested separately from the JIF, based on the donor's restriction. This endowment uses a 4% spending rule based on a rolling 3-year annual average.

## **Fees Received for Administrative Services**

These amounts represent fees for administering certain endowments and accounting and administrative services provided to the JIF. In 2014, the Diocesan Council authorized these fees to be based on a June 30<sup>th</sup> annual valuation for the endowments. Fees for administrative services fund about 8.4% of the 2022 budget.

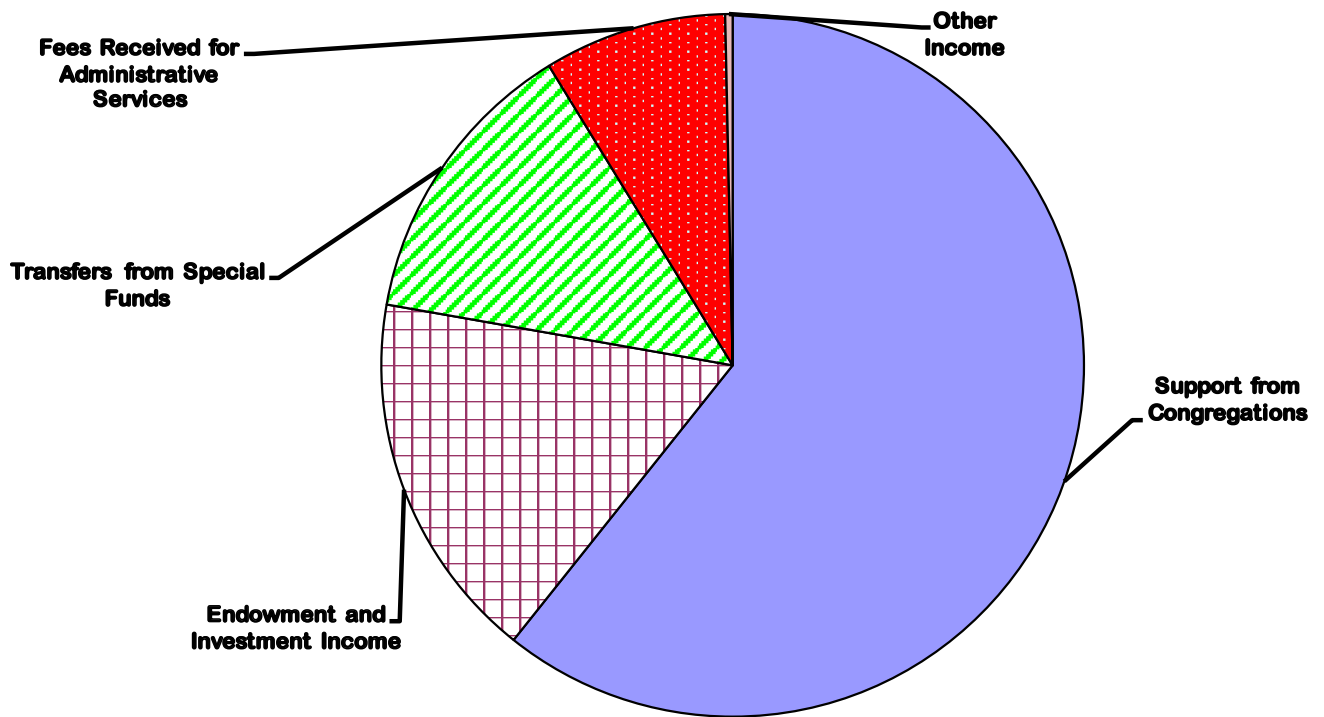
## **Transfers from Special Funds**

The transfers from special funds represent the reimbursement of expenses paid from non-operating or custodial funds. Without these special funds, important Diocesan programs and ministries might otherwise not take place. These amounts are offset by expenses in various areas of the budget. In 2022, the amount from special funds increases \$5,765 from the 2021 budget and comprises 13.5% of the total budget.

## **Other Income**

The other income section of the budget is new for 2022. This area includes a \$12,000 quarterly distribution from a perpetual trust. Other income is .3% of the 2022 budget.

## 2022 Diocesan Budget - Funding Sources



	<u>Amount</u>	<u>Percent</u>
Support from Congregations	\$ 2,147,000	60.7%
Endowment and Investment Income	603,057	17.1%
Transfers from Special Funds	476,413	13.5%
Fees Received for Administrative Services	297,605	8.4%
Other Income	12,000	0.3%
<b>Total Revenues</b>	<b><u>\$ 3,536,075</u></b>	<b><u>100.0%</u></b>

# Proposed Program and Budget Narratives

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## *Office for Ministry*

### **Transition Ministry**

The Office of Ministry, working with the Bishop, assists parishes during the transition between settled clergy in the search for new clergy leadership. This year, 11 congregations have been or are currently in transition between clergy leadership. Services provided to parishes include: assisting the wardens and vestry in planning the interim period; providing interim consultants and names of potential interim clergy; coordinating with the national Office of Transitions Ministry; publicizing openings in various venues; referencing and consulting with the Bishop about prospective candidates; providing resources and training for interim consultants and interim pastors; providing resources for the search committee, vestry and wardens; keeping the Bishop informed of the progress of all searches; assisting in the final call and in the negotiation of a letter of agreement with the clergy person; and assisting in the startup of the new ministry.

In this year of COVID-19, the transition officers are learning to meet remotely and have just begun different methods of sharing names and information. The technology learned during this time will change how we exchange information forever. A Search Committee can watch a clergy person lead worship without leaving home, although for the finalist it is still advised. Clergy can see how congregations are worshipping now in a way that was not possible before.

### **Commission on Ministry**

The work of the Commission on Ministry is to advise and assist the Bishop in the work of discernment, formation, and support for persons in Holy Orders and to support the ministries of Lay Professionals in the Diocese of Ohio. The Commission works, together with the Bishop, on the present and future needs in the diocese's ministry, assisting in the selection of personnel for Holy Orders; providing for the guidance, pastoral care, and continuing education of

clergy and lay professionals; determining clergy compensation standards; and attending to the professional and personal needs of the clergy and lay professionals and their families. This year the Commission met with nine individuals in discernment for Holy Orders. Last spring using strict guidelines due to the coronavirus pandemic, Megan Allen from Church of our Saviour, Akron and John Coventry from St. Paul's, Canton were ordained to the Transitional Diaconate. Clergy Continuing Education Grants of \$5,655.00 have been paid to clergy so far in 2021.

### **Scholarship Assistance and local internships:**

The Diocese of Ohio has been fortunate to be able to provide substantial financial assistance to individuals who are in the process of education and formation for ordained ministry. The Diocese's ability to offer scholarships for theological education is a result of the generosity of benefactors over the years that have made provisions in their wills for such endowments, along with some funding from the generous donors to the Bishop's Appeal. With these monies, we provide stipends to two residential seminarians and five local cohort seminarians. The local cohort has two students in local church fieldwork internships and two who are working in secular jobs and attending seminary and doing fieldwork. The cohort is a place for bi-vocational education. **\$86,000**

**Deacon Formation Program:** A key piece in our diocesan priority to develop servant leaders is have a strong network of deacons who can both call members of the diocese to develop their own diaconal ministry and assist individuals in understanding how their actions are spiritually formative.

The deacon formation program has been gathering together with the local priestly formation program in a parallel track, gathering together for worship and reflection and building a community of people who will serve God together in the church. **\$10,000**

**Special Ministries:** Money is generated through donations to the Bishop's Annual Appeal and interest earned on the Miller Endowment Fund. These funds are used to underwrite the salary of newly ordained clergy in their first calls. Recipients of these fund have been the Rev. Stephen Ashby at Good Shepherd, Lyndhurst; the Rev. Christopher Decatur at St. Luke's, Cleveland; and the Rev. Megan Allen, Trinity Church, Toledo. These funds are essential for providing resources to deploy clergy who have gone through our formation process and to initiate critical and strategic new ministries. **\$42,000**

**Lay Ministries:** This year the Commission on Ministry formed a task force on lay discernment. The task force has identified types and methods of decision making through prayer and reflection and the ways one can bring God into the process of arriving at a conclusion. The Task Force was able to hold three online Sunday afternoon retreats, with lay folk from around the Diocese.

### **Clergy Development**

In an effort to assist in the ongoing development of clergy, a variety of programs are offered. Clergy days provide opportunities for clergy to gather with the Bishop. The annual Clergy Conference in May provides significant continuing education opportunities in addition to time for worship and building collegial relationships. Since the conference could not take place in person again this year, some of the budgeted funds were redirected to support individual clergy retreats at Bellwether.

Clergy development also includes continuing education and sabbatical grants for clergy and lay professionals, which are funded from two endowment funds. Partnerships to provide continuing education programs on an ecumenical basis have allowed continuing education funds to be used more effectively in recent years.

Fresh Start is a church wide program, led by clergy in this diocese for clergy that are in a

new position. The purpose of Fresh Start is "to support clergy... in navigating the critical period of transition in clergy leadership". The program goal is to build a culture in which mutual ministry of the clergy and congregation develops from a strong foundation. COVID-19 caused a slowdown in the calling of clergy, so the first meeting of Fresh Start included the newly ordained at a picnic at Bellwether Farm. There are six new clergy plus five more in the three-year Newly Ordained Program. **\$300**

## ***Office for Congregations and Christian Formation***

### **Grants for Congregations (\$134,000)**

The largest expense for this office consists of direct grants and other support to congregations for new and/or strategic ministries. This year the budget includes four types of grants for existing congregations:

- Ministry and Connection Grants are to assist congregations in developing meaningful relationships with their surrounding neighborhoods.
- Targeted Revitalization includes funds to help support development in specific congregations.
- Congregational Development Training is to support diocesan wide training, including Connecting Communities.
- Strategic Mission Support supports the ministry of St. Luke's Church in Cleveland.

There are also funds included for supporting New Work outside of a traditional congregational space. Combined, these grants represent 53% of our expenditures.

- Faith Formation Program and Grants (\$47,000)

Two areas receiving additional funding this year are children and young adult ministries.

- Diocesan Children and Youth programming (\$18,500) – The budgets for youth events include both Diocesan-wide events as well as specialized gatherings, such as for specific regions or age groups.
- Young Adult programming (\$22,500)

includes include grants to parishes for college and young adult ministry, and formation for those ages 18-30.

- The remaining \$6,000 are for Adult Formation grants, programs, and events. This budget does not include the Winter Convocation. The total budget here is 19% of our expenditures.

### **Business Expense (\$4,000)**

Administrative expenses represent 2% of our expenditures.

### **Other Expenses (\$67,500)**

Registration fees cover only a small portion of Winter Convocation expenses. Remaining Convocation expenses are budgeted for \$35,000 (the same as it has been for the past four years). We do not yet know if the 2022 Convocation will be in-person. If not, any unused funds will be redirected to parish support and/or faith formation or not used at all. Other components in this section are \$6,500 for Education for Ministry (EfM), \$15,000 for additional opportunities, \$4,000 for leadership development events, \$5,000 for Lay Preaching training and support, and \$2,000 for the Diocesan Resource Center. The total of this category is 27% of our expenditures.

## ***Collaborative Ministries***

### **Bellwether Farm**

After a successful year of operation in 2019, the 2020 budget for Bellwether Farm anticipated hosting a large number of events for Diocesan and outside groups, in addition to an expanded six-week summer camp season.

COVID-19 shutdown forced the cancellation of all Bellwether events beginning in March 2020, however, in addition to the entire summer camp season. During the fall of 2020, the Bellwether Farm staff began to offer programming to continue engaging members of the Diocese and the local community in Bellwether's mission, although the size and scope of events in 2021 continues to be limited by the pandemic.

The Bellwether Farm staff currently includes three full-time employees: farm manager, chef and director of hospitality, and transitional director in addition to three part-time employees: housekeeper, kitchen assistant, and administrative assistant.

In addition to personnel costs, other major categories of expenses include food, program and hospitality supplies, farm expenses, utilities, insurance, and other facility costs, and office and administrative costs. Because the buildings are new, we expect repair and maintenance costs to be relatively low.

In 2021, the diocesan budget provided support of \$135,000. The elimination of summer camp and program revenue for most of this year will require an estimated amount of additional diocesan support, \$207,332, subject to approval by The Trustees of the Diocese. Support from the diocesan operating budget for 2022 is allocated at \$135,000. Camp, event, and meeting room fees, as well as investment income from three endowments is anticipated to provide additional revenue to support operations. The monies for Bellwether Farm are listed under Fund Transfers in the diocesan budget.

We are cautiously optimistic about the 2022 year and the return of summer camp. Many camper families requested that their 2020 deposits be held for 2022. We also anticipate a growing number of adult retreats and other events that will generate revenue.

The Bellwether Farm staff has not finalized its operations plan for 2022. Diocesan Council will approve the budget at its December 2021 meeting.

## ***Diocesan, Episcopal Church, and Anglican Communion Responsibilities***

This category of the budget represents expenses relating to our life as a diocese of The Episcopal Church in the Anglican Communion.



The largest item of \$415,015 is the Diocese of Ohio's share of The Episcopal Church's budget, as adopted by General Convention in 2018. The 2022 figure is \$1,602 more than the 2021 amount, and has 2 components: an amount to be paid in 2022, \$367,136, and a deferred amount of \$47,879, that will be paid as the 2020 surplus is used for operating expenses. Full payment of our calculated share is a long-standing commitment of the diocese. The support for the 2022 DFMS budget is calculated as follows:

(2020 Operating Income less \$140,000) x 15%

The 2018 General Convention lowered the exemption amount from \$150,000 to \$140,000 for the years 2019 to 2022. The assessment rate is unchanged at 15%. The 2022 budget includes \$2,000 for travel to Provincial Synod meetings ahead of General Convention.

The provincial synod assessment of \$4,895 is \$897 less than 2021. This amount of support for the Province V budget is .2% of our 2020 operating income reported to The Episcopal Church.

Expenses of the annual Diocesan Convention are budgeted at \$27,500, unchanged from 2021. The 2022 Diocesan Convention will be held in the Cleveland area. We hope it will be an in-person event. An amount of \$2,500 is budgeted for Diocesan Council, which pays for copies, postage, and the annual orientation meeting in December for the full Council. This amount is unchanged for 2022.

The allocation for Reserve for Travel to General Convention is unchanged at \$18,000 for 2022 to begin funding for the next General Convention.

An additional \$25,000 will be added to the Reserve for future Episcopal Transition in 2022 to account for inflation since the last Episcopal transition in the diocese. An additional amount of \$20,000 is expected to be included in the 2023 budget.

## ***Office for Mission***

The Office for Mission provides resources that form us as faithful servants of the gospel as we "strive for justice and peace among all people, and respect the dignity of every human being" (Book of Common Prayer, p. 305).

We administer various grant programs and support the commissions that receive and evaluate them; assist parishes as they implement and carry out their mission strategies; foster connections between parishes, the wider church, and the communities we serve so that efforts and information are shared across contexts. We are linked to the Episcopal Public Policy Network, Episcopal Relief and Development (including domestic disaster relief), Episcopal Migration Ministries, and the Global Episcopal Mission Network. The Canon for Mission also serves as the Jubilee officer and the Disaster Preparedness officer. The events of 2020 have particularly emphasized efforts to integrate racial justice and equity into all of our work.

### **Commission for Racial Justice**

The Commission continues to offer anti-racism training via the "Seeing the Face of God in Each Other" curriculum. Three online sessions were held in 2021, and the training team is available to offer training as requested by parishes and mission areas. We will offer a session for newly elected leaders early in 2022. In 2021, our trainers received modest honoraria for their dedicated efforts on behalf of the Diocese.

The Commission is led by a steering team which has met bi-weekly through the second half of 2021. The Commission intends to offer a gathering in early 2022 for those interested in this work; part of our funding will go for that effort. The Big Provincial Gathering has been scheduled for 2022 and some funds will go toward travel and participation in that event. The Commission is planning to offer some specific programming opportunities for the wider Diocese in 2022, and so has requested an increase of \$5,000 to \$10,000 for 2022.

### **Commission for Global and Domestic Mission (CGDM)**

The Commission for Global and Domestic Mission (CGDM) serves as a resource to parishes by developing and supporting international partnerships that build relationships across boundaries of difference. In this pandemic time our efforts at reimagining the work have been curtailed, but the overall intent is to support projects that involve hands-on work in a context of relationship building.

Since 2006, Diocesan Council has delegated to CGDM the responsibility for soliciting, reviewing and making recommendations on grant requests for ministry initiatives aimed at fulfilling the 17 United Nations Sustainable Development Goals. At this writing, one area of potential use of these funds is the resettlement of Afghan refugees.

The Diocese designates 0.7% of its annual budget toward projects that fulfill one or more of the goals, in accordance with the UN Resolution and the endorsing resolution of General Convention in 2015. Corresponding to the overall decrease in operating income, the amount designated for 2022 will decrease almost \$3,900 to \$16,418..

The COVID-19 pandemic curtailed our efforts and suspended all travel to Belize and Tanzania in 2020 and 2021, and this is likely to continue into 2022. However, relationships have been maintained with Belize, including participation in online worship. We look forward to the resumption of seminarian internships and are evaluating new programs to deepen our relationships and engage in mutual sharing of gifts and capacity building. For 2022, \$12,000 and \$4,000 are budgeted for Belize and Tanga respectively.

### **Administrative, Advocacy, and Additional Opportunities**

The budget of \$1,000 for business expenses provides modest hospitality at some meetings as well as books, materials, and conference fees. The budget includes \$3,500 for “additional opportunities”, a way to provide seed money toward proposals that don’t fit with existing categories or timing. The budget of \$1,000 for Social Advocacy efforts provides seed funding

for initiatives that are parish and Mission Area based, and also for various informal networks across the church around creation care, economic justice, and immigration advocacy.

## ***Office of the Bishop and Support Offices***

### **Office of the Bishop**

This budget amount remains unchanged from 2021.

Each Mission Area Council will continue to have access to \$2,000 from the Diocesan Operating Budget for its unrestricted use (i.e., administrative, event underwriting, educational, service, etc.)

Each Mission Area is also allocated an additional \$1,000 (from the Mission Office section of the Budget) that may be used only for outreach/service projects (domestic or international).

### **Finance Office**

The total of \$63,600 for the Finance Office is an increase of \$17,056 from the 2021 budget.

The budget consists of administrative expenses and financial resource costs of \$600, maintenance costs for accounting software of \$24,000, bank fees of \$9,000, archive expenses of \$3,000, payroll preparation costs of \$3,000, fees for Giving Tools (the online tool for parish gifts) \$10,000, and the fee for the Diocesan audit of \$14,000.

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

- Administers the Joint Investment Fund (JIF) for The Trustees of the Diocese (investments of about \$72 million and 298 Diocesan and parish accounts);
- Administers the health and dental insurance programs for about 107 lay and

clergy employees and their families, and retirees;

- Administers the Capital Loans and Grants program;
- Maintains records of all gifts and grants to the Bishop's Annual Appeal, ECS, and Planting for Tomorrow;
- Provides training for parish treasurers and bookkeepers in accounting and internal controls;
- Coordinates the CPA audits of the Diocese and the Joint Investment Fund;
- Coordinates audits of 82 parishes using the Diocesan audit team, committee and CPA audits;
- Works with parishes in meeting their canonical requirements for reporting in the areas of assessments, insurance, lay pensions, and parochial reports; and
- Provides accounting, payroll, financial reporting and budgeting for all diocesan operations (Council, Trustees, ECS, the Church Home, Holy Cross and Bellwether Farm).

Under Diocesan Council guidelines, Mission Area Councils must request funding based on their actual or planned spending. Mission Area Council funds are replenished only up to the level of the annual funding maximum.

All other expenses are budgeted to remain the same.

## **Development Office**

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

Although the Development Office is no longer staffed by a full-time professional, its work continues to raise funds to advance the work of the diocese from individuals, foundations, and other sources. The office helps to link parishes with funding opportunities, including grants available through the Episcopal Church. Annually, it invites every parishioner to give to the Bishop's Annual Appeal, which supports a diversity of programs across the diocese. The office also raises funds to support major initiatives in the diocese, including Bellwether Farm, leadership development, lay and clergy education, outreach activities, and spiritual formation.

## **The Bishop's Annual Appeal**

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

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

camp, retreat, convention, and mission experiences for youth across the diocese regardless of parish size or resources.

In 2020, contributions to the Bishop's Annual Appeal raised over \$250,000. More than 533 households in the Diocese contributed. \$100,000 was directed to Episcopal Community Services and more than \$100,000 was provided for youth formation, ministry to the newly ordained, seminarian education, and leadership opportunities.

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

### Summary

The Budget of the Development Office provides for the development, printing, and distribution of materials for the Bishop's Annual Appeal. The proposed 2022 budget is \$10,385 higher than the 2021 budget, reflecting increases in the cost of maintaining the gift tracking software subscription, higher expenses related to the Bishop's Appeal, and activities supporting Planned Giving.

### Office of Communications

The Office of Communications creates and maintains channels for the people and parishes of the Diocese of Ohio to share information with one another and with those in the community. The 2022 budget remains that same as 2021. There were a few projects we had hoped to start or continue (such as the Lunch and Learn sessions) that had to be postponed due to the Coronavirus pandemic.

In 2021, we worked on a number of projects including, but not limited to:

- We kicked off discovery to build new websites for the Diocese and Bellwether Farm. The sites will be launched in 2022.

- A group license was negotiated and established with One License for all of the parishes to help with online streaming for services.
- We continue implementation of new protocols to update member records in the Diocesan database. We feel it is important to be able to communicate with parishioners across the diocese as a way to stay connected to events and stories that showcase inspiring ministries and initiatives and ways that we are collaborating together.
- The office worked on planning and facilitating a virtual convention for 2021.
- We are continuing our partnership with an external vendor to help parishes acquire new, responsive websites at an affordable price.
- We remain working on our social media pages for the Diocese of Ohio and Bellwether Farm on Facebook, Instagram, and Twitter. Some examples include photos of Bishops' visitations, progress at Bellwether, photos of indigenous animals and plants with short feature pieces, photos pulled from our photo banks that tie into trending hashtags, and new photos showcasing our retreat rooms and meeting facilities.
- *Church Life* is designed and mailed out quarterly.
- We send out the weekly e-bulletin that features events around the diocese. We have a monthly e-blast titled "Articles & Announcements" that showcases one major announcement or story. E-communication was increased to regularly update parish leadership and parishioners about the pandemic.
- A new e-newsletter was designed for Bellwether Farm. Right now, it primarily focuses on promoting upcoming events.
- This office is also responsible for Convention handbooks, journals, and A/V. Communications staff also handled A/V for Convocation and built out the app that is used for both events.



