

# The 198th Annual Convention

of the Episcopal Church in the Diocese of Ohio

# November 7-8, 2014

Trinity Commons, Cleveland Ohio Holiday Inn South Cleveland, Independence, Ohio

# CONVENTION

HANDBOOK

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### Schedule and Location of Events

Friday, November 7 Trinity Commons, 2230 Euclid Avenue, Cleveland 5:30 PM...... Convention Eucharist, Ordinations, and Episcopal Address..... Trinity Cathedral 7:00 PM......Trinity Commons Saturday, November 8 Holiday Inn South Cleveland, 6001 Rockside Road, Independence 7:30 AM...... Registration Opens...... Pre-Function Area 12:00 PM....... Grand Ballroom 12:00 PM...... Clergy Spouse / Partner Luncheon ...... Conference Center (Seven Hills Room) 12:45 PM........ Grand Ballroom 4:00 PM..... Convention Adjourns EXIT Х V ΧI V١ FRONT DESK XII VII ΙV Ш Ш XIII VIII М Banquet Service ľX Office 15' PRE-FUNCTION AREA EXIT Conference MEN OFFICE COAT ROOM Center Lobby Gift Shop WOMEN **EXIT** EXIT EXIT

◆To Main Lobby

### General Information

# Registration

All Registration is in the Pre-Function Area.

Registration will be open on Saturday, November 8 at 7:30 AM and will remain open throughout the business sessions of Convention.

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

Alternate delegates do not need to register. Should an Alternate Delegate need to replace a Delegate and be seated, it will be necessary for the Alternate Delegate to go to the Registration Area in order to be certified. This may be accomplished at the appropriate registration table. If an Alternate Delegate is replacing a Delegate on Saturday, he or she will need to have the nametag and folder of the delegate being replaced. Nametags will not be provided for Alternate Delegates or Visitors.

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

#### Ballots for the Elections

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

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

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

If an alternate delegate needs to replace a delegate, the delegate must also give the alternate the electronic voting controller and remaining ballots in order to vote.

# The Episcopal Address and the Convention Eucharist

The Convention Eucharist and ordination(s) will take place at 5:30 PM Friday at Trinity Cathedral, Cleveland.

The Episcopal Address will take place during the Convention Eucharist.

# Special Arrangements

Special seating arrangements may be made for persons with disabilities by contacting Eva Cole at The Diocese of Ohio: ecole@dohio.org or 216-774-0457.

#### Literature Distribution

No literature of any kind may be distributed on the tables on the floor of Convention without the approval of the Presiding Officer.

#### Childcare

Due to the change in the schedule and format of Convention, childcare will not be offered.

# How the Convention Organizes for Business

#### Where to Sit

Every parish may send three lay delegates and one special youth representative, who has seat and voice but may not vote.

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

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

Alternate delegates and visitors are asked to sit at the tables designated for "Alternates and Visitors."

Only persons in the Delegates' section will be recognized for voice and/or vote.

Special arrangements for seating or other needs may be made for persons with disabilities by contacting Eva Cole: ecole@dohio.org or (216) 774-0457.

# Certification of Delegates

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

Delegate certification forms were due in the Office of the Secretary of Convention by Thursday, October 8, 2014. Forms are posted on the Diocesan website.

# **New Delegate Orientation**

An orientation session to acquaint new delegates with the mechanics of Convention will be offered by the Rev. Gay C. Jennings and the Rev. Dr. Brian K. Wilbert on Saturday, November 8, from 7:45 to 8:00 AM in the Grand Ballroom.

#### **Business Sessions**

Clergy and lay delegates sit as one house.

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

The Convention has three legislative responsibilities:

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

# Voting

Diocesan Office Elections: By ballot with a majority required to elect. Election by plurality is possible on the third ballot if a motion to suspend the rules is adopted.

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

#### Nominations for Diocesan Positions

Candidates may be nominated in one of three ways:

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

# Changes to the Constitution and Canons

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

Changes to the Canons require a majority vote for approval. A Convention may consider a proposed change in the Canons on one day's notice without complying with the requirements of Title IV. Canon 3. Section 1a. and b. ("that the proposed change be sent to the Committee on Canons no fewer than three months prior to the Convention with the Committee on Canons sending its recommendation to the Bishop and Vestries no

fewer than thirty days prior to the Convention") provided that the Convention shall approve such consideration by a two-thirds majority vote. Such a change in the Canons requires a two-thirds majority vote.

# Convention Agenda

The Convention begins with worship.

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

The rules of order are on the next page.

#### The Order of Business and Other Rules

# The 198<sup>th</sup> Annual Convention of the Episcopal Church in the Diocese of Ohio

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

#### Rule 1:

The following shall be the order of business:

Saturday, November 8, 2014

- 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 or some other:
  - Resolution extending the privileges of the floor to
  - a) Assisting Bishops in the Diocese of Ohio,
  - b) the Chief Financial Officer,
  - c) the Director of Communications,
  - d) the Diocesan Consultant for Development,
  - e) the Diocesan Consultant for Camp and Retreat Ministry,
  - f) non-canonically-resident clergy serving as Interim or Priest-In-Charge in a cure,
  - g) Lutheran pastors serving in Episcopal Parishes,
  - h) Vice President of the Diocesan Episcopal Church Women,
  - lay members of the Standing Committee,
  - j) lay members of the Diocesan Council,
  - k) lay members of the Trustees,

- lay Deputies and Alternate Deputies to the General Convention,
- m) recipients of the Bishop's Medal, and
- n) Special Youth Representatives
- 6. Report on Parish Compliance with National and Diocesan Canons:
  - a) Payment of pension assessments in accordance with Title II. Canon 9-10. (Constitution & Canons of the Diocese of Ohio)
  - b) Payment of 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) Report on parish submission of a
     Certificate of Audit as required by Title
     I. Canon 7. Section 1f. (Constitution &
     Canons of the Episcopal Church)
  - d) Report on parish submission of a Parochial Report as required by Title I. Canon 6. Section 1. (Constitution & Canons of the Episcopal Church)
- 7. Appointment of Assistant Secretaries and Tellers, and Voting Judges
- 8. Electronic voting demonstration and trial run (with Q&A)
- 9. Report of the Nominating Committee
  - a) Nominations shall be confined to those who, by capacity and experience, are suited for the office to which elections are to be made. The Nominating Committee will present its recommendations. Thereafter, the Secretary of Convention will place in nomination the names of those who have been nominated to office prior to November 7, 2014. Nominations may also be made from the floor.
  - b) The name of the parish and the city of which a nominee is a member shall be placed on the ballot.

- No one who has allowed his or her name to appear as a candidate for any office may withdraw it during balloting.
- d) Offices to be filled:
  - 1. Trustee of the Diocese (1 person for a 5-year term)
  - Standing Committee (1 lay person and 1 clergy for 4-year terms; 1 clergy for 3-year unexpired term)
  - 3. Diocesan Council (2 lay and 2 clergy for 3-year term)
  - 4. Episcopal Community Services
    Development Council (3 lay and 1
    clergy for 3-year terms; 1 clergy for
    1-year unexpired term)
  - 5. Diocesan Disciplinary Board (2 lay and 1 clergy for 3-year terms; 1 clergy for 2-year unexpired term)
  - 6. General Convention Alternate Deputy (4 lay Alternate Deputies and 5 clergy Alternate Deputies for 3-year terms)
  - 7. Province V Synod Delegate (2 lay and 1 clergy for 3-year terms)
- 10. Casting of First Ballot and Announcement of results, subject to the rule that all elections shall be decided by a majority vote
- 11. Report of the Treasurer
- 12. Election of the Treasurer, to assume duties upon the close of Convention
- 13. Election of the Secretary, to assume duties upon the close of Convention
- 14. Report on Communion by Extension and the experience of new collaborative relationships
- 15. Break (short, in place)
- 16. Report of the Commission for Global and Domestic Mission
- 17. Presentation on Canonical Status of Parishes
- 18. Table Discussion #1
- 19. Report of the Committee on Constitutions and Canons concerning proposed changes to the Canons of the Diocese of Ohio
- 20. Casting of the Second Ballot and Announcement of Results

- 21. Report on St. John's, Cleveland
- 22. Introduction of seminarians, clergy new to the diocese, and retiring clergy who are present; Thank off-going commission/committee leadership
- 23. Report of the Trustees
- 24. Lunch
- 25. Presentation and Vote on the Proposed 2015 Diocesan Program and Budget
- 26. Reports (by title unless reading is called for by a majority of Convention)
- 27. Casting of the Third Ballot and Announcement of Results
- 28. Report on Planting for Tomorrow campaigns (with Q&A)
- 29. Report on Episcopal Youth Event 2014
- 30. 200th Anniversary and Elders Interviews
- 31. Break
- 32. Report on Camp And Retreat Center Program and Development (with Q&A)
- 33. First Report from the Committee on Resolutions
  - a) Clergy compensation
  - b) Resolution creating a task force to review Clergy Compensation
  - c) Resolution on elder abuse
  - d) Courtesy Resolution for St. Paul's, Putin-Bay
- 34. Presentation on NoExceptions.org initiative
- 35. Table Discussion #2 Response to and discussion of NoExceptions.org initiative
- 36. Appointment of members to the Commission on Ministry
- 37. The Disposal of any unfinished business and Resolutions of Courtesy
- 38. Closing Devotions
- 39. Motion for Adjournment

#### Rule 2:

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

#### Rule 3:

No member shall be absent from the service of the Convention, unless he or she has leave, or be unable to attend.

#### Rule 4:

Whenever any member is about to speak in debate, or deliver any matter to the Convention, he or she shall stand, give name and parish, and with due respect, address himself or herself in an audible voice to the President, confining himself or herself to the point in debate.

#### Rule 5:

Debate may continue upon any Resolution for a period not to exceed ten minutes; each debater is limited to two minutes speaking time on any motion unless such time be extended by a majority of the House, which shall then determine the further time to be allowed.

#### Rule 6:

No member shall speak more than twice in the same debate, without leave of the Convention.

#### Rule 7:

The President may, at his or her discretion or in response to a request, interrupt the debate to give the delegates an opportunity to consult with one another on the issue currently under consideration for a period not to exceed five minutes. The time required for this exercise is not to be charged against the ten minutes allowed in Rule 5 above.

#### Rule 8:

While the President is putting any question, the members shall continue in their seats, and not hold any private discourse. Voting shall be by voice, by show of hands, standing, or count of persons, except for elections, which shall be by ballot. A precise count may be requested by any delegate.

#### Rule 9:

Every member present shall vote. The Secretary of Convention shall instruct the delegates as to proper voting procedure. Ballots must be cast

according to the instruction of the Secretary of Convention in order to be counted as valid. The interpretation of the voting judges as to the validity of any ballot shall be final. A vote by orders must be taken upon petition by any five delegates.

#### **Rule 10:**

Motions shall be handled in accordance with the appendix immediately following these rules.

#### **Rule 11:**

No motion shall be considered as before the Convention unless it be seconded, and submitted in writing when required.

#### Rule 12:

A question, being once determined, shall stand as the judgment of the Convention, and shall not again be considered during the same session; but a question, being decided, may be reconsidered with the consent of two-thirds of the members present, on a motion to that purpose by one of the majority of the first decision.

#### Rule 13:

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

#### **Rule 14:**

The reports of all committees shall be in writing, and shall be entered upon the minutes, unless otherwise ordered. If recommending or requiring action or expression of opinion by the Convention, they shall be accompanied by a resolution or resolutions for its consideration.

#### **Rule 15:**

All questions of order shall be decided by the President, in the first instance; but any member may appeal from such decision, and on such appeal shall speak not more than once without leave of the Convention.

#### Rule 16:

These Rules of Order may be suspended by a vote of two-thirds of all members present.

#### Motions in Order of Precedence

The following motions shall have priority in the order listed. The mover

- cannot interrupt a member who has the floor;
- must be recognized; and
- the motion must be seconded.

Motions are subject to the following further rules:

- 1. To Adjourn or Recess
  - a) Not debatable, if unqualified.
  - b) Not amendable.
  - c) Cannot be laid on table.
  - d) May be renewed after progress.
  - e) Majority vote.
  - f) The motion to adjourn shall always be in order, except that it shall not be offered when another member has the floor.
- 2. To Adjourn to Time Certain
  - a) Debatable, as to the time, for two minutes to each speaker.
  - b) Amendable as to the time.
  - c) Cannot be laid on table.
  - d) May be renewed after progress.
  - e) Majority vote.
- 3. To Lay on Table or to Table
  - a) Not debatable.
  - b) Not amendable.
  - c) Cannot be laid on table.
  - d) May be renewed after progress.
  - e) Majority vote.
- 4. To Vote Immediately or at Time Certain, or to Extend Debate
  - a) Not debatable.
  - b) Amendable, as to time, if a time specified.
  - c) Cannot be laid on table.
  - d) May be renewed after progress.
  - e) Two-thirds majority to vote.
  - f) When applied to a Substitute, covers main Question also, unless otherwise specified.
  - g) At time fixed for vote to be taken, no motion shall be in order except to adjourn.

- 5. To Postpone to a Time Certain
  - a) Debatable for two minutes to each speaker.
  - b) Amendable as to time.
  - c) May be laid on table.
  - d) May be renewed after progress.
  - e) Majority vote.
  - f) When applied to a Substitute, covers main Question also, unless otherwise specified.
- 6. To Commit or Recommit to any Committee
  - a) Debatable, except as to a Committee.
  - b) Amendable as to the Committee to which to be sent.
  - c) May be laid on table.
  - d) May be renewed after progress.
  - e) Majority vote.
- 7. To Amend or to Substitute
  - a) Amendments and Substitutions are debatable only when main Question is debatable.
  - b) One Amendment may be made to each independent or separable portion of a Resolution; and the right to amend extends only to one Amendment of that Amendment and to a Substitute and one Amendment thereto.
  - c) A Substitute and its Amendment may be laid on table, but cannot be otherwise voted on until original matter is perfected.
  - d) May not be renewed.
  - e) Majority vote.
  - f) Amendments and Substitutes must be germane.
  - g) Amendments and Substitutes may be withdrawn by maker, with consent of the seconder, before decision is had thereon.
  - h) If Amendment or Substitute is laid on table the effect is the same as if it had not been offered.
  - Neither the Substitute nor its Amendment shall be voted on (except to lay on table) until the original matter is perfected, and when the Original Question and Substitute are both perfected, the vote comes first

- on the adoption of the Substitute or the Substitute as amended.
- j) When a Substitute is pending, the motion to postpone indefinitely shall not be in order; but, unless otherwise therein provided, the motions (i) to postpone to a certain time, (ii) to commit or to recommit, (iii) to take a vote immediately or at a certain time, or (iv) to extend limits of debate, shall cover both the Substitute and the main Question.
- k) No action on an Amendment or Substitute changes the status of the original Question. The original Resolution, as so amended, then remains the Question before the House.
- 8. To Postpone Indefinitely
  - a) Debatable, including main Question.
  - b) Not amendable.
  - c) May be laid on table.
  - d) May not be renewed.
  - e) Majority vote.

#### Motions Without Order of Precedence

The following motions have no order of priority, but are subject to the following rules:

- 9. Appeal from Decision of Chair
  - a) Must be made immediately after decision.
     Mover need not be recognized, but requires a second.
  - b) Debatable for two minutes by each speaker, each speaking once.
  - c) Not amendable.
  - d) May be laid on table.
  - e) Majority vote. A tie vote sustains Chair.
  - f) Cannot be renewed.
- 10. To Take from Table
  - a) Mover must be recognized and requires a second.
  - b) Not debatable.
  - c) Not amendable.
  - d) Cannot be laid on table.

- e) Majority vote.
- f) May be renewed after progress.
- 11. To Recall from Committee
  - a) Mover may be recognized.
  - b) Debatable.
  - c) Amendable as to whether to be considered or placed on Calendar.
  - d) May be laid on table.
  - e) Two-thirds majority vote.
  - f) May be renewed after progress.
- 12. To Create Special Order of Day for a Particular Time
  - a) Mover must be recognized and requires a second.
  - b) Debatable.
  - c) Amendable as to time.
  - d) Cannot be laid on table.
  - e) Two-thirds majority vote.
  - f) May be renewed after progress.
- 13. Call for Order of the Day
  - a) Mover may interrupt a member who has the floor and is not required to be recognized or to have a second.
  - b) Not debatable.
  - c) Not amendable.
  - d) Cannot be laid on table.
  - e) No vote required, but two-thirds majority vote is necessary to suspend general or special order.
  - f) May be renewed after progress.
- 14. To Suspend the Rules or Take Up Business Out of Order
  - a) Mover must be recognized and requires a second.
  - b) Debatable; two minutes to each speaker.
  - c) Not amendable.
  - d) Cannot be laid on table.
  - e) Two-thirds majority vote.
  - f) Cannot be reconsidered or renewed.

#### 15. To Divide the Question

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

# 16. Objection to Consideration

- a) If objection is made before debate is begun, the mover may interrupt a member who has the floor and is not required to be recognized or to have a second.
- b) Not debatable.
- c) Not amendable.
- d) Cannot be laid on table, but yields to all privileged motions.
- e) Two-thirds majority vote.
- f) Negative, but not affirmative, vote may be reconsidered.

# Report of the Nominating Committee

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

Due to our efforts to use less paper and offer more details about candidates, please note that there is more information available about the candidates on the Diocesan website than there is in this printed handbook.

The Nominating Committee is pleased to present to the 198th Convention of the Diocese of Ohio these nominees for: Standing Committee, Diocesan Council, ECS Development Council, Diocesan Trustee, Diocesan Disciplinary Board, General Convention Alternate Deputies, and Province V Synod Delegates. We commend them to you.