## ***Personnel, Travel, Office Equipment and Supplies***

### **Personnel**

Expenses for Personnel in 2022 are \$209,617 (11.8%) higher than the 2021 budget. Salaries are \$149,750 higher than the 2021 budget, as the development officer position is again funded in 2022. The Bishop's Appeal funds summer internships for high school and college students. Reimbursements from diocesan trusts administered by diocesan staff fund about 15.1 percent (\$297,605 of the \$1,965,590) of the personnel budget. The personnel budget includes a 3% pool for COLA and/or merit increases and full funding for health and dental insurance premiums, which increased 5.55% and 0%, respectively, for the year 2022.

The budget includes funding for Bishop Hollingsworth, 6 full-time program staff positions, 1 half-time program staff, 6 full-time support staff, two part-time assisting bishops, one part-time position in the archives, one part-time position in the Resource Center, and a part-time ecumenical officer. No employees of Bellwether Farm are included in this budget.

Salaries and benefits are 55.6% of the Diocesan budget in 2022 and 52.2% in 2021.

The total provides for salary, pension, health and dental insurance, workers' compensation insurance, and long-term disability and life

insurance for lay employees approximately equivalent to that provided to clergy. It also provides for training, continuing education, and sabbatical assistance for lay and clergy.

### **Travel**

The 2022 budget for travel expenses represents reimbursement for all business-related travel expenses of the Diocesan staff. The \$60,200 represents no change from the 2021 budget. The Zoom Room has increased our capacity to host remote meetings, which has decreased travel costs for the staff. Actual travel costs have remained lower than a typical year in 2021, due to the COVID-19 pandemic.

### **Office Equipment and Supplies**

Office expenses are \$194,540 for 2022, which is unchanged from 2021. The reserve for Trinity Commons' capital remains constant at \$5,000 for 2022. There are no changes to other items.

Equipment and supplies are \$39,275 in the 2022 budget. This amount is also unchanged from the 2021 amount. There were no changes in individual line item amounts. Postage and copy costs, computer supplies, and a Flocknote license for participating parishes are included in this section of the budget.

## Appendix: UBE Resolutions

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### UBE GC 2021 RESOLUTIONS

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## Resolution #1

### A Resolution for Funding of The Chaplaincies at The HBCUs

Resolved, the House \_\_\_\_\_ concurring, That this 80th General Convention request that the Joint Standing Committee on Program, Budget and Finance allocate \$300,000 from The Episcopal Church triennium budget appropriation for the funding of the Chaplaincies at Saint Augustine and Voorhees Colleges; and be it further

Resolved, That such monies shall be divided evenly between the Chaplaincies of Saint Augustine and Voorhees College to be utilized exclusively to fund the ministries of the Chaplaincies, and other such activities that promote the purposes of this resolution; and be it further

Resolved, That this General Convention directs, consistent with established policies and procedures, that The Executive Council shall direct that the appropriate offices of The TEC and their Officers with oversight of this allocation to the Chaplaincies and such offices and Officers shall report back to the General Convention in 2024 on the usage of the \$300,000 allocation.

#### Explanation:

There is a long relationship between both Saint Augustine's University and Voorhees College and The Episcopal Church, a partnership that endures today.

As each HBCU moved into the new millennium, it renewed its historical partnership with The Episcopal Church. The Church alone cannot fulfill the commission without the help of Christian institutions of learning. Conversely, Saint Augustine University and Voorhees College cannot, without the help of the Church, provide effective teaching and learning that helps its learners to proclaim that the Rule of God is at hand, to select careers that nourish people for the riches of His grace and to Glorify God in this life and in the life to come.

It is no secret that two remaining Episcopal Related HBCUs have been through a rocky time financially over the last few years. However, through effective oversight and working with The Episcopal Church, Executive Council Committee on HBCU these HBCUs have staged a remarkable turnaround -in their financial management. However, the Chaplaincies are still in need of dire financial assistance to continue to serve their core mission. The Chaplains of these two HBCUs are not afforded clergy pension contributions from their respective institutions and are not supported for participation

in The Episcopal Church Medical Trust. Budget appropriations support by this resolution will provide for General Convention mandated clergy participation in The Episcopal Church pension fund and medical trust plans.

Each of the Chaplaincies strives to be a welcoming and safe place for their students and the community. Services of Holy Eucharist are held on Sundays during the academic year, where visitors hear the Word of God and partake of the sacraments.

As Episcopal Chaplaincies, each recognizes that students bring the gifts of a diversity of beliefs, experiences and talents, and they treasure this diversity. Each strives to be an inclusive and welcoming community, embracing a diversity of cultures and united through the unconditional love of Jesus Christ. The university chapel programs and religious life at Saint Augustine's University and Voorhees College are both places to study, pray, and worship together, deepening their student's faith so that they may be transforming agents sent forth to serve God in the world.

## Resolution #2

### A Resolution to promote equity and to Reduce differences in Health Outcomes

Resolved, the House of \_\_\_\_\_ concurring, that this 80<sup>th</sup> General Convention of The Episcopal Church hereby directs and encourages that Congress adopt the following package of policies that would serve to promote equity and to reduce differences in health outcomes: address implicit bias and unconscious bias; address data challenges; address Social Determinants Of Health; and invest in professional diversity; and be it further

Resolved, that this 80<sup>th</sup> General Convention directs, consistent with established policies and procedures, that the Executive Council refer this Resolution to the Office of Governmental Relations, so that it may take all actions necessary to accomplish the intentions and purposes of this Resolution.

#### Explanation:

The need for the nation to move forward on improving health equity is demonstrated by the disproportionate impact certain diseases has had on racial and ethnic minoritized communities.

“The COVID-19 pandemic has revealed starkly the disproportionate impact of the virus on communities of color,” the AMA told the U.S. House Ways and Means Committee. “The causes of the disproportionate impact are rooted in this country’s historical and structural racism and the social, economic, and health inequities that have resulted, and continue to result in, adverse health outcomes.”

While data is incomplete as of this writing:

- Black Americans are dying at nearly two times their national population share, and in five out of the six counties with the highest COVID-19 death rates, they are the largest racial group, according to the COVID Racial Data Tracker.
- The Latinx community accounts for 49% of Virginia’s COVID-19 cases where ethnicity is known despite accounting for only 10% of the state’s population. Similarly, in Iowa and Wisconsin, the COVID-19 infection rate for Latinx individuals is five times their population share.
- American Indian/Alaska Natives are also disproportionately affected, and American Indians account for 60% of COVID-19 cases in New Mexico where they

are only 9% of the state’s population, and 21% of COVID-19 deaths in Arizona where they are just 4% of the population.

The testimony cites three key factors why Communities of color are at higher risk for COVID-19:

- Structural inequities and social determinants of health (SDOH) that are influenced by bias and racial discrimination. Essential non-health care jobs, such as bus drivers, train operators and custodians, are overrepresented by communities of color.
- Pre-existing conditions, such as diabetes, hypertension and obesity are disproportionately higher among African Americans, in large part due to generations of food insecurity, lack of access to comprehensive medical care, and lack of access to safe green spaces for exercise and play.
- “Additional SDOH considerations have also contributed to the disproportionate impact of COVID-19 on marginalized and minoritized communities, including poverty, lack of access to health care, nutritious food, affordable housing, and accessible transportation, as well as congregate living with multi-generational family members and the fact that many people of color work ‘essential’ jobs that increase their exposure to the virus, such as in meatpacking plants, warehouses, supermarkets, hospitals, and nursing homes,” states the AMA testimony.

More than 28% of people diagnosed with COVID-19 in the U.S. are Hispanic, but the effect of COVID-19 on this community has not been widely addressed, the testimony states, quoting Aletha Maybank, MD, MPH, chief health equity officer and group vice president of the AMA.

Citing the World Health Organization, the AMA told Congress that avoidable health inequities are produced and do not have to exist.

To promote equity and to reduce differences in health outcomes, Congress should adopt the following policies:

Address implicit bias and unconscious bias. These biases are learned stereotypes that are automatic, unintentional, deeply engrained, universal, and able to influence behavior. Demonstrated impacts of these biases include disproportionate mortality among pregnant Black women. Moreover, shifting only evaluating individual levels of bias to also incorporating structural transformations that apply an equity lens in all medical practices, policies, and organizational performance metrics is imperative.

Address data challenges. Without improvements in data collection at all levels of government, it is difficult to know where virus “hot-spots” are occurring, and where testing and other resources need to be focused. H.R. 6585, the “Equitable Data Collection and Disclosure on COVID-19 Act of 2020,” which would require the Health and Human Services Department to collect and report racial, ethnic, and other demographic data on COVID-19 testing, treatment, and fatality rates.

Address SDOH. Social risk factors, such as lack of access to health care, nutritious food, affordable housing, and accessible transportation, must be addressed beyond just the parameters of the pandemic. H.R. 4004, the “Social Determinants of Health Accelerator Act,” which is aimed at providing local communities with the funding and planning tools to implement solutions to the SDOH.

Invest in professional diversity. There is a need to expand the pipeline of racially and ethnically diverse, practicing physicians. This need extends to medical school, residency, and physicians in teaching and academic settings.

It will take all of us working in partnership to build and continue on a path forward to address not only the specific health disparities that the COVID-19 pandemic has revealed, but also the underlying structural and institutional racism and SDOH and to advance health equity.

**Resolution #3****Resolution for The Creation of a Clergy Retirement Contribution Fund**

Resolved, that the House of \_\_\_\_\_ concurring that the 80th General Convention of The Episcopal Church directs the Domestic and Foreign Missionary Society of the Protestant Episcopal Church (the “Episcopal Church”) to conduct a study to determine if it is possible to establish a permanent Retirement Contribution Fund (the “Fund”) whereby the applicable pension contributions will be made from such fund to pay the pension contributions of a parish priest’s salary who would serve such parish but for the fact that the required pension contributions makes it unaffordable for the hiring of such priest; and be it further

Resolved that no priest may be eligible to participate in receiving pension contributions from the Fund where his\her parish’s gross income exceeds \$250,000; and be it further

Resolved, that the study shall include discussions with dioceses to determine the feasibility of a diocese’s ability to contribute a meaningful percentage to the Fund to support a priest’s pension contribution; and be it further

Resolved, that The Church Pension Fund also be included in the discussions because of the financial expertise it would bring to the table in the management of pension contributions; and be it further

Resolved, that the Officers of the Episcopal Church and Executive Council shall refer this resolution to the appropriate Interim Body for consideration; and be it further

Resolved, that The Episcopal Church shall report to the 81st General Convention on the progress that it has made during the triennium in its efforts to effectuate the purposes of this resolution.

**Explanation:**

The Church Pension Fund's founding motto, at its creation in 1917, in was to create a pension fund that would enable clergy to retire with dignity. Since its inception, its investment strategy has been excellent, with returns consistently ahead of the benchmarks established by the Board of Trustees for evaluating its investment program. In fact, as of the writing of this resolution, the Church Pension Fund has paid out \$6.8 Billion to clergy and dependents since its inception in 1917. Yet, today the Church Pension Fund has some \$13.5 Billion Dollars under its management. Of this

amount, it receives some \$100 Million Dollars annually that are paid in as pension retirement contribution, and it pays out \$400 Million in annual benefits. While it is clear that the Church Pension Fund must maintain sufficient liquidity and assets to pay its pension and other benefit plan obligations, it is also clear the fund operates with excess revenues.

While it may not be possible to direct the Church Pension Fund to establish the Fund because of the laws governing pension contributions, such a discussion is necessary to ensure that all priests retire with dignity. It is therefore necessary to determine the means by which the Fund can be created to fund the pension contributions of a parish priest's salary who would serve such parish but for the fact that the required pension contributions makes it unaffordable to prevent that parish from the hiring of such priest.

Such parishes that are impacted by the unaffordability of a parish priest, as a result of the pension contributions, are predominately African American Inner- City Parishes, thereby rendering them unsustainable as membership declines as a result of the lack of a priest. Such funding of the purposes of this resolution would live into The Episcopal Church's embrace of its commitment to the establishment of The Beloved Community.



## **Resolution #4**

### **A Resolution for Continued Funding of The Beloved Community**

Resolved, the House \_\_\_\_\_ concurring, That this 80th General Convention request that the Joint Standing Committee on Program, Budget and Finance allocate \$2.0 million for the triennium for the continued implementation of additional work of organizing our efforts to respond to racial injustice and grow a Beloved Community of healers, justice makers and reconcilers for the implementation of this resolution; and be it further

Resolved, That such monies shall again be utilized exclusively to make grants to agencies and dioceses and other affiliated entities of The Episcopal Church for the establishment of such programmatic activities aimed at addressing the issue of Racial Reconciliation. Such activities may include, but not be limited to, speaker series, sacred conversations, Racial Reconciliation Workshops, and other activities that promote the purposes of this resolution; and be it further

Resolved, That this General Convention directs, consistent with established policies and procedures, that The Executive Council shall again be charged with the establishment of all criteria, and procedures associated with the awarding of such grants, and that such criteria and procedures be established as soon as practical, after the conclusion of this 80th General Convention such Committee or Office that Executive Council shall designate with implementation of the grants shall have published the criteria and be ready to accept applications submitted for such grants, and that the entities receiving such grants shall report back to the Committee or Office that Executive Council shall have designated on the usage of its grant, and that the Executive Council shall report back to the General Convention in 2024 on the usage of the \$2.0 million allocation.

#### **Explanation:**

The 78th General Convention of The Episcopal Church recognized, by the adoption of Resolution 2015-C019, that, despite repeated efforts at anti-racism training as well as racial justice and racial reconciliation initiatives—including the passage of more than 30 General Convention resolutions dating back to 1952, that the abomination and sin of racism continues to plague our society and our Church at great cost to human life and human dignity.

And, in the wake of the brutal, overtly racist murders of nine of our Christian brothers and sisters of Mother Emanuel African Methodist Episcopal Church on June 17, 2015;

numerous inexcusable deaths of unarmed black men and youth at the hands of law enforcement personnel; and the moral atrocity of mass incarceration in which a hugely disproportionate number of persons of color have been unfairly caught in the net of an unjust criminal justice system, the 78th General Convention established as a top priority of The Episcopal Church in the upcoming triennium the challenging and difficult work of racial reconciliation through prayer, teaching, engagement, and action.

2015-C019 charged the Presiding Bishop, President of the House of Deputies, Vice President of the House of Bishops, and Vice President of the House of Deputies to lead, direct, and be present to assure and account for the Church's work of racial justice and reconciliation. They articulated a framework for that work, entitled *Becoming Beloved Community: The Episcopal Church's Long-term Commitment to Racial Healing, Reconciliation and Justice*, which directs additional work in the area of racial reconciliation.

As we head into this next triennium, we are faced with the realities of a resurgence of white supremacy, the increased normalization of personal and institutionalized fear of people of color, and overtly dehumanizing policies being enacted on refugees and immigrants—in addition to all of the injustices that prompted the 78th General Convention to pass 2015-C019.

As the 79th General Convention did by the adoption of Resolution D002, which allocated \$750,000 for the purposes herein, we again call upon our Church to make an investment of significant resources to hone in on and build capacity among our current and future leaders within The Episcopal Church in order to impact the practices of telling the truth, repairing the breach, practicing Jesus' way of love, and proclaiming the dream of Beloved Community.

In order to continue to make our commitment to *Becoming Beloved Community* a reality in a world that desperately needs it, local churches, dioceses, and agencies must continue to have the resources to engage this work in their contexts. We believe that these grants will continue to make it possible for churches, dioceses, and other agencies of The Episcopal Church to continue to live into the commitment of the Church to *Becoming Beloved Community* in new and life-giving ways. In the same way that communities of practice have developed from the Genesis Church Planting grants that were given in the 2015-2018 triennium, Resolution D002 made it possible for a network of grant recipients to share best practices, resources, etc. among themselves and with the whole church. Provinces and dioceses that have been unable to afford to provide the canonically mandated trainings have been able to do so. These grants have

also made it possible for the development of much-needed culturally appropriate and relevant resources that have been broadly shared with the church through the Absalom Jones Center for Racial Healing.

## Resolution #5

### A Resolution for Funding of the Implementation of The Internalized Oppression Curriculum

Resolved, the House \_\_\_\_\_ concurring, That this 80th General Convention request that the Joint Standing Committee on Program, Budget and Finance allocate \$73,800 for the triennium for the implementation of The Internalized Oppression Curriculum, Healing From Internalized Oppression; and be it further

Resolved, That such monies shall be utilized exclusively to make presentations to agencies and dioceses and other affiliated entities of The Episcopal Church, and other such activities that promote the purposes of this resolution; and be it further

Resolved, That this General Convention directs, consistent with established policies and procedures, that The Executive Council shall direct that the Office of Black Ministries be charged with the establishment of all criteria, and procedures associated with implementation of the Curriculum, and that the Office of Black Ministries shall report back to the General Convention in 2024 on the usage of the \$73,800 allocation.

#### Explanation:

When people are targeted, discriminated against, or oppressed over a period of time, they often internalize (believe and make part of their self-image – their internal view of themselves) the myths and misinformation that society communicates to them about their group. Exploited low-income workers might internalize the ideas that they can't do any other kind of work, that their lives were meant to be as they are, and that they're worth less than people with wealth or education. Women might internalize the stereotype that they are not good at math and science, or people of color might internalize the myth that they are not good workers.

When people from targeted groups internalize myths and misinformation, it can cause them to feel (often unconsciously) that in some way they are inherently not as worthy, capable, intelligent, beautiful, good, etc. as people outside their group. They turn the experience of oppression or discrimination inward. They begin to feel that the stereotypes and misinformation that society communicates are true and they act as if they were true. This is called internalized oppression.

Internalized oppression affects many groups of people: women, people of color, poor and working class people, people with disabilities, young people, elders, Jews, Catholics, immigrants, gays, and many other groups, including members of the Church.

There are two ways that internalized oppression functions:

Internalized oppression operates on an individual basis. A person believes that the stereotypes and misinformation that s/he hears are true about herself/himself. S/he holds herself/himself back from living life to her/his full potential or s/he acts in ways that reinforce the stereotypes and are ultimately self-defeating. This may prevent her/him from running for the Vestry and seeking other positions of leadership in the Church.

Internalized oppression occurs among members of the same cultural group. People in the same group believe (often unconsciously) the misinformation and stereotypes that society communicates about other members of their group. People turn the oppression on one another, instead of addressing larger problems in society. The results are that people treat one another in ways that are less than fully respectful. Often people from the same cultural group hurt, undermine, criticize, mistrust, fight with, or isolate themselves from one another.

Examples of internalized oppression as it occurs in individuals:

Women, low-income people, and people of color don't speak up as much in meetings because they don't think their contribution will be important or "correct". Often participants from these groups may have insight into how to solve a problem, but they hold back from sharing it.

In response to low expectations and lack of encouragement, some teenagers from oppressed groups believe that they won't succeed; consequently, they give up on learning and pursuing their dreams. This prevents them from pursuing educational opportunities and thus prevents them from attending seminary and becoming members of The Episcopal Clergy. This serves to defeat our goal of achieving equitable representation among The Church's Ordained order.

A person who is not able get a job with decent wages may try to cope with his/her disappointment with drugs like alcohol.

As you can see, internalized oppression can have serious consequences for communities and The Church. It holds people back from thinking well of themselves, from living full lives, and from standing up against injustice. It can be the source of

physical or mental illness and self-destructive behavior. Internalized oppression can serve to divide people within the same group, so they are not as effective in supporting each other and standing together for change. It can also cause people to be suspicious of those outside their own group, making it difficult to build alliances.

## Resolution #6

### Resolution Establishing Equity in The Awarding of TEC Grants

Resolved, that the House of \_\_\_\_\_ concurring that the 80th General Convention of The Episcopal Church directs that 25% percent of the grants that are annually awarded by The Episcopal Church be set aside and awarded to congregations or organizations that are predominately made up of people of color; and be it further

Resolved, that all TEC Grants shall be communicated in a timely manner and through an appropriate medium to ensure that grant availability, criteria, and timelines reach the appropriate audiences; and be it further

Resolved, that all grant reviewers shall have taken TEC's anti-racism training; and be it further

Resolved, that grant criteria that may create hardships for congregations that are struggling financially or who lack partners be eliminated; and be it further

Resolved, that grant-writing resources and other relevant expertise be made available when requested by a potential grant applicant; and be it further

Resolved, that each office of TEC which makes such annual grants shall report to each successive General Convention on its progress in the effectuation of this resolution's purposes, specifically a report detailing a breakdown of the dollar amounts of grants awarded to congregations or organizations of color versus those awarded to majority congregations or organization shall be provided.

#### Explanation:

The Episcopal Church annually awards nearly \$10 Million in grants and scholarships from budgetary lines and from trusts that it manages. Included among these are Beloved Community Grants, Block Grants, Constable Grants, Conan Fund Grants, Educational Enterprise Grants, Evangelism Grants, Jubilee Ministry Grants, to name a few. Yet few of these awards are made to congregations or organizations that are controlled by people of color. For example, during the first round of funding for The Beloved Community Grants, while \$350,000 was the total dollar amount awarded, only \$24,000 was awarded to an organization controlled by people of color. This amount represents just 7.0% of the total dollar awarded.



Accordingly, pursuant to the gospel of reconciliation and commitment to have a just and humane society dictates that the TEC can do better in ensuring that all organizations begin playing on a level field.

This level field can be achieved if the availability of such grants is communicated in a timely manner and through an appropriate medium to ensure that grant availability, criteria, and timelines reach the appropriate audiences.

Additionally, to counter any implicit biases on the part of the grant reviewers, all grant reviewers shall have taken TEC's anti-racism training.

Furthermore, grant criteria that may create hardships for congregations who are struggling financially or who lack partners be eliminated. For example, such struggling congregations may not have additional funding sources and partners. Yet, the lack of these factors may count against the scoring of their grant application.

Lastly, many struggling African American Churches do not have resources to assist them in putting together a grant application. Therefore, grant-writing resources and other relevant expertise should be made available when requested by a potential grant applicant.

## Resolution #7

### A Resolution to Address The Issue of Voter Suppression

Resolved, the House of \_\_\_\_\_ concurring, That this 80th General Convention of The Episcopal Church hereby again directs and encourages the adoption, on a state-by-state basis, the following package of reforms that would expand voter registration, increase voter eligibility, and make voting processes more accessible by: implementing automatic voter registration; enabling same-day voter registration; preparing for natural disasters; allowing online registration; expanding the circle of people who are eligible to vote; making it easier to vote by mail; enabling no-excuse absentee voting; creating long-term mailing lists for absentee voters; making it easier for people to vote early, in person; enabling weekend voting and extended hours; and, guaranteeing an adequate number of voting locations; and be it further

Resolved, that this 80th General Convention calls for the elimination of all statewide Voter ID legislation that has been adopted since the 2013 Supreme Court Shelby Case; and be it further

Resolved, That this 80th General Convention directs, consistent with established policies and procedures, that the Executive Council refer this Resolution to the Office of Governmental Relations, so that it may take all actions necessary to accomplish the intentions and purposes of this Resolution.

#### Explanation:

In the United States, elections are administered locally, and forms of voter suppression vary among jurisdictions. At the founding of the country, the right to vote in most states was limited to property-owning white males. Over time, the right to vote was formally granted to racial minorities, women, and youth. During the later 19th and early 20th centuries, Southern states passed Jim Crow laws to suppress poor and racial minority voters – such laws included poll taxes, literacy tests, and grandfather clauses. Most of these voter suppression tactics were made illegal after the enactment of the Voting Rights Act of 1965. In 2013, discriminatory voter ID laws arose following the Supreme Court's decision to strike down Section 4 of the Voting Rights Act, which some argue amount to voter suppression among African Americans.

In Texas, a voter ID law requiring a driver's license, passport, military identification, or gun permit, was repeatedly found to be intentionally discriminatory. The state's

election laws could be put back under the control of the U.S. Department of Justice (DOJ). Under a previous Attorney General, Jeff Sessions, however, the DOJ expressed support for Texas's ID law. Sessions was accused by Coretta Scott King in 1986 of trying to suppress the black vote. A similar ID law in North Dakota, which would have disenfranchised large numbers of Native Americans, was also overturned.

In Wisconsin, a federal judge found that the state's restrictive voter ID law led to "real incidents of disenfranchisement, which undermine rather than enhance confidence in elections, particularly in minority communities"; and, given that there was no evidence of widespread voter impersonation in Wisconsin, found that the law was "a cure worse than the disease." In addition to imposing strict voter ID requirements, the law cut back on early voting, required people to live in a ward for at least 28 days before voting, and prohibited emailing absentee ballots to voters.

Other controversial measures include shutting down Department of Motor Vehicles (DMV) offices in minority neighborhoods, making it more difficult for residents to obtain voter IDs; shutting down polling places in minority neighborhoods; systematically depriving precincts in minority neighborhoods of the resources they need to operate efficiently, such as poll workers and voting machines; and purging voters from the rolls shortly before an election.

Often, voter fraud is cited as a justification for such laws even when the incidence of voter fraud is low. In Iowa, lawmakers passed a strict voter ID law with the potential to disenfranchise 260,000 voters. Out of 1.6 million votes cast in Iowa in 2016, there were only 10 allegations of voter fraud; none were cases of impersonation that a voter ID law could have prevented. Iowa Secretary of State Paul Pate, the architect of the bill, admitted, "We've not experienced widespread voter fraud in Iowa."

In May 2017, President Donald Trump established the Presidential Advisory Commission on Election Integrity, purportedly for the purpose of preventing voter fraud. Critics have suggested its true purpose was voter suppression. The commission was led by Kansas secretary of state Kris Kobach, a staunch advocate of strict voter ID laws and a proponent of the Crosscheck system. Crosscheck is a national database designed to check for voters who are registered in more than one state by comparing names and dates of birth. Researchers at Stanford University, the University of Pennsylvania, Harvard University, and Microsoft found that for every legitimate instance of double registration it finds, Crosscheck's algorithm returns approximately 200 false positives. Kobach has been repeatedly sued by the American Civil Liberties Union (ACLU) for trying to restrict voting rights in Kansas.

## Resolution #8

### Resolution to Address the Issue of Mass Incarceration

Resolved, the House of \_\_\_\_\_ concurring, That this 80th General Convention of The Episcopal Church (TEC) urges Congress and the states: (i). to eliminate incarceration for lower-level crimes; (ii). to pass legislation that would make default prison sentences — which are often excessively long — proportional to the specific crimes committed; and (iii) to use the power of their purses to encourage these changes; and be it further

Resolved, That the 80th General Convention of TEC again urges Congress to initiate studies to examine racial and gender disparities in sentencing, including racial and gender disparities in prosecutors' exercise of discretion in seeking sentencing enhancements under three-strikes, Section 851 federal drug enhancements, and other habitual offender laws and disparate racial and gender effects of drug policies such as mandatory minimum sentences and school zone drug enhancements; and be it further

Resolved, That the 80th General Convention again urges state and federal governments to adopt legislation whereby all arrests and/or convictions for non-violent summary or misdemeanor offenses committed more than ten years ago are automatically sealed from access by prospective employers, landlords, and all others except law enforcement, noting that the young and people of color are disproportionately affected by this form of discrimination; and be it further Resolved, That this 80th General Convention directs, consistent with established policies and procedures, that the Executive Council refer this Resolution to the Office of Governmental Relations, so that it may take all actions necessary to accomplish the intentions and purposes of this Resolution.

#### Explanation:

For years, Congress had attempted to pass criminal justice reform legislation, such as the Sentencing Reform and Corrections Act (SRCA) introduced in 2015 by Senators Chuck Grassley (R-Iowa) and Dick Durbin (D-Ill.). But the SRCA failed to pass in 2016 despite overwhelming bipartisan support, thanks to opposition from Sen. Tom Cotton (R-Ark.) and then-Senator Jeff Sessions (R-Ala.).

That all changed in December of 2018 when the Senate finally passed, and President Trump signed, the FIRST STEP Act — a modest bill that, despite some initial setbacks,

includes key parts of the SRCA. That makes it the first major reduction to federal drug sentences.

The FIRST STEP Act is consequential because it includes provisions for meaningful sentencing reform, which would reduce the number and amount of people in prison and is part of the starting point of any serious legislation for criminal justice reform. Sentencing laws played a central role in the rise of mass incarceration in recent decades. The federal prison population, in particular, has risen by more than 700 percent since 1980, and federal prison spending has increased by nearly 600 percent. That growth has disproportionately affected African Americans, Native Americans, and Latinos.

Federal mandatory minimum sentences were a catalyst for the recent surge of unnecessarily harsh prison sentences. More than two-thirds of federal prisoners serving a life sentence or a virtual life sentence have been convicted of non-violent crimes.

But research continues to show that long prison sentences are often ineffective. One study found that overly harsh sentences have done little to reduce crime. In fact, in some cases, longer prison stays can actually increase the likelihood of people returning to criminal activity. These sentences disproportionately impact people of color and low-income communities.

The FIRST STEP Act shortens mandatory minimum sentences for nonviolent drug offenses. It also eases a federal “three strikes” rule — which currently imposes a life sentence for three or more convictions — and issues a 25-year sentence instead. Most consequentially, it expands the “drug safety-valve,” which would give judges more discretion to deviate from mandatory minimums when sentencing for nonviolent drug offenses.

In an overdue change, the bill also makes the Fair Sentencing Act retroactive. Passed in 2010, the Fair Sentencing Act has helped reduce the sentencing disparity between crack and powder cocaine offenses — a disparity that has hurt racial minorities. The FIRST STEP Act will now apply the Fair Sentencing Act to 3,000 people who were convicted of crack offenses before the law went into effect.

Beyond sentencing reform, the FIRST STEP Act includes provisions that will improve conditions for current prisoners and address several laws that increased racial disparities in the federal prison system. The bill will require federal prisons to offer programs to reduce recidivism; ban the shackling of pregnant women; and expand the

cap on “good time credit” — or small sentence reductions based on good behavior — from around 47 to 54 days per year. That “good time” amendment will benefit as many 85 percent of federal prisoners.

The FIRST STEP Act changes the conversation on mass incarceration

The FIRST STEP Act is a critical win in the fight to reduce mass incarceration. While the bill is hardly a panacea, it’s the largest step the federal government has taken to reduce the number of people in federal custody. (The federal government remains the nation’s leading incarcerator, and more people are under the custody of the federal Bureau of Prisons than any single state system.)

The FIRST STEP Act marks progress for criminal justice reform, but it has some notable shortcomings. It will leave significant mandatory minimum sentences in place. In addition, two of the bill’s key sentencing provisions are not retroactive, which minimizes their overall impact.

One step is to eliminate incarceration for lower-level crimes, such as minor marijuana trafficking and immigration crimes. The default sentences for those crimes should be alternatives to incarceration, such as treatment, community service, or probation. Second, lawmakers should also pass legislation that would make default prison sentences — which are often excessively long — proportional to the specific crimes committed. If Congress and every state enacted this pair of reforms, the national prison population would be safely reduced by 40 percent. Third, Congress can use the power of the purse to encourage these changes. Washington spends a significant amount of money supporting state criminal justice systems: Those dollars could be used to reward policies that reduce rather than entrench mass incarceration.

Ultimately, the FIRST STEP Act is one step in the right direction for reducing mass incarceration in the United States. It has elevated criminal justice reform as a rare space for bipartisan consensus and cooperation in a fractured national political environment. With an awareness of that consensus, we should push for the bigger next steps that will move us toward ending mass incarceration.

## Resolution #9

### Resolution to Address The Issue of Private Prisons

Resolved, the House of \_\_\_\_\_ concurring, That this 80th General Convention of The Episcopal Church hereby directs and encourages the adoption, as appropriate, on a state-by-state basis and at the national level a moratorium on the construction of private prisons, and for their outright abolition; and be it further

Resolved, That this 80th General Convention directs, consistent with established policies and procedures, that the Executive Council refer this Resolution to the Office of Governmental Relations, so that it may take all actions necessary to accomplish the intentions and purposes of this Resolution.

#### Explanation:

The Federal Bureau of Prisons announced its intent to end for-profit prison contracts:

Terminating federal contracts. On August 18, 2016, Deputy U.S. Attorney General Sally Yates announced that the Justice Department intended to end its Bureau of Prisons contracts with for-profit prison operators, because it concluded "...the facilities are both less safe and less effective at providing correctional services..." than the Federal Bureau of Prisons. In response, Issa Arnita, the spokesperson for the third largest U.S. for-profit prison operator Management and Training Corporation, said it was "disappointed" to learn about the DOJ's decision. "If the DOJ's decision to end the use of contract prisons were based solely on declining inmate populations, there may be some justification, but to base this decision on cost, safety and security, and programming is wrong." In a memorandum, Yates continued, for-profit "...prisons served an important role during a difficult period, but time has shown that they compare poorly to our own Bureau facilities. They simply do not provide the same level of correctional services, programs, and resources; they do not save substantially on costs; and as noted in a recent report by the Department's Office of Inspector General, they do not maintain the same level of safety and security. The rehabilitative services that the Bureau provides, such as educational programs and job training, have proved difficult to replicate and outsource and these services are essential to reducing recidivism and improving public safety. Also, the recidivism rates of the private prisons, "Within three years of release, about two-thirds (67.8 percent) of released prisoners were rearrested. Within five years of release, about three-quarters (76.6 percent) of



released prisoners were rearrested. Of those prisoners who were rearrested, more than half (56.7 percent) were arrested by the end of the first year.” These private prison recidivism rates, compared to the public prison's recidivism rates, are virtually identical and in return have minuscule benefits. At the time, the Justice Department held 193,000 inmates, about 22,000 of whom were in 14 private prisons. Criminal justice reform had caused the prison population to drop by about 25,000 inmates over the previous few years.

On February 23, 2017, the DOJ under Attorney General Jeff Sessions overturned the ban on using private prisons. According to Sessions, "the (Obama administration) memorandum changed long-standing policy and practice and impaired the bureau's ability to meet the future needs of the federal correctional system. Therefore, I direct the bureau to return to its previous approach."

In her memo announcing the change, Deputy Attorney General Sally Yates pointed out that private prisons “compare poorly” to facilities run by the federal Bureau of Prisons. The DOJ found that, in general, private prisons provide fewer correctional services at greater security and safety risk to inmates and staff, without producing substantial savings.

These results are related. To achieve their modest savings, private prisons tend to cut back on staff costs and training. More than a decade ago, researchers found that private facilities pay their officers less, provide fewer hours of training and have higher inmate-to-staff ratios, a combination which may account for their much higher turnover rate among correctional officers, as well as the uptick in inmate assaults.

This is the conventional critique of private prisons: They do not deliver on their promise of significant savings, and the greater risk far outweighs the small fiscal benefit they provide to those within the walls.

But the evidence for this critique is mixed. As the legal scholar Sasha Volokh has pointed out, some studies have shown that public prisons are more cost-effective than their private counterparts, while others suggest the opposite. More importantly, Volokh argues that the private sector can be incentivized to improve—especially compared to the government—and that we should reform the model rather than end the experiment. If we accept the premise that private corporations should run prisons, Volokh’s argument has some force.

The real reason is that justice should not be administered through the prism of profit. As a rule, we disfavor private prosecutors hired by the victim’s family, or judges who

get paid when a defendant in her court is convicted but not when he is acquitted. In both cases, the concern is obvious: We mistrust arrangements that might lead actors in the system to stray from their duty to administer justice impartially.

The problem with the private prison is analogous, though not identical. The companies that build and run private prisons have a financial interest in the continued growth of mass incarceration. That is why the two major players in this game—the Corrections Corporation of America and the GEO Group—invest heavily in lobbying for punitive criminal justice policies and make hefty contributions to political campaigns that will increase the number of private prisons.

From 1999-2010, for instance, the Sentencing Project found that CCA spent on average \$1.4 million per year on lobbying at the federal level and employed a yearly average of 70 lobbyists at the state level. In California, where state law requires lobbyists to disclose their contributions in detail, we know that CCA used its resources to support, among other things, additional adult and juvenile prisons and detention centers and to oppose a bill that would have outlawed private prisons entirely.

These corporations have every legal right to shower money on friendly legislators. But the fact that they consider it in their interest to do so is exactly what exposes their troubling conflict. Especially today, when the systemic, deeply entrenched, racialized problems with the criminal justice system are increasingly apparent, we should not endorse strategies that encourage the expansion of the carceral state.

Regrettably, this was not the explicit message in the DOJ's announcement. But Yates at least hinted at it. Before pointing out that private prisons "compare poorly" to their public counterparts—that is, before making the conventional critique—Yates noted that the number of federal prisoners has begun to fall, in part because of a shift in law and policy away from incarceration, especially in drug cases.

As a philosophical matter, the Obama Administration is trending—albeit haltingly—toward a default preference for non-carceral solutions to crime. The best evidence strongly supports their preference. The endless churning of the incarceration cycle—the thousands of young men and women repeatedly removed from their neighborhoods, returned and removed again—systematically destabilizes the very communities we are trying to save by disrupting the intricate but fragile webs of connection that hold them together. In fact, research has shown that high incarceration rates of the sort we have seen since the 1980s not only destabilize disadvantaged communities; they actually increase the incidence of crime. That is why

former Attorney General Eric Holder recently argued that as a nation, we should aspire to send fewer people to prison for shorter periods.

This is precisely the opposite of what the private prison industry wants. While you can perhaps incentivize it to improve, you cannot incentivize a private corporation to go out of business. As long as we have private prisons, their corporate leadership will support policies that fill every bed.

There are roughly 115,000 people incarcerated in private prisons: 25,000 in the federal system and 90,000 in the states. A corporation's bottom line should not determine their fate. The DOJ has done what it could. It is time for the states to follow the lead.

## Resolution #10

### Resolution Regarding Inclusion of a Hymn in Honor of Dr. Artemisia Bowden

Resolved, the House of \_\_\_\_\_ concurring, That this 80th General Convention Of The Episcopal Church authorizes for trial use the new hymn in Honor of Dr. Artemisia Bowden and that that hymn be integrated into the Black Saints section of the Lift Every Voice and Sing II Hymnal of The Episcopal Church.

#### Explanation:

Dr. Artemisia Bowden was recognized by The Episcopal Church at the 78th General Convention in 2015 as a Holy Woman and is now included in the Church's Calendar of Commemorations on August 18.

Dr. Bowden came to The Diocese of West Texas in 1902 upon the call of Bishop James Steptoe Johnston to head a school for the daughters and granddaughters of former slaves, which later became St. Philip's College, a Historically Black College.

Dr. Bowden became known as "the Savior of St. Philip's" through her determined and tireless work to keep the school open during the Great Depression when the diocese could no longer afford financial support.

As part of this work, Dr. Bowden instituted several student musical quartets to travel the United States to generate funds to keep St. Philip's doors open.

Resolution C048 of the 79th General Convention the House of Bishops Committee on Prayer Book, Liturgy and Music presented its Report #1 on Resolution C048 (Inclusion of a Hymn in Honor of Artemisia Bowden) and recommended take no further action. Motion carried. The House took no further action (Communicated to the House of Deputies in HB Message #26).

A copy of this resolution and a draft copy of the hymn composed by members of the St. Philip's College community and the Blessed Artemisia Bowden UBE Chapter will be submitted to the appropriate legislative bodies of The Episcopal Church, including specifically, Interim Body, the Standing Commission on Liturgy and Music.

In fact, the May 1, 2018 Spring Concert at St. Philip's College (HBCU) in a Denver Neighborhood better known as the "Hood", Eastside San Antonio, Texas was a memorable experience for all in attendance. The highpoint of the Concert was the

presentation for the first time of the hymn honoring Dr. Artemisia Bowden. The St. Philip's College Student Choir, under the direction of Faculty Eric J. Schmidt, stunned the attendees with the Student Choir receiving a standing ovation for more than a minute.

The Hymn, "Artemisia, Child of God!" surpasses all expectation of enlivening and invigorating. The official hymn sheet folder will be delivered (to be attached to the Resolution) once the Resolution is accepted by The Office of The General Convention and submitted by fax to the docket of the 80th General Convention 2021 for consideration to be included in the hymnody of the Episcopal Church.

The Artemisia Bowden UBE Chapter presented donations to the "Artemisia Scholarship Program" which were received with screams of gratitude from part of the students. Many of the students that attend St. Philip's College from the disfranchised Denver Neighborhood do not qualify for financial aid loans because they are not full-time students. Many of these part-time students are breadwinners and caregivers for their homes with drug afflicted parents, parents incarcerated and/or younger siblings at home. Others are part-time students with special needs that rely on tutoring to take a limited study load of one or two courses at a time. These students are well deserving of the "Artemisia Scholarship Program". These students are trying to emerge from the poverty stringent cycle condition by obtaining an education.

The inclusion of this hymn "Artemisia, Child of God" in honor of Dr. Artemisia Bowen in the hymnody of the Black Saint's section of Lift Every Voice and Sing II, the African American hymnal of the Episcopal Church, by the 80th General Convention 2021 will bring a great sense of accomplishment for St. Philip's College Community, Denver Neighborhood, the City of San Antonio, and the Christian Community in general that finally the "World" will hear and sing the story of Blessed Artemisia Bowden.

## Resolution #11

### **A Resolution to direct the removal of the name of The Rev. William Porcher DuBose from the Lesser Feasts and Fasts Calendar**

Resolved, the House of \_\_\_\_\_ concurring, that this 80<sup>th</sup> General Convention of The Episcopal Church hereby directs the withdrawal of the name of The Rev. William Porcher DuBose from the Lesser Feasts and Fasts Calendar; and be it further

Resolved, that this 80<sup>th</sup> General Convention directs the Standing Commission on Liturgy and Music to conduct an examination of all those who are so honored in the Lesser Feasts and Fasts Calendar for the purpose of determining whether or not their names should be removed; and be it further

Resolved, that the Standing Commission on Liturgy and Music report back to the 81st General Convention with a recommendation and explanation of those so honored in the Lesser Feasts and Fasts Calendar whose name should be removed for the reasons stated below in the Explanation Section of this Resolution.

#### **Explanation:**

It is stated in the citation for The Rev. William Porcher Dubose, August 18th, that he was “possibly the greatest theologian the Episcopal Church has ever produced.”

It also states, “He preached the faith as it is in Christ Jesus.”

The truth is Rev. Dubose served as an officer in the Confederate Army. He fought in The Second Battle of Bull Run, like the First (July 21, 1861), which was a significant tactical victory for the Confederates and was another blow to Union morale. Union casualties were about 14,000 killed and wounded out of 62,000 engaged (22.5%); the Confederates lost about 1,000 killed and 7,000 wounded out of 50,000. (16%).

DuBose grew up on the 2,500-acre family plantation near Winnsboro; his family were planters and holders of enslaved human beings; owning 204 enslaved Africans.

In all of his scholarly writings and teaching, there is never a mention that Rev. Dubose renounced slavery or his participation as a traitor against the United States by serving in the Confederate Army.

The Episcopal Church should not be honoring a man who saw no conflict in teaching Jesus, but believing that Jesus would somehow condone the enslaving, killing, torturing and destroying families of a people, slaves or free.