Faithfully submitted by the Nominating Committee:

Ms. Elizabeth Moosbrugger St. Paul's, Cleveland Heights (Chair)

The Rev. Joseph L. Ashby Grace, Mansfield

The Rev. J. Jeffrey Baker Christ Church, Warren

Ms. Ann Hemphill Epiphany, Euclid

The Rev. Jennifer C. Leider St Paul's, Oregon

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

The Rev. Brad Purdom Staff Liaison

Mr. Scott Walton New Life, Uniontown

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

#### **Nominations**

#### Diocesan Trustee

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

- Mr. Robert C. Brown, St. Paul's, Cleveland Heights
- The Rev. Dr. C. Eric Funston, St. Paul's, Medina
- Mr. Eric Nilson, Trinity Cathedral, Cleveland

# Standing Committee

Lay (4-year term, elect 1)

- Mr. Raymond W. Cox, III, Our Saviour, Akron
- Ms. Deborah Shamlin, St. Paul's, Canton
- Mr. Eugene C. Stacy, Old Trinity, Tiffin

Clergy (4-year term, elect 1) (3-year unexpired term, elect 1)

- The Rev. Joseph L. Ashby, Grace, Mansfield
- The Rev. Jeffry L. Bunke, St. Timothy's, Perrysburg
- The Rev. Ronald A. (R.J.) Johnson, Advent, Westlake
- The Rev. Himie-Budu Shannon, Sr., St. Andrew's, Cleveland

#### Diocesan Council

Lay (3-year term, elect 2)

- Mr. Gilbert Newlands, Ascension, Lakewood
- Mr. Ernest Q. Petrey, Jr., St. Paul's, Cleveland Heights

Clergy (3-year term, elect 2)

- The Rev. George R. Baum, Supply Clergy
- The Rev. M. June Hardy Dorsey, St. Andrew's, Elyria
- The Rev. Christopher R. McCann, St. Luke's, Chardon

# **ECS Development Council**

Lay (3-year term, elect 3)

- Mr. Leslie Blakemore, St. Andrew's, Cleveland
- Mr. Darrell Knapp, St. James, Painesville
- Mr. Brian Murphy, St. Paul's, Cleveland Heights
- Ms. Julie Quick, St. Timothy's, Perrysburg
- Ms. Anne Schwan, Our Saviour, Akron
- Mr. Wiley Smith, St. Alban's, Cleveland Heights

Clergy (3-year term, elect 1) (1-year unexpired term, elect 1)

- The Rev. Lisa O'Rear, St. Patrick's, Brunswick / St. Mark's, Wadsworth
- The Rev. Sarah Shofstall, St. Barnabas, Bay Village
- The Rev. Jane Trager, Regional Deacon

#### **Diocesan Disciplinary Board**

Lay (3-year term, elect 2)

- Ms. Rebecca S. Roth, Trinity, Toledo
- Ms. Jan Wolf, St. Paul's, Cleveland Heights

Clergy (3-year term, elect 1) (2-year unexpired term, elect 1) [clergy ordained at least 5 years]

- The Rev. Julie B. Fisher, Christ Church, Kent
- The Rev. S. Elizabeth Kelly, Non-parochial Clergy
- The Rev. Mark J. Pruitt, St. Paul's, Akron

# **General Convention Alternate Deputy**

Lay (3-year term, elect 4)

- Mr. Dennis Coughlin, St. Paul's, Cleveland Heights
- Ms. Susan Cowling, St. James, Painesville
- Dr. W. David Gemmill, St. Timothy's, Perrysburg
- Ms. Anne Yug, Redeemer, Lorain

Clergy (3-year term, elect 5)

- The Rev. Debra Q. Bennett, Our Saviour, Akron
- The Rev. Dr. C. Eric Funston, St. Paul's, Medina
- The Rev. Priscilla (Percy) Grant, Canon for Ministry, Diocesan Staff
- The Rev. Heather L. Hill, All Saints, Parma
- The Rev. Mark J. Pruitt, St. Paul's, Akron
- The Rev. Himie-Budu Shannon, Sr., St. Andrew's, Cleveland
- The Rev. Jan M. Smith Wood, Grace, Sandusky

# Province V Synod Delegate

Lay (3-year term, elect 2)

- Ms. Ginger Bitikofer, Trinity Cathedral, Cleveland
- Ms. Rebecca Montague, Grace, Sandusky

Clergy (3-year term, elect 1)

• The Rev. Elizabeth (Beth) Frank, New Life, Uniontown

# Diocesan Trustee

# **Position Description**

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

Joint Investment Fund (JIF)\*

Working with an investment advisor, the Diocesan Trustees:

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

#### Real Property of the Diocese

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

\*JIF includes (1) endowment funds of the Diocese, (b) funds derived from parishes receiving aid or extinct parishes, and (c) other Diocesan funds and funds of parishes, parish organizations and other not-for-profit organizations affiliated with the Episcopal Church. JIF is valued at over \$36 million.

#### **Expectations:**

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

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

Gifts, Experiences and Skills:

The Diocese will benefit from having Trustees who:

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

# **Continuing Diocesan Trustees**

#### Lay

Mr. James A. Baker, Grace, Mansfield
Mr. Michael Bickerton, St. Peter's, Lakewood
Mr. Fitzroy H. DaSilva, St. Paul's, Cleveland Heights
Ms. Christina A. Monreal, Christ Church, Hudson

#### Candidates for Diocesan Trustee

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

### Lay or Clergy



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

robertcbrown@prodigy.net

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. Before getting into finance, I practiced law, including real estate and securities law. During the past six years I have met regularly with the Diocese Trustees as an advisor supporting their management of the Diocese's Joint Investment Fund. That experience has given me the opportunity to meet people who have served as Trustees in recent years and to see first-hand what the work of the Trustees involves. I would be grateful for the opportunity to serve as a Trustee and to support the Diocese and the Bishop in the important work of stewarding our earthly assets.



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

cfunston@stpauls-medina.org

I have 23 years experience as a parish priest and administrator, and prior to ordination, 15 years as managing partner or administrator of a major law firm. In addition to my experience and theological education, I have a law degree, a Master of Business Administration and a Doctorate in Congregational Development. I have served on the Standing Committees, Diocesan Councils, boards of trustees, and several committees and commissions of three dioceses (Nevada, Kansas, and Ohio), and was Chancellor of the Diocese of Nevada, 1986-1991. I was a General Convention Deputy and a Provincial Synod representative for the Diocese of Nevada in the 1980s. I completed a five-term as a Diocesan Trustee in 2013 and during my last year (as is customary in our diocese) I was president of the Trustees. I write a blog of daily meditations entitled That Which We Heard & Known (accessible online at www.thefunstons.com).



Mr. Eric Nilson - Trinity Cathedral, Cleveland

oex7@aol.com

Eric Nilson has worked for Wells Fargo Advisors for 31 years. His skills in the investment world (managing over \$130 million), and experience working with non-profits would be beneficial and useful as a Diocesan Trustee. He has extensive experience working with investment counsel, and understands how to create and monitor investment policy statements, and evaluate money managers for the Diocese of Ohio and its Parishes. In addition, he is actively involved at Trinity Cathedral, where he has served on the Investment Committee managing the Cathedral's endowment for five years, and as the Chair of that committee for the last two years. He has also served as the Treasurer of GLSEN, Lambda Legal, and the Oberlin College Alumni Association; and is the founding trustee of The Hermes Foundation, a Cleveland-based family foundation. If selected, he would be honored to serve the Diocese and the people of Ohio in this position.

# Standing Committee

# **Position Description**

The Standing Committee:

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

#### **Expectations:**

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

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

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

Gifts, Experiences and Skills:

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

#### **Recent Accomplishments:**

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

# Continuing Members of the Standing Committee

Lay

Ms. Jane R. Freeman, Trinity Cathedral, Cleveland Ms. Elizabeth Moosbrugger, St. Paul's, Cleveland Heights

Mr. John H. West, Good Shepherd, Lyndhurst

#### Clergy

The Rev. Margaret C. D'Anieri, St. Paul's, Norwalk The Rev. Dr. Brian K. Wilbert, Christ Church, Oberlin

# **Candidates for Standing Committee**

Elect one lay and one clergy for four-year terms; elect one clergy for a three-year unexpired term:

<u>Lay</u>



Mr. Raymond W. Cox, III - Our Saviour, Akron

rwcox3@gmail.com

I have had the good fortune to serve in parishes in several dioceses. Early in my work-life I was involved in campus ministries. I have served on Stewardship Committees in three parishes (twice as chair). I have served on two vestries and I am currently the Senior Warden at Our Saviour. I also am involved in Christian Formation at Our Saviour, leading our adult forum. My most powerful experience was serving as a Lay Eucharist Visitor in two parishes. The opportunity to bring the eucharist to those who by ill-health are disconnected from parish life is a moving experience. The Holy Spirit in those who I served would fill me and uplift me. I have devoted my work-life to serving others in government and teaching. I am a professor teaching ethics and management. I believe that work experience gives me an important perspective on the work of this committee.



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

debshamlin@gmail.com

A transplant from St. Mark's, Evanston, I am a member of St. Paul's, Canton where I sing in the choir, help with the food ministries, on the vestry and am Clerk of the Vestry. After a successful marketing career with IBM I attended Garrett Seminary and have served on staff in a variety of traditions as a Director of a Religious Education. Also, have been a Christian Formation consultant to the Office of Black Ministries. Currently I am a delegate to the diocesan convention. I would bring to this position a deep commitment to the church, a capacity for and an interest in complex organizations, a willingness to work hard and take initiative, the ability to make tough decisions and exercise leadership. I love to enjoy life as it comes, and have a great sense of humor.



Mr. Eugene Stacy - Old Trinity, Tiffin

gene.stacy@gmail.com

Gene served on council, congregational development, ECS and GCDM as co-chair. He was on the search committee for the diocesan missioner and recently on a discernment team for the diocese. Gene served on the first council after the bishop's election, as a diocese leader and as rider, sag and helping organize the Bishop's Bike Ride. He is widely traveled in the diocese and familiar with many parishes. Gene currently serves Old Trinity in the choir and as chalice bearer. He has served the parish as Sunday School coordinator, teacher and supervisor of the teen program. He has been on vestry, serving as senior warden and was parish treasurer. Gene is retired from the Ohio Department of Transportation after 20+ years in real estate acquisition, primarily in the appraisal discipline; also qualified to perform negotiations and title searches. For over 20 years he operated his own appraisal firm.

### Clergy



The Rev. Joseph L. Ashby - Grace, Mansfield

ashbyj29@yahoo.com

I would welcome the opportunity to continue to serve on the Standing Committee. I have served since June of this year to fulfill the unexpired term of the Rt. Rev. Alan Gates. I have enjoyed the serious and faithful deliberations of this group and believe that as a priest of 32 years with 8 years of service in the Diocese of Ohio that I have a strong background of experience to bring to the position. I am particularly interested in the ongoing conversations about the role of the Standing Committee in the Ordination process and the ways we respond to non traditional candidates.



The Rev. Jeffry L. Bunke - St. Timothy's, Perrysburg

rector@saint-timothy.net

God's "nudge" brought me back to this great Diocese from which I was called to ordained ministry. Having served in Ohio on Diocesan Council, Christian Ed (chair), Committee on Diocesan Structure (chair), etc. I was privileged in Central Florida to serve on Diocesan Board, Congregational Development (Chair), Deacons' School/Institute for Christian Studies, Liturgy and Music (Chair), etc. Southern Ohio brought terms of service with the Commission on Ministry, Episcopal Community Services, and Communications. Now that we've (my wife, Kay, and I) come home, I would hope to bring a richly varied experience of the Church as a foundation from which to serve our Lord Jesus in the Standing Committee's work.



The Rev. Ronald A. (R.J.) Johnson – Advent, Westlake

revrj@wowway.com

Prior to coming to the Diocese of Ohio, I served on the Executive Board of the Diocese of Southern Virginia. I served on the Program Budget and Review Committee of the Executive Board. I also served as the Dean of Convocation I. The focus of my continuing education has been ministry in small congregations. I believe that there is tremendous opportunities for smaller congregations to minister in their local communities to have a greater impact for the gospel of Christ. In addition to parish ministry, I currently write a regular column for the Westlake-Bay Village Observer.



The Rev. Himie-Budu Shannon, Sr. - St. Andrew's, Cleveland

poornofriend75@att.net

Serving the church in different areas is indeed an honor. I see my election to the standing committee as another way of serving out my baptismal covenant and priestly vows. There needs to be an emphasis on collaborative cooperative attitudes in all of the workings of the church life and I want to be part of this effort.

#### **Diocesan Council**

#### **Position Description**

The Diocesan Council:

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

#### **Expectations:**

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

Diocesan Council meets approximately eight times each year. One meeting, usually held the first weekend of December, is a Friday night/Saturday meeting. Most other Council meetings are held at Trinity Commons on Thursdays from 12:30 pm-4 pm. In inclement weather, meetings can be held by conference call.

#### Gifts, Experiences and Skills:

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

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

#### **Recent Accomplishments:**

In addition to preparing and recommending the operating fund budget, Diocesan Council has been involved in conversations with Diocesan Staff about how Diocesan resources (financial and non-financial) support congregational growth. An example of this is our use of Communion by Extension, to ensure congregations without a regular clergy presence still received the Sacrament on a regular basis.

# Continuing Members of Diocesan Council

Lay

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

Ms. Maxanna Margret Dyne-Demko, St. Andrew's, Barberton

Ms. Nancy Foye-Cox, Our Saviour, Akron

Ms. Denise Miller, St. Hubert's, Kirtland Hills

Ms. Ruth Ann Reiner, St. Stephen's, East Liverpool

Mr. Scott Walton, New Life, Uniontown

#### Clergy

The Rev. A. Paul Collins, Good Shepherd, Lyndhurst

The Rev. J. Jeffrey Baker, Christ Church, Warren

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

The Rev. Peter Faass, Christ Church, Shaker Heights

The Rev. Polly A. Glanville, St. Paul's, Akron

The Rev. Rosalind C. Hughes, Epiphany, Euclid

The Rev. M. Webster Maughan, Grace Church,

Sandusky

#### Candidates for Diocesan Council

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

#### <u>Lay</u>

Mr. Gilbert Newlands – Ascension, Lakewood

gnewlands@att.net

Photo Not Available I am in my third term as Senior Warden at Church of the Ascension. I have served several terms on the Vestry in both this and other parishes where I have been a member. I am active in a number of other positions at Ascension, and believe that I have a good understanding of church councils and operations. I am anxious to be of further service to the Church and the Diocese of Ohio. I have been a member of the Episcopal Church for over fifty years, having joined the church at Old Trinity Church, Tiffin, when I was a student in college. I am retired, having spent nearly forty years in the field of Human Resources, and believe I am skilled both in dealing with people and problem solving.



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

epetrey@ardleigh.net

In today's world, The Episcopal Church is at the epicenter of empowering change. This change can only be propagated with the support of a structure that has the organizational, relational, and financial systems that are attuned to the mission. I would use my expertise to assist in achieving this mission. Being elected/appointed to positions of responsibility in Parish, Diocesan, ECUSA and Episcopal Organizations have provided me with a level of understanding of the complex interrelationships that require dexterity of management in order to fulfill the mission. My experiences as founder and CEO of successful companies from startup to multimillion dollar enterprises, have required me to understand and to implement evolving organizational structures as the character of the enterprise has changed over time to allow the organization to maximize revenues, deploy assets to achieve maximum return, and to enable the employees to reach their maximum potential contribution to the organization.

# <u>Clergy</u>



The Rev. George R. Baum - Supply Clergy

fathergeorgebaum@gmail.com

I began my ordained ministry with three years as Priest in Charge at St. Patrick Church in Brunswick, serving as something of a buffer, or cleanser of the palate, following the much-beloved founding priest. Though I am not currently in one single parochial setting, my current role as "Free-Range Supply Priest" allows me to visit a dozen or more different congregations each year, traveling throughout the Diocese. For this reason, I feel I might be particularly able to offer a broader view of the Diocese, though not necessarily a strongly focused view of one particular congregation. That said, perhaps the Diocesan Council would benefit from the view of one who has been here and there, albeit briefly.



The Rev. M. June Hardy Dorsey - St. Andrew's, Elyria

revjunehd@gmail.com

As a newcomer to The Diocese of Ohio I bring a fresh perspective and new observations. Having served 20 years in another diocese, I have a wide range of experiences in parish leadership. I spent the first 18 years of my life in Japan and first, witnessed and then participated in creative and innovative ways of doing and being Church. Beginning my career as an educator and then lay minister, I have a wide scope of understanding about most aspects of parish life. I also have been in ministry long enough to expect the unexpected. I am optimistic and bring a positive and energetic dedication to tasks I undertake. If I am selected to serve on Diocesan Council, I will bring this optimistic outlook to the tasks set before us.



The Rev. Christopher R. McCann - St. Luke's, Chardon

062663@sbcglobal.net

I have been a parish pastor for over fifteen years in the Ohio and Nova Scotia Dioceses and I have experience in small and medium sized parishes. I would welcome the opportunity to help enhance the relationship between small congregations and the Diocese at a time when increasingly, small congregations are becoming the face of the Episcopal church. I am happy and willing to serve if selected.

# **ECS Development Council**

#### **Position Description**

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

#### **Expectations:**

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

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

Gifts, Experiences and Skills:

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

#### **Recent Accomplishments:**

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

# Continuing Members of ECS Development Council

#### Lay

Mr. Thomas W. Eastman, Christ Church, Warren

Ms. Jacque Fertick, St. Hubert's, Kirtland Hills

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

Mr. Hugh Grefe, Trinity, Toledo

Ms. Mary Shepherd, St. Paul's, Akron

Ms. Peggy Turgeon, Harcourt, Gambier

Mr. Peter White, Harcourt, Gambier

#### Clergy

The Rev. Joseph L. Ashby, Grace, Mansfield

# Candidates for ECS Development Council

Elect three lay and one clergy for three-year terms; elect one clergy for a 1-year unexpired term:

<u>Lay</u>



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

theblake47@aol.com

I was initially a bishop's appointee for one year before being elected to a three year term. My work has centered mainly around both evaluating new grant proposals and whether they fit under ECS guidelines, and helping to determine the amounts of funding for those programs that are chosen. This has proved to be an eye opening experience as initially I was not aware of the broad scope of the programs being funded through the Bishop's Annual Appeal and ECS. I have been able to utilize some of my skills gained as a member of my vestry and being on the church finance committee. I have been a life long member of S. Andrew's Church. I am presently serving on the vestry, as well as chairing our chapter of the Brotherhood of St. Andrew. I have also been the treasurer and now serve as chair of our church foundation. My wife and I have two sons and three grandsons. I am a retired Juvenile Court probation officer and presently serve as the affiliate secretary for the National Association of Blacks in Criminal Justice.



Mr. Darrell Knapp – St. James, Painesville

drknapp@oh.rr.com

As a member of St James, Painesville I have personally witnessed the contribution that Episcopal Community Services has made in the community and in support of the youth of the Church. Through the support of ECS St. James has been able to serve a hot meal to hundreds of our neighbors each weekend. The ministries supported by ECS are truly the kind of work to which God has called us all. My service on the Diocesan Loans and Grants Committee, and as the treasurer of a parish active in the community has given me both the understanding of the discernment needed in the grant making process and the awareness of the resource challenges of a parish. I look forward to having the opportunity to serve in this ministry and to use my gifts and energy to further the mission of ECS.



Mr. Brian Murphy - St. Paul's, Cleveland Heights

brianfmurphy@mac.com

I have served as a vestry member and trustee of several northeast Ohio not-for-profits. I also serve as a trustee of the Cleveland-based Murphy Family Foundation and in that capacity I regularly review grant proposals from local not-for-profit organizations. I want to serve on the ECS Development Council because I believe that I can effectively apply my experience to assisting the work of this council.

Ms. Julie Quick - St. Timothy's, Perrysburg

julieq1833@aol.com

Photo Not Available I have a life-long interest in outreach and using it effectively. I have served on the Commission of Church Life in the Diocese of Southern Ohio where I helped make decisions about funding programs in various parishes, often for outreach programs, and did visitations to assist in the development and implementation of funded programs. While I was a member of Church of the Good Samaritan in Southern Ohio, I was, among many other things, chair of the outreach program and helped with feeding and otherwise giving assistance to people needing help. I also did some work in projects sponsored by Interparish Ministries and carried out in our parish. I have been an active church member since childhood, both in outreach and formation. I seek opportunities to continue this part of my life.



Ms. Anne Schwan - Our Saviour, Akron

annesch9@aol.com

I have served on the ECS Development Board for six years. During that time, it has been a joy to see the many inspired outreach projects throughout the Diocese of Ohio, and it has been a privilege to have had a small part in helping to see that those projects receive some funding. It has been a honor to serve on the board, and if given the opportunity, I will continue to help with this important work.



Mr. Wiley Smith - St. Alban's, Cleveland Heights

wileylsmith@gmail.com

I want to serve on the ECS Development Council because I am passionate about outreach and community-building. I have been drawn to outreach in the diverse community surrounding my home parish; I have led and contributed to efforts reaching out to many in our neighborhood and beyond, from elementary school children to college students to residents of homeless shelters. I have enjoyed the process of building bridges between seemingly disparate groups to establish the identity of the Episcopal Church as one of true inclusion, and have learned much from it. I would love the opportunity to bring this experience and energy to the ECS council, and look forward to collaborating with other members of the committee to broaden the outreach of the Church.

# Clergy



The Rev. Lisa O'Rear – St. Patrick's, Brunswick / St. Mark's, Wadsworth lisalassen@att.net

I first discerned my vocation to the priesthood while serving as an legal services attorney, representing low-income people Ohio and Michigan. In doing that work, and subsequent work as a shelter administrator and community college educator, I learned from the people I served about the myriad challenges faced by people in poverty and the societal barriers that prevented many from gaining financial independence despite their best efforts. While some of the folks I served were connected with faith communities, many were as isolated from the church as they were from other institutions that seemed designed for those who had achieved the dream of full employment, and self-reliance. The work of Episcopal Community Services spreads the Good News of Christ in concrete ways that build upon the gifts of individuals, families, and communities, and not their challenges. ECS sends the message that "we're all in it together." Good news, indeed!



The Rev. Sarah J. Shofstall - St. Barnabas, Bay Village

sarahshofstall@yahoo.com

I have a passion for mission and for finding ways to serve the communities outside our doors, particularly people with needs that are not being served in any traditional ministries. For the past two years, at St. Barnabas, we have been supporting an education and support group for parents with children who are addicted to alcohol or other drugs. Some of the parents in this group have teen-age children, some have children in their 30s and 40s. It is very difficult to find professionally facilitated groups for people in this situation.

Photo Not Available The Rev. Jane Trager - Regional Deacon

jtinhouse@gmail.com

I have been an Episcopalian for many years, and a member of Christ Church, Oberlin, since the mid-1980's – if not a bit earlier. I was ordained on Nov. 12, 2010 and serve the three Episcopal churches in Lorain County as a regional deacon. I travel from Christ Church, to the Church of the Redeemer, Lorain, to St. Andrew's, Elyria, mostly following liturgical seasons. In addition to serving the three churches, I work full time at the Lorain/Medina Community Based Correctional Facility where I teach Cognitive Behavorial Theory to drug addicts and alcholics. I've been at the facility since 1998. It is an exasperating, drive-you-crazy, wonderful job. I think it would be absolutely fitting as a deacon to serve with Episcopal Community Services. I have seen much having lived in northeastern Ohio – specifically Lorain County - since 1969. We have pockets of prosperity but we have poverty – 29% in the City of Lorain, for example. And Cleveland is one of the nation's poorest urban centers. There is much to do.

# Diocesan Disciplinary Board

# **Position Description**

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

#### **Expectations:**

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

The lay members of the Board shall be adult communicants in good standing in the Diocese.

Gifts, Experiences and Skills:

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.

# Continuing Members of the Diocesan Disciplinary Board

Lay

Ms. Mary T. Cushing, St. Paul's, Cleveland Heights Ms. Nancy Foye-Cox, Our Saviour, Akron

#### Clergy

The Rev. Mary C. Carson, Redeemer, Lorain
The Rev. Sarah J. Shofstall, St. Barnabas, Bay Village
The Rev. Jan M. Smith Wood, Grace, Sandusky

# Candidates for Diocesan Disciplinary Board

Elect two lay and one clergy for three-year terms; elect one clergy for a 2-year unexpired term:

# <u>Lay</u>



Ms. Rebecca Roth - Trinity, Toledo

roth.becky@gmail.com

My experience includes terms on my parish vestry (with 5 years as senior warden) and on the diocesan Constitution & Canons committee. I am just finishing a 4-year term on the Standing Committee, which sharpened my knowledge of the canons of the Episcopal Church. My skills are from elementary school – I work hard, do my homework, treat others fairly, and tell the truth. My gifts are a deep sense of curiosity and a reasonable facility with language. I have a master's degree in public health and a post-baccalaureate certificate in legal assisting. Most of my working life has been spent in various areas of the law. I want to help the Diocese of Ohio to remain healthy, vital and focused on God's mission.



Ms. Jan Wolf - St. Paul's, Cleveland Heights

jrwolf@nls.net

After careful deliberation, I am submitting my name into nomination to a position on the Diocesan Disciplinary Board. Having recently served on a civil jury, I am deeply convinced of the need for thoughtful and careful consideration of a case being presented. The skills I bring to this position include being a thoughtful and careful listener. I do not rush to judgment and do look at all sides of an issue. I have served on the vestry of many churches. Recently I was the Junior then Senior Warden at St. Paul's, where we undertook a significant renovation. This work involved listening well and working with contractors and architects not all of whom were in agreement. This focused my ability to be patient and hear everyone out before working for consensus. I believe this skill will translate well to difficult decisions that would need to be made by the Board.

#### Clergy



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

juliefisher@netlink.net

Before I was ordained, I belonged to two parishes where clergy committed misconduct, and a third where there was a false accusation against a priest. I have seen firsthand the devastating effects these situations cause to the people and parishes involved. I have also seen the healing that can happen when these painful events are dealt with fairly, promptly and compassionately. I have been a strategic planning and conflict management consultant to nonprofits (including congregations) since the late 1980s, a youth minister since 2002, and a parish priest since 2005. I have also taken a course in canon law. I believe that my varied experiences in the church have equipped me to view conflict from a wide variety of perspectives; to provide sensitive pastoral support to all involved; and to apply both the letter and the spirit of canon law. I would be honored to be entrusted with this ministry.



The Rev. S. Elizabeth Kelly - Non-parochial Clergy

ekelly@embarqmail.com

I have lived and served in the Diocese of Ohio for 20 years in parish ministry and hospital chaplaincy. For the past 14 years I have served as Spiritual Care Coordinator (Chaplain) at Blanchard Valley Health System (Findlay). I earned a Masters of Social Work in 2011 and added Manager of Social Work to my duties. For 10 years I have chaired the health system Ethics Committee. Past experience includes program and court work in a domestic violence and rape crisis agency, conflict resolution and dispute settlement training, mental health counseling, 2 years of Clinical Pastoral Education residency, and experience with clergy and physician misconduct. We live on a small organic farm. I've not served very actively on diocesan committees over the past decade and being available to the Disciplinary Board seems a good use of my experience, skills and energy at this time.



The Rev. Mark J. Pruitt - St. Paul's, Akron

mpruitt@stpaulsakron.org

I have been ordained for 22 years, Rector of St. Paul's for seven years, and in a previous diocese served as an Examining Chaplain and on the Pennsylvania Bishops Committee on Legislation. I am happy to respond to the need for placement on the Disciplinary Committee.

# **General Convention Alternate Deputy**

### Position Description

Clergy and lay members elected to this position serve as Alternate Deputies at the 2015 General Convention, or any Special General Convention between their election and the election of their successors. At Convention, the deputies consider amendments to the church's constitution and canons, resolutions on ecclesiastical matters and social issues, adopt a budget for the ministry of the Episcopal Church, and elect people to various national offices.

In 2014, we will be electing four lay and five clergy Alternates for 3 year terms. The Deputies and first Alternate Deputy (Lay and Clergy) will attend General Convention, the expenses of which will be paid by the Diocese of Ohio. Other Alternates will attend should they be required by the absence of a Deputy. Currently, the first clergy Alternate will be attending as a Deputy so the second clergy Alternate will also have their expenses paid to attend as an Alternate.

The 2015 General Convention is scheduled for June 25-July 3 in Salt Lake City, Utah. Alternate Deputies will need to be available to serve during those dates.

Gifts, Experiences and Skills:

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

General Convention Alternate Deputies are elected prior to each General Convention.

# Candidates for General Convention Alternate Deputy

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

#### Lay



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

denniscoughlin@gmail.com

In my recent life I have been a church (12 years) and hospital (13 years) administrator in operations management. I have been involved with the Episcopal Church since attending The University of the South (Sewanee) as a student and with St. Paul's Church in Cleveland Heights for more than thirty-five years as a member and several years as Administrator for Ministry. I currently sit on the Diocesan Council and its Audit and Finance Committee and Executive Committee.



Ms. Susan Cowling – St. James, Painesville

scowling@oh.rr.com

During the more than 50 years as a member of both St. James, Painesville and the Diocese of Ohio, I have heard and answered many calls to serve God and his church. At St. James, I have served as Vestry member, Jr. and Sr. Warden, Christian Formation Facilitator for nearly 2 decades, Lector, Acolyte, Eucharistic Minister, Eucharistic Visitor, Worship Leader since the early 1980's, and most recently as Lay Preacher. I am also a graduate of the Education for Ministry program. At the diocesan level, I have served on the Diocesan Council and the Standing Committee, including being President during my fourth year. To my service within the Church, I add skills obtained through my 12 years of teaching Psychology and Statistics at Lake Erie College in Painesville, over 25 years as a statistician, facilitator and trainer at Ricerca and the Lubrizol Corporation and 7 years as an OSU Extension Master Gardener where I help administer the program and give presentations on horticultural topics.



Dr. W. David Gemmill - St. Timothy's, Perrysburg

wdgemmill@alumni.williams.edu

I was blessed to be formed in faith as a lifelong member of the Episcopal Church, beginning at Christ Church, Shaker Heights. The years have included active membership and leadership in Episcopal ministries in Columbus, Upper Arlington, Menasha (Wisconsin), Frankfurt (Germany), Toledo and, for over thirty years, at St. Timothy's, Perrysburg. While much of my service to the church has been directed to several terms' ministry as a vestryman, warden and member of the parish search committee, I've enjoyed the opportunity to serve several Faith Alive teams in neighboring dioceses. As a pediatrician and an avowed analytical thinker with a healthy intellectual curiosity, I've chosen to live out much of my Christian witness and service working locally and nationally with victims of child abuse and the systems set in place to advocate on victims' behalf. I would consider it a great privilege to serve as an alternate Deputy.



Ms. Anne Yug - Redeemer, Lorain

anneyug@live.com

As a consultant for the Diocese, I converse with a diverse group of members sitting in our pews. This gives me a unique perspective on what we need and what we have to give. As a member of the Diocesan Congregations and Christian Formation Commission, I have been privy to some of the inner workings of our own Diocese and been a part of helping our churches grow in the Spirit and mission. Between this and my involvement in the Diocesan Interim Team, I have constant contact with clergy and have a knowledge of their dreams and frustrations. Lastly, as the coordinator of a Community meal in downtown Lorain, I have many conversations with those that are struggling to just live. This gives me some knowledge of how the church can help. I believe all of these contacts to be useful in helping to make decisions for the wider church.

#### Clergy



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

revdebcoos@gmail.com

I take seriously the admonition to "take my share in the councils of the church". I believe serving as a Provisional Deputy at the General Convention is one way in which to accomplish this task. If elected to serve as a Provisional Deputy, I would bring the experience of my current and past ministry as Rector and Priest-in-Charge of a diverse and eclectic congregation; my current experience of serving on Diocesan Council, and other diocesan and mission area committees and commissions; the experience of having served as an ex officio member of Diocesan Council as assistant secretary of convention in the diocese of Long Island; as a member of the diocesan stewardship committee; delegate to diocesan convention and Province II Synod; and additional leadership in parochial, diocesan and national church ministries from my young adult years to the present. All these require the ability to lead and be a team player, the ability to see the big picture, and the gift of discernment. Finally, being of African- American descent, I bring an additional perspective to the table.



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

cfunston@stpauls-medina.org

I have 23 years experience as a parish priest and administrator, and prior to ordination, 15 years as managing partner or administrator of a major law firm. In addition to my experience and theological education, I have a law degree, a Master of Business Administration and a Doctorate in Congregational Development. I have served on the Standing Committees, Diocesan Councils, boards of trustees, and several committees and commissions of three dioceses (Nevada, Kansas, and Ohio), and was Chancellor of the Diocese of Nevada, 1986-1991. I was a General Convention Deputy and a Provincial Synod representative for the Diocese of Nevada in the 1980s. I completed a five-term as a Diocesan Trustee in 2013 and during my last year (as is customary in our diocese) I was president of the Trustees. I write a blog of daily meditations entitled That Which We Heard & Known (accessible online at www.thefunstons.com).



The Rev. Priscilla (Percy) Grant – Canon for Ministry, Diocesan Staff pgrant@dohio.org

I grew up in a village in Vermont that gathered once a year to set the town budget and amend laws and elect officials. The way we, as the Episcopal Church govern ourselves makes sense to me. As your Canon for Ministry, I would like to participate in the legislation that creates the canons I have been asked to abide by. I have served as a priest in the church for 22 years, during those years I have served on two diocesan staffs, liaison to the Commission on Ministry, the Standing Committee and Council, as well as Christian Education, Youth ministers, and the Committee on Aging. I have worked with congregations in the diocese of Ohio, from small to large and seen how the works of General Convention are lived out at home. It would be a privilege to serve Ohio as a deputy.



The Rev. Heather L. Hill - All Saints, Parma

pastorheatherhill@yahoo.com

I have served medium and smaller churches for 11 years. I understand the joys and challenges that so many churches are feeling as the role of the church changes. I would like to be an alternate deputy for our diocese to help shape the conversations around the future of our church. I hope to continue to work to help create thriving communities of faith for today and for my children as they grow. I was ordained in 2003/4 and served churches in the Diocese of Michigan and Pennsylvania before moving to Ohio in 2009. My husband, Dustin Berg-St. Mark's, Canton, and I have amazing two year old twins!



The Rev. Mark J. Pruitt - St. Paul's, Akron

mpruitt@stpaulsakron.org

I have been ordained for 22 years, Rector of St. Paul's for seven years, and in a previous diocese served as an Examining Chaplain and on the Pennsylvania Bishops Committee on Legislation. I am happy to respond to the need for clergy to serve as Alternates to the National Convention.



The Rev. Himie-Budu Shannon, Sr. - St. Andrew's, Cleveland

poornofriend75@att.net

My years of working for the Anglo/catholic episcopal church has prepared me for participating in the national life of the church. I have served as a Rector, Vicar, president of a standing committee and in many committees. I seek to represent the voices of many not heard by the church.



The Rev. Jan M. Smith Wood - Grace, Sandusky

jan@gracesandusky.org

We are at a rich time in our institutional life: knowing that what has been will not be the way of the future and not yet knowing how the future shall be. We are as intent as ever in discerning God's purposes for our church, our communion, our mission. The Diocese of Ohio is a place and a people doing forward-thinking work, in traditional and experimental venues. This diocese has much to offer the larger church. I would like to help that happen at the legislative, consultative level at General Convention. I have served the Church in various capacities (Volunteer; Lay Professional; Deacon, Priest and Pastor; Canon Educator; seminary Dean of Students) at various institutional levels: parochial, diocesan, and provincial. I currently serve the Diocese of Ohio as priest; as a member of the Commission on Ministry and the Disciplinary Board; as NCMAC Vice President.

#### Province V Synod Delegate

#### **Position Description**

Clergy and lay members elected to this position serve at the 2015 Province V Synod. At Synod, the delegates will learn about changes in the Provincial Structure to develop more effective collaborative ministries between dioceses that support the mission and priorities of the participating dioceses. In addition, delegates will consider amendments to the Province V By-laws.

#### **Expectations:**

The 2015 Province V Synod is scheduled for April 17-18 in Chicago, IL. Delegates will need to be available to serve during those dates.

Gifts, Experiences and Skills:

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

Province V Synod Delegates are elected prior to each Synod.