There is the slippery slope argument: Many of America's founders — George Washington, Thomas Jefferson — owned slaves. Does removing statues of Columbus or Confederate officials pave the way for action against monuments honoring those who helped create the United States? There is, however, an important difference between helping to create the United States and trying to destroy it. Both Washington and Jefferson were critical to the formation of the country and to the shaping of it in its early years. They are both excellent candidates for this kind of contextualization argument.

Yet the Confederate statues were put up when they were put up (not just after the war but largely during periods of Civil Rights tension in the 20th century), to send a message about white supremacy, and to sentimentalize people who had actively fought to preserve the system of slavery. No one puts a monument up to Washington or Jefferson to promote slavery. The monuments go up because, without Washington, there likely would not have been an American nation. They put up monuments to Thomas Jefferson because of the Declaration of Independence, which every group has used to make their place in American society. Or they go up because of Thomas Jefferson's views on separation of church and state and other values that we hold dear. On these two, Washington and Jefferson, in particular, you take the bitter with sweet. The main duty is not to hide the bitter parts.

No doubt there are others who are celebrated by The TEC with a commemoration in The Lesser Feasts & Fast Calendar who not only owned slaves but also fought in the Confederacy to preserve the institution of slavery. Thereby, effectively fighting to destroy the American Nation. These men should not be so honored by our Church. Their names should therefore be removed from The Lesser Feasts & Fast Calendar.



## Resolution #12

### A Resolution to Include the name Bishop Barbara Clementine Harris in the Lesser Feasts & Fasts Calendar

Resolved, the House of \_\_\_\_\_ concurring, that this 80th General Convention of The Episcopal Church hereby directs the inclusion the name Bishop Barbara Clementine Harris in the Lesser Feasts & Fasts Calendar of The Episcopal Church, and authorize trial use of the proper for the triennial 2023-2024 to be celebrated on March 13; and be it further

Resolved, that this 80th General Convention approve the appropriate proper to be prepared by the Standing Commission on Liturgy and Music.

#### Explanation:

The Episcopal Church publishes Lesser Feasts & Fasts, which contains feast days for the various men and women the Church wishes to honor. While the typical process calls for such a resolution, seeking to add a name to the Calendar, be presented at two successive General Conventions, there have been exceptions to this rule. For example, the Episcopal Church added Jonathan Myrick Daniels to its Lesser Feasts and Fasts calendar of commemorations in 1994. His feast day is August 14, the day of his arrest. Specifically, Resolution 1991-B006's final text reads as follows:

"Resolved, That the General Convention include the name of Jonathan Myrick Daniels in the calendar, taking note of his martyrdom, and authorize trial use of the proper for the triennial 1992-1994 to be celebrated August 14; and be it further

Resolved, That this 70th General Convention approve the appropriate proper to be prepared by the Standing Liturgical Commission."

While Jonathan's sacrifice of his life can no doubt be called nothing short of heroic, in fact Dr. Martin Luther King summed it up appropriately. Reflecting on

Jonathan's action, he stated: "one of the most heroic Christian deeds of which I have heard in my entire ministry was performed by Jonathan Daniels."

The life of Barbara Clementine Harris is no less worthy to warrant her the honor of inclusion on the Church's Calendar.

Barbara C. Harris (1930 – 2020) became the first woman to be ordained a bishop in the worldwide Anglican Communion on February 11, 1989. Her years of episcopal leadership were filled with traveling and witnessing, preaching, and teaching and administering the sacraments. A gifted storyteller known for her quick wit and raspy-voiced delivery, she was also a spirited and sought-after preacher of hymn-laced, Gospel-grounded sermons, and an outspoken advocate for, in her words, "the least, the lost and the left out." With great grace, she worked tirelessly serving the people of the Episcopal Diocese of Massachusetts as their suffragan bishop for 13 years, until her retirement in 2002

Barbara Clementine Harris was born on June 12, 1930, in Philadelphia to Walter and Beatrice (Price) Harris. She grew up in Philadelphia's historic Germantown. She was the middle child of three, between her older sister, Josephine, and her younger brother, Thomas.

Harris was active in the Civil Rights Movement of the 1960s, through the Episcopal Society for Cultural and Racial Unity (ESCRU), and the National Council of Churches' Delta ministry, traveling in 1965 to Greenville, Miss., to help register black voters and taking part in the Selma to Montgomery march.

She had been hired in 1949 by Joseph V. Baker Associates Inc., a black-owned national public relations firm headquartered in Philadelphia. She was president of the firm in 1968 when she joined the Sun Company (formerly Sun Oil) as a community relations consultant. She later was named manager of community and urban affairs and headed Sun's public relations department from 1973 until becoming a senior staff consultant at Sun's corporate headquarters in 1977.

The Episcopal Church was an important part of Bishop Harris' family life—starting at St. Barnabas Church in Germantown (later merged with St. Luke's Church)—and Harris had an active lay ministry in Christian education, prison chaplaincy and leadership at parish, diocesan and churchwide levels before discerning a call to ordained ministry.

Her formation for ordination included coursework at Villanova University, the Urban Theology Unit in Sheffield, England, and the Pennsylvania Foundation for Pastoral Counseling. She was ordained in the Diocese of Pennsylvania by Bishop Lyman Ogilby, as a deacon in 1979 and as a priest, at age 50, in 1980, when the ordination of women had been officially recognized in the Episcopal Church for only four years.

She was fortunate, she said, to have begun her ordained ministry from her home parish, the Church of the Advocate, host in 1974 to the "irregular" ordinations of the Philadelphia 11—the first women to be ordained priests in the Episcopal Church. Harris was the crucifer at that service.

Harris was priest-in-charge of St. Augustine of Hippo Church in Norristown, Penn., from 1980 to 1984. She also served as chaplain to the Philadelphia County prisons, and as counsel to industrial corporations on public policy issues and social concerns. In 1984, she was named executive director of the Episcopal Church Publishing Company and publisher of the social justice magazine *The Witness*. In 1988, she took on additional duties as interim rector of the Church of the Advocate.

Harris was a music lover, with the graceful hands of a pianist. She knew by heart nearly every hymn in the row of hymnals shelved next her piano. She loved to tell and retell colorful stories about her life experiences, and she had an arsenal of good and not-so-good jokes always at the ready. Harris made people laugh. She made them think. Sometimes she made them mad. She preached and worked continually for the eradication of racism, sexism, and homophobia, and to help bring about the full inclusion of all people in the life and sacraments of the church.

Harris was a faithful member of the Union of Black Episcopalians and a founding member and president of the Episcopal Urban Caucus. She represented the Episcopal Church on the board of the Prisoner Visitation and Support Committee and was a member of the church's Standing Commission on Anglican and International Peace with Justice Concerns. She also served as a member of the Board of Trustees of Episcopal Divinity School.

She was the recipient of at least 17 honorary degrees from colleges, universities, and theological schools. In 2007 she received a Wisdom Award from the National Visionary Leadership Project. Still, despite all the honors and the high-profile events of her ministry, Harris would always say that the best moments of her years as bishop were those spent baptizing, confirming, and receiving people into the church.

After her retirement, she served from 2003 until early 2007 as an assisting bishop in the Diocese of Washington (D.C.). She continued to volunteer and preach at the Cathedral Church of St. Paul in Boston during her retirement, even while continuing to be in demand worldwide as a preacher.

In 2003 the Diocese of Massachusetts dedicated its newly built Barbara C. Harris Camp and Conference Center in Greenfield, N.H., in her honor, and in November of 2019, the Absalom Jones Center for Racial Healing in the Diocese of Atlanta launched the Bishop Barbara C. Harris Justice Project, aimed at strengthening the church's efforts to address social injustice.

Harris published two books, *Hallelujah, Anyhow!*, a memoir written with Kelly Brown Douglas (2018, Church Publishing, Inc.), and the sermon collection *Parting Words: A*

*Farewell Discourse* (2003, Cowley Publications). She is also featured in *In Conversation: Michael Curry and Barbara Harris*, edited by Frederica Harris

Thompsett (2017, Church Publishing, Inc.). Harris died on March 13, 2020, at Care Dimensions Hospice House in Lincoln following a hospitalization in Boston, faithfully attended throughout by close friends, and upheld by the prayers of many. She was 89.

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Abstracted from *Barbara C. Harris: Remembering an irrepressible "first" and tireless advocate for justice*, by Tracy J. Sukraw. Retrievable at <https://www.diomass.org/news/diocesan-news/barbara-c-harris-remembering-irrepressible-first-and-tireless-advocate-justice>.

## Resolution #13

### A Resolution to Establish *Lift Every Voice and Sing* as The National Hymn

Resolved, the House \_\_\_\_\_ concurring, that this 80th General Convention hereby directs and encourages that Congress amend Title 36, United States Code, to establish the composition known as "Lift Every Voice and Sing" as the national hymn of the United States; and be it further

Resolved, that this 80<sup>th</sup> General Convention directs, consistent with established policies and procedures, that the Executive Council refer this Resolution to the Office of Government Relations, so that it may take all actions necessary to accomplish the intentions and purposes of this Resolution.

#### Explanation:

The poet and civil rights activist James Weldon Johnson is celebrated on the Episcopal *Lesser Feasts and Fasts* calendar date of June 25. James and his brother, John Rosamond Johnson, both American citizens, wrote "Lift Every Voice and Sing" in celebration of the February 12, 1900, anniversary of the birth of the 16th President of the United States of America, Abraham Lincoln. "Lift Every Voice and Sing" is an inspirational celebration and triumph of the human spirit over adversity. For over 100 years "Lift Every Voice and Sing" has been known as the Black national anthem. On January 13, 2021, South Carolina Representative James Clyburn proposed HR 310 - To amend title 36, United States Code, to establish the composition known as "Lift Every Voice and Sing" as the national hymn of the United States; thereby, giving it a special place as a "national hymn" alongside the official United States National Anthem "The Star-Spangled Banner".

Clyburn stated: "To make it a national hymn, I think, would be an act of bringing the country together. It would say to people, "You aren't singing a separate national anthem, you are singing the country's national hymn," He added: "The gesture itself would be an act of healing. Everybody can identify with that song. It would help unite the country in a time of reckoning with its history of racial turmoil."

## Resolution #14

### Resolution to Encourage Usage of The Sacred Ground Curriculum

Resolved, the House of \_\_\_\_\_ concurring, that this 80th General Convention of The Episcopal Church hereby directs and encourages the continued church-wide usage of the Sacred Ground Curriculum.

#### Explanation:

Sacred Ground is part of Becoming Beloved Community, The Episcopal Church’s long-term commitment to racial healing, reconciliation, and justice in our personal lives, our ministries, and our society. It is a 10-part film-and-reading-based dialogue series on race, grounded in faith, which encourages small groups to walk through chapters of America’s history of race and racism. While it is purposely designed to help white people talk with other white people, the carefully selected collection of readings and films are designed to be enlightening and transformative for all races.

More than a teaching tool, Sacred Ground aims to call those who take the curriculum into intentional, sustained circles in which they pray, watch, share their own stories, reflect, wonder, reckon, heal, and commit to action. It is a sensitive, prayerful resource that creates space for difficult but respectful and transformative dialogue on race and racism. It holds as a guiding star the vision of beloved community- where all people are honored and protected and nurtured as beloved children of God.

On April 29, 2021, Presiding Bishop Michael Curry conducted a virtual gathering to discuss the Sacred Ground Curriculum, which was attended by over 4,000 individuals. During the event it was revealed that the curriculum was being used by 92 dioceses, that there were 1,712 circles in existence, which meant that over 13,000 people have participated in the curriculum in the little over two years since it was first launched. The success of the curriculum in bringing about constructive dialogue on issues of race and racism is obvious.

As was stated earlier, the curriculum was primarily designed for white people; however, in September of 2019, The Union of Black Episcopalians partnered with others, including the creator of the Sacred Ground Curriculum, Katrina Browne, and was awarded a Becoming Beloved Community Grant, to identify best practices and methods (the “Best Practices Project”) for people of color to participate in the curriculum. This was necessary because the curriculum found a place in multicultural

and interracial settings where participants sought fresh and timely information to enhance their awareness of racial dynamics. The Best Practices Project was designed to examine the Sacred Ground curriculum and structure through the lens of Episcopalians of color to see how it might be strengthened to ensure its proliferation, effectiveness, and continued use. The aim was to develop non-intrusive ways in which communities of color may affirm the work of white circle groups as well as hold those circle groups accountable for gathering again after course completion and examining such questions with brothers and sisters of color: (i) Where do we go from here; and (ii) How might we take what we have learned and put it into action?

While we affirm our support of our brothers and sisters who have engaged in the journey, our hope is that the continued church-wide usage of the Sacred Ground Curriculum will lead to fresh conversations on dismantling racism and allow for the creation of the Beloved Community.



## Resolution #15

### A Resolution to Adopt the Emmett Till Antilynching Act

Resolved, the House of \_\_\_\_\_ concurring, that this 80<sup>th</sup> General Convention of The Episcopal Church hereby directs and encourages that the United States Senate in the strongest possible terms to promptly pass The Emmett Till Antilynching Act (HR 35) in substantially the form passed by the House of Representatives; and be it further

Resolved, that this 80<sup>th</sup> General Convention directs, consistent with established policies and procedures, that the Executive Council refer this Resolution to the Office of Government Relations, so that it may take all actions necessary to accomplish the intentions and purposes of this Resolution.

### Explanation

*And what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God? Micah 6:8*

We are all inheritors of multi-generational trauma. We are all inheritors of the great chasm of racial divide. The time for action is now. We are all inheritors, but we who believe that every human being is created in the image of God are choosing to no longer be spectators. We refuse to participate through silence and inaction. We are called upon to use our voices, to build relationships and to unify.

In the famous words of Thomas Jefferson when he wrote The Declaration of Independence, *"We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain inalienable Rights, that among these are Life, Liberty and the pursuit of Happiness."* Sadly, not only historically but presently, most in the Black population have not started life in conditions that promote these ideals. One of the conditions that suppresses, traumatizes, and continuously re-traumatizes African Americans is the chronic and real threat to personal safety. While the definition of lynching was once relegated to the end-result of executioner-style hanging, the actual act of lynching is a series of brutal acts committed against the body involving beatings, torture, maiming, dismemberment, burning, murder, and desecration, including using parts of the body as souvenirs or as trophies. These cruel and brutal acts have produced an atmosphere of terror in the hearts of African Americans, limit the physical movements of African Americans and continue to subjugate African Americans to white American interests. Unfortunately, African Americans and white Americans, though they may reside in the same neighborhoods,

often live in two different worlds, having different sets of rules, treatment, and quality of life.

Terrorism through vigilantism sends a message to all Americans that Black and Brown people have reduced roles, reduced economic opportunities, and reduced resources. Now is the time to stand with all people regardless of skin color to uphold the American values that we consider to be “self-evident” by boldly acknowledging lynching as an everyday occurrence and by standing as a Church with one unified voice in favor of The Emmett Till Antilynching Act.

Within the last 100 years, there have been almost 200 attempts to pass an antilynching act in Congress, and yet each attempt has been blocked by either the House of Representatives or the Senate.[1] On February 26, 2020, The Emmett Till Antilynching Act passed the House by a vote of 410-4[2]. On the day of George Floyd’s funeral, the Senate had the opportunity to make the passing of the first antilynching act a symbol and legislative contradiction to the heart wrenching institutional murder of Mr. Floyd, but the Senate failed to act yet again.

We Episcopalians have the moral responsibility and Christian duty to take concrete action to ensure that atonement, reconciliation, and creating a sustainable transformational atmosphere of safety is an ongoing priority. Of the 4,743 lynchings that have taken place between 1882- 1968, 72.7% have been attacks against African Americans, mostly males.[3] Many additional lynchings have been recorded as “suicides.”[4] The impact upon Black bodies is not just reserved for lynched victims, but upon their families, their friends, and the Black community at large, including clergy. Trauma is built into our bodies through this domestic terrorism. The traumatization affects people of every “color.”

We are all inheritors of racial trauma. Let us embody Thomas Jefferson’s words that all are created equal, let us as The Body of Christ come together to unify, to bridge, and to heal this racial divide. We are reminded of the words of The Rev. Dr. Martin Luther King, Jr. who said, *“He who passively accepts evil is as much involved in it as he who helps to perpetrate it. He who accepts evil without protesting against it, is really cooperating with it.”*

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[1] *Why it took a Century to Pass an Anti-Lynching Law*, Washington Post, December 28, 2018 Louis P. Masuro

[2] *H.R. 35: Emmett Till Antilynching Act* <https://www.govtrack.us/congress/votes/116-2020/h71> 22 July 2020

[3] *Lynchings by State and Race, 1882-1968* <http://law2.umkc.edu/faculty/projects/ftrials/shipp/lynchingsstate.html> 22 July 2020

[4] *How White Americans Used Lynching to Terrorize and Control Black People*. The Guardian by Jamiles Lartey and Sam Morris, 26 Apr 2

## Resolution #16

### Resolution Requiring Action in Response to TEC's Racial Audit

**Resolved**, the House of \_\_\_\_\_ concurring, that this 80th General Convention of The Episcopal Church hereby directs

The Executive Council to take the following action:

1. Investigate what is causing The Episcopal Church's leadership positions not to be more representative of people of color and report back to the 81<sup>st</sup> General Convention a plan for overcoming those obstacles;
2. Encourage the creation of a leadership position in each diocesan administration whose specific role is to address the societal issues that disproportionately affect black and brown people;
3. Encourage such diocesan actions to ensure that people of color who dedicate their time, finances, and energy to sustain local parishes earn that recognition and a pathway to leadership;
4. Encourage that all dioceses budget resources for and audit the adequacy of anti-racism training for all clergy, lay leaders, and staff;
5. Explore how the Diocese of Maryland Truth and Reconciliation Commission can serve as a model in other dioceses;
6. Examine discernment and ordination processes and require participation by black and brown people on nominating committees, commissions on ministry, discernment committees and any other entity involved in identifying, affirming and overseeing the diocesan process for ordination;
7. Mandate that anti-racism training must openly address what white privilege and white supremacy means and the impact they have had on people of color.

## **Explanation:**

The video of George Floyd’s excruciating eight-minute 46-second death under the knees of a Minneapolis police officer and with the aid of fellow officers was the final catalyst in an ongoing controversy in the United States.

What is causing unarmed Black Americans to die at such a disproportionately higher rate than White Americans during police interactions? Why is law enforcement being called to intervene in some of these minor situations at all?

The tragic deaths of many African American people shine light on the broader problem that we face.

The Episcopal Church expresses that all are welcome. However, it must recognize that many of its members fail to understand that the full participation of Black Americans in some communities continues at a slow pace. Others may, in fact, recognize a problem but choose to remain silent. Some of our members know about systemic racism, race bias, and exclusion and deliberately perpetuate these injustices through overt and subtle acts without corresponding accountability.

Public law enforcement is one institution within an interdependent system of businesses, government agencies, institutions, and laws that shape our quality of life. Black Americans experience the impact of racism navigating that interdependent system daily. George Floyd, Breana Taylor, Michael Brown, Eric Garner, Alton Sterling, and Philando Castile are proof of that, The Police use unnecessary lethal force against Black Americans and other people of color with impunity. Race bias and implied racism within social structures form an artificial barrier to the success for many people of color in an insidious way that does not involve overt hatred, discrimination, or even name-calling.

Despite the many Social Justice Resolutions that have been passed by TEC’s General Convention, the recent Racial Audit reveals that systemic racism still exists, even within TEC. Clearly, statements on equity and inclusion alone do not alter complex human conditioning.

We understand that it can be particularly challenging for White Americans to speak openly about racism and there are reasons for this. However, we must ask ourselves: “How can we proclaim that we have the love of Christ if we remain silent while innocent people continue to die?”

We have celebrated our identity as African descendants in The Episcopal Church for over 220 years. Today, we remain resilient and proud of our heritage despite the sadness that sometimes arises from the centuries-old fight against marginalization. Clearly, our work is not yet done.

By adopting this Resolution, let us take this critical step together to hold ourselves accountable to equity, inclusion, and reconciliation as a body of believers with Christ as our guide.

The late Rev. Dr. Martin Luther King, Jr. said, "He who passively accepts evil is as much involved in it as he who helps to perpetrate it. He who accepts evil without protesting against it is really cooperating with it."

## Resolution #17

### A Resolution Regarding Inclusion of Juneteenth in Lesser Feasts & Fasts Calendar

Resolved, the House of \_\_\_\_\_ concurring, that this 80<sup>th</sup> General Convention of The Episcopal Church hereby directs the inclusion of the Juneteenth Feast Day in *Lesser Feasts and Fasts*; and be it further

Resolved, that this 80th General Convention approve the appropriate proper to be prepared by the Standing Commission on Liturgy and Music.

### Explanation

The Emancipation Proclamation outlawing slavery was issued in 1863, however, it only freed slaves in the Confederate States. It took two and a half years, until June 19, 1865 when Major General Gordon Granger in Galveston, Texas read the General Order announcing that the Civil War was over and slavery had been abolished. [1] The General Order Number 3 read: “The people of Texas are informed that . . . all slaves are free. . . .” [2]

June 19th, known as *Juneteenth*, celebrates the end of slavery and is a symbolic date of freedom for African Americans. Often referred to as this country’s Second Independence Day, Juneteenth is observed as a state holiday in 15 states and the District of Columbia. [3] Thirty-two additional states recognize Juneteenth through community service and celebration, many of which are considering making Juneteenth a state holiday. The annual celebration of Juneteenth is a time of reflection, learning, self-assessment, and healing. The recent passage of The Juneteenth National Independence Day Act made Juneteenth a federal holiday.

Today, the celebration of Juneteenth has deep and lasting meaning for the Black community as we continue to fight for justice and freedom. We have witnessed a rise in racist and oppressive actions and behaviors that directly conflict with our beliefs and values as Christians. There is a misconception that slavery no longer exists in this nation and that everyone enjoys freedom. However, “More than 400,000 people could be living in ‘modern slavery’ in the US, a condition of servitude broadly defined in a new study as forced and state-imposed labor, sexual servitude and forced marriage.” [6] The majority of those who live in “modern slavery” today are people of color, predominately Black and Brown folks. [7]



It is vital as Episcopalians that we join together in unity to be ever vigilant in fighting for the precious meaning of freedom of all people by celebrating Juneteenth as a Feast Day.

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[1] Congressional Research Service Juneteenth: Fact Sheet, dated June 3, 2020, viewed 8 August 2020, p 1 <<https://fas.org/sgp/crs/misc/R44865.pdf>>

[2] Ibid

[3] Ibid

[4] Rebecca Shabad, Senators propose bill to make Juneteenth a federal holiday, NBC News (June 19, 2020). <https://www.nbcnews.com/politics/congress/senate-democrats-introduce-bill-make-juneteenth-federal-holiday-n1231550> (August 27, 2020)

[5] Juneteenth.com organization, Have a Happy Juneteenth, viewed 8 August 2020, <<https://www.juneteenth.com/>>

[6] Helmore, E. 2019 The Guardian: Over 400,000 people living in 'modern slavery' in US, report finds, viewed 8 August 2020, <<https://www.theguardian.com/world/2018/jul/19/us-modern-slavery-report-global-slavery-index>>

[7] Walk Free, Global Slavery Index, 2018 United States Report, viewed 8 August 2020, pp.2, 5 <<https://www.globallslaveryindex.org/2018/findings/country-studies/united-states/>>

# Appendix: Report on Clergy Compensation

City, Parish	Position	2021 Compensation	2021 Estimated NOE	2020 NOI	
Akron, Church of Our Saviour	Rector	\$93,251.00	\$324,888.00	\$341,186.00	
Akron, St. Paul's Church	Rector	\$131,868.00	\$986,170.00	\$1,033,503.00	
Akron, St. Paul's Church	Associate Rector	\$61,118.00			
Akron, St. Philip's Church	Sunday Supply	\$6,598.00	\$16,172.00	\$43,816.00	
Alliance, Trinity Church	Extended Supply		\$48,200.00	\$58,563.00	
Ashland, St. Matthew's Church	Rector	\$25,426.00	\$57,592.00	\$60,601.00	
Ashtabula, St. Peter's Church	Rector	\$84,751.00	\$191,367.00	\$207,868.00	
Barberton, St. Andrew's Church	Rector	\$19,872.00	\$64,248.00	\$77,364.00	
Bay Village, St. Barnabas Church	Priest-in-Charge	\$77,961.00	\$138,019.00	\$188,668.00	
Bellevue, St. Paul's Church	Sunday Supply		\$18,231.00	\$2,216.00	
Berea, St. Thomas's Church	Rector	\$48,795.00	\$159,614.00	\$165,458.00	
Boardman, St. James's Church	Interim Rector	\$20,000.00	\$97,903.00	\$112,356.00	
Bowling Green, St. John the Baptist's Church	Sunday Supply		\$38,335.00	\$31,498.00	
Brecksville, St. Matthew's Church	Rector	\$47,585.00	\$118,904.00	\$147,750.00	
Brunswick, St. Patrick's Church	Sunday Supply		\$15,510.00	\$20,790.00	
Canton, St. Mark's Church	Rector	\$74,711.00	\$224,230.00	\$221,832.00	
Canton, St. Paul's Church	Extended Supply			\$186,766.00	
Chagrin Falls, St. Martin's Church	Rector	\$100,000.00	\$243,079.00	\$273,106.00	
Chardon, St. Luke's Church	Rector	\$42,800.00	\$95,760.00	\$107,113.00	
Cleveland, Diocese of Ohio	Bishop	\$201,731.00			
Cleveland, Diocese of Ohio	Canon for Congregations	\$109,294.00			
Cleveland, Diocese of Ohio	Canon for Christian Formation	\$62,000.00			
Cleveland, Diocese of Ohio	Canon for Ministry	\$109,294.00			
Cleveland, Diocese of Ohio	Canon for Mission	\$43,718.00			
Cleveland, Diocese of Ohio	Transitional Director, Bellwether	\$78,000.00			
Cleveland, St. Andrew's Church	Priest-in-Charge	\$60,000.00	\$186,191.00	\$205,404.00	
Cleveland, Historic St. John's Church					
Cleveland, St. Luke's Church	Provisional Priest	\$61,689.00	\$118,159.00	\$101,876.00	
Cleveland, Trinity Cathedral	Dean	\$121,800.00	\$1,291,716.00	\$1,328,143.00	
Cleveland, Trinity Cathedral	Associate Rector	\$56,100.00			
Cleveland Heights, St. Paul's Church	Rector	\$133,673.00	\$1,442,774.00	\$1,722,415.00	
Cleveland Heights, St. Paul's, Church	Associate Rector	\$70,000.00			
Cleveland Heights, St. Paul's Church	Assistant Rector	\$60,000.00			
Cleveland Heights, St. Paul's Church	Assistant Rector	\$52,000.00			
Coshocton, Trinity Church	Sunday Supply		\$54,414.00	\$59,810.00	
Cuyahoga Falls, St. John's Church	Priest-in-Charge	\$62,689.00	\$227,670.00	\$184,050.00	
Defiance, Grace Church	Sunday Supply		\$39,757.00	\$48,033.00	
East Liverpool, St. Stephen's Church	Sunday Supply		\$68,045.00	\$87,341.00	
Elyria, St. Andrew's Church	Rector	\$71,400.00	\$152,560.00	\$231,757.00	
Euclid, Church of the Epiphany	Rector	\$45,765.00	\$129,836.00	\$147,619.00	
Findlay, Trinity Church	Rector	\$74,459.00	\$157,520.00	\$165,900.00	
Fremont, St. Paul's Church	Priest-in-Charge	\$61,689.00	\$91,037.00	\$118,092.00	
Gambier, Harcourt Parish	Priest-in-Charge	\$79,900.00	\$140,039.00	\$149,725.00	
Gates Mills, St. Christopher's by the River Church	Rector	\$104,959.00	\$353,430.00	\$404,722.00	
Geneva, Christ Church	Extended Supply		\$51,271.00	\$56,140.00	
Hudson, Christ Church	Rector	\$103,800.00	\$416,329.00	\$511,434.00	
Huron, Christ Church	Rector	\$76,219.00	\$149,900.00	\$159,595.00	
Kent, Christ Church	Rector	\$62,933.00	\$128,822.00	\$156,302.00	
Kirtland Hills, St. Hubert's Church	Rector	\$99,239.00	\$273,976.00	\$322,387.00	
Lakewood, St. Peter's Church	Interim Rector	\$52,000.00	\$467,526.00	\$548,095.00	
Lakewood, Church of the Ascension	Rector	\$79,448.00	\$171,006.00	\$176,592.00	
Lisbon, Trinity Church	Extended Supply		\$20,000.00	\$21,542.00	
Lorain, Church of the Redeemer	Priest-in-Charge	\$59,060.00	\$142,544.00	\$119,212.00	
Lyndhurst, Church of the Good Shepherd	Priest-in-Charge	\$61,825.00	\$158,920.00	\$170,137.00	
Macedonia, St. Timothy's Church	Rector	\$60,600.00	\$132,978.00	\$146,213.00	
Mansfield, Grace Church	Rector	\$84,685.00	\$259,757.00	\$290,624.00	
Mansfield, Grace Church	Associate Rector	\$59,112.00			
Massillon, St. Timothy's Church	Rector	\$72,600.00	\$190,000.00	\$251,390.00	
Maumee, St. Paul's Church	Rector	\$113,805.00	\$282,627.00	\$394,421.00	
Mayfield Village, St. Bartholomew Church	Priest-in-Charge	\$43,000.00	\$115,350.00	\$133,562.00	
Medina, St. Paul's Church	Rector	\$70,000.00	\$229,246.00	\$265,690.00	
Mentor, St. Andrew Episcopal Church	Rector	\$49,153.00	\$134,223.00	\$156,677.00	
Mount Vernon, St. Paul's Church	Priest-in-Charge	\$65,107.00	\$179,164.00	\$202,242.00	
Napoleon, St. John the Evangelist Church	Sunday Supply				
New Philadelphia, Trinity Church	Sunday Supply		\$41,264.00	\$42,637.00	
Niles, St. Luke's Church	Sunday Supply		\$36,030.00	\$34,061.00	
Norwalk, St. Paul's Church	Sunday Supply		\$42,595.00	\$60,676.00	
Oberlin, Christ Church	Interim Rector	\$70,000.00	\$272,358.00	\$312,577.00	
Oregon, St. Paul's Church	Part time Priest-in-Charge		\$72,230.00	\$78,309.00	
Painesville, St. James's Church	Rector	\$72,000.00	\$202,007.00	\$224,477.00	
Parma, All Saints Church	Priest-in-Charge	\$46,350.00		\$80,852.00	
Perrysburg, St. Timothy's Church	Rector	\$93,502.00	\$318,855.00	\$327,813.00	
Port Clinton, St. Thomas	Priest-in-Charge	\$34,000.00	\$130,688.00	\$135,814.00	

City, Parish	Position	2021 Compensation	2021 Estimated NOE	2020 NOI	
Put-In-Bay, St. Paul's Church	Priest-in-Charge	\$60,298.00	\$113,042.00	\$117,807.00	
Ravenna, Grace Church	Rector	\$74,430.00	\$157,931.00	\$186,178.00	
Salem, Church of Our Saviour	Sunday Supply		\$30,170.00	\$39,318.00	
Sandusky, Grace Church	Interim Rector	\$84,000.00	\$426,700.00	\$505,021.00	
Shaker Heights, Christ Church	Rector	\$104,827.00	\$364,263.00	\$405,779.00	
Shelby, St. Mark's Church	<i>Share priest w/ Grace, Mansfield</i>		\$58,000.00	\$74,632.00	
Sidney, St. Mark's Church	Sunday Supply		\$12,852.00	\$14,196.00	
Steubenville, St. Paul's Church	Sunday Supply		\$36,781.00		
Steubenville, St. Stephen's Church	Extended Supply		\$28,266.00	\$29,866.00	
Tiffin, Old Trinity Church	Rector	\$82,000.00	\$108,698.00	\$155,490.00	
Toledo, All Saints Church	Sunday Supply		\$51,318.00	\$43,230.00	
Toledo, St. Andrew's Church	Rector	\$74,429.00	\$190,309.00	\$207,343.00	
Toledo, St. Matthew's Church	Priest-in-Charge	\$67,000.00	\$186,127.00	\$221,038.00	
Toledo, St. Michael's-in-the-Hills Church	Priest-in-Charge	\$87,990.00	\$380,964.00	\$434,317.00	
Toledo, Trinity Church	Rector	\$116,154.00	\$580,944.00	\$618,530.00	
Uniontown, New Life Episcopal Church	Priest-in-Charge	\$24,000.00	\$81,280.00	\$76,280.00	
Wadsworth, St. Mark's Church	Sunday Supply		\$38,362.00	\$45,405.00	
Warren, Christ Church	Rector	\$77,997.00	\$268,967.00	\$275,945.00	
Westlake, Church of the Advent			\$182,156.00	\$129,817.00	
Willoughby, Grace Church	Rector	\$71,814.60	\$198,684.00	\$210,963.00	
Wooster, St. James Church	Rector	\$69,349.00	\$173,669.00	\$213,456.00	
Youngstown, St. John's Church	Rector	\$76,760.00	\$393,273.00	\$428,713.00	

# 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 Expenses	Outreach (Lines 13+16+18)	Pledge & Plate	Pledge & Plate + ASA	Oper Exp + ASA	From Inv. + Operating Exp
Akron, Church of Our Saviour														
2016	228	62	27%	\$455,460	\$0	\$455,460	\$522,827	\$60,382	\$455,460	\$14,063	\$131,742	\$2,125	\$7,346	49%
2017	228	55	24%	\$417,820	\$0	\$417,820	\$690,853	\$54,433	\$417,820	\$20,487	\$123,292	\$2,242	\$7,597	68%
2018	216	50	23%	\$385,852	\$0	\$385,852	\$659,589	\$47,587	\$385,852	\$20,922	\$124,186	\$2,484	\$7,717	65%
2019	226	55	23%	\$378,043	\$0	\$378,043	\$401,224	\$47,823	\$378,043	\$15,194	\$138,953	\$2,526	\$6,874	60%
2020	214	56	24%	\$341,186	\$0	\$341,186	\$350,709	\$44,450	\$341,186	\$5,150	\$107,365	\$1,917	\$6,093	55%
Akron, St. Paul's Church														
2016	1370	296	22%	\$991,261	\$0	\$991,261	\$1,710,025	\$153,308	\$991,261	\$437,633	\$799,651	\$2,702	\$3,349	0%
2017	975	246	25%	\$990,139	\$0	\$990,139	\$1,674,716	\$144,917	\$990,139	\$331,330	\$784,698	\$3,190	\$4,025	0%
2018	961	231	24%	\$1,129,659	\$0	\$1,129,659	\$1,588,947	\$165,918	\$1,129,659	\$295,968	\$771,201	\$3,339	\$4,890	0%
2019	938	231	14%	\$1,106,956	\$0	\$1,106,956	\$2,582,747	\$170,562	\$1,106,956	\$339,042	\$765,968	\$3,316	\$4,792	0%
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%
Akron, St. Philip's Church														
2016	56	25	45%	\$45,833	\$0	\$45,833	\$46,585	\$3,555	\$45,833	\$802	\$36,548	\$1,462	\$1,833	20%
2017	53	25	47%	\$47,853	\$0	\$47,853	\$48,106	\$3,795	\$47,853	\$1,706	\$39,006	\$1,560	\$1,914	18%
2018	59	21	36%	\$40,136	\$0	\$40,136	\$44,255	\$4,360	\$51,860	\$4,850	\$38,824	\$1,849	\$2,470	0%
2019	64	25	39%	\$48,840	\$0	\$48,840	\$48,840	\$4,045	\$48,840	\$499	\$36,156	\$1,446	\$1,954	0%
2020	61	25	41%	\$43,816	\$0	\$43,816	\$43,816	\$5,016	\$33,483	\$600	\$42,640	\$1,706	\$1,339	0%
Alliance, Trinity Church														
2016	54	27	50%	\$85,348	\$0	\$85,348	\$110,274	\$6,288	\$85,348	\$1,423	\$44,102	\$1,633	\$3,161	42%
2017	53	23	43%	\$89,056	\$0	\$89,056	\$170,083	\$7,997	\$89,056	\$1,186	\$39,505	\$1,718	\$3,872	51%
2018	54	22	41%	\$90,639	\$0	\$90,639	\$96,773	\$9,677	\$90,639	\$1,760	\$41,015	\$1,864	\$4,120	33%
2019	58	23	27%	\$81,647	\$0	\$81,647	\$222,691	\$8,311	\$81,647	\$1,906	\$57,746	\$2,511	\$3,550	29%
2020	54	24	29%	\$58,563	\$0	\$58,563	\$68,810	\$5,742	\$58,563	\$1,800	\$51,479	\$2,145	\$2,440	19%
Ashland, St. Matthew's Church														
2016	52	44	85%	\$62,750	\$0	\$62,750	\$125,608	\$7,520	\$62,750	\$0	\$50,796	\$1,154	\$1,426	0%
2017	92	44	48%	\$66,444	\$0	\$66,444	\$66,444	\$6,932	\$70,304	\$7,300	\$52,652	\$1,197	\$1,598	0%
2018	89	44	49%	\$64,324	\$0	\$64,324	\$102,616	\$6,469	\$64,324	\$958	\$64,324	\$1,462	\$1,462	0%
2019	53	37	41%	\$73,999	\$0	\$73,999	\$83,236	\$7,875	\$73,999	\$1,810	\$61,827	\$1,671	\$2,000	8%
2020	0	-	0%	\$60,601	\$4,000	\$64,601	\$77,126	\$6,541	\$64,601	\$468	\$56,273			0%
Ashtabula, St. Peter's Church														
2016	130	37	28%	\$212,539	\$0	\$212,539	\$271,929	\$23,670	\$212,539	\$56,758	\$131,136	\$3,544	\$5,744	5%
2017	88	62	70%	\$200,895	\$0	\$200,895	\$247,505	\$23,986	\$200,895	\$48,201	\$128,361	\$2,070	\$3,240	0%
2018	94	57	61%	\$201,900	\$0	\$201,900	\$289,188	\$23,030	\$201,900	\$45,327	\$125,731	\$2,206	\$3,542	0%
2019	99	59	42%	\$203,853	\$0	\$203,853	\$314,335	\$23,369	\$203,853	\$40,948	\$133,164	\$2,257	\$3,455	0%
2020	81	50	37%	\$207,868	\$0	\$207,868	\$318,231	\$23,781	\$207,868	\$24,564	\$111,001	\$2,220	\$4,157	0%
Barberton, St. Andrew's Church														
2016	111	48	43%	\$67,167	\$0	\$67,167	\$94,616	\$6,432	\$67,167	\$19,704	\$65,691	\$1,369	\$1,399	0%
2017	111	52	47%	\$73,190	\$0	\$73,190	\$92,464	\$6,280	\$73,190	\$17,292	\$71,758	\$1,380	\$1,408	0%
2018	109	44	40%	\$75,033	\$0	\$75,033	\$85,223	\$6,618	\$75,033	\$13,602	\$75,033	\$1,705	\$1,705	0%
2019	109	52	38%	\$74,255	\$0	\$74,255	\$110,424	\$6,745	\$74,255	\$13,606	\$70,871	\$1,363	\$1,428	0%
2020	112	42	30%	\$77,364	\$0	\$77,364	\$99,829	\$6,836	\$77,364	\$6,553	\$71,174	\$1,695	\$1,842	7%
Bay Village, St. Barnabas Church														
2016	102	60	59%	\$135,984	\$0	\$135,984	\$172,018	\$7,000	\$135,984	\$7,046	\$93,955	\$1,566	\$2,266	0%
2017	117	51	44%	\$130,941	\$0	\$130,941	\$157,093	\$0	\$129,660	\$7,824	\$90,422	\$1,773	\$2,542	0%
2018	125	61	49%	\$119,398	\$0	\$119,398	\$160,892	\$0	\$119,398	\$9,271	\$90,071	\$1,477	\$1,957	0%
2019	144	81	56%	\$150,571	\$0	\$150,571	\$257,151	\$7,217	\$150,571	\$0	\$107,592	\$1,328	\$1,859	0%
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%
Bellevue, St. Paul's Church														
2016	27	11	41%	\$26,646	\$1,400	\$28,046	\$28,046	\$1,522	\$28,046	\$150	\$19,383	\$1,762	\$2,550	26%
2017														
2018	16	8	50%	\$22,962	\$1,000	\$23,962	\$23,962	\$1,623	\$23,962	\$1,960	\$756	\$95	\$2,995	25%
2019	18	10	37%	\$21,518	\$0	\$21,518	\$21,518	\$1,810	\$21,518	\$2,080	\$14,874	\$1,487	\$2,152	19%
2020	15	9	39%	\$16,603	\$0	\$16,603	\$16,603	\$1,583	\$16,603	\$633	\$11,484	\$1,276	\$1,845	12%
Berea, St. Thomas' Church														
2016	248	86	35%	\$161,497	\$0	\$161,497	\$237,654	\$17,386	\$161,497	\$35,431	\$134,064	\$1,559	\$1,878	17%
2017	257	91	35%	\$205,450	\$0	\$205,450	\$295,425	\$21,855	\$205,450	\$41,178	\$127,082	\$1,397	\$2,258	28%
2018	243	92	38%	\$212,979	\$0	\$212,979	\$272,948	\$24,311	\$212,979	\$81,813	\$133,789	\$1,454	\$2,315	30%
2019	143	84	28%	\$215,588	\$15,000	\$230,588	\$354,265	\$25,812	\$225,246	\$49,193	\$142,869	\$1,701	\$2,682	30%
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%
Boardman, St. James Church														
2016	99	56	57%	\$161,268	\$7,000	\$168,268	\$169,133	\$15,106	\$168,268	\$1,157	\$132,263	\$2,362	\$3,005	17%
2017	72	55	76%	\$146,472	\$5,000	\$151,472	\$154,808	\$16,214	\$151,472	\$479	\$119,117	\$2,166	\$2,754	4%
2018	77	48	62%	\$105,371	\$0	\$105,371	\$105,371	\$8,690	\$82,535	\$261	\$88,815	\$1,850	\$1,719	0%
2019	81	45	50%	\$109,286	\$0	\$109,286	\$110,233	\$12,266	\$109,286	\$699	\$87,219	\$1,938	\$2,429	0%
2020	59	40	48%	\$112,356	\$0	\$112,356	\$358,191	\$12,684	\$112,356	\$13,995	\$69,214	\$1,730	\$2,809	0%
Bowling Green, St. John the Baptist Church														
2016	16	13	81%	\$44,675	\$0	\$44,675	\$66,437	\$3,998	\$44,675	\$3,475	\$43,025	\$3,310	\$3,437	4%
2017	20	15	75%	\$42,264	\$0	\$42,264	\$43,813	\$3,953	\$42,264	\$1,752	\$31,573	\$2,105	\$2,818	0%
2018	12	14	117%	\$43,263	\$0	\$43,263	\$43,374	\$4,079	\$43,263	\$4,222	\$40,425	\$2,887	\$3,090	0%
2019	12	14	117%	\$31,300	\$0	\$31,300	\$32,162	\$2,692	\$31,300	\$1,158	\$40,485	\$2,892	\$2,236	0%
2020	10	11	110%	\$31,498	\$0	\$31,498	\$31,593	\$1,968	\$31,498	\$2,343	\$36,328	\$3,303	\$2,863	0%
Brecksville, St. Matthew's Church														
2016	187	86	46%	\$152,118	\$0	\$152,118	\$152,118	\$15,232	\$152,118	\$1,654	\$151,591	\$1,763	\$1,769	0%
2017	164	79	48%	\$150,947	\$0	\$150,947	\$187,561	\$17,860	\$150,947	\$2,952	\$149,740	\$1,895	\$1,911	0%
2018	162	69	43%	\$157,581	\$0	\$157,581	\$158,581	\$16,053	\$157,581	\$1,033	\$142,035	\$2,058	\$2,284	0%
2019	167	69	41%	\$145,663	\$0	\$145,663	\$182,163	\$16,181	\$145,663	\$1,811	\$135,013	\$1,957	\$2,111	0%
2020	165	69	42%	\$147,750	\$0	\$147,750	\$147,750	\$15,621	\$147,750	\$2,333	\$143,849	\$2,085	\$2,141	0%
Brunswick, St. Patrick's Church														
2016	42	37	88%	\$37,136	\$0	\$37,136	\$37,264	\$3,731	\$37,136	\$2,615	\$40,952	\$1,107	\$1,004	0%
2017	38	43	113%	\$58,291	\$0	\$58,291	\$61,085	\$5,296	\$58,291	\$3,411	\$48,548	\$1,129	\$1,356	17%
2018	40	32	80%	\$45,745	\$2,400	\$48,145	\$77,559	\$4,513	\$48,145	\$7,321	\$43,290	\$1,353	\$1,505	0%
2019	34	25	74%	\$35,681	\$0	\$35,681	\$37,871	\$3,076	\$35,681	\$2,705	\$38,480	\$1,539	\$1,427	0%