#### Candidates for Province V Synod Delegate

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

<u>Lay</u>



Ms. Ginger Bitikofer - Trinity Cathedral, Cleveland

gbitikofer@dohio.org

I've been a member of Trinity Cathedral for 29 years, intersecting with others in the Diocese around children, youth and formation issues for the last 9 years. I've served on the Vestry at Trinity and been employed by the Cathedral as Associate for Congregational Life since 2005, concentrating on newcomer and small group ministries. I am interested in issues of the wider church, and about what we can learn from and share with other dioceses. I'm also seeking ways that we can collaborate with others to benefit the ministries and members of the Episcopal Church, as well as potential members we haven't yet reached.



Ms. Rebecca Montague - Grace, Sandusky

rmontague47@gmail.com

I would like to serve as a Lay Province V Synod Delegate. I am completing my 5th year on Diocesan Council and Finance Committee and would like to continue my work for the Diocese in a complimentary role. In addition to my Diocesan experience, I have served on our parish Vestry, Sr. Warden and various committees involving outreach, parish life, marketing, art and music, youth functions and worship. My business career focused on finance, marketing and sales in both small and large business. I have years of training and experience in group dynamics, problem solving and initiatives in both the corporate and not for profit area. I believe my overall experience within the church and outside give me the tools needed to be a contributing delegate.

#### Clergy



The Rev. Elizabeth (Beth) Frank - New Life, Uniontown

bfrank@cometonewlife.org

On my first day at Bexley Hall Seminary, a professor told my class: "we are preparing you for a church that we have no idea what it will look like." I thought: "Wow! The Holy Spirit is at work and here I am ready to venture into a world of possibility." For seminaries, dioceses, and parishes alike that journey involves new partnerships and initiatives and rethinking what it means to be the Body of Christ committed to formation and discipleship in our contexts. As a former attorney, I am equipped for the legislative role of Synod Delegate. However, what truly excites me is the opportunity to develop relationships and networks with our Province V brothers and sisters: to share our experiences, inspire and support our varied ministries, and kindle our love of God and neighbor. As a CGDM member and new priest, I offer my passion for mission and collaboration.

## **Election Tally Sheet**

		Ballot 1	Ballot 2	Ballot 3
	Total votes cast			
	Votes required to elect			
Dio	cesan Trustee	Ballot 1	Ballot 2	Ballot 3
DIO	Robert C. Brown	Danot 1	Danot 2	Danot 3
Lay or Clergy	The Rev. Dr. C. Eric Funston			
	Eric Nilson			
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Sta	nding Committee	Ballot 1	Ballot 2	Ballot 3
	Raymond W. Cox			
_	Deborah Shamlin			
Lay	Eugene Stacy			
	The Rev. Joseph L. Ashby			
	The Rev. Jeffry L. Bunke			
Clergy	The Rev. Ronald A. (R.J.) Johnson			
Ü	The Rev. Himie-Budu Shannon, Sr.			
Dio	cesan Council	Ballot 1	Ballot 2	Ballot 3
	Gilbert Newlands			
Lay	Ernest Q. Petrey, Jr.			
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	The Rev. George R. Baum			
25	The Rev. M. June Hardy Dorsey			
Clergy	The Rev. Christopher R. McCann			

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

ECS	Development Council	Ballot 1	Ballot 2	Ballot 3
	Leslie Blakemore			
	Darrell Knapp			
	Brian Murphy			
Lay	Julie Quick			
ן בֿ	Anne Schwan			
	Wiley Smith			
	The Rev. Lisa O'Rear			
	The Rev. Sarah Shofstall			
Clergy	The Rev. Jane Trager			

Dio	cesan Disciplinary Board	Ballot 1	Ballot 2	Ballot 3
	Rebecca S. Roth			
Lay	Jan Wolf			
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	The Rev. Julie B. Fisher			
	The Rev. S. Elizabeth Kelly			
Clergy	The Rev. Mark J. Pruitt			
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	Ballot 1	Ballot 2	Ballot 3
Total votes cast			
Votes required to elect			

Gen	eral Convention Alternate Deputy	Ballot 1	Ballot 2	Ballot 3
	Dennis Coughlin			
	Susan Cowling			
Lay	W. David Gemmill			
ן ב	Anne Yug			
	The Rev. Debra Q. Bennett			
	The Rev. Dr. C. Eric Funston			
	The Rev. Priscilla (Percy) Grant			
	The Rev. Heather L. Hill			
Clergy	The Rev. Mark J. Pruitt			
	The Rev. Himie-Budu Shannon, Sr.			
	The Rev. Jan M. Smith Wood			

Pro	vince V Synod Delegate	Ballot 1	Ballot 2	Ballot 3
	Ginger Bitikofer			
Lay	Rebecca Montague			
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	The Rev. Elizabeth (Beth) Frank			
Clergy				
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#### Report of the Constitution and Canons Committee

# Proposed Amendments to the Constitution and Canons of the Episcopal Diocese of Ohio to be Considered at the 198<sup>th</sup> Annual Convention of the Diocese of Ohio.

The Committee on Constitution and Canons is proposing five amendments to the Canons of the Diocese of Ohio and one amendment to the Constitution of the Diocese of Ohio.

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

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

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

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

# Overview Rationale for Proposed Title II Revisions to the Canons of the Diocese of Ohio

All things old become new again. In the 1990's, the Diocese of Ohio amended Title II twice. First, we eliminated any reference to Organized Missions and Chapels. Initially, we opted for re-classifying congregations that were not financially self-sustaining as "Parishes receiving aid," and ultimately we removed this title and every congregation was simply a Parish, except for the Cathedral and those rare instances where a Parish was declared an "Imperiled Parish." Much of the impetus for these changes was to eliminate the reality or perception of some congregations being second class citizens.

We now find ourselves wrestling with the Canon as it is currently written. We experience this one-size-fitsall model of every Congregation being a Parish as too limiting. We recognize a need to develop structural forms that simultaneously provide basic norms and guidelines while allowing sufficient flexibility for local organic development.

For instance, other than declaring it "Imperiled," we do not have a way to organize or recognize a new congregation that is starting out and does not yet have the resources (financial, personnel, or internal structure) to meet all of the canonical requirements to be a Parish. As an example, St. Barnabas in Bay Village was necessarily considered "Imperiled" for its first several years of new life. And other than the same "Imperiled Parish Canon," which is often feared as a one way precursor to closure, we do not have a way to recognize, support, and allow for existing congregations that are living within their financial means and doing good ministry, but do not, for example, have enough eligible and able members to provide for canonical rotation of vestry members.

The goal of the proposed amendments is to offer opportunities for the Diocese to start, develop, and support congregations in a variety of contexts. The underlying assumptions:

- 1. Every faith community in union with the Diocese is a Congregation of the Diocese (as distinct from Parish). Every Congregation is equally entitled to lay representation, with seat and voice, at Convention.
- 2. Flexibility is key. We have a large diverse diocese. Congregations in different contexts need to have latitude to organize in organic ways given their particular situation.

3. Collaboration creates constructive opportunities. It is essential for all, especially congregations with fewer internal resources, to be in an ongoing intentional relationship with a supporting congregation/Mission Area, diocesan commissions/committees, and the Bishop's office.

These amendments are understood to be a next step in creating space for a new paradigm within the Diocese. Particularly the amendments for Emerging and Mission Congregations are offered with the understanding that should they be adopted, our lived experience of them will likely lead the Diocese to consider further amendments of them. While representing our best attempt in constructing new structures, we anticipate that future lessons learned will show us ways to strengthen these canons.

These revisions were developed by:

The Rev. Alan C. James, Bishop's Staff

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

Ms. Nancy Rose Foye-Cox, Our Saviour, Akron

The Rev. Aaron R. Gerlach, Old Trinity, Tiffin

They are submitted to Convention by vote of Diocesan Council.

## First Proposed Amendment to the Canons

1	The Committee on Constitution and Canons recommends adoption
2	Adoption of this amendment to the Diocesan Canons would create a new canon, which would be
3	inserted as Title II Canon 3.
4	
5	Text of the Proposed Amendment:
6	
7	CANON 3. Of Emerging Congregations
8	Sec. 1. The Bishop, with the advice and consent of the Diocesan Council, may designate a new
9	congregation as having an official relationship to the Diocese other than being a mission or
10	parish. When determining the designation, the Bishop and Diocesan Council shall consider
_11	the interests of neighboring congregations. Parishes already in union with the Convention
12	may not revert to this status.
13	
14	Sec. 2. The Diocesan Council, Bishop, and leaders of the congregation and the sponsoring
15	Parish will enter into a covenant (up to five years in length, which could then be renewed) that
16	articulates:
17	
18	(a) The Emerging Congregation's designation (e.g. House Church, Preaching Station,
19	Chaplaincy, or other) and the sponsoring Parish Congregation
20	
21	(b) Leadership structure
22	
23	(c) Rights, responsibilities, legal structures, and assessments of the congregation
24	
25	Sec. 3. A congregation recognized under this canon must accede to the doctrine, discipline,
26	and worship of the Episcopal Church and conform to the canons of the Diocese of Ohio and
27	the Episcopal Church.
28	
29	Sec. 4. Up to 3 lay members of a congregation designated under this canon may be selected
30	by its leadership to represent the community with seat and voice but no vote at Diocesan
31	Convention.
32	
33	Sec. 5. A Congregation designated under this canon shall follow the Business Methods
34	in Church Affairs and annually submit audited financial statements of the monies under
35	their control, according to the business practices guidelines and procedures established by
36	resolution of the Diocesan Council.
37	
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40	On a section House to

1	Sec. 6. Community worship, Sacraments, and Sacramental Rites will be recorded in the
2	Service Book of the sponsoring Parish or the clergy performing them.
3	
4	Proposer
5	The Committee on Constitution and Canons
6	
7	Rationale of the Proposer
8	This revision creates space for an emerging and/or unconventional group to become officially
9	connected with the Episcopal Church in a way that provides relationship and support along
10	with an organizational structure that is appropriate and nurturing of that group.
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## Second Proposed Amendment to the Canons

1	The Committee on Constitution and Canons recommends adoption
2	Adoption of this amendment to the Diocesan Canons would create a new canon, which would be
3	inserted as Title II Canon 4.
4	
5	Text of the Proposed Amendment:
6	
7	CANON 4: Of Mission Congregations
8	Sec. 1. The Bishop, with the advice and consent of the Diocesan Council, may designate a
9	congregation as a Mission of a Parish or Mission Area, after consideration of the interests of
10	neighboring congregations.
11	
12	Sec. 2. The Designation will include a covenant (up to five years in length, which could then
13	renewed) agreed to by the Bishop, Diocesan Council, Parish vestry/Mission Area Council, and
14	leadership of the Mission. At a minimum, the Covenant will include:
15	
16	(a) The name of the Parish or Mission Area of which the congregation is a Mission
17	
18	(b) Leadership Structure
19	
20	(1) Clerical leadership
21	
22	(a) In a Parochial Mission: The Rector of the Parish of which the congregation is a
23	Mission also serves as the Rector of the Mission. The Rector may, with the Bishop's
24	concurrence, appoint a Curate or Associate Rector to assist in providing clerical
25	presence and leadership in the Mission.
26	
27	(b) In a Mission Area Mission: The Bishop, after consulting with the Mission's Lay
28	Governing Board and Mission Area Council, appoints a priest to serve as Vicar. The
29	Vicar has all of the rights and responsibilities of a Rector except tenure, she/he serves at
30	the pleasure of the Bishop.
31	
32	(c) A priest serving as a Rector of a Parish transitioning to a Mission must resign as its
33	Rector. The Bishop or Rector of the Parish (of which the congregation is becoming a
34	Mission) may appoint the priest as Vicar/Associate Rector.
35	
36	(2) Lay Governing Board
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38	
40	Occupation Handle also

than 5, to serve as the Lay Governing Board. The Lay Governing Board will have all of the same canonical rights and responsibilities as a vestry, except for the right to elect its rector and any other item specified in this Canon or the Mission's Covenant.  (b) At least one and no more than two members of the Governing Board shall be members of the Parish or Mission Area of which the congregation is a Mission.
its rector and any other item specified in this Canon or the Mission's Covenant.  (b) At least one and no more than two members of the Governing Board shall be
(b) At least one and no more than two members of the Governing Board shall be
members of the Parish or Mission Area of which the congregation is a Mission.
(c) The Rector (or Vicar in the case of the Mission of a Mission Area) appoints the
Chair of the Governing Board from the elected members.
(d) The Governing Board elects a Vice-Chair from its elected members.
(c) Rights, responsibilities, legal structures, and assessments of the congregation
(1) Expected assessment payments in relationship to Title I Canon 14
(a) The covenant shall articulate the percent of NOE a mission will pay each year as
its annual diocesan assessment.
(b) The minimum assessment a Mission shall be responsible for paying is 50% of
what a parish with the same NOE is required to pay.
(2) If not already adopted, a Mission must establish By-Laws by which it will operate
within the first year of its initial covenant.
Sec. 3. A congregation recognized under this canon must accede to the doctrine,
discipline, and worship of the Episcopal Church and conform to the canons of the Diocese
of Ohio and the Episcopal Church.
Sec. 4. A Mission is entitled to be represented by one (1) lay person with seat, voice and
vote at Diocesan Convention. Two (2) additional lay members of the Mission may attend
Diocesan convention with seat and voice, but no vote.
Sec. 5. A Congregation designated under this canon shall follow the Business Methods
in Church Affairs and annually submit audited financial statements of the monies under
their control, according to the business practices guidelines and procedures established
by resolution of the Diocesan Council.

1	Sec. 6 Congregational worship, Sacraments, and Sacramental Rites will be recorded in the
2	Mission's own Service Book.
3	
4	Proposer
5	The Committee on Constitution and Canons
6	
7	Rationale of the Proposer
8	
9	This revision establishes a status for Missions in the Diocese of Ohio. Such missions may only
10	exist as Missions of either an existing congregations, a Mission Area, or the diocese. Such
11	missions will operate under this canon and under a Mission Covenant which allows for some
12	local specifics to be particular to that mission. Included in this Covenant are the mission's
13	organization, structure, and amount of assessment.
14	
15	This revision also allows for an existing Parish to revert to Mission status. To do so, the parish
16	must revert in all ways to Mission status. This means the congregation must become a Mission
17	of another parish, a Mission Area, or the diocese. Its clergy and lay leadership structures are
18	changed to those of a Mission congregation. It enters into a Mission Covenant including all the
19	same required, and locally developed, areas as any other Mission.
20	
21	In the rationale overviewing this series of proposals is this: "other than the same 'Imperiled
22	Parish Canon,' which is often feared as a one way precursor to closure, we do not have a way
23	to recognize, support, and allow for existing congregations that are living within their financial
24	means and doing good ministry, but do not, for example, have enough eligible and able
25	members to provide for canonical rotation of vestry members." This provision to allow existing
26	Parishes to revert to Mission status is intended to provide a constructive space in our canons
27	for those kinds of congregations to continue to gather and do ministry.
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## Third Proposed Amendment to the Canons

1	The Committee on Constitution and Canons recommends adoption
2	Adopting this amendment will a) separate Title II Canon 5 Section 5 into a new Canon 6 and b)
3	then make the additions and deletions from the content of the current canon as specified below
4	under Canon 6.
5	
6	Text of the Proposed Amendment:
7	
8	Canon 5 Section 5 If two or more parishes shall desire to consolidate or unite and become
9	one, application in writing for permission so to do shall first be made to the Ecclesiastical
10	Authority. No later than one month from the receipt of the application, the Ecclesiastical
11	Authority, acting by and with the advice and consent of the Diocesan Council and after
12	consideration of the interests of neighboring congregations, shall render a decision in writing,
13	either giving or refusing license for the change; and that decision shall be final.
14	
15	CANON 6: Of Merging Two or More Existing Parishes
16	
17	Sec. 1. If two or more parishes shall desire to consolidate or unite and become one, application
18	in writing for permission so to do shall first be made to the Ecclesiastical Authority. No later
19	than one month from the receipt of the application, tThe Ecclesiastical Authority, acting by
20	and with the advice and consent of the Diocesan Council and the Diocesan Trustees, and after
21	consideration of the interests of neighboring congregations, shall render a decision in writing,
22	either giving or refusing license for the change; and that decision shall be final.
23	
24	Sec. 2. The initial application and the Ecclesiastical Authority's written decision shall specify
25	how and to whom all real and personal property of the two congregations will be disposed.
26	
27	Proposer
28	The Committee on Constitution and Canons
29	
30	Rationale of the Proposer
31	This proposed revision recognizes some of the lessons learned from our history. The existing
32	canons make no provision for distribution of the real and personal property of congregations that
33	merge. Does one congregation absorb those properties? Does one congregation remain in control
34	of a particular endowment? If one or both buildings are closed and sold, what happens with the
35	proceeds? And who has paid the expenses in the meantime? All of these are types of questions
36	which need to be addressed in advance of a decision to merge. This revision provides that they will
37	so addressed and decided and gives all parties a voice in that discussion.
38	

## Fourth Proposed Amendment to the Canons

1	The Committee on Constitution and Canons recommends adoption
2	Adoption of this canon adds language to the canon regarding Imperiled Parishes.
3	
4	Text of the Proposed Amendment:
5	
6	CANON <b>67</b> : Of Imperiled Parishes
7	Sec. 5. When any parish shall fail to elect a Vestry, the Bishop, with the advice and consent of
8	the Standing Committee, shall appoint <u>at least</u> three trustees to take charge of the property of
9	the Parish and exercise the rights and functions of a Vestry, until the Parish shall have elected a
10	Vestry under the provisions of this Canon.
11	
12	Sec 7. The Bishop, with the advice and consent of the Standing Committee, may remove
13	a parish's designation as an Imperiled Parish, thereby terminating any actions or
14	restrictions imposed upon it under this canon during the period of time it was deemed an
15	Imperiled Parish.
16	
17	Proposer
18	The Committee on Constitution and Canons
19	
20	Rationale of the Proposer
21	This proposed revision incorporates what we have learned from experience with the Imperiled
22	Parish canon. Instead of providing that there be only three trustees, this change allows for more
23	11 1
24	removed from Imperiled status. This revision incorporates the practice we have already used to do
25	just that.
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## Fifth Proposed Amendment to the Canons

adopting this amendment would delete the current Canon 4 "Of Shared and Regional Ministries." in its entirety.  A tile sentirety.  B text of the Proposed Amendment:  Canon 4: Of Shared and Regional Ministries  Sec. 1: Whenever two or more Congregations wish to share resources to provide ministry to a geographic region of the Diocese, or to a particular region in conjunction with a neighboring diocese, they shall draft a Covenant in consultation with the Bishop or the Bishop's appointed representative(s).  Sec. 2: The Covenant shall contain, at least:  (a) The method of selection of the leadership that will be shared by the Shared Ministry, including ordained clergy and licensed lay ministries;  (b) The method of financing the Shared Ministry including the shared lay and ordained leadership;  (c) The method by which the Shared Ministry governing body is chosen;  (d) The responsibilities of the Shared Ministry governing body and the Wardens and Vestry of the member congregations, and;  (e) The method by which individual congregations may associate with or disassociate from the Shared Ministry.  The Covenant shall be approved by a two-thirds majority vote by each Vestry of the individual congregations, and shall be subject to the approval of the Bishop.  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.	1 7	The Committee on Constitution and Canons recommends adoption
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38 The Episcopal Church and this diocese.	37	Sec. 4. Any such Covenants shall be subject to all provisions of the Constitution and Canons of
	38	The Episcopal Church and this diocese.