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 Expenses	Outreach (Lines 13+16+18)	Pledge & Plate	Pledge & Plate + ASA	Oper Exp + ASA	From Inv. + Operating Exp
2020	27	30	88%	\$20,790	\$0	\$20,790	\$21,745	\$1,925	\$20,790	\$1,130	\$26,934	\$898	\$693	0%
Canton, St. Mark's Church														
2016	201	96	48%	\$226,554	\$0	\$226,554	\$237,921	\$24,442	\$226,554	\$8,939	\$202,026	\$2,104	\$2,360	9%
2017	201	92	46%	\$236,498	\$0	\$236,498	\$310,738	\$26,667	\$236,498	\$13,233	\$207,468	\$2,255	\$2,571	11%
2018	156	86	55%	\$230,909	\$0	\$230,909	\$313,697	\$25,196	\$230,909	\$21,703	\$218,295	\$2,538	\$2,685	3%
2019	161	87	26%	\$189,008	\$0	\$189,008	\$281,628	\$21,231	\$189,008	\$28,519	\$157,498	\$1,810	\$2,173	0%
2020	156	77	23%	\$221,832	\$0	\$221,832	\$299,133	\$21,373	\$221,834	\$22,675	\$192,361	\$2,498	\$2,881	0%
Canton, St. Paul's Church														
2016	115	57	50%	\$233,433	\$0	\$233,433	\$256,539	\$28,853	\$233,433	\$59,112	\$171,447	\$3,008	\$4,095	25%
2017	115	57	50%	\$194,130	\$0	\$194,130	\$248,034	\$19,073	\$194,134	\$46,174	\$179,673	\$3,152	\$3,406	7%
2018	115	54	47%	\$168,538	\$0	\$168,538	\$199,761	\$12,396	\$168,538	\$84,860	\$161,627	\$2,993	\$3,121	0%
2019	108	50	24%	\$180,620	\$0	\$180,620	\$218,996	\$12,686	\$180,620	\$66,618	\$163,107	\$3,262	\$3,612	7%
2020	103	46	22%	\$186,766	\$0	\$186,766	\$208,912	\$10,517	\$186,766	\$66,409	\$158,201	\$3,439	\$4,060	13%
Chagrin Falls, St. Martin's Church														
2016	263	109	41%	\$290,121	\$0	\$290,121	\$365,069	\$35,848	\$290,121	\$6,353	\$245,047	\$2,248	\$2,662	11%
2017	264	107	41%	\$285,855	\$0	\$285,855	\$369,952	\$35,835	\$285,855	\$37,818	\$236,509	\$2,210	\$2,672	14%
2018	282	98	35%	\$284,774	\$0	\$284,774	\$366,221	\$34,650	\$284,774	\$29,745	\$278,079	\$2,838	\$2,906	0%
2019	280	86	27%	\$279,908	\$0	\$279,908	\$320,670	\$36,220	\$279,908	\$14,072	\$258,130	\$3,002	\$3,255	0%
2020	256	78	25%	\$273,106	\$0	\$273,106	\$390,411	\$29,858	\$273,106	\$7,015	\$261,317	\$3,350	\$3,501	0%
Chardon, St. Luke's Church														
2016	82	42	51%	\$120,143	\$2,000	\$122,143	\$127,386	\$12,291	\$122,143	\$1,630	\$107,580	\$2,561	\$2,908	0%
2017	70	47	67%	\$117,602	\$2,000	\$119,602	\$126,331	\$12,336	\$119,602	\$1,195	\$107,236	\$2,282	\$2,545	0%
2018	74	45	61%	\$122,568	\$2,000	\$124,568	\$124,568	\$12,374	\$124,568	\$1,896	\$109,660	\$2,437	\$2,768	0%
2019	77	42	17%	\$116,421	\$2,000	\$118,421	\$164,140	\$12,089	\$118,421	\$2,137	\$102,833	\$2,448	\$2,820	0%
2020	80	32	40%	\$107,113	\$2,000	\$109,113	\$113,683	\$10,991	\$109,113	\$747	\$106,952	\$3,342	\$3,410	0%
Cleveland, St. Andrew's Church														
2016	99	54	55%	\$178,578	\$0	\$178,578	\$222,956	\$25,389	\$178,578	\$15,746	\$133,276	\$2,468	\$3,307	0%
2017	121	53	44%	\$149,434	\$0	\$149,434	\$168,378	\$21,450	\$149,434	\$11,645	\$135,967	\$2,565	\$2,820	0%
2018	121	60	50%	\$186,648	\$0	\$186,648	\$199,962	\$27,668	\$186,648	\$14,872	\$133,591	\$2,227	\$3,111	0%
2019	125	58	45%	\$197,471	\$2,000	\$199,471	\$210,678	\$23,634	\$199,471	\$13,771	\$126,646	\$2,184	\$3,439	0%
2020	122	55	43%	\$205,404	\$0	\$205,404	\$211,462	\$30,082	\$205,404	\$7,699	\$138,235	\$2,513	\$3,735	0%
Cleveland, St. Luke's Church														
2016	69	59	86%	\$93,061	\$0	\$93,061	\$120,713	\$8,081	\$93,061	\$10,003	\$88,881	\$1,506	\$1,577	3%
2017	42	45	107%	\$131,121	\$44,349	\$175,470	\$288,516	\$7,819	\$175,470	\$108,537	\$93,582	\$2,080	\$3,899	20%
2018	39	40	103%	\$163,347	\$36,817	\$200,164	\$309,420	\$23,301	\$200,164	\$101,599	\$98,932	\$2,473	\$5,004	8%
2019	42	28	43%	\$97,061	\$40,000	\$137,061	\$258,139	\$6,388	\$137,061	\$87,177	\$87,690	\$3,132	\$4,895	0%
2020	41	26	43%	\$101,876	\$50,000	\$151,876	\$249,056	\$11,146	\$151,876	\$93,733	\$97,301	\$3,742	\$5,841	0%
Cleveland, Trinity Cathedral														
2016	854	388	45%	\$1,425,017	\$0	\$1,425,017	\$3,272,825	\$224,915	\$1,425,017	\$549,791	\$745,663	\$1,922	\$3,673	41%
2017	822	275	33%	\$1,408,285	\$0	\$1,408,285	\$2,340,817	\$228,170	\$1,408,285	\$474,742	\$645,557	\$2,347	\$5,121	50%
2018	480	228	48%	\$1,412,431	\$18,500	\$1,430,931	\$2,122,359	\$196,891	\$1,430,931	\$440,081	\$591,620	\$2,595	\$6,276	54%
2019	467	233	30%	\$1,340,668	\$25,010	\$1,365,678	\$2,519,126	\$194,919	\$1,365,678	\$376,294	\$510,480	\$2,191	\$5,861	56%
2020	333	257	68%	\$1,328,143	\$20,000	\$1,348,143	\$2,203,788	\$229,364	\$1,348,143	\$393,110	\$503,637	\$1,960	\$5,246	58%
Cleveland Hts., St. Paul's Church														
2016	1444	378	26%	\$1,800,850	\$0	\$1,800,850	\$2,454,726	\$249,402	\$1,800,850	\$261,787	\$1,609,688	\$4,258	\$4,764	11%
2017	1414	377	27%	\$1,823,280	\$0	\$1,823,280	\$2,103,010	\$249,430	\$1,823,280	\$348,365	\$1,615,824	\$4,286	\$4,836	11%
2018	1374	354	26%	\$1,912,949	\$0	\$1,912,949	\$2,223,148	\$260,437	\$1,912,949	\$336,805	\$1,526,640	\$4,313	\$5,404	20%
2019	1318	345	26%	\$1,875,503	\$0	\$1,875,503	\$2,202,520	\$257,531	\$1,875,503	\$453,725	\$1,562,157	\$4,528	\$5,436	17%
2020	1294	321	25%	\$1,722,415	\$0	\$1,722,415	\$2,020,930	\$232,961	\$1,722,415	\$373,328	\$1,571,230	\$4,895	\$5,366	9%
Coshocton, Trinity Church														
2016	80	18	23%	\$37,196	\$0	\$37,196	\$37,196	\$2,597	\$37,196	\$0	\$7,330	\$407	\$2,066	30%
2017	79	17	22%	\$40,484	\$0	\$40,484	\$40,484	\$3,888	\$40,484	\$0	\$15,161	\$892	\$2,381	63%
2018	70	16	23%	\$48,612	\$0	\$48,612	\$48,612	\$4,198	\$48,612	\$0	\$20,162	\$1,260	\$3,038	0%
2019	78	15	19%	\$49,456	\$0	\$49,456	\$49,456	\$4,556	\$49,456	\$600	\$7,433	\$496	\$3,297	0%
2020	0	11	14%	\$59,810	\$0	\$59,810	\$59,810	\$4,610	\$59,810	\$500	\$27,400	\$2,491	\$5,437	0%
Cuyahoga Falls, St. John's Church														
2016	129	94	73%	\$223,806	\$0	\$223,806	\$255,241	\$25,790	\$223,806	\$4,743	\$209,313	\$2,227	\$2,381	5%
2017	164	95	58%	\$288,629	\$0	\$288,629	\$288,629	\$30,543	\$288,629	\$850	\$220,511	\$2,321	\$3,038	13%
2018	168	89	53%	\$217,877	\$0	\$217,877	\$217,877	\$28,793	\$217,877	\$614	\$173,293	\$1,947	\$2,448	18%
2019	161	70	43%	\$130,928	\$0	\$130,928	\$152,784	\$18,974	\$130,928	\$27,067	\$130,928	\$1,870	\$1,870	0%
2020	154	59	38%	\$184,050	\$0	\$184,050	\$206,488	\$19,022	\$184,050	\$18,590	\$141,006	\$2,390	\$3,119	3%
Defiance, Grace Church														
2016	34	23	68%	\$56,377	\$0	\$56,377	\$65,231	\$6,470	\$56,377	\$1,108	\$44,039	\$1,915	\$2,451	0%
2017	37	22	59%	\$65,119	\$0	\$65,119	\$70,571	\$6,894	\$65,119	\$1,521	\$50,219	\$2,283	\$2,960	0%
2018	36	21	58%	\$46,134	\$0	\$46,134	\$46,134	\$4,417	\$46,134	\$124	\$43,289	\$2,061	\$2,197	0%
2019	23	20	47%	\$44,895	\$0	\$44,895	\$44,895	\$3,686	\$44,895	\$5,064	\$42,702	\$2,135	\$2,245	0%
2020	31	19	45%	\$48,033	\$0	\$48,033	\$48,033	\$3,331	\$33,235	\$360	\$48,033	\$2,528	\$1,749	0%
East Liverpool, St. Stephen's Church														
2016	75	36	48%	\$92,049	\$0	\$92,049	\$114,881	\$10,404	\$92,049	\$9,222	\$49,372	\$1,371	\$2,557	45%
2017	60	40	67%	\$84,729	\$0	\$84,729	\$112,285	\$8,048	\$84,729	\$6,674	\$43,505	\$1,088	\$2,118	17%
2018	35	28	80%	\$83,883	\$0	\$83,883	\$105,035	\$8,267	\$83,883	\$13,739	\$36,859	\$1,316	\$2,996	55%
2019	35	29	25%	\$93,379	\$0	\$93,379	\$118,885	\$9,228	\$93,379	\$7,841	\$34,923	\$1,204	\$3,220	52%
2020	35	27	24%	\$87,341	\$0	\$87,341	\$99,920	\$9,413	\$87,341	\$3,604	\$31,642	\$1,172	\$3,235	55%
Elyria, St. Andrew's Church														
2016	202	77	38%	\$252,924	\$0	\$252,924	\$341,207	\$29,185	\$252,924	\$55,071	\$197,388	\$2,563	\$3,285	22%
2017	211	81	38%	\$304,227	\$0	\$304,227	\$493,133	\$28,003	\$304,227	\$22,857	\$183,596	\$2,267	\$3,756	9%
2018	210	73	35%	\$273,037	\$0	\$273,037	\$336,298	\$29,946	\$273,037	\$30,055	\$198,225	\$2,715	\$3,740	7%
2019	217	68	21%	\$261,219	\$0	\$261,219	\$287,918	\$27,158	\$261,219	\$26,202	\$198,490	\$2,919	\$3,841	9%
2020	188	61	27%	\$231,757	\$0	\$231,757	\$235,257	\$24,057	\$231,757	\$32,032	\$217,242	\$3,561	\$3,799	11%
Euclid, Church of the Epiphany														
2016	195	61	31%	\$148,602	\$0	\$148,602	\$266,957	\$15,522	\$148,602	\$3,936	\$115,076	\$1,886	\$2,436	3%
2017	196	57	29%	\$148,542	\$0	\$148,542	\$173,622	\$15,445	\$148,542	\$3,764	\$117,546	\$2,062	\$2,606	7%
2018	192	55	29%	\$152,404	\$0	\$152,404	\$159,486	\$15,618	\$152,404	\$6,033	\$129,162	\$2,348	\$2,771	5%

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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 Expenses	Outreach (Lines 13+16+18)	Pledge & Plate	Pledge & Plate + ASA	Oper Exp + ASA	From Inv. + Operating Exp
2018	129	48	37%	\$189,882	\$0	\$189,882	\$193,812	\$20,554	\$189,882	\$4,541	\$137,610	\$2,867	\$3,956	0%
2019	65	46	71%	\$138,456	\$9,787	\$148,243	\$188,007	\$14,921	\$148,243	\$4,459	\$121,575	\$2,643	\$3,223	0%
2020	67	33	49%	\$170,137	\$21,000	\$191,137	\$200,655	\$18,727	\$191,136	\$4,158	\$137,153	\$4,156	\$5,792	0%
<b>Macedonia, St. Timothy's Church</b>														
2016	174	48	28%	\$141,479	\$0	\$141,479	\$214,470	\$15,374	\$141,479	\$6,062	\$128,459	\$2,676	\$2,947	1%
2017	173	49	28%	\$142,044	\$3,000	\$145,044	\$216,372	\$13,844	\$145,044	\$6,672	\$136,947	\$2,795	\$2,960	2%
2018	129	41	32%	\$143,422	\$2,000	\$145,422	\$181,862	\$16,207	\$145,422	\$13,950	\$159,565	\$3,892	\$3,547	0%
2019	129	39	17%	\$143,337	\$2,000	\$145,337	\$176,025	\$13,323	\$145,337	\$7,117	\$132,614	\$3,400	\$3,727	4%
2020	128	46	19%	\$146,213	\$2,000	\$148,213	\$178,030	\$17,582	\$148,213	\$4,962	\$152,602	\$3,317	\$3,222	3%
<b>Mansfield, Grace Church</b>														
2016	330	71	22%	\$276,021	\$0	\$276,021	\$448,070	\$31,642	\$276,021	\$118,215	\$142,286	\$2,004	\$3,888	43%
2017	203	65	32%	\$278,689	\$0	\$278,689	\$418,114	\$32,498	\$278,689	\$126,859	\$149,136	\$2,294	\$4,288	45%
2018	209	67	32%	\$292,264	\$0	\$292,264	\$510,918	\$30,991	\$292,264	\$121,826	\$127,689	\$1,906	\$4,362	46%
2019	213	67	21%	\$288,063	\$0	\$288,063	\$456,408	\$33,346	\$288,063	\$239,244	\$142,958	\$2,134	\$4,299	46%
2020	218	69	22%	\$290,624	\$0	\$290,624	\$709,020	\$34,470	\$290,624	\$279,310	\$143,789	\$2,084	\$4,212	37%
<b>Massillon, St. Timothy's Church</b>														
2016	250	79	32%	\$186,294	\$0	\$186,294	\$195,146	\$19,777	\$186,294	\$8,046	\$167,294	\$2,118	\$2,358	10%
2017	253	87	34%	\$219,618	\$0	\$219,618	\$257,356	\$24,205	\$219,618	\$11,708	\$168,858	\$1,941	\$2,524	13%
2018	132	83	63%	\$215,089	\$0	\$215,089	\$373,049	\$27,459	\$215,089	\$12,587	\$187,270	\$2,256	\$2,591	11%
2019	142	95	38%	\$238,211	\$0	\$238,211	\$289,527	\$24,503	\$238,211	\$6,670	\$197,308	\$2,077	\$2,507	13%
2020	133	106	44%	\$251,390	\$0	\$251,390	\$500,646	\$27,805	\$251,390	\$17,904	\$199,189	\$1,879	\$2,372	7%
<b>Maumee, St. Paul's Church</b>														
2016	500	137	27%	\$504,086	\$0	\$504,086	\$1,090,523	\$41,777	\$504,086	\$271,372	\$262,522	\$1,916	\$3,679	24%
2017	486	131	27%	\$426,588	\$0	\$426,588	\$690,521	\$60,229	\$426,588	\$429,058	\$269,312	\$2,056	\$3,256	35%
2018	485	119	25%	\$531,075	\$0	\$531,075	\$783,230	\$53,261	\$434,849	\$405,847	\$281,034	\$2,362	\$3,654	56%
2019	450	116	200%	\$439,639	\$0	\$439,639	\$745,139	\$55,897	\$439,639	\$465,117	\$294,764	\$2,541	\$3,790	62%
2020	0	-	0%	\$394,421	\$0	\$394,421	\$704,589	\$48,174	\$394,421	\$410,923	\$463,837			31%
<b>Mayfield Village, St. Barthomolew's Church</b>														
2016	79	59	75%	\$140,348	\$0	\$140,348	\$152,613	\$15,897	\$140,348	\$7,856	\$112,093	\$1,900	\$2,379	4%
2017	81	59	73%	\$135,550	\$0	\$135,550	\$146,412	\$10,734	\$135,550	\$5,597	\$117,804	\$1,997	\$2,297	7%
2018	88	54	61%	\$137,802	\$0	\$137,802	\$143,804	\$14,087	\$137,802	\$5,639	\$104,715	\$1,939	\$2,552	1%
2019	93	60	52%	\$142,275	\$0	\$142,275	\$150,090	\$14,670	\$142,275	\$6,280	\$125,612	\$2,094	\$2,371	4%
2020	105	53	45%	\$133,562	\$0	\$133,562	\$146,281	\$14,625	\$133,562	\$6,140	\$147,799	\$2,789	\$2,520	4%
<b>Medina, St. Paul's Church</b>														
2016	498	100	20%	\$309,042	\$3,500	\$312,542	\$393,172	\$34,636	\$312,542	\$37,095	\$241,527	\$2,415	\$3,125	5%
2017	496	100	20%	\$314,172	\$3,500	\$317,672	\$434,617	\$35,412	\$317,672	\$47,367	\$283,624	\$2,836	\$3,177	3%
2018	501	89	18%	\$308,452	\$1,420	\$309,872	\$370,942	\$33,341	\$309,872	\$65,916	\$267,637	\$3,007	\$3,482	2%
2019	183	84	17%	\$267,828	\$0	\$267,828	\$309,028	\$30,073	\$267,828	\$26,507	\$255,717	\$3,044	\$3,188	0%
2020	178	78	17%	\$265,690	\$500	\$266,190	\$299,646	\$32,048	\$266,190	\$30,572	\$233,576	\$2,995	\$3,413	3%
<b>Mentor, St. Andrew Church</b>														
2016	250	97	39%	\$168,324	\$0	\$168,324	\$202,916	\$20,927	\$168,324	\$16,554	\$152,336	\$1,570	\$1,735	0%
2017	249	76	31%	\$190,166	\$0	\$190,166	\$219,735	\$19,394	\$190,166	\$29,388	\$146,507	\$1,928	\$2,502	6%
2018	259	71	27%	\$182,924	\$0	\$182,924	\$214,042	\$16,942	\$182,924	\$21,739	\$124,671	\$1,756	\$2,576	0%
2019	261	64	25%	\$170,535	\$0	\$170,535	\$239,066	\$17,001	\$170,535	\$31,185	\$142,020	\$2,219	\$2,665	24%
2020	260	58	22%	\$156,677	\$0	\$156,677	\$212,079	\$22,454	\$156,677	\$22,948	\$143,989	\$2,483	\$2,701	0%
<b>Mount Vernon, St. Paul's Church</b>														
2016	78	45	58%	\$163,724	\$0	\$163,724	\$244,712	\$17,117	\$163,724	\$14,861	\$108,383	\$2,409	\$3,638	27%
2017	77	54	70%	\$169,684	\$0	\$169,684	\$188,042	\$18,827	\$169,684	\$15,084	\$118,770	\$2,199	\$3,142	28%
2018	71	48	68%	\$163,657	\$0	\$163,657	\$178,299	\$17,048	\$163,657	\$20,071	\$130,782	\$2,725	\$3,410	27%
2019	72	45	63%	\$167,853	\$0	\$167,853	\$179,674	\$17,335	\$167,853	\$15,141	\$129,957	\$2,888	\$3,730	26%
2020	60	40	67%	\$202,242	\$0	\$202,242	\$217,818	\$18,617	\$202,242	\$15,895	\$127,330	\$3,183	\$5,056	29%
<b>Napoleon, St. John the Evangelist Church</b>														
2016														
2017														
2018														
2019														
2020														
<b>New Philadelphia, Trinity Church</b>														
2016	62	24	39%	\$34,445	\$0	\$34,445	\$54,885	\$3,066	\$34,445	\$540	\$34,445	\$1,435	\$1,435	0%
2017	62	27	44%	\$42,114	\$0	\$42,114	\$43,106	\$3,738	\$42,114	\$1,000	\$42,114	\$1,560	\$1,560	0%
2018	61	27	44%	\$41,069	\$0	\$41,069	\$41,069	\$3,654	\$41,069	\$546	\$41,069	\$1,521	\$1,521	0%
2019	59	23	39%	\$43,534	\$0	\$43,534	\$57,382	\$3,866	\$43,534	\$1,267	\$43,534	\$1,893	\$1,893	0%
2020	58	21	36%	\$42,637	\$0	\$42,637	\$42,637	\$3,851	\$42,637	\$200	\$42,637	\$2,030	\$2,030	0%
<b>Niles, St. Luke's Church</b>														
2016	117	49	42%	\$90,230	\$0	\$90,230	\$95,201	\$9,229	\$90,230	\$3,397	\$56,327	\$1,150	\$1,841	25%
2017	117	38	32%	\$28,815	\$0	\$28,815	\$25,322	\$3,520	\$25,322	\$3,520	\$39,572	\$1,041	\$666	20%
2018	117	38	32%	\$21,801	\$0	\$21,801	\$25,294	\$0	\$21,801	\$1,389	\$39,572	\$1,041	\$574	23%
2019	124	31	25%	\$43,533	\$0	\$43,533	\$44,230	\$0	\$43,533	\$697	\$42,836	\$1,382	\$1,404	0%
2020	136	31	25%	\$34,061	\$0	\$34,061	\$36,558	\$4,534	\$34,061	\$1,850	\$27,995	\$903	\$1,099	0%
<b>Norwalk, St. Paul's Church</b>														
2016	44	31	70%	\$91,940	\$1,000	\$92,940	\$92,940	\$9,402	\$92,940	\$896	\$65,734	\$2,120	\$2,998	14%
2017	49	31	63%	\$95,300	\$0	\$95,300	\$95,300	\$9,575	\$95,300	\$1,470	\$75,387	\$2,432	\$3,074	6%
2018	46	28	61%	\$92,132	\$0	\$92,132	\$94,230	\$8,645	\$92,132	\$1,452	\$65,278	\$2,331	\$3,290	6%
2019	43	27	52%	\$92,854	\$0	\$92,854	\$94,314	\$9,642	\$92,854	\$668	\$65,360	\$2,421	\$3,439	5%
2020				\$60,676	\$0	\$60,676	\$61,072	\$7,252	\$72,527	\$1,481	\$49,876			0%
<b>Oberlin, Christ Church</b>														
2016	98	70	71%	\$226,472	\$0	\$226,472	\$393,592	\$22,343	\$226,472	\$98,233	\$184,480	\$2,635	\$3,235	5%
2017	95	62	65%	\$265,815	\$0	\$265,815	\$401,171	\$28,251	\$265,815	\$56,213	\$188,684	\$3,043	\$4,287	23%
2018	90	62	69%	\$305,213	\$0	\$305,213	\$517,616	\$33,637	\$305,213	\$88,623	\$185,098	\$2,985	\$4,923	26%
2019	65	54	56%	\$294,844	\$0	\$294,844	\$430,389	\$32,908	\$294,844	\$51,192	\$186,475	\$3,453	\$5,460	29%
2020	63	47	50%	\$312,577	\$0	\$312,577	\$719,088	\$37,832	\$312,577	\$97,940	\$186,941	\$3,977	\$6,651	29%
<b>Oregon, St. Paul's Church</b>														
2016	45	29	64%	\$51,055	\$0	\$51,055	\$54,557	\$4,061	\$51,055	\$3,991	\$48,229	\$1,663	\$1,761	0%