T	Sec. 5. Clergy in charge of Shared Willistries shall have in each of the member
2	congregations the canonical privileges and responsibilities of Rectors under the national
3	and diocesan Canons. If the Shared Ministry receives diocesan aid for its operating
4	expenses, its clergy in charge are nominated by the Shared Ministry and appointed by, and
5	serve at the pleasure of, the Ecclesiastical Authority.
6	
7	Sec. 6.
8	
9	(a) Shared Ministries are subject in their financial transactions and reporting to the
10	requirements of the standard business methods set forth in the applicable Canons of the
11	Episcopal Church, and the supplemental business practices guidelines and procedures
12	established by resolution of the Diocesan Council.
13	
14	(b) Shared Ministries shall annually submit audited financial statements of the monies
15	under their control, according to the business practices guidelines and procedures
16	established by resolution of Diocesan Council.
17	
18	Proposer
19	The Committee on Constitution and Canons
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21	Rationale of Proposer
22	It is no longer our practice to establish Shared or Regional Ministries as envisioned in this
23	canon. This revision simply eliminates such ministries from our canons. This does not affect
24	existing shared ministries. Their status with the diocese remains that of Parish. Any covenant
25	into which they have entered with another parish remains in place until such time as the
26	covenant expires or is terminated.
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## First Proposed Amendment to the Constitution

manner as may be prescribed by Canon, or by special parochial charter or by laws of their  ParishCongregation.  Article IV Section 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 and Missions entitled to be represented in the Convention, shall be necessary to constitute a quorum for the transactions 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 hereafter be in default of a quorum.  Article IV Section 2  In such case every lay delegate with vote from each Parish and Mission shall have one vote, and every member of the clergy entitled to vote shall have one vote. The concurrence of a majority of the vote in each order shall be necessary for a decision, except where a greater proportion is required. By this Constitution or by the Canons.  Article IX ParishesCongregations  ParishesCongregations may be admitted into canonical union with the Diocese upon such conditions as may be prescribed by Canon. The connection of any ParishCongregation with the Diocese may be dissolved by canonical process. Any Parish or Mission which, 30 days prior	1	The Committee on Constitution and Canons recommends adoption
Text of the Proposed Amendment:  Article II Section 2(d)  Each ParishCongregation 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 ParishCongregation, and they shall be chosen in such manner as may be prescribed by Canon, or by special parochial charter or by laws of their ParishCongregation.  Article IV Section 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 and Missions, entitled to be represented in the Convention, shall be necessary to constitute a quorum for the transactions 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 hereafter be in default of a quorum.  Article VI Section 2  In such case every lay delegate with vote from each Parish and Mission shall have one vote, and every member of the clergy entitled to vote shall have one vote. The concurrence of a majority of the vote in each order shall be necessary for a decision, except where a greater proportion is required. By this Constitution or by the Canons.  Article IX ParishesCongregations may be admitted into canonical union with the Diocese upon such conditions as may be prescribed by Canon. The connection of any ParishCongregation with the Diocese may be dissolved by canonical process. Any Parish or Mission which, 30 days prior	2	Adopting this amendment would delete the current Canon 4 "Of Shared and Regional Ministries."
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	30	conditions as may be prescribed by Canon. The connection of any Parish Congregation with
to any Convention, shall not have paid all assessments for the Diocesan Fund, imposed upon it	31	the Diocese may be dissolved by canonical process. Any Parish <u>or Mission</u> which, 30 days prior
<u> </u>	32	to any Convention, shall not have paid all assessments for the Diocesan Fund, imposed upon it
according to canon, and all premiums due to the church Pension Fund, shall retain seat and voice	33	according to canon, and all premiums due to the church Pension Fund, shall retain seat and voice
at following Diocesan Convention but forfeit their lay representation voted and shall remain thus	34	at following Diocesan Convention but forfeit their lay representation voted and shall remain thus
suspended until the delinquency shall have been canceled by payment.	35	suspended until the delinquency shall have been canceled by payment.
36	36	
37 Article X Section 2	37	Article X Section 2
38	38	

_ 1	The Committee on Canons shall mail a copy of the proposed amendment and its
2	recommendation to every member of the clergy canonically resident in the Diocese, and to
3	the Clerk of the Vestry/Lay Governing Board of each ParishCongregation in canonical union
4	with the Diocese, at least thirty (30) days prior to the date of Convention where the amendment
5	is to be considered. The amendment need not be submitted for consideration to a Convention
6	unless the amendment was received by the Bishop of the Diocese at least ninety (90) days prior
7	to the Convention."
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9	Proposer
10	The Committee on Constitution and Canons
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12	Rationale of the Proposer
13	If the canonical revisions for Emerging Congregations (First Proposed Amendment) and/or
14	Mission Congregations (Second Proposed Amendment) are adopted by the Convention, the
15	changes to the Constitution described above will bring the Constitution in line with those
16	changes.
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#### Report of the Resolutions Committee

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

The Resolutions submitted this year are:

- R1: Resolution on Clergy Compensation
- R2: Resolution to Establish Task Force to Review Clergy Compensation
- R3: Resolution Concerning Elder Abuse
- R4: Resolution of Courtesy: Thanksgiving for the 150th Anniversary of the Founding of St. Paul's Church, Put-in-Bay

#### Respectfully submitted,

The Rev. R. Stephen Sedgwick, Chair Retired

The Rev. Heather L. Hill All Saints, Parma

Ms. Ashleigh D. Johnson Bishop's Staff

The Rev. Lisa E. O'Rear St. Patrick's, Brunswick

Ms. Dorothy Rieman St. Matthew's, Brecksville

Mr. Eugene Stacy Old Trinity, Tiffin

#### R1: Resolution on Clergy Compensation

**Resolved**, that the minimum standard of full-time pension-based compensation (cash salary, utilities, housing, and Social Security tax reimbursement) for clergy serving congregations in the Diocese of Ohio during 2015 be established as follows:

- At least \$48,450 for assisting clergy
- At least \$58,650 for clergy in charge of congregations with an annual Normal Operating Income (NOI) of no more than \$185,000
- At least \$58,650+10% of NOI greater than \$185,000 up to \$370,000, for clergy in charge of congregations with an annual NOI greater than \$185,000.
- At least \$75,575 for clergy in charge of congregations with NOI greater than \$370,000; and be it further

**Resolved**, that each congregation prayerfully consider adjusting the current compensation level of their employees to minimally account for the increase in the cost of living. Be it further

**Resolved**, that each employer of such clergy in the Diocese of Ohio shall pay a minimum of 97.5% of the health insurance premium of the least expensive plan provided as an option by the Diocese, for those clergy being paid less than \$58,650 (or the pro-rated part-time equivalent) and their eligible dependents or 95% of the health insurance premium of the least expensive plan provided as an option by the Diocese, for the clergy being paid \$58,650 (or the pro-rated part-time equivalent) or more and their eligible dependents. If an employee chooses a health insurance plan that is more expensive, the additional premium is the responsibility of the employee, unless the Vestry, Diocese or other participating Episcopal institution agrees to pay the additional premium for such coverage. The employer may choose to pay 100% of its clergy's health care plan.

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

- Make pension assessment payments as the Church Pension Fund shall determine;
- Provide appropriate reimbursement for expenses incurred in the course of fulfilling the responsibilities of the position, including the actual cost of the use of a personal automobile;
- Allow no fewer than four weeks of paid vacation annually;
- Allow annual professional education/development leave of no fewer than two weeks, with a minimum allowance of \$750; and be it further

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

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

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

Rationale: The recommended levels of compensation represent a 2% Cost Of Living increase. The Commission on Ministry recognize that many in our diocese have not seen a COLA raise in their

own paychecks, whether they be employed in the public or private sector, by profit or not-for-profit organizations. However, we recommend this increase for two reasons:

- 1. Advocacy: the laborer is worthy of their hire and it is important that we affirm the importance of employment compensation that respects the dignity of each worker. We do this by example.
- 2. Planning for the future: without small, manageable, incremental increases in compensation levels, churches run the risk of being unable to attract workers to their communities because they no longer offer a living wage or compensation consistent with those offered in other dioceses by congregations of a similar size.

Submitted by

The Commission on Ministry

#### R2: Resolution to Establish Task Force to Review Clergy Compensation

**Resolved**, that the 198th Convention of the Diocese of Ohio directs the Diocesan Council and the Bishop to establish an ad hoc task force to perform a comprehensive review of compensation for parochial clergy; and, be it further

*Resolved*, that this task force report its findings of data and implications to the 199th Convention; and, be it further

*Resolved*, that the task force will formulate options for future diocesan policies to ensure equity, adequacy, coherence, and missional sustainability of clergy compensation across the diocese, and report these options for consideration no later than the 200th Convention.

Rationale: Clergy compensation packages are the single largest component of parish budgets, yet many of our parishes struggle to provide even the current diocesan minimum salary and benefits for full-time clergy. Smaller parishes are forced to settle for "3/4 time or 1/2 time" clergy, when they can be found, and no one has yet managed to describe what a "3/4 or 1/2 time" clergy job looks like. Relentlessly increasing health insurance costs significantly exacerbate this problem.

For many clergy, especially young clergy with families, this situation often creates corrosive uncertainty about one's employment. Spiritual energy spent in constant worry about money depletes the energy and passion clergy can bring to their work. Such worry is often the worst among clergy and in parishes where, arguably, the most energy and passion for ministry is needed.

The current "free-agent" and "free-market" approach to clergy compensation and deployment is increasingly ill-suited to our realities in the Diocese of Ohio. This ad hoc task force will be empowered to explore the current range of clergy compensation in the diocese, solicit the varied experiences of clergy and congregations in dealing with compensation issues, and explore the clergy compensation systems of other dioceses and denominations as possible models for reform.

The task force will be expected to provide a basic statement of the issues at the 199th Diocesan Convention, and offer recommendations for action at the 200th Diocesan Convention.

The Rev. Mary Carson

The Rev. Gayle Catinella

The Rev. Kip Colegrove

The Rev. Margaret D'Anieri

The Rev. June Dorsey

The Rev. Peter Faass

The Rev. Beth Frank

The Rev. Heather Hill

Ms. Marilyn Lewis (Warden, St Paul's, Norwalk)

Ms. Mischelle Lohr (Warden, Christ Church, Shaker Heights)

Ms. Katie Ong-Landini (Warden, Christ Church, Shaker Heights)

The Rev. Lisa O'Rear

The Rev. Keith Owen

#### R3: Resolution Concerning Elder Abuse

*Resolved*, that the congregations in Episcopal Diocese of Ohio be encouraged to follow the recommendations of the Older Adult Ministries of the Episcopal Church to educate and raise awareness about elder abuse within their congregations and communities, and be it further

*Resolved*, that the Health Ministry Task Force of the Diocese be authorized to provide congregations in the Episcopal Diocese of Ohio with appropriate educational resources in order to promote such awareness and to contribute to the prevention of elder abuse.

Rationale: The recommendations of the Older Adult Ministries can be found in the article on "Elder Abuse", which is linked to the Older Adult Ministries web page on the Episcopal Church's website (http://www.episcopalchurch.org/page/older-adult-ministries). The article notes that

"Clergy and lay members within the Episcopal Church are well positioned to contribute to the prevention of elder abuse by:

- Educating parishioners about their rights and about types of elder abuse
- Bringing the issue of elder abuse and its prevention to the attention of the Episcopal Church and other denominations
- Educating older parishioners about the option to assign responsibility to an outside person if their children are of concern
- Staying apprised of current trends in elder abuse and techniques for stopping it
- Training appropriate personnel in techniques for interviewing older parishioners
- Seeking assistance from other entities (social services, medical/nursing personnel, government agencies)
- Describing how family members, with the help of legal counsel, can explore options such as financial conservatorship for clients who are frail, mentally ill, or cognitively impaired
- Encouraging clients or family members to discuss with legal counsel the option to assign financial guardian or power of attorney, as needed
- Reporting suspected cases of elder abuse to local authorities."

According to the Older Adult Ministries, nearly 1 out of 3 Episcopalians are over the age of 65. Another 41% are between ages 45-64. "Most of our older adults are active, connected, vibrant, strong in their faith, and giving to their parish community and their extended community with love, patience and grace. They are involved and committed people of God. Their faith serves them well in the church and in the world."

They are often the people who depend most on the Church and its leaders for guidance and protection. The church is responsible for their care, attention and compassion. As Leviticus 19:32 admonishes, "Rise in the presence of the aged, show respect for the elderly and revere your God. I am the LORD."

Submitted by

Cheryl Gray

Pam Blemaster

The Rev. Terry Dautel

The Rev. Albert Jennings

The Rev. Chris McCann

Wayne Lurch

# R4: Resolution of Courtesy: Thanksgiving for the 150th Anniversary of the Founding of St. Paul's Church, Put-in-Bay

**Resolved**, That this 198th Annual Convention of the Diocese of Ohio joins the congregation of St. Paul's, Put-In-Bay, in expressing its profound thanks to God for the lives and service of the founders of St. Paul's Church and its congratulations and best wishes to the parish as it celebrates its sesquicentennial year, and that a copy of this resolution be sent to the parish.

Rationale: On November 4th, 1864, St. Paul's Episcopal Church became a parish of the Diocese of Ohio by an act of the General Convention. 2014 marks the anniversary of its founding and commemorates 150 years of continuous ministry and mission in the Village of Put-in-Bay and the Bass Islands.

St. Paul's Church has offered a generous welcome to all Christians, inviting visitors and residents of all traditions to worship together, initially as the only church in the community and later as the only Protestant church.

St. Paul's Church, the first congregation and church on the Bass Islands, began in the summer of 1865 with the arrival of newly ordained Deacon J. Mills Kendrick the parish requested and was admitted to parish status in November 1864. The congregation raised funds for the church building the winter of 1864-1865; and

Through the efforts and desires of the island's residents and the generosity of Jay Cooke of Philadelphia; owner of Gibraltar Island, the parishioners supervised the construction project, building the church on the corner of Lakeview and Catawba Avenue between May and October of 1865, and holding the first church service on October 4th 1865 with Jay Cooke, Salmon Chase and over 100 island residents in attendance; and

The congregation established a flourishing church school under the supervision of Mrs. Anna McMeens from 1865 to 1897 and this legacy of education continues to provide opportunities for Christian growth.

St. Paul's Church was not removed from the work of the church but was immersed in the discussions of Prayer Book revision of 1868-1872, the doors remained open, following the traditions of the Episcopal Church through a path that led the church to become a Congregational Church and then a Reformed Episcopal Church, returning to the Episcopal church and the Diocese of Ohio in 1912 at the encouragement of Phillip Vrooman, Senior Warden, and Laura Cooke Barney.

Laura Cooke Barney gave the stained glass window above the altar by Francis Drake Sweeney in 1902, honoring her mother and reminding parishioners of Jesus' call to follow and be fishers of all people, honoring her mother, and gave the church property to the Episcopal Church in 1912, after inheriting it from her father.

St. Paul's Church was the gathering place from 1933 to 1974 for Wa-Li-Ro Choirs, founded by the Bishop of Ohio, Warren Lincoln Rodgers, and often led by Leo Sowerby, recipient of the Pulitzer Prize.

St. Paul's current rectory is known as "The Hartman House" in thanksgiving for the significant contribution of Marylib Vrooman Hartman, built in 1959-1963 to ensure island clergy had a comfortable home.

Throughout the year November 2014 to October 2015 St. Paul's Church will honor, through a variety of events and activities, its founders and saints who came before, express appreciation to present and former parish membership, clergy, and friends who have continued to strengthen its parish community, strive to leave a lasting testament of faith and thanksgiving for future generations, and celebrate its heritage of worship and service to Jesus Christ through the Eucharist, prayer, personal involvement in parish life and care for others in the community, to continue to fulfill its mission: "to welcome all people, encourage Christian growth, and proclaim the Gospel by word and deed."

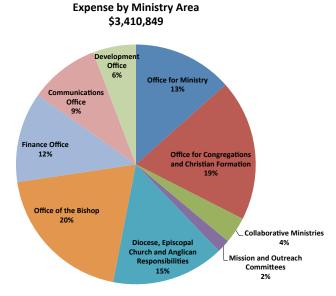
#### Overview of the 2015 Diocesan Program and Budget

The program and budget for 2015 attempts to enhance our existing program as much as possible with an increase in expected revenues of about \$110,000.

Details of proposed expenditures in each area are further explained in the accompanying narratives. The most significant changes are in the support areas of Personnel and Office Equipment. Activities in the area of Mission are continuing under the heading Mission and Outreach Committees instead of Mission Office.