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 Expenses	Outreach (Lines 13+16+18)	Pledge & Plate + ASA	Pledge & Plate + ASA	Oper Exp + ASA	From Inv. + Operating Exp
2017	41	23	56%	\$45,396	\$0	\$45,396	\$61,842	\$3,930	\$45,396	\$2,951	\$39,014	\$1,696	\$1,974	0%
2018	47	27	57%	\$77,689	\$0	\$77,689	\$77,795	\$7,039	\$77,689	\$1,747	\$45,499	\$1,685	\$2,877	0%
2019	42	29	24%	\$85,465	\$0	\$85,465	\$101,278	\$8,439	\$85,465	\$2,232	\$45,980	\$1,586	\$2,947	0%
2020	38	33	28%	\$78,309	\$0	\$78,309	\$87,986	\$7,456	\$78,309	\$2,416	\$49,389	\$1,497	\$2,373	0%
<b>Painesville, St. James' Church</b>														
2016	172	77	45%	\$228,012	\$0	\$228,012	\$690,656	\$25,362	\$228,012	\$22,627	\$185,725	\$2,412	\$2,961	7%
2017	163	67	41%	\$236,703	\$0	\$236,703	\$340,278	\$24,869	\$236,703	\$48,362	\$194,481	\$2,903	\$3,533	7%
2018	155	69	45%	\$242,544	\$0	\$242,544	\$343,907	\$26,191	\$242,544	\$52,060	\$190,542	\$2,761	\$3,515	10%
2019	146	74	43%	\$233,100	\$0	\$233,100	\$450,623	\$25,570	\$233,100	\$45,090	\$181,409	\$2,451	\$3,150	13%
2020	141	52	32%	\$224,477	\$0	\$224,477	\$329,270	\$25,710	\$224,477	\$29,975	\$179,690	\$3,456	\$4,317	2%
<b>Parma, All Saints Church</b>														
2016	306	76	25%	\$136,019	\$0	\$136,019	\$197,154	\$14,257	\$136,019	\$2,760	\$104,074	\$1,369	\$1,790	1%
2017	186	65	35%	\$124,092	\$0	\$124,092	\$346,356	\$12,925	\$124,092	\$16,558	\$106,090	\$1,632	\$1,909	4%
2018	189	61	32%	\$92,323	\$0	\$92,323	\$156,217	\$9,142	\$92,323	\$5,408	\$92,323	\$1,513	\$1,513	0%
2019	183	59	32%	\$80,510	\$0	\$80,510	\$108,507	\$7,910	\$80,510	\$5,769	\$80,510	\$1,365	\$1,365	0%
2020	86	49	28%	\$80,852	\$0	\$80,852	\$81,167	\$8,029	\$80,852	\$1,289	\$80,733	\$1,648	\$1,650	0%
<b>Perrysburg, St. Timothy's Church</b>														
2016	232	109	47%	\$329,542	\$0	\$329,542	\$449,879	\$43,451	\$329,542	\$24,150	\$295,579	\$2,712	\$3,023	9%
2017	259	102	39%	\$339,823	\$0	\$339,823	\$463,491	\$37,975	\$339,823	\$30,508	\$280,704	\$2,752	\$3,332	16%
2018	262	97	37%	\$304,149	\$0	\$304,149	\$405,921	\$41,808	\$304,149	\$16,296	\$282,426	\$2,912	\$3,136	16%
2019	268	96	36%	\$365,797	\$0	\$365,797	\$493,793	\$38,039	\$365,797	\$26,645	\$296,621	\$3,090	\$3,810	19%
2020	263	87	33%	\$327,813	\$0	\$327,813	\$440,853	\$51,279	\$365,226	\$26,344	\$321,431	\$3,695	\$4,198	0%
<b>Port Clinton, St. Thomas' Church</b>														
2016	51	25	49%	\$80,652	\$0	\$80,652	\$96,385	\$6,537	\$80,652	\$15,668	\$62,326	\$2,493	\$3,226	0%
2017	52	23	44%	\$65,420	\$0	\$65,420	\$71,245	\$7,402	\$65,420	\$3,277	\$39,199	\$1,704	\$2,844	31%
2018	48	21	44%	\$91,085	\$0	\$91,085	\$92,920	\$7,825	\$91,085	\$1,580	\$59,198	\$2,819	\$4,337	15%
2019	42	24	47%	\$138,730	\$0	\$138,730	\$143,076	\$14,307	\$138,730	\$1,630	\$81,265	\$3,386	\$5,780	40%
2020	40	21	45%	\$135,814	\$0	\$135,814	\$149,409	\$14,453	\$135,814	\$4,010	\$77,121	\$3,672	\$6,467	26%
<b>Put-in-Bay, St. Paul's Church</b>														
2016	41	29	71%	\$103,458	\$0	\$103,458	\$122,209	\$9,923	\$103,458	\$6,568	\$59,071	\$2,037	\$3,568	0%
2017	34	29	85%	\$109,018	\$0	\$109,018	\$138,673	\$10,636	\$109,018	\$4,227	\$72,514	\$2,500	\$3,759	25%
2018	43	26	60%	\$112,715	\$0	\$112,715	\$242,343	\$12,278	\$112,715	\$3,853	\$48,708	\$1,873	\$4,335	0%
2019	41	26	60%	\$106,052	\$0	\$106,052	\$127,713	\$10,100	\$106,052	\$4,096	\$69,884	\$2,688	\$4,079	0%
2020	36	14	39%	\$117,807	\$0	\$117,807	\$117,807	\$11,560	\$117,807	\$3,000	\$113,298	\$8,093	\$8,415	0%
<b>Ravenna, Grace Church</b>														
2016	111	62	56%	\$176,418	\$0	\$176,418	\$185,224	\$20,373	\$176,418	\$8,806	\$103,658	\$1,672	\$2,845	34%
2017	106	60	57%	\$176,309	\$0	\$176,309	\$178,129	\$19,034	\$176,309	\$1,820	\$107,391	\$1,790	\$2,938	33%
2018	107	57	53%	\$176,147	\$0	\$176,147	\$177,577	\$18,565	\$176,147	\$1,430	\$104,723	\$1,837	\$3,090	34%
2019	108	58	38%	\$180,717	\$0	\$180,717	\$182,122	\$19,680	\$180,717	\$1,405	\$100,425	\$1,731	\$3,116	39%
2020	107	54	36%	\$186,178	\$0	\$186,178	\$187,237	\$20,484	\$186,178	\$1,059	\$119,427	\$2,212	\$3,448	19%
<b>Salem, Church of Our Saviour</b>														
2016	28	22	79%	\$70,123	\$0	\$70,123	\$70,423	\$6,687	\$70,123	\$300	\$36,340	\$1,652	\$3,187	43%
2017														
2018	24	18	75%	\$72,930	\$0	\$72,930	\$72,930	\$6,899	\$72,930	\$241	\$23,595	\$1,311	\$4,052	62%
2019	31	23	43%	\$70,639	\$0	\$70,639	\$77,051	\$6,433	\$70,639	\$284	\$21,028	\$914	\$3,071	57%
2020	32	22	41%	\$39,318	\$0	\$39,318	\$39,318	\$4,363	\$39,318	\$0	\$25,635	\$1,165	\$1,787	39%
<b>Sandusky, Grace Church</b>														
2016	185	95	51%	\$460,402	\$0	\$460,402	\$853,570	\$58,447	\$460,402	\$90,161	\$140,426	\$1,478	\$4,846	40%
2017	156	90	58%	\$481,655	\$0	\$481,655	\$1,643,958	\$58,371	\$481,655	\$95,057	\$109,622	\$1,218	\$5,352	48%
2018	145	83	57%	\$519,021	\$0	\$519,021	\$886,568	\$60,502	\$519,021	\$103,338	\$105,734	\$1,274	\$6,253	27%
2019	133	71	28%	\$497,957	\$0	\$497,957	\$689,782	\$67,305	\$497,957	\$86,458	\$109,252	\$1,539	\$7,013	21%
2020	125	57	27%	\$505,021	\$0	\$505,021	\$654,823	\$64,187	\$505,021	\$63,666	\$89,516	\$1,570	\$8,860	19%
<b>Shaker Heights, Christ Church</b>														
2016	214	135	63%	\$501,536	\$0	\$501,536	\$684,141	\$66,462	\$501,536	\$13,065	\$302,194	\$2,238	\$3,715	25%
2017	214	125	58%	\$417,670	\$3,500	\$421,170	\$586,902	\$70,464	\$421,170	\$29,643	\$366,255	\$2,930	\$3,369	2%
2018	218	113	52%	\$455,511	\$0	\$455,511	\$617,924	\$44,443	\$455,511	\$102,440	\$436,088	\$3,859	\$4,031	4%
2019	227	122	34%	\$465,590	\$0	\$465,590	\$610,812	\$64,417	\$465,590	\$117,670	\$404,657	\$3,317	\$3,816	13%
2020	238	136	51%	\$405,779	\$0	\$405,779	\$513,339	\$51,855	\$405,779	\$164,174	\$382,524	\$2,813	\$2,984	3%
<b>Shelby, St. Mark's Church</b>														
2016	32	22	69%	\$70,826	\$2,500	\$73,326	\$96,509	\$5,807	\$73,326	\$32,529	\$49,907	\$2,269	\$3,333	21%
2017	32	22	69%	\$74,145	\$0	\$74,145	\$74,145	\$5,969	\$74,145	\$48,354	\$50,794	\$2,309	\$3,370	24%
2018	31	22	71%	\$71,136	\$0	\$71,136	\$136,061	\$9,022	\$71,136	\$45,125	\$41,410	\$1,882	\$3,233	38%
2019	33	22	31%	\$69,305	\$0	\$69,305	\$119,855	\$6,610	\$69,305	\$49,739	\$37,669	\$1,712	\$3,150	40%
2020	33	23	32%	\$74,632	\$0	\$74,632	\$160,014	\$7,173	\$74,632	\$35,756	\$45,747	\$1,989	\$3,245	32%
<b>Sidney, St. Mark's Church</b>														
2016	42	25	60%	\$29,576	\$0	\$29,576	\$29,920	\$3,083	\$29,576	\$98	\$18,169	\$727	\$1,183	38%
2017	33	13	39%	\$20,360	\$0	\$20,360	\$20,360	\$1,697	\$20,360	\$2,678	\$18,798	\$1,446	\$1,566	8%
2018	13	11	85%	\$16,424	\$0	\$16,424	\$16,424	\$1,112	\$16,424	\$3,975	\$11,693	\$1,063	\$1,493	0%
2019	21	14	67%	\$12,089	\$0	\$12,089	\$108,603	\$1,508	\$16,707	\$0	\$9,505	\$679	\$1,193	0%
2020	16	20	105%	\$14,196	\$0	\$14,196	\$14,758	\$1,344	\$14,196	\$0	\$10,439	\$522	\$710	4%
<b>Steubenville, St. Paul's Church</b>														
2016	50	25	50%	\$72,939	\$0	\$72,939	\$72,939	\$6,495	\$72,939	\$75	\$28,403	\$1,136	\$2,918	34%
2017	68	25	37%	\$79,012	\$0	\$79,012	\$79,012	\$7,693	\$79,012	\$0	\$34,363	\$1,375	\$3,160	23%
2018	56	23	41%	\$74,810	\$0	\$74,810	\$74,960	\$7,256	\$74,810	\$0	\$37,494	\$1,630	\$3,253	43%
2019	54	30	56%	\$66,172	\$0	\$66,172	\$66,725	\$5,947	\$72,672	\$0	\$37,856	\$1,262	\$2,422	32%
2020														
<b>Steubenville, St. Stephen's Church</b>														
2016	36	24	67%	\$44,705	\$0	\$44,705	\$45,946	\$6,444	\$44,705	\$0	\$37,479	\$1,562	\$1,863	47%
2017	27	26	96%	\$29,414	\$0	\$29,414	\$29,994	\$2,788	\$29,414	\$152	\$29,414	\$1,131	\$1,131	0%
2018	29	23	79%	\$30,320	\$0	\$30,320	\$217,985	\$2,757	\$30,320	\$650	\$33,373	\$1,451	\$1,318	0%
2019	26	22	22%	\$33,479	\$0	\$33,479	\$41,979	\$3,046	\$33,479	\$2,200	\$36,522	\$1,660	\$1,522	0%
2020	29	12	12%	\$29,866	\$0	\$29,866	\$29,866	\$2,705	\$29,866	\$0	\$29,257	\$2,438	\$2,489	0%
<b>Tiffin, Old Trinity Church</b>														