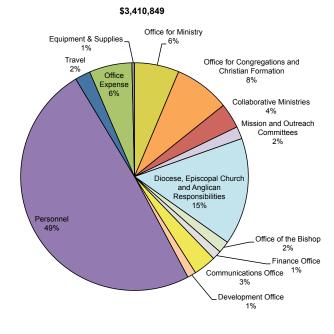
The programs and activities funded in the budget are geared toward living out the mission statement of the Diocese: To GROW, GIVE and SERVE.

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



**EXPENSE BY MANAGEMENT AREA** 

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 2015 Budget Summary

			2014			2015		
		Operating	Special Funds	Total	Operating	Special Funds	Total	Change
RECEIPTS		·						
SUPPORT FROM CO	CONGREGATIONS							
	essment Income (current year)	2,235,000.00		2,235,000.00	2,275,000.00	-	2,275,000.00	
	essment Income (prior year)	(75,000.00)		(75,000.00)	(65,000.00)		(65,000.00)	
TC	OTAL SUPPORT FROM CONGREGATIONS	2,160,000.00	•	2,160,000.00	2,210,000.00	-	2,210,000.00	50,000.00
ENDOWMENT IN	NCOME							
	owment-Episcopate	156,625.18		156,625.18	186,040.96		186,040.96	
	ownent-Missions	46,162.63		46,162.63	54,832.43		54,832.43	
	owment-Custodial	507.66		507.66	603.00		603.00	
Endo	owment-Lay Pension	7,290.78		7,290.78	8,660.06		8,660.06	
Endo	owment - Bishop's Office	40,471.21		40,471.21	45,239.93		45,239.93	
Endo	owment Income - Legacy endowments	2,706.43		2,706.43	3,214.72	-	3,214.72	
Endo	owment - ECS - Administration	35,620.11	-	35,620.11	42,309.92	-	42,309.92	
TO	TOTAL ENDOWMENT INCOME	289,384.00		289,384.00	340,901.02	-	340,901.02	51,517.02
	NT INCOME - OTHER							
	ribution JIF-General Funds	104,907.03		104,907.03	124,609.62	-	124,609.62	
	ribution JIF-Unrestricted Custodial Accts	20,439.34		20,439.34	24,278.05	-	24,278.05	
TO	OTAL INVESTMENT INCOME	125,346.37		125,346.37	148,887.67	-	148,887.67	23,541.30
EEES DECEIVED EC	OR ADMINISTRATIVE SERVICES							
	nell Adm. Fees	4,708.94		4,708.94	5,300.97		5,300.97	
	ton Administration Fees	13,601.59		13,601.59	15,311.65		15,311.65	
	rch Home Admin. Fee	41,932.71		41,932.71	48,070.49		48,070.49	
	Cross House - Admin. Fee	12,946.72		12,946.72	15,101.58	-	15,101.58	
.,	t Investment Fund Admin. Fee	86,258.61		86,258.61	97,814.73		97,814.73	
	Loans and Grants Administrative Fee	18,186.15	-	18,186.15	20,472.60	-	20,472.60	
	per Administration Fees	766.79	-	766.79	863.19	-	863.19	
Miller	er Funds Administrative Fee	30,153.15		30,153.15	34,160.77	-	34,160.77	
Educ	cation Funds - Homby Adm. Fees	5,512.90		5,512.90	6,364.41	-	6,364.41	
TOTA	AL FEES RECEIVED FOR ADMINISTRATIVE SERVICES	214,067.56		214,067.56	243,460.39	-	243,460.39	29,392.83
OTHER RECEIPTS								
	s for Administration of Sheadle Trust	7,500.00		7,500.00	7,500.00	-	7,500.00	
	ding for Episcopal Safety Officer				5,000.00	-	5,000.00	
	tal Income		•		10,000.00	-	10,000.00	
TO	OTAL OTHER RECEIPTS	7,500.00	•	7,500.00	22,500.00	-	22,500.00	15,000.00
	10	0.700.007.00		0.700.007.00	0.005.740.00		0.005.740.00	400 454 45
iotai	I Receipts before transfers from Special Funds	2,796,297.93		2,796,297.93	2,965,749.08	-	2,965,749.08	169,451.15
FROM SPECIAL FUN	INDO							
	n Special Funds-BLF Loans and Grants		111,695.04	111,695.04		85,000.00	85,000.00	(26,695.04)
	n Special Funds - Library Fund		2,000.00	2,000.00		2,000.00	2,000.00	(20,000.01)
	n Special Funds - Youth Scholarship Fund	-	1,500.00	1,500.00		1,500.00	1,500.00	
	n Legacy Endowments-Arthur B. Williams, Jr. Fund		11,000.00	11,000.00		11,000.00	11,000.00	
From	n Special Funds - Bishop's Discretionary Fund	-	7,000.00	7,000.00		7,000.00	7,000.00	
From	n Special Funds - Bishop's Appeal		77,000.00	77,000.00		77,000.00	77,000.00	
From	n Special Funds-Custodial JIF		116,416.00	116,416.00		117,000.00	117,000.00	584.00
From	n Special Funds - Custodial JIF MM	-	34,385.00	34,385.00		1,000.00	1,000.00	(33,385.00)
From	n Special Funds-Education Funds		143,600.00	143,600.00		143,600.00	143,600.00	
	TOTAL FROM SPECIAL FUNDS		504,596.04	504,596.04		445,100.00	445,100.00	(59,496.04)
TOTA	TAL RECEIPTS	2,796,297.93	504,596.04	3,300,893.97	2,965,749.08	445,100.00	3,410,849.08	109,955.11
EXPENSES								
OFFICE OF MINISTE								
OFFICE OF MINISTR CLERGY FOR	RMATION							
OFFICE OF MINISTR CLERGY FOR Ordin	RMATION ination Process	14,000.00	-	14,000.00	20,000.00	-	20,000.00	6,000.00
OFFICE OF MINISTF CLERGY FOR Ordin Post-	RMATION ination Process t-Ordination Internships	14,000.00 -	40,000.00	40,000.00	20,000.00	40,000.00	40,000.00	6,000.00
OFFICE OF MINISTF CLERGY FOR Ordin Post- Sumr	RMATION ination Process +-Ordination Internships mer Seminarian Internships	14,000.00 - -	40,000.00 4,000.00	40,000.00 4,000.00	20,000.00 - -	40,000.00 4,000.00	40,000.00 4,000.00	6,000.00 - -
OFFICE OF MINISTF CLERGY FOR Ordin Post- Sumr Miller	RMATION nation Process t-Ordination Internships mer Seminarian Internships r-ScholarshipsFormation & Training	14,000.00 - - -	40,000.00 4,000.00 45,000.00	40,000.00 4,000.00 45,000.00	20,000.00 - - - -	40,000.00 4,000.00 45,000.00	40,000.00 4,000.00 45,000.00	6,000.00 - - -
OFFICE OF MINISTF CLERGY FOR Ordin Post- Sumr Miller	RMATION nation Process +Odination Internships mer Seminarian Internships sr-Scholarships/Formation & Training +Ordination Internships	14,000.00 - - - - -	40,000.00 4,000.00	40,000.00 4,000.00 45,000.00 21,500.00	20,000.00 - - - - -	40,000.00 4,000.00	40,000.00 4,000.00 45,000.00 21,500.00	6,000.00 - - - -
OFFICE OF MINISTF CLERGY FOR Ordin Post- Sumr Miller	RMATION nation Process t-Ordination Internships mer Seminarian Internships r-ScholarshipsFormation & Training	14,000.00 	40,000.00 4,000.00 45,000.00 21,500.00	40,000.00 4,000.00 45,000.00	20,000.00 - - - - - - 20,000.00	40,000.00 4,000.00 45,000.00 21,500.00	40,000.00 4,000.00 45,000.00	6,000.00 - - - - - - - - - - - - - - - - -
OFFICE OF MINISTF CLERGY FOR Ordin Post- Sumr Miller	RMATION nation Process  - Codination Internships mer Seminarian InternshipsScholarships/Formation & Training - Ordination Internships  - Edus - Finds - Deacon Formation Program		40,000.00 4,000.00 45,000.00 21,500.00 5,000.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00	- - - -	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00	: : :
OFFICE OF MINISTF CLERGY FOR Ordin Post- Sumr Miller	RMATION nation Process t-Ordination Internships mer Seminarian Internships or-Scholarships-Formation & Training t-Ordination Internships c.Educ. Fnds-Deacon Formation Program TOTAL CLERGY FORMATION		40,000.00 4,000.00 45,000.00 21,500.00 5,000.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00	- - - -	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00	: : :
OFFICE OF MINISTF CLERGY FOR Ordin Post- Sum Miller Post- Misc.	RMATION nation Process t-Ordination Internships mer Seminarian Internships or-Scholarships-Formation & Training t-Ordination Internships c.Educ. Fnds-Deacon Formation Program TOTAL CLERGY FORMATION		40,000.00 4,000.00 45,000.00 21,500.00 5,000.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00	- - - -	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00	: : :
OFFICE OF MINISTF CLERGY FOR Ordin Post- Sumr Miller Post- Misc.  CLERGY SUP	RMATION nation Process - Codination Internships were Seminarian Internships - Scholarships/Formation & Training - Codination Internships - Educ. Fnds-Deacon Formation Program - TOTAL CLERGY FORMATION - PORT	14,000.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 115,500.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 129,500.00	20,000.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 115,500.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00	
OFFICE OF MINISTE CLERGY FOR Post- Sum Miller Post- Misc.  CLERGY SUP Clergy Hono D&IC	RMATION  nation Process  - Codination Internships  wer Seminarian Internships  - Scholarships/Formstion & Training  - Undination Internships  z. Educ. Fnds-Deacon Formation Program  TOTAL CLERGY FORMATION  PPORT  ys & Lay Professional Families Program  orarium - Chaplain or Spouse  CF-Counseling/Clergy & Families	- - - - 14,000.00 1,000.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 115,500.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 129,500.00 1,000.00 500.00 12,000.00	20,000.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 115,500.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 135,500.00 1,000.00 500.00 12,000.00	
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OFFICE OF MINISTE CLERGY FOR Post- Summ Miller Post- Misc.  CLERGY SUP Clerg Honon DAIC Frest	RMATION  nation Process  - Ordination Internships  mar Seminarian Internships  r-Scholarships-Formation & Training  - Ordination Internships  - Educ - frist-Deacon Formation Program  TOTAL CLERGY FORMATION  PPORT  gy & Lay Professional Families Program  orarium - Chaplain for Spouse  CF-Courseling Clergy & Families  th Start  I Fresh Start	14,000.00 1,000.00 500.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 115,500.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 129,500.00 1,000.00 500.00 12,000.00	20,000.00 1,000.00 500.00 -	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 115,500.00 - - 12,000.00 3,000.00	40,000.00 4,000.00 45,000.00 5,000.00 135,500.00 1,000.00 5,000.00 1,000.00 12,000.00	
OFFICE OF MINISTE CLERGY FOR Post- Summ Miller Post- Misc.  CLERGY SUP Clerg Honon DAIC Frest	RMATION  nation Process  - Ordination Internships  mer Seminarian Internships  n-Scholarships/Formation & Training  - Ordination Internships  - Educ. Fnds-Deacon Formation Program  TOTAL CLERGY FORMATION  PORT  gy & Lay Professional Families Program  orarium. Chaplain for Spouse  F-Counseling/Clergy & Families  sh Start	14,000.00 1,000.00 500.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 115,500.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 129,500.00 1,000.00 500.00 12,000.00 3,000.00	20,000.00 1,000.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 115,500.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 135,500.00 1,000.00 500.00 12,000.00 3,000.00	
OFFICE OF MINISTF CLERGY FOR Post- Summ Miller Post- Misc.  CLERGY SUP Clerg Honon Datic Frest	RMATION  nation Process  - Ordination Internships  mer Seminarian Internships  s-Scholarships/Formation & Training  - Ordination Internships  - Educ. Fnds-Deacon Formation Program  TOTAL CLERGY FORMATION  PORT  gy & Lay Professional Families Program  orarium. Chaplain for Spouse  - C-Cunseling/Clergy & Families  sh Start  TOTAL CLERGY SUPPORT	14,000.00 1,000.00 500.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 115,500.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 129,500.00 1,000.00 500.00 12,000.00	20,000.00 1,000.00 500.00 -	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 115,500.00 - - 12,000.00 3,000.00	40,000.00 4,000.00 45,000.00 5,000.00 135,500.00 1,000.00 5,000.00 1,000.00 12,000.00	
OFFICE OF MINISTF CLERGY FOR Post- Surm Miller Post- Misc.  CLERGY SUP Clerg Hono DBIC Frest Post	RMATION  nation Process  - fordination Internships  mer Seminarian Internships  - Scholarships/Formation & Training  - Ordination Internships  - Educ Finds-Deacon Formation Program  TOTAL CLERGY FORMATION  PORT  gy & Lay Professional Families Program  orarium - Chaplain for Spouse  CF-Courseling/Clergy & Families  sh Start  TOTAL CLERGY SUPPORT	14,000.00 1,000.00 500.00 - - 1,500.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 115,500.00 - 12,000.00 3,000.00 - 15,000.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 129,500.00 1,000.00 12,000.00 3,000.00 16,500.00	20,000.00 1,000.00 500.00 - - 1,500.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 115,500.00 - 12,000.00 3,000.00 -	40,000.00 4,000.00 4,000.00 21,500.00 5,000.00 135,500.00 1,000.00 12,000.00 3,000.00	6,000.00
OFFICE OF MINISTE CLERGY FOR Ordin Post- Summ Miller Post- Misc.  CLERGY SUP Clergy Hono D&IC Fresh Post  CLERGY DEV	RMATION  nation Process  -Codination Internships wer Seminarian Internships  -Codination Program  TOTAL CLERGY FORMATION  PPORT	14,000.00 1,000.00 500.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 115,500.00 12,000.00 3,000.00 15,000.00	40,000.00 4,000.00 21,500.00 5,000.00 129,500.00 120,000.00 12,000.00 12,000.00 16,500.00	20,000.00 1,000.00 500.00 - - 1,500.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 115,500.00 12,000.00 3,000.00	40,000.00 4,000.00 4,000.00 21,500.00 5,000.00 135,500.00 12,000.00 12,000.00 3,000.00 16,500.00	6,000.00
OFFICE OF MINISTE CLERGY FOR Post- Sum Mille Post- Misc.  CLERGY SUP Clergy Hono D&IC Frest Post  CLERGY DEV Comm Trans	RMATION nation Process - Ordination Internships mer Seminerian Internships - ScholarshipsFormation & Training - Ordination Internships - Educ Finds-Deacon Formation Program - TOTAL CLERGY FORMATION - PORT - gy & Lay Professional Families Program - orarium - Chaplain for Spouse - C-Cunseling/Clergy & Families - th Start - TOTAL CLERGY SUPPORT - VELOPMENT - Intrinsion on Ministry - stitlonal Deacon Education	14,000.00 1,000.00 500.00 - - 1,500.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 115,500.00 - 12,000.00 3,000.00 - 15,000.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 129,500.00 1,000.00 12,000.00 3,000.00 16,500.00	20,000.00 1,000.00 500.00 - - 1,500.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 115,500.00 - - 12,000.00 3,000.00 - - 15,000.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 135,500.00 12,000.00 12,000.00 16,500.00 1,000.00 1,000.00 1,000.00 1,000.00	6,000.00
OFFICE OF MINISTE CLERGY FOR Post- Surm Miller Post- Misc.  CLERGY SUP Clerg Hono DBIC Frest Post  CLERGY DEV Comm Transa Miller	RMATION  nation Process  - Ordination Internships  mer Seminarian Internships  - Scholarships Formation & Training  - Ordination Internships  - Educ. Fnds-Deacon Formation Program  TOTAL CLERGY FORMATION  PPORT  gy & Lay Professional Families Program  orarium - Chaplain for Spouse  CF-Counseling Clergy & Families  sh Start  TOTAL CLERGY SUPPORT  //ELOPMENT  mission on Ministry  satisforal Deacon Education  Clergy Days	14,000.00 1,000.00 500.00 - - 1,500.00	40,000.00 4,000.00 4,000.00 21,500.00 5,000.00 115,500.00 12,000.00 3,000.00 - 15,000.00	40,000.00 4,000.00 21,500.00 5,000.00 129,500.00 1,000.00 120,000.00 1,000.00 16,500.00 950.00	20,000.00 1,000.00 500.00 - - 1,500.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 115,500.00 12,000.00 3,000.00 	40,000.00 4,000.00 4,000.00 21,500.00 5,000.00 135,500.00 1,000.00 12,000.00 12,000.00 16,500.00 1,000.00 1,000.00 1,000.00 600.00	6,000.00
OFFICE OF MINISTE CLERGY FOR Ordin Post- Summ Miller Post- Misc.  CLERGY SUP Clerg Hono D&IC Frest Post  CLERGY DEV Com Trans Miller Lay F	RMATION  nation Process  -Codination Internships  mer Seminarian Internships  -Scholarships/Formation & Training  -Codination Internships  -Educ. Fnds-Deacon Formation Program  TOTAL CLERGY FORMATION  PPORT  By & Lay Professional Families Program  coratumChaplain for Spouse  CF-Courseling/Clergy & Families  in Start  TTOTAL CLERGY SUPPORT  //ELOPMENT  minission on Ministry  sistional Deacon Education  -Celergy Days  Professional Day	14,000.00 1,000.00 500.00 - - 1,500.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 115,500.00 12,000.00 3,000.00 15,000.00	40,000.00 4,000.00 21,500.00 5,000.00 129,500.00 129,500.00 12,000.00 3,000.00 16,500.00 	20,000.00 1,000.00 500.00 - - 1,500.00 500.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 115,500.00 12,000.00 3,000.00 	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 135,500.00 12,000.00 12,000.00 3,000.00 16,500.00 1,000.00 500.00 1,000.00 500.00 1,000.00	6,000.00
OFFICE OF MINISTE CLERGY FOR Post- Sum Miller Post- Misc.  CLERGY SUP Clergy Hono D&IC Frest Post  CLERGY DEV Com Trans Miller Lay F Educ	RMATION nation Process - Ordination Internships mer Seminarian Internships - Scholarships Formation & Training - Ordination Internships - Educ. Finds Deacon Formation Program - TOTAL CLERGY FORMATION  PPORT  Tys & Lay Professional Families Program - Orarium - Chaplain for Spouse - Or-Counseling Clergy & Families - sh Start - If Fresh Start - TOTAL CLERGY SUPPORT  //ELOPMENT - Imission on Ministry - Inside County Support - Professional Day - Frids-Clergy Days - Professional Day - Frids-Clergy Cont. Education Grants	14,000.00 1,000.00 500.00 - - 1,500.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 115,500.00 	40,000.00 4,000.00 21,500.00 5,000.00 129,500.00 129,500.00 1,000.00 3,000.00 16,500.00 950.00 	20,000.00 1,000.00 500.00 - - 1,500.00 500.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 115,500.00 12,000.00 3,000.00 	40,000.00 4,000.00 4,000.00 21,500.00 5,000.00 135,500.00 1,000.00 12,000.00 3,000.00 16,500.00 1,000.00 500.00 1,000.00 500.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00	6,000.00
OFFICE OF MINISTF CLERGY FOR Post- Surm Miller Post- Misc.  CLERGY SUP Clerg Hono DBIC Frest Post  CLERGY DEV Comm Transa Miller Lay F Educ Educ Educ	RMATION  nation Process  - Ordination Internships  mer Seminarian Internships  mer Seminarian Internships  - Scholarships Formation & Training  - Ordination Internships  - Educ. Finds-Deacon Formation Program  TOTAL CLERGY FORMATION  PORT  gy & Lay Professional Families Program  orarium - Chaplain for Spouse  C-Counseling/Clergy & Families  in Start  I Fresh Start  TOTAL CLERGY SUPPORT  VELOPMENT  mission on Ministry  missional Deacon of Ministry  stitolical Peacon Education  - Clergy Days  Professional Day  - C. Finds-Lergy Cont. Education Grants  - Finds-Lergy Cont. Education Grants  - Finds-Lergy Cont. Education Grants  - Finds-Lergy Cont. Education Grants	14,000.00 1,000.00 500.00 - - 1,500.00	40,000.00 4,000.00 21,500.00 5,000.00 115,500.00 12,000.00 3,000.00 	40,000.00 4,000.00 4,000.00 5,000.00 129,500.00 129,500.00 120,000.00 12,000.00 16,500.00 16,500.00 16,500.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00	20,000.00 1,000.00 500.00 - - 1,500.00 500.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 115,500.00 12,000.00 3,000.00 	40,000.00 4,000.00 4,000.00 21,500.00 5,000.00 135,500.00 12,000.00 12,000.00 12,000.00 16,500.00 1,000.00 500.00 1,000.00 500.00 4,000.00 1,000.00 4,000.00 4,000.00	6,000.00
OFFICE OF MINISTE CLERGY FOR Post- Summ Miller Post- Misc.  CLERGY SUP Clergy Hono D&IC Frest Post  CLERGY DEV Com Trans Miller Lay F Educ Educ Clerg	RMATION  nation Process  -Codination Internships  mer Seminarian Internships  -Codination Program  TOTAL CLERGY FORMATION  POPORT	14,000.00 1,000.00 500.00 - - 1,500.00	40,000.00 4,000.00 21,500.00 5,000.00 115,500.00 115,500.00 3,000.00 15,000.00 1,000.00 1,000.00 1,000.00 1,000.00 2,000.00 2,000.00	40,000.00 4,000.00 4,000.00 12,500.00 5,000.00 129,500.00 120,000.00 12,000.00 12,000.00 16,500.00 1,000.00	20,000.00 1,000.00 500.00 - - 1,500.00 500.00	40,000.00 4,000.00 45,000.00 5,000.00 115,500.00 115,500.00 12,000.00 3,000.00 15,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00	40,000.00 4,000.00 21,500.00 5,000.00 135,500.00 12,000.00 12,000.00 3,000.00 16,500.00 1,000.00 500.00 1,000.00 500.00 1,000.00 500.00 4,000.00 4,000.00 20,000.00	6,000.00
OFFICE OF MINISTE CLERGY FOR Post- Sum Miller Post- Misc.  CLERGY SUP Clergy Hono BAIC Frest Post  CLERGY DEV Com Trans Miller Lay F Educ Cilerg Clerg	RMATION nation Process	14,000.00 1,000.00 500.00 - - 1,500.00	40,000.00 4,000.00 21,500.00 5,000.00 115,500.00 12,000.00 3,000.00 	40,000.00 4,000.00 4,000.00 5,000.00 129,500.00 129,500.00 120,000.00 12,000.00 16,500.00 16,500.00 16,500.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00	20,000.00 1,000.00 500.00 - - 1,500.00 500.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 115,500.00 12,000.00 3,000.00 	40,000.00 4,000.00 4,000.00 21,500.00 5,000.00 135,500.00 12,000.00 12,000.00 12,000.00 16,500.00 1,000.00 500.00 1,000.00 500.00 4,000.00 1,000.00 4,000.00 4,000.00	6,000.00
OFFICE OF MINISTE CLERGY FOR Post- Sum Miller Post- Misc.  CLERGY SUP Clergy Hono D&IC Frest Post  CLERGY DEV  Com Trans Miller Lay F Educ Cilerg Clerg Cler	RMATION  nation Process  -Codination Internships  mer Seminarian Internships  -Codination Program  TOTAL CLERGY FORMATION  POPORT	14,000.00 1,000.00 500.00 - - 1,500.00	40,000.00 4,000.00 45,000.00 5,000.00 115,500.00 115,500.00 115,500.00 15,000.00 15,000.00 15,000.00 15,000.00 15,000.00 15,000.00 15,000.00 10,000.00 10,000.00	40,000.00 4,000.00 4,000.00 5,000.00 129,500.00 129,500.00 12,000.00 3,000.00 16,500.00 16,500.00 16,500.00 16,500.00 15,000.00 15,000.00 15,000.00 15,000.00 15,000.00 10,000.00 10,000.00 10,000.00	20,000.00 1,000.00 500.00 - - 1,500.00 500.00	40,000.00 4,000.00 45,000.00 5,000.00 115,500.00 115,500.00 12,000.00 3,000.00 	40,000.00 4,000.00 4,000.00 21,500.00 5,000.00 135,500.00 1,000.00 12,000.00 3,000.00 1,000.00 600.00 600.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00	6,000.00
OFFICE OF MINISTF CLERGY FOR Post- Sum Miller Post- Misc.  CLERGY SUP Clergy Hono D&IC Frest Post  CLERGY DEV Com Trans Miller Lay F Educ Cderg Clerg	RMATION  nation Process  - Ordination Internships  mer Seminarian Internships  se Scholarships/Formation & Training  - Ordination Internships  - Educ. Fnds-Deacon Formation Program  TOTAL CLERGY FORMATION  PORT  gy & Lay Professional Families Program  orarium. Chaplain for Spouse  - C-Caunseling/Clergy & Families  sh Start  I Fresh Start  TOTAL CLERGY SUPPORT  //ELOPMENT  mission on Ministry  sistional Deacon Education  sr-Clergy Days  Professional Days  - Fnds-Clargy Cont. Education Grants  c. Fnds-Lay Cont. Education Grants  gy Conferences  gy Conferences  gy Celuracion Days  - Clergy Professional Ed. Prog.	14,000.00 1,000.00 500.00 - - 1,500.00 950.00 - - - - -	40,000.00 4,000.00 21,500.00 5,000.00 115,500.00 115,500.00 12,000.00 15,000.00 	40,000.00 4,000.00 4,000.00 5,000.00 129,500.00 129,500.00 120,000.00 12,000.00 16,500.00 16,500.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00	1,000,00 1,000,00 500,00 - - 1,500,00 500,00 - - - - - - -	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 115,500.00 12,000.00 3,000.00 	40,000.00 4,000.00 4,000.00 5,000.00 135,500.00 135,500.00 12,000.00 12,000.00 12,000.00 16,500.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00	50.00 500.00
OFFICE OF MINISTE CLERGY FOR Post- Summ Miller Post- Misc.  CLERGY SUP Clergy Hono D&IC Frest Post  CLERGY DEV Comm Trans Miller Educ Clerg Clerg Miller	RMATION  nation Process  - Codration Internships  mer Seminarian Internships  - Scholarships/Formation & Training  - Ordination Internships  - Educ. Finds. Deacon Formation Program  TOTAL CLERGY FORMATION  PORT  By & Lay Professional Families Program  ordrarium - Chaplain for Spouse  CF-Courseling/Clergy & Families  th Start  - Fresh Start  - TOTAL CLERGY SUPPORT  //ELOPMENT  mission on Ministry  nsitional Deacon Education  - Colergy Days  Professional Day  - Frids-Clergy Cont. Education Grants  - Frids-Ly Cont. Education Grants  gy Education Days  - Clergy Professional Ed. Prog.  TOTAL CLERGY DEVELOPMENT	14,000.00 1,000.00 500.00 - - 1,500.00 950.00 - - - - -	40,000.00 4,000.00 21,500.00 5,000.00 115,500.00 115,500.00 12,000.00 15,000.00 	40,000.00 4,000.00 4,000.00 5,000.00 129,500.00 129,500.00 120,000.00 12,000.00 16,500.00 16,500.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00	1,000,00 1,000,00 500,00 - - 1,500,00 500,00 - - - - - - -	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 115,500.00 12,000.00 3,000.00 	40,000.00 4,000.00 4,000.00 5,000.00 135,500.00 135,500.00 12,000.00 12,000.00 12,000.00 16,500.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00	6,000.00 
OFFICE OF MINISTE CLERGY FOR Post- Sum Miller Post- Misc.  CLERGY SUP Clergy Hono D&IC Frest Post  CLERGY DEV Com Trans Miller Lay F Educ Clerg Clerg Miller CLERGY DEV Clerg Miller CLERGY DEV Clerg Clerg Miller CLERGY DEV	RMATION  nation Process  - Codration Internships  mer Seminarian Internships  - Scholarships/Formation & Training  - Ordination Internships  - Educ. Finds. Deacon Formation Program  TOTAL CLERGY FORMATION  PORT  By & Lay Professional Families Program  ordrarium - Chaplain for Spouse  CF-Courseling/Clergy & Families  th Start  - Fresh Start  - TOTAL CLERGY SUPPORT  //ELOPMENT  mission on Ministry  nsitional Deacon Education  - Colergy Days  Professional Day  - Frids-Clergy Cont. Education Grants  - Frids-Ly Cont. Education Grants  gy Education Days  - Clergy Professional Ed. Prog.  TOTAL CLERGY DEVELOPMENT	14,000.00 1,000.00 500.00 - - 1,500.00 950.00 - - - - -	40,000.00 4,000.00 21,500.00 5,000.00 115,500.00 115,500.00 12,000.00 15,000.00 	40,000.00 4,000.00 4,000.00 5,000.00 129,500.00 129,500.00 120,000.00 12,000.00 16,500.00 16,500.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00	1,000,00 1,000,00 500,00 - - 1,500,00 500,00 - - - - - - -	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 115,500.00 12,000.00 3,000.00 	40,000.00 4,000.00 4,000.00 5,000.00 135,500.00 135,500.00 12,000.00 12,000.00 12,000.00 16,500.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00	6,000.00
OFFICE OF MINISTE CLERGY FOR Post- Summ Miller Post- Misc.  CLERGY SUP Clerg Hono DBICI Frest Post  CLERGY DEV Comi Trans Miller Lay F Educ Clerg Clerg Miller CLERGY DEP Seare	RMATION nation Process - Confination Internships mer Seminerian Internships - ScholarshipsFormation & Training - Ordination Internships - Educ. Finds-Deacon Formation Program - TOTAL CLERGY FORMATION  PORT  gy & Lay Professional Families Program - orarium. Chaplain for Spouse - C-Counseling/Clergy & Families - th Start - TOTAL CLERGY SUPPORT  //ELOPMENT - Internships - Start - TOTAL CLERGY SUPPORT - CLERGY SUPPORT - Finds-Clergy Oans - Professional Day - C. Frods-Clergy Oont. Education Grants - gy Conferences - gy Education Days - Clergy Professional Ed. Prog TOTAL CLERGY DEVELOPMENT - PLOYMENT - TOTAL CLERGY DEVELOPMENT - POPSESSIONAL Ed. Prog TOTAL CLERGY DEVELOPMENT - PLOYMENT - PLOYMENT - TOTAL CLERGY DEVELOPMENT - PLOYMENT	14,000.00 1,000.00 500.00 - - 1,500.00 950.00 - - - - - - - - - - - - -	40,000.00 4,000.00 21,500.00 5,000.00 115,500.00 115,500.00 12,000.00 15,000.00 	40,000.00 4,000.00 4,000.00 5,000.00 129,500.00 129,500.00 12,000.00 12,000.00 12,000.00 16,500.00 16,500.00 15,000.00 15,000.00 15,000.00 15,000.00 15,000.00 15,000.00 15,000.00 10,000.00 10,000.00 10,000.00 10,000.00	20,000.00 1,000.00 500.00 - - 1,500.00 500.00 - - - - 1,500.00	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 115,500.00 12,000.00 3,000.00 	40,000.00 4,000.00 4,000.00 5,000.00 135,500.00 135,500.00 12,000.00 12,000.00 12,000.00 12,000.00 10,000.00 10,000.00 10,000.00 10,000.00 10,000.00 10,000.00 10,000.00 10,000.00 10,000.00 10,000.00 10,000.00 10,000.00 10,000.00 10,000.00	50.00 500.00
OFFICE OF MINISTE CLERGY FOR Post- Summ Miller Post- Misc.  CLERGY SUP Clergy Hono D&IC Fresh Post  CLERGY DEV Comm Trans Miller Lay F Educ Educ Clerg Miller CLERGY DEV Clerg Miller  CLERGY DEV Clerg Miller CLERGY DEV Clerg Miller CLERGY DEV Clerg Miller CLERGY DEV Clerg Miller CLERGY DEV Clerg Miller CLERGY DEV CLERG	RMATION  nation Process  Cordination Internships  mer Seminarian Internships  in Scholariships Formation & Training  Lordination Internships  Educ. Ends-Deacon Formation Program  TOTAL CLERGY FORMATION  PORT  gy & Lay Professional Families Program  orarium. Chaplain for Spouse  C-Counseling/Clergy & Families  in Start  If resh Start  TOTAL CLERGY SUPPORT  VELOPMENT  mission on Ministry  sitistional Deacon of Ministry  sitistional Deacon Education  g-Clergy Days  Professional Day  c. Fnds-Lergy Cont. Education Grants  c. Fnds-Lerg Cont. Education Grants  gy Conferences  gy Confessional Ed. Prog.  TOTAL CLERGY DEVELOPMENT  PLOYMENT  roth Exp. Assistance/Parish	14,000.00  1,000.00  500.00  1,500.00  950.00	40,000.00 4,000.00 21,500.00 5,000.00 115,500.00 115,500.00 12,000.00 15,000.00 	40,000.00 4,000.00 4,000.00 125,000.00 129,500.00 129,500.00 120,000.00 120,000.00 16,500.00 1,000.00	20,000,00 1,000,00 500,00 - - 1,500,00 1,000,00 500,00 - - - - - - - - - - - - -	40,000.00 4,000.00 45,000.00 21,500.00 5,000.00 115,500.00 12,000.00 3,000.00 	40,000.00 4,000.00 4,000.00 21,500.00 5,000.00 135,500.00 12,000.00 12,000.00 12,000.00 16,500.00 1,000.00	6,000.00