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 Expenses	Outreach (Lines 13+16+18)	Pledge & Plate	Pledge & Plate + ASA	Oper Exp + ASA	From Inv. + Operating Exp
2016	60	35	58%	\$140,391	\$0	\$140,391	\$140,391	\$13,804	\$140,391	\$252	\$78,899	\$2,254	\$4,011	51%
2017	51	32	63%	\$162,585	\$0	\$162,585	\$514,075	\$15,977	\$162,585	\$29,581	\$48,772	\$1,524	\$5,081	68%
2018	50	31	62%	\$190,252	\$0	\$190,252	\$225,642	\$17,371	\$190,252	\$16,007	\$38,367	\$1,238	\$6,137	63%
2019	58	34	46%	\$198,000	\$0	\$198,000	\$210,382	\$17,788	\$198,000	\$20,048	\$44,303	\$1,303	\$5,824	61%
2020	61	24	29%	\$155,490	\$0	\$155,490	\$155,490	\$16,623	\$155,490	\$12,434	\$40,489	\$1,687	\$6,479	60%
Toledo, All Saints Church														
2016	53	34	64%	\$59,368	\$0	\$59,368	\$71,875	\$7,492	\$59,368	\$5,670	\$69,417	\$2,042	\$1,746	0%
2017	47	28	60%	\$50,488	\$0	\$50,488	\$56,770	\$4,725	\$50,488	\$0	\$56,005	\$2,000	\$1,803	0%
2018	39	25	27%	\$48,814	\$0	\$48,814	\$48,814	\$5,049	\$48,814	\$0	\$45,916	\$1,837	\$1,953	0%
2019	31	24	77%	\$49,148	\$0	\$49,148	\$215,396	\$4,123	\$49,148	\$2,078	\$39,042	\$1,627	\$2,048	0%
2020	28	22	79%	\$43,230	\$0	\$43,230	\$43,586	\$2,999	\$43,230	\$373	\$25,700	\$1,168	\$1,965	16%
Toledo, St. Andrew's Church														
2016	188	104	55%	\$152,259	\$10,450	\$162,709	\$216,199	\$23,695	\$162,709	\$10,348	\$123,855	\$1,191	\$1,565	0%
2017	152	105	69%	\$188,609	\$350	\$188,959	\$190,625	\$21,461	\$188,959	\$6,005	\$144,377	\$1,375	\$1,800	11%
2018	152	85	56%	\$202,422	\$0	\$202,422	\$237,266	\$21,163	\$202,422	\$4,023	\$134,299	\$1,580	\$2,381	6%
2019	151	85	44%	\$209,495	\$0	\$209,495	\$220,501	\$23,764	\$209,495	\$4,442	\$131,759	\$1,550	\$2,465	21%
2020	152	80	42%	\$207,343	\$0	\$207,343	\$217,697	\$23,391	\$207,343	\$8,429	\$143,620	\$1,795	\$2,592	16%
Toledo, St. Matthew's Church														
2016	184	110	60%	\$285,275	\$0	\$285,275	\$290,817	\$31,966	\$285,275	\$11,084	\$252,104	\$2,292	\$2,593	8%
2017	109	109	34%	\$217,211	\$0	\$217,211	\$280,816	\$28,229	\$217,211	\$8,102	\$217,211	\$1,993	\$1,993	0%
2018	96	96	58%	\$200,613	\$0	\$200,613	\$254,804	\$20,052	\$200,613	\$14,914	\$212,006	\$2,208	\$2,090	11%
2019	165	92	56%	\$284,595	\$0	\$284,595	\$321,522	\$29,903	\$284,595	\$8,965	\$218,340	\$2,373	\$2,277	11%
2020	146	82	56%	\$221,038	\$0	\$221,038	\$245,009	\$17,173	\$221,038	\$13,812	\$176,708	\$2,155	\$2,696	19%
Toledo, St. Michael's-in-the-Hills Church														
2016	277	132	48%	\$401,119	\$0	\$401,119	\$550,698	\$53,011	\$401,119	\$11,459	\$369,176	\$2,797	\$3,039	1%
2017	275	100	36%	\$337,107	\$0	\$337,107	\$873,797	\$44,740	\$337,107	\$11,567	\$334,607	\$3,346	\$3,371	1%
2018	270	100	37%	\$357,465	\$0	\$357,465	\$370,331	\$48,037	\$357,465	\$38,125	\$324,370	\$3,244	\$3,575	7%
2019	241	104	43%	\$428,162	\$0	\$428,162	\$441,477	\$56,365	\$428,162	\$11,966	\$346,778	\$3,334	\$4,117	18%
2020	140	108	60%	\$434,317	\$0	\$434,317	\$443,878	\$58,747	\$434,317	\$18,853	\$323,770	\$2,998	\$4,021	25%
Toledo, Trinity Church														
2016	70	76	109%	\$460,145	\$0	\$460,145	\$469,197	\$65,000	\$460,145	\$14,137	\$168,753	\$2,220	\$6,055	56%
2017	123	93	76%	\$464,705	\$0	\$464,705	\$950,445	\$60,000	\$464,705	\$5,633	\$166,555	\$1,791	\$4,997	47%
2018	135	93	69%	\$591,623	\$0	\$591,623	\$731,308	\$80,118	\$591,623	\$13,043	\$171,943	\$1,849	\$6,362	49%
2019	165	106	44%	\$659,476	\$0	\$659,476	\$721,271	\$103,950	\$659,476	\$12,083	\$170,276	\$1,606	\$4,039	79%
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%
Uniontown, New Life Church														
2016	79	36	46%	\$156,846	\$200	\$157,046	\$161,091	\$15,690	\$157,046	\$8,344	\$80,678	\$2,241	\$4,362	55%
2017	79	34	43%	\$172,570	\$0	\$172,570	\$174,434	\$18,442	\$172,570	\$3,445	\$80,262	\$2,361	\$5,076	53%
2018	55	29	53%	\$71,263	\$0	\$71,263	\$74,382	\$8,228	\$71,263	\$3,822	\$77,335	\$2,667	\$2,457	67%
2019	53	30	39%	\$82,872	\$0	\$82,872	\$86,341	\$7,905	\$82,872	\$2,883	\$83,286	\$2,776	\$2,762	0%
2020	46	27	59%	\$76,280	\$0	\$76,280	\$77,791	\$6,835	\$76,280	\$1,330	\$71,643	\$2,653	\$2,825	0%
Wadsworth, St. Mark's Church														
2016	48	26	54%	\$52,693	\$0	\$52,693	\$53,512	\$5,500	\$52,693	\$3,879	\$41,479	\$1,595	\$2,027	15%
2017	47	24	51%	\$50,325	\$0	\$50,325	\$53,992	\$4,100	\$50,325	\$3,794	\$47,428	\$1,976	\$2,097	2%
2018	48	24	50%	\$51,460	\$0	\$51,460	\$53,482	\$4,200	\$51,460	\$3,827	\$38,554	\$1,606	\$2,144	21%
2019	44	25	57%	\$49,563	\$0	\$49,563	\$49,708	\$4,313	\$49,563	\$3,863	\$35,279	\$1,411	\$3,315	17%
2020	41	19	46%	\$45,405	\$0	\$45,405	\$46,734	\$4,201	\$45,405	\$3,351	\$38,069	\$2,004	\$2,390	13%
Warren, Christ Church														
2016	206	72	35%	\$292,476	\$0	\$292,476	\$563,447	\$35,237	\$292,476	\$43,133	\$153,722	\$2,135	\$4,062	40%
2017	196	78	40%	\$274,082	\$0	\$274,082	\$359,838	\$32,405	\$274,082	\$22,979	\$141,015	\$1,808	\$3,514	40%
2018	206	72	35%	\$288,431	\$0	\$288,431	\$367,864	\$33,664	\$288,431	\$29,675	\$138,798	\$1,928	\$4,006	40%
2019	209	64	31%	\$284,664	\$2,500	\$287,164	\$370,633	\$34,560	\$287,164	\$22,696	\$134,280	\$2,098	\$4,487	45%
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%
Westlake, Advent Episcopal Church														
2016	141	66	47%	\$226,069	\$0	\$226,069	\$236,534	\$25,201	\$226,069	\$8,356	\$184,452	\$2,795	\$3,425	0%
2017	140	53	38%	\$121,007	\$0	\$121,007	\$121,007	\$12,775	\$121,007	\$9,759	\$105,820	\$1,997	\$2,283	0%
2018	134	44	33%	\$120,894	\$0	\$120,894	\$120,894	\$10,753	\$120,894	\$7,118	\$171,107	\$3,889	\$2,748	1%
2019	134	43	32%	\$130,175	\$0	\$130,175	\$130,175	\$13,425	\$130,175	\$3,197	\$144,361	\$3,357	\$6,678	0%
2020	90	32	24%	\$129,817	\$0	\$129,817	\$129,817	\$13,615	\$129,817	\$7,706	\$136,339	\$4,261	\$4,057	1%
Willoughby, Grace Church														
2016	102	63	62%	\$239,178	\$0	\$239,178	\$262,078	\$23,737	\$239,178	\$34,183	\$78,367	\$1,244	\$3,796	62%
2017	108	62	57%	\$227,647	\$0	\$227,647	\$235,506	\$24,434	\$227,647	\$20,368	\$89,101	\$1,437	\$3,672	58%
2018	109	58	53%	\$213,067	\$0	\$213,067	\$221,709	\$22,422	\$213,067	\$14,751	\$92,526	\$1,595	\$3,674	54%
2019	114	60	53%	\$211,631	\$0	\$211,631	\$243,432	\$20,649	\$211,631	\$29,673	\$108,310	\$1,805	\$2,170	81%
2020	113	57	50%	\$210,963	\$0	\$210,963	\$462,242	\$22,372	\$210,963	\$18,045	\$87,377	\$1,533	\$3,701	57%
Wooster, St. James' Church														
2016	116	89	77%	\$244,220	\$0	\$244,220	\$575,410	\$27,795	\$244,220	\$36,304	\$216,810	\$2,436	\$2,744	10%
2017	97	64	66%	\$223,069	\$0	\$223,069	\$594,818	\$26,317	\$223,069	\$17,908	\$201,915	\$3,155	\$3,485	3%
2018	94	58	62%	\$209,821	\$0	\$209,821	\$395,891	\$24,544	\$209,821	\$10,385	\$182,102	\$3,140	\$3,618	12%
2019	122	61	46%	\$214,862	\$0	\$214,862	\$347,289	\$23,781	\$214,862	\$14,135	\$185,381	\$3,039	\$3,469	9%
2020	126	60	44%	\$213,456	\$0	\$213,456	\$603,275	\$24,321	\$213,456	\$9,435	\$188,114	\$3,135	\$3,558	0%
Youngstown, St. John's Church														
2016	237	105	44%	\$447,201	\$0	\$447,201	\$651,551	\$58,685	\$447,201	\$78,809	\$258,634	\$2,463	\$4,259	43%
2017	275	100	36%	\$457,608	\$0	\$457,608	\$684,029	\$60,584	\$457,608	\$85,484	\$264,999	\$2,650	\$4,576	38%
2018	275	97	35%	\$474,033	\$0	\$474,033	\$576,924	\$62,141	\$474,033	\$52,704	\$261,406	\$2,695	\$4,887	40%
2019	275	99	27%	\$466,463	\$0	\$466,463	\$543,128	\$62,438	\$466,463	\$44,370	\$251,030	\$2,536	\$4,677	40%
2020	290	100	31%	\$428,713	\$0	\$428,713	\$481,390	\$57,797	\$428,713	\$32,222	\$262,017	\$2,620	\$4,287	21%
Totals														
2016	12,571	5,907	47%	\$18,603,563	\$99,518	\$18,703,081	\$27,652,362	\$2,264,012	\$18,703,081	\$2,880,545	\$13,400,312	\$2,269	\$3,166	19%
2017	11,671	5,359	46%	\$18,159,605	\$151,736	\$18,311,341	\$27,290,516	\$2,211,561	\$18,311,341	\$3,044,678	\$12,956,769	\$2,418	\$3,417	19%
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%



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

## **2020-21 Constitution and Canons**

Revised through 204<sup>th</sup> Convention held  
November 14, 2020

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio**  
**(Revised through 204<sup>th</sup> Annual Convention, November 14, 2020)**

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# CONSTITUTION OF THE EPISCOPAL DIOCESE OF OHIO

(REVISED THROUGH 204<sup>TH</sup> ANNUAL CONVENTION, NOVEMBER 14, 2020)

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## ARTICLE I Diocese of Ohio

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

## ARTICLE II The Convention

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

Sec. 2. Members of any Convention shall be:

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

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

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

Sec. 5. The Ecclesiastical Authority may call a Special Convention. The notice shall specify the purpose(s) for which the Special Convention is called, and only business germane to such purpose(s) shall be in order, except by the affirmative vote of three-quarters of those present and voting in each of the clerical and lay orders.

Sec. 6. Notice of the meeting of any annual or Special Convention shall be mailed at least thirty (30) days prior to the time appointed to every member of the clergy canonically resident in the Diocese, and to the Clerk of the Vestry of each Parish in canonical union with the Diocese.

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio**  
**(Revised through 204<sup>th</sup> Annual Convention, November 14, 2020)**

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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;



**Constitution and Canons of the Episcopal Church in the Diocese of Ohio  
(Revised through 204<sup>th</sup> Annual Convention, November 14, 2020)**

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

**ARTICLE VI Mode of Voting and Elections**

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

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio**  
**(Revised through 204<sup>th</sup> Annual Convention, November 14, 2020)**

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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 VIII 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.

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio  
(Revised through 204<sup>th</sup> Annual Convention, November 14, 2020)**

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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**

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**CANON 1: Of the Ecclesiastical Authority**

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

**CANON 2: Of the Convention**

- Sec. 1. (a) It shall be the duty of all Clergy entitled to vote in the Convention to attend the same, and of each Parish in union with the Convention to send one or more Lay Delegates, not exceeding three, elected by the Vestry, before the meeting of the Convention, from among the adult communicants in good standing qualified to vote, of said Parish. The Clerk of each Parish shall, at least fifteen (15) days before the meeting of any Convention, send to the Secretary of the Convention, for each delegate elected as aforesaid, a Certificate in the form prescribed in Section 3 of this Canon.
- (b) Resolutions may be submitted to a Convention of this Diocese by any Bishop serving in this Diocese; members of the Clergy listed on the Bishop's list described herein; Lay Delegates, Lay Alternate Delegates and Special Youth Representatives to the Convention; any Vestry of this Diocese; any three Communicants in good standing of this Diocese; and appointed members of commissions, committees and boards of this Diocese.
- (c) The Secretary of Convention shall make a list of the names of the delegates thus certified to be used by the Secretary at the organizing of the Convention. The list shall be appended to the Convention Journal.
- (d) Within thirty (30) days before the meeting of every Convention, the Bishop shall cause to be prepared a list of the deacons and priests canonically resident in the Diocese, annexing the name of their respective Parishes, entitled to vote in said Convention. In regard to such clergy not serving a Parish, the nature of the ministry in which the deacon or priest is engaged shall be noted. No member of the clergy, while suspended, shall have a place on such list. The list shall be appended to the Convention Journal and sent to the Secretary of the General Convention.
- (e) The decision of the Bishop as to the right of any deacon or priest to a seat and vote in the Convention shall be final.
- Sec. 2. Except with respect to elections, consideration of changes in the Constitution and Canons, and procedural questions, all action of the Convention shall be by Resolution. No Resolution shall be considered by the Convention unless the subject 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 and Audit Committee or other appropriate diocesan authority and in the name of the Diocese of Ohio, but subject to the order of the Treasurer, all interest accruing thereon shall inure to the sole use and benefit of the Diocese of Ohio.
- Sec. 5. The accounts of the Treasurer shall be audited annually by an independent Certified Public Accountant who shall report the findings to the Diocesan Council.

**CANON 6: Of the Standing Committee**

- Sec. 1. (a) At their first meeting after election, the Standing Committee shall organize by the election of officers, in accordance with the provision of Canon I. 12. 1 of the Canons of The Episcopal Church.
- (b) The Standing Committee, having been duly cited to meet, shall have a quorum for the transaction of business, so long as any five of the Standing Committee, at least two of whom shall be priests and two of whom shall be members of the laity, are present. This rule shall not be in force in cases for which provision is already made in Canon I. 12. 2 of the Canons of The Episcopal Church.
- (c) All certificates, testimonials, and applications, as required by the Constitution and Canons of The Episcopal Church, to be laid before the Standing Committee shall be forwarded to the Secretary of the Standing Committee at least fifteen (15) days before the known or published date of any meeting at which such papers are to be presented to the Standing Committee for consideration. It shall be the duty of the Secretary to notify all the members of the Standing Committee, of every such application, as soon as possible after receipt. It shall be the duty of the Secretary of the Standing Committee to keep a faithful record of the proceedings in a book provided for that purpose, to preserve the originals of all papers or letters addressed to the Standing Committee, to attest their acts, and to deliver to the successor Secretary all books and papers which in virtue of the office have been committed to the Secretary. The minutes of the Standing Committee, and all other papers in their hands relative to the Church, shall be subject to examination by the Bishop or by the Convention. A report of the acts of the Standing Committee shall be made annually to the Convention.
- Sec. 2. Vacancies occurring in the Standing Committee shall be filled by vote of the remaining members with the concurrence of the Bishop.
- Sec. 3. In exercising its power to fill vacancies, the Standing Committee, in addition to considering experience and other qualifications for service, shall use its appointment 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 Provisional Deputies. These Provisional Deputies shall fill any vacancy in the order of their election. The Deputies and Provisional Deputies shall hold their respective office(s) until their successors are elected, and shall be Deputies, or Provisional Deputies, for any General Convention which may be held during their continuance in office.

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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 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 11: Of the Commission on Ministry**

- Sec. 1. The Commission on Ministry as hereinafter constituted shall have those duties and responsibilities as provided by the Canons adopted by The Episcopal Church. The Commission on Ministry shall also be responsible for presenting to each Annual Convention a resolution on the minimum standard of compensation for clergy as required by the Canon "Of Minimum Clergy Compensation."
- Sec. 2. The Bishop shall be a member of and the Chair of the Commission on Ministry and may designate a Diocesan Staff person to serve the Commission on Ministry. The Bishop may appoint a member of the Commission on Ministry to chair meetings in the Bishop's absence.
- Sec. 3. In addition to the Bishop, there shall be no fewer than sixteen (16) members of the Commission on Ministry, evenly divided between clergy canonically resident in the Diocese and members of the laity who are adult communicants in good standing of the Church in the Diocese. The Commission on Ministry may invite other persons to serve on subcommittees or assist in its work.
- Sec. 4. The Bishop shall nominate annually to the Annual Convention persons to fill vacancies in membership on the Commission on Ministry, and shall seek Convention approval of these nominations.
- Sec. 5. The term of office of each member shall be four years. Vacancies occurring in the Commission on Ministry shall be filled by the Bishop after consultation with the Standing Committee, and reported to the next Annual Convention. Those appointed to the Commission on Ministry, when their terms have expired, shall be ineligible for reappointment for a period of one Convention year.

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**CANON 12: Of Preparation for Ordination**

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

**CANON 13: Of the Archivist**

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

**CANON 14: Of the Diocesan Fund**

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

Sec. 2. (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 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

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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.

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**TITLE II: CANONS RELATING TO THE CONGREGATIONS OF THE DIOCESE**

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**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.
- (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.

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- (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 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.

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

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

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

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

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

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

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

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

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- (b) The Secretary of the Vestry shall transmit to the Ecclesiastical Authority of the Diocese minutes of its proceedings, stating fully therein the reason(s) for such alienation or encumbrance, and in the case of a proposed alienation, the price to be obtained and the disposition of the proceeds, and in the case of an encumbrance, the amount, the rate of interest to be paid, a statement of the necessity therefore, and all relevant financial information.
- (c) The Ecclesiastical Authority shall solicit from the Treasurer of the Diocese a report of the financial implications of the proposed transaction.
- (d) Upon the written approval of the Bishop (if there be one) and the Standing Committee of the Diocese, the Vestry may proceed to give effect to its Resolution.

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

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

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

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



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

- (b) The Member of the Clergy in charge shall be nominated by the Vestry, and shall be appointed by, and serve at the pleasure of, the Ecclesiastical Authority. Such person shall otherwise have the authority and responsibility of the Rector in any other parish.
- (c) The Ecclesiastical Authority may undertake such steps as are deemed necessary to initiate the formation of aided parishes, provided there is compliance with the provisions of the Canon "Of New Parishes." Application for the undertaking of a new parish shall be made to the Ecclesiastical Authority in the following form:

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

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

**CANON 2: Of the Cathedral**

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

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

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- (e) A member of the Diocesan staff, as designated by the Bishop;
- (f) The residentiary Canon(s);
- (g) One member of the clergy and one member of the laity to be elected biennially by the Diocesan Convention for two-year terms;
- (h) Two or more members of the Greater Cleveland community to be appointed by the Dean in consultation with the Bishop for a term of two years;
- (i) The Chair of the Cathedral Council;
- (j) The Senior Warden, Junior Warden, Clerk, and Treasurer of the Vestry.

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

Sec. 4. The Cathedral shall be entitled to have the same representation in the Diocesan Convention as is provided by Canon for a Parish.

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

**CANON 3: Of Mission Areas**

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

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

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Mission Area Council. Each of the parish's two lay representatives shall serve a two-year term and be eligible for reelection.

- (b) Each Mission Area Council shall establish its own requirements for a quorum.
- (c) The Council shall elect four officers from its membership. The Council is led by a Chair, Vice Chair, Treasurer, and Secretary. Mission Areas are encouraged to elect a Vice Chair from the opposite order of the Chair. The Chair and Vice Chair shall serve a one-year term and is eligible for reelection, provided that neither individual shall serve more than three (3) years consecutively in any single office. The Treasurer and Secretary shall each serve a one-year term, are eligible for reelection, and there will be no term limits for these positions.
- (d) The Bishop shall appoint a Dean. The Dean serves as a liaison between the Bishop and Mission Area. She/He convenes the clergy of the Mission Area for fellowship and professional discussions. Pastorally, the Dean serves as a chaplain to the clergy of the Mission Area and the Mission Area Council. The Dean may not serve as either the Chair or Vice Chair. The Dean shall serve a three-year term.
- (e) The Mission Area Episcopal Church Women President shall serve as an ex-officio member of the Mission Area Council with seat and voice.

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

- (a) Provide leadership for the Mission Area, nurturing fellowship and collaboration among the parishes.
- (b) Meet at least quarterly.
- (c) Elect a member of the Mission Area Council to serve as a representative to Diocesan Council. The Diocesan Council representative is the liaison between the Diocesan and Mission Area Councils. She/He reports on Diocesan Council matters at each Mission Area Council meeting. If an individual's term on the Mission Area Council ends before her/his Diocesan Council term ends, she/he remains an ex-officio member of the Mission Area Council.
- (d) Support and encourage the development of Mission Partnerships.
- (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.

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Sec. 4. Mission Areas or Mission Partnerships shall conduct their business affairs through one of their constituent parishes or by the creation of an independent not-for-profit corporation, which shall, in every case, comply with the provisions of the Canon "Of Business Methods in Church Affairs."

Sec. 5. Mission Area Council Representatives to Diocesan Council.

(a) Each Mission Area Council shall elect a single representative, lay or ordained, from its body to Diocesan Council at its Pre-Convention meeting. Such representatives shall serve for a term of three years and may not be reelected without a year's break in service.

(b) Mission Area representatives will be elected in the following rotation and their terms will begin on December 1 of the year they are elected:

Year 1 – Summit, North Central, Southeast

Year 2 – Cuyahoga, South Central, West

Year 3 – Central East, Northeast

(c) Mission Area representatives shall be responsible for reporting to Diocesan Council on the mission and ministry being carried out in their Mission Area, and for representing the interests of their Mission Area parishes in the affairs of the Diocese.

(d) No Mission Area representative to the Diocesan Council shall hold membership on the Standing Committee concurrently with a term of service on the Diocesan Council. Vacancies in office shall be filled by the Mission Area Council for the remainder of the unexpired term, and any person so chosen shall be eligible for re-election. The Mission Area representatives elected, when their terms have expired, shall be ineligible for re-appointment for the term next succeeding, and shall remain ineligible for service as members of the Diocesan Council for a period of one Convention year.

**CANON 4: Of Shared and Regional Ministries**

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

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

(a) The method of selection of the leadership that will be shared by the Shared Ministry, including ordained clergy and licensed lay ministries;

(b) The method of financing the Shared Ministry including the shared lay and ordained leadership;

(c) The method by which the Shared Ministry governing body is chosen;

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- (d) The responsibilities of the Shared Ministry governing body and the Wardens and Vestry of the member congregations, and;
- (e) The method by which individual congregations may associate with or disassociate from the Shared Ministry.

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

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

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

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

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

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

**CANON 5: Of New Parishes**

Sec. 1. No new parish shall be formed nor shall the site of any new church building be determined nor the site of any existing church building be changed without the written consent of the Bishop of the Diocese, acting by and with the advice and consent of the Diocesan Council, given after consideration of the interests of neighboring congregations.

Sec. 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

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for the Episcopal Church in the Diocese of Ohio, and that the foregoing covenants shall be given effect in the Articles of Incorporation to be adopted for the said Parish.”

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

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

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

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

**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.

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- (c) The parish shall have failed to search for and elect a rector after a reasonable period of time.
- (d) The parish shall have failed to comply with the provisions of the Canon “Minimum Annual Compensation of Clergy,” or the Canon, “Of Lay Pensions;” or shall fail to maintain adequate insurance as required under the provisions of the Canon, “Of Business Methods in the Church.”
- (e) The parish shall fail to make timely reports or to submit a Certificate of Audit as required by the Canon, “Business Methods in Church Affairs.”
- (f) Financial reports reveal invasion of the principal portion of endowment funds, or other evidence of financial instability sufficient, in the judgment of the Bishop and Standing Committee, to warrant action under this canon.

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

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

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

- (a) appointment of the Bishop of five or more adult communicants of the Parish to govern the affairs of the Parish as the Vestry, during the pendency of these conditions, and notwithstanding any other provisions for such governance, or for the election of a Vestry;
- (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

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toward the resolution of such problems in a climate of respect and charity, and for the greater good of the Church's witness to its Lord.

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

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

**CANON 7: Of Declaring Parishes Extinct**

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

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

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

**CANON 8: Of Minimum Clergy Compensation**

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



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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**

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**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.

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**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.

(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.

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(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 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

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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 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

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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**

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**CANON 1: Of Non-Discrimination**

- Sec. 1. The non-discrimination provision in this Diocese shall be as those provided in the applicable Constitution and Canons of The Episcopal Church.

**CANON 2: Of Business Methods in Church Affairs**

- Sec. 1. Every Parish, Aided Parish, Diocesan Organization, and Institution shall observe the standard business methods set forth in the applicable Canons of The Episcopal Church.
- Sec. 2. The Diocesan Council shall, from time to time, establish by resolution:
- (a) supplementary business practice guidelines; and
  - (b) procedures for carrying into effect the Canons of The Episcopal Church relating to business methods in church affairs.

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

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

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

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

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

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

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

Sec. 4. Every proposal to amend a Canon shall set out the entire section(s) of the Canon which is affected by the amendment with the new language clearly delineated. A 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 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**

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Form for the Certification of Lay Delegates to Convention

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

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

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

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

Signed,

\_\_\_\_\_  
Clerk of the Vestry

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

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**APPENDIX II**

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*from the 2018 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.

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**APPENDIX III**

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*from the 2018 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.

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**APPENDIX IV**

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*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.

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## APPENDIX V

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*from the 2018 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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