	2014		2015				
	Operating	Special Funds	Total	Operating	Special Funds	Total	Change
TOTAL CLERGY DEPLOYMENT	5,450.00		5,450.00	7,950.00		7,950.00	2,500.00
PLANNING & ADMINISTRATION							
Admin. Exp./Ordained Ministry	2,000.00		2,000.00	2,000.00		2,000.00	
Admin. Exp./Deployment	1,385.00	-	1,385.00	1,300.00	-	1,300.00	(85.00)
TOTAL CLERGY ADMIN/PLANNINGS	3,385.00		3,385.00	3,300.00		3,300.00	(85.00)
TOTAL FOR OFFICE OF MINISTRY	25,285.00	182,100.00	207,385.00	34,250.00	182,100.00	216,350.00	8,965.00
OFFICE FOR CONGREGATIONS AND CHRISTIAN FORMATION Administration	8,000.00	-	8,000.00	8,000.00	-	8,000.00	-
GRANTS FOR CONGREGATIONS							
Ministry Enhancement Grants (Existing Congregations)	29,000.00	11,000.00	40,000.00	29,000.00	11,000.00	40,000.00	
Targeted Revitalization Congregations (Existing Cong.)	20,000.00	10,000.00	30,000.00	20,000.00	10,000.00	30,000.00	-
Congregation Development Programs and Training (Existing Cong.)	9,000.00	-	9,000.00	9,000.00	-	9,000.00	-
Support for New Work Strategic Mission Congregations Support (Existing Cong.)		30,000.00 40,000.00	30,000.00 40,000.00	-	30,000.00 40,000.00	30,000.00 40,000.00	
Ministry and Growth Grants		10,000			,		-
TOTAL GRANTS FOR CONGREGATIONS	58,000.00	91,000.00	149,000.00	58,000.00	91,000.00	149,000.00	-
Diocesan Youth Programs:							•
Administration Youth Scholarships	2,000.00	1,500.00	2,000.00 1,500.00	2,000.00	1,500.00	2,000.00 1,500.00	-
Diocesan Youth Event	2,000.00	-	2,000.00	2,000.00	-	2,000.00	-
Happening	2,500.00	-	2,500.00	2,500.00	-	2,500.00	-
Spring Youth Gathering	2,000.00		2,000.00	2,000.00	-	2,000.00	-
Youth Leadership Training Children's Programs at Diocesan Events	3,000.00 500.00	-	3,000.00 500.00	3,000.00 500.00		3,000.00 500.00	
Total Diocesan Youth Programs	12,000.00	1,500.00	13,500.00	12,000.00	1,500.00	13,500.00	-
Other Youth & Children Formation Program & Grants	3,500.00	-	3,500.00	3,500.00		3,500.00	-
Youth & Children Formation Program & Grants (0-17)	15,500.00	1,500.00	17,000.00	15,500.00	1,500.00	17,000.00	-
Young Adult Formation (18-30)	17,000.00		17,000.00	17,000.00	-	17,000.00	
Adult Formation Events and Grants (31+)	17,000.00		17,000.00	17,000.00	-	17,000.00	
TOTAL FORMATION GRANTS	49,500.00	1,500.00	51,000.00	49,500.00	1,500.00	51,000.00	-
CCFC COMMITTEES CCFC Committees	3,500.00	-	3,500.00	3,500.00	-	3,500.00	-
OTHER EVERYORS							
OTHER EXPENSES Winter Convocation	19,500.00		19,500.00	19,500.00		19,500.00	
Winter Convocation	-	5,500.00	5,500.00	-	5,500.00	5,500.00	
Resource Center-Materials/Supplies	-	2,000.00	2,000.00		2,000.00	2,000.00	-
Additional Opportunities Leadership Development Events	19,500.00 4,000.00	7,500.00	27,000.00 4,000.00	19,500.00 4,000.00	7,500.00	27,000.00 4,000.00	
TOTAL OTHER EXPENSES	43,000.00	15,000.00	58,000.00	43,000.00	15,000.00	58,000.00	-
TOTAL CONGREGATIONS AND CHRISTIAN FORMATION	162,000.00	107,500.00	269,500.00	162,000.00	107,500.00	269,500.00	-
DIOCESAN, EPISCOPAL CHURCH AND ANGLICAN COMMUNION RESP.							
GENERAL CHURCH Assessment	452,694.00		450 004 00	468,500.00		469 500 00	45 000 00
Provincial Synod	5,365.00	-	452,694.00 5,365.00	4,979.63		468,500.00 4,979.63	15,806.00 (385.37)
Travel to Provincial Education Events		-			-		
Travel to Provincial Synod		-		1,000.00	-	1,000.00	1,000.00
TOTAL GENERAL CHURCH	458,059.00	-	458,059.00	474,479.63		474,479.63	16,420.63
DIOCESE OF OHIO  Pinnesan Convention	20,000,00		20,000,00	20 000 00		20,000,00	
Diocesan Council	2,500.00		2,500.00	2,500.00		2,500.00	
TOTAL DIOCESE OF OHIO	22,500.00		22,500.00	22,500.00		22,500.00	-
TOTAL DIOCESAN, EPISCOPAL CHURCH AND ANGLICAN COMMUNION RESP	480,559.00	-	480,559.00	496,979.63		496,979.63	16,420.63
MISSION AND OUTREACH COMMITTEES							
Administrative Expense	1,250.00		1,250.00	1,250.00	-	1,250.00	
Domestic and International Mission & Service Projects:							
Mission Area Council Mission & Service Projects	8,000.00	-	8,000.00	8,000.00	-	8,000.00	-
Domestic Mission & Service Projects International. Mission & Service Projects:	3,000.00	-	3,000.00	3,000.00	-	3,000.00	
Belize	8,000.00	-	8,000.00	8,000.00	-	8,000.00	-
Tanga	8,000.00		8,000.00	8,000.00	-	8,000.00	-
Total International Mission & Service Projects Total Domestic and Intl. Mission & Service Projects	16,000.00 27,000.00		16,000.00 27,000.00	16,000.00 27,000.00	· ·	16,000.00 27,000.00	-
total Domestic and the mission & Service Projects	27,000.00	· ·	27,000.00	27,000.00	•	27,000.00	
Community of Deacons	-	1,000.00	1,000.00		1,000.00	1,000.00	-
International Development Grant (.7% of receipts) MDG	19,606.61		19,606.61	20,760.24		20,760.24	1,153.63
Commission on Global and Domestic Mission Social Concerns/Advocacy	1,000.00 1,000.00		1,000.00 1,000.00	1,000.00 1,000.00		1,000.00 1,000.00	-
Ohio Council of Churches	3,000.00		3,000.00	3,000.00		3,000.00	-
Ohio Council of Churches	-	1,000.00	1,000.00	-	1,000.00	1,000.00	-
Commission for Racial Understanding	50.050.04	4,000.00	4,000.00	-	4,000.00	4,000.00	4 450 00
TOTAL MISSION AND OUTREACH COMMITTEES	52,856.61	6,000.00	58,856.61	54,010.24	6,000.00	60,010.24	1,153.63
OFFICE OF THE BISHOP AND SUPPORT OFFICES OFFICE OF THE BISHOP							
Bishop's Office Admin. Exp.	4,400.00	3 500 00	4,400.00	4,400.00	0.500.00	4,400.00	-
New Ministry Initiatives Community Building/Hospitality	-	3,500.00 5,000.00	3,500.00 5,000.00	-	3,500.00 5,000.00	3,500.00 5,000.00	-
·· · · · · · · · · · · · · · · · · · ·		-,3.00	-,-30.00		-,	-,3.00	

			2014			2015		
		Operating	Special Funds	Total	Operating	Special Funds	Total	Change
	Reimbursement to Parishes-Time of Deans	16,000.00	-	16,000.00	16,000.00		16,000.00	
	Support for Mission Area Councils	24,000.00		24,000.00	24,000.00	-	24,000.00	
	Community Building/Hospitality	-	5,000.00	5,000.00		5,000.00	5,000.00	
	TOTAL OFFICE OF THE BISHOP	44,400.00	13,500.00	57,900.00	44,400.00	13,500.00	57,900.00	
FINANCE								
	Finance Office Admin. Exp.	3,000.00		3,000.00	3,600.00	-	3,600.00	600.00
	Finance Office Business Exp.	600.00		600.00	800.00		800.00	200.00
	Accounting System Maintenance Cont	4,000.00	-	4,000.00	4,500.00	-	4,500.00	500.00
	Episcopal Safety Officer		-	-	5,000.00		5,000.00	5,000.00
	Archive Expense	500.00	-	500.00	3,500.00		3,500.00	3,000.00
	Bank Fees Payroll Service	6,000.00 2,000.00	-	6,000.00 2,000.00	6,300.00 2,000.00		6,300.00 2,000.00	300.00
	Audit Fee	19,500.00		19,500.00	18,000.00		18,000.00	(1,500.00)
	TOTAL FINANCE OFFICE	35,600.00		35,600.00	43,700.00	-	43,700.00	8,100.00
DEVELO	DMENT OFFICE							
DEVELO	PMENT OFFICE Administrative Expense	3,000.00	-	3,000.00	3,000.00		3,000.00	
	Promotion/Publications	700.00		700.00	700.00	-	700.00	
	Gift Tracking - Software Maintenance	4,500.00	-	4,500.00	4,500.00	-	4,500.00	
	Parochial Stewardship Education & Promotion	600.00	-	600.00	600.00	-	600.00	-
	Episcopal Network for Stewardship - subscription	2,400.00	-	2,400.00	2,400.00	-	2,400.00	-
	Planned Giving Resources & Promotional Materials	1,300.00	-	1,300.00	1,300.00	-	1,300.00	
	Expenses of Bishop's Appeal		29,500.00	29,500.00		29,500.00	29,500.00	
	TOTAL DEVELOPMENT OFFICE	12,500.00	29,500.00	42,000.00	12,500.00	29,500.00	42,000.00	<u> </u>
COMMUN	NICATIONS OFFICE							
	Communication Admin. Exp.	1,800.00	-	1,800.00	2,500.00	-	2,500.00	700.00
	Church Life/Professional Services (writing)	4,500.00		4,500.00	3,000.00	-	3,000.00	(1,500.00)
	Church Life/Professional Services (photos/videos)	4,000.00	-	4,000.00	5,000.00	-	5,000.00	1,000.00
	Church Life/Production-printing	39,000.00	-	39,000.00	40,000.00	-	40,000.00	1,000.00
	Directory & Canons	2,500.00	-	2,500.00	2,000.00		2,000.00	(500.00)
	Diocesan Journal/Printing & Distribution	1,500.00	-	1,500.00	1,500.00		1,500.00	
	Advertising Campaign	29,500.00	-	29,500.00	31,500.00		31,500.00	2,000.00
	Technology Consulting Diocesan Mailings	25,000.00 2,200.00	-	25,000.00 2,200.00	15,000.00 4,000.00		15,000.00 4,000.00	(10,000.00) 1,800.00
	Communications Dept. Mobile Phone	2,200.00		2,200.00	1,500.00	•	1,500.00	1,500.00
	Ongoing Learning & Training				4,000.00		4,000.00	4,000.00
	TOTAL COMMUNICATIONS OFFICE	110,000.00		110,000.00	110,000.00		110,000.00	-
		-						
PERSON	NEL							
SALARIES AND	BENEFITS							
010	Salaries/Wages-Diocesan Staff	1,000,777.95	24,970.00	1,025,747.95	1,140,277.21		1,140,277.21	114,529.26
010	Contract Labor	45,000.00	-	45,000.00	45,000.00		45,000.00	
	FICA/Medicare Taxes	37,023.00		37,023.00	36,800.00	-	36,800.00	(223.00)
	Clergy Pension	80,295.60	4,495.00	84,790.60	88,000.00	-	88,000.00	3,209.40
	Lay Pension & Long Term Disability	50,091.00	-	50,091.00	49,400.00	-	49,400.00	(691.00)
	Employees Health Insurance	254,719.77	3,634.00	258,353.77	299,800.00	-	299,800.00	41,446.23
	Employees Dental Insurance	14,976.00	232.00	15,208.00	24,000.00	-	24,000.00	8,792.00
	Group Life Insurance	1,452.00	-	1,452.00	1,452.00		1,452.00	
	Workers' Compensation	1,942.00	54.00	1,996.00	2,000.00	-	2,000.00	4.00
	Flexible Spending Plan	1,400.00	-	1,400.00	1,200.00	-	1,200.00	(200.00)
	Prof. Education - Senior Staff		1,500.00	1,500.00		1,500.00	1,500.00	
	Staff Training-Senior Staff		1,000.00	1,000.00		1,000.00	1,000.00	
	Staff Training-Support Team		2,000.00	2,000.00	-	3,000.00	3,000.00	1,000.00
	Staff Training-Support Team		1,000.00	1,000.00				(1,000.00)
3/(	Professional Education-Diocesan Staff TOTAL SALARIES AND BENEFITS	1,487,677.32	6,000.00 44,885.00	6,000.00 1,532,562.32	1,687,929.21	6,000.00 11,500.00	6,000.00 1,699,429.21	166,866.89
	TOTAL SALARIES AND DENEFITS	1,407,077.32	44,005.00	1,532,502.32	1,007,929.21	11,500.00	1,099,429.21	100,000.09
	t Expense - Retirees			,,		,		
	Retirees Health Insurance Supplement	6,480.00	7,416.00	13,896.00	6,480.00	8,000.00	14,480.00	584.00
UIL	Retirees Group Life Insurance./Lay  Total Benefit Expense - Retirees	300.00 6,780.00	7,416.00	300.00 14,196.00	300.00 6,780.00	8,000.00	300.00 14,780.00	# 584.00
	Total ballatt Expense - Natiless	0,700.00	7,410.00	14,130.00	0,760:00	8,000.00	14,760.00	# 384.00
	TOTAL PERSONNEL	1,494,457.32	52,301.00	1,546,758.32	1,694,709.21	19,500.00	1,714,209.21	167,450.89
TRAVEL	EXPENSES							
	TOTAL STAFF TRAVEL REIMBURSEMENTS	71,000.00	-	71,000.00	71,000.00	-	71,000.00	
010	) Mileage Reimbursement-Bishop	3,500.00		3,500.00	3,500.00		3,500.00	-
	Mileage Reimbursements - Volunteers	250.00		250.00	250.00		250.00	
	TOTAL EXPENSE - Mileage Reimbursements	3,750.00	-	3,750.00	3,750.00	-	3,750.00	
	TOTAL TRAVEL EXPENSES	74,750.00		74,750.00	74,750.00		74,750.00	
OFFICE I	EXPENSES				<u></u>			
OFFICE	Trinity Commons - T1 Internet Connection	6,000.00		6,000.00	6,000.00		6,000.00	
	Telephone-Local	3,000.00	•	3,000.00	3,000.00	•	3,000.00	•
	Telephone-Local Telephone-Long Distance	3,000.00		3,000.00	360.00	-	360.00	360.00
	Telephone-"800" Service	300.00	-	300.00	300.00		300.00	-
	Telephone - Advertising Expense	540.00	-	540.00	540.00	-	540.00	-
	Insurance-Liability, D&O, Bonding	12,750.00		12,750.00	12,750.00		12,750.00	
	Hospitality	,	2,000.00	2,000.00	-	2,000.00	2,000.00	
	Building Operating Expenses	109,800.00	-	109,800.00	75,000.00	-	75,000.00	(34,800.00)
	Real Estate Taxes	9,000.00		9,000.00	12,000.00		12,000.00	3,000.00
	Building Operating Expenses	-,	111,695.04	111,695.04	-	85,000.00	85,000.00	(26,695.04)
	TOTAL OFFICE EXPENSES	141,390.00	113,695.04	255,085.04	109,950.00	87,000.00	196,950.00	(58,135.04)
EOI IIDM	ENT & SUPPLIES			<u></u>				
EQUIPMI	ENT & SUPPLIES Postage Equip. (Lease & Maintenance)	2,400.00		2,400.00	2,400.00		2,400.00	
	Postage-Usage	10,000.00		10,000.00	10,000.00		10,000.00	
	Postage-Charged Back to Offices	(12,400.00)	-	(12,400.00)	(12,400.00)	-	(12,400.00)	-
	•	· ,/			. ,		,	

	2014		2015				
	Operating	Special Funds	Total	Operating	Special Funds	Total	Change
Copiers-Lease Expense	13,920.00		13,920.00	13,920.00		13,920.00	
Copiers-Maintenance Charges	10,000.00		10,000.00	10,000.00		10,000.00	
Copies - Unreimbursed	300.00		300.00	300.00		300.00	
Copier-Paper	1,200.00		1,200.00	1,200.00		1,200.00	
Copier-Charged Back to Offices	(25,120.00)		(25,120.00)	(25,120.00)		(25,120.00)	
Computer Software	5,500.00		5,500.00	5,500.00		5,500.00	
Computer Equipment Repair/Modification	1,200.00		1,200.00	1,200.00		1,200.00	
Office Furnishings	500.00	-	500.00	500.00		500.00	
Office Supplies	3,200.00		3,200.00	3,200.00		3,200.00	
Stationery/Printing	1,800.00		1,800.00	1,800.00		1,800.00	
EQUIPMENT & SUPPLIES	12,500.00	•	12,500.00	12,500.00	•	12,500.00	
TOTAL OFFICE OF THE BISHOP AND SUPPORT OFFICES	1,925,597.32	208,996.04	2,134,593.36	2,102,509.21	149,500.00	2,252,009.21	117,415.85
TOTAL EXPENSES	2,646,297.93	504,596.04	3,150,893.97	2,849,749.08	445,100.00	3,294,849.08	143,955.11
FUND TRANSFERS INTER FUND TRANSFERS INTER FUND TRANSFERS TO OTHER FUNDS							
Transfer To Cedar Hills Operations	122.000.00		122,000.00	122.000.00		122.000.00	
TOTAL INTER FUND TRANFERS TO OTHER FUNDS	122,000.00		122,000.00	122,000.00		122,000.00	
TOTAL INTER FUND TRANFERS TO OTHER FUNDS	122,000.00		122,000.00	122,000.00		122,000.00	<u> </u>
INTER FUND TRANSFERS FROM OTHER FUNDS							
Transfer from Other Custodial Funds				(38,000.00)		(38,000.00)	(38,000.00)
TOTAL INTER FUND TRANFERS FROM OTHER FUNDS				(38,000.00)		(38,000.00)	(38,000.00)
TOTAL INTER FUND TRANFERS	122,000.00		122,000.00	84,000.00		84,000.00	(38,000.00)
INTRA FUND TRANSFERS INTRA FUND TRANSFERS TO/FROM UNDESIGNATED							
To Reserve General Convention	8,000.00		8,000.00	12,000.00		12,000.00	4,000.00
To Reserve Lambeth Conference Travel							
To Reserve Future Epis. Transition	10,000.00		10,000.00	10,000.00		10,000.00	
To Reserve - Trinity Commons Capital	10,000.00	-	10,000.00	10,000.00	-	10,000.00	
TOTAL INTRA FUND TRANSFERS FROM UNDESIGNATED	28,000.00	-	28,000.00	32,000.00		32,000.00	4,000.00
TOTAL INTRA FUND TRANFERS	28,000.00	-	28,000.00	32,000.00	-	32,000.00	4,000.00
TOTAL FUND TRANSFERS	150,000.00	-	150,000.00	116,000.00	-	116,000.00	(34,000.00)
NET SURPLUS/(DEFICIT)	\$ 0.00 \$	- \$	0.00	s - s	- \$	-	\$ (0.00)

	-	Eight Mon				
			Special	Total	Annual	
	-	Operating	Funds	Actual	Budget	
ECEIPTS						
SUPPORT FROM CONGREGATIONS						
Assessment Income (current year)		\$1,288,754.39	\$0.00	\$1,288,754.39	\$2,235,000	
Assessment Income (prior year(s))		(\$5,701.56)	\$0.00	(\$5,701.56)	(\$75,000	
TOTAL SUPPORT FROM CONG	REGATIONS	\$1,283,052.83	\$0.00	\$1,283,052.83	\$2,160,000	
ENDOWMENT INCOME						
ENDOWMENT INCOME		¢104 E12 20	\$0.00	¢104 E12 20	\$156,625	
Endowment-Episcopate		\$104,513.20		\$104,513.20		
Endowment-Missions		\$30,803.12	\$0.00	\$30,803.12	\$46,162	
Endowment-Custodial		\$2,841.28	\$0.00	\$2,841.28	\$507	
Endowment-Lay Pension		\$4,864.96	\$0.00	\$4,864.96	\$7,290	
Endowment - Bishop's Office		\$40,472.92	\$0.00	\$40,472.92	\$40,471	
JIF Dist Ellen King - BD		\$447.36	\$0.00	\$447.36	\$0	
Endowment Income - Legacy endow	ments	\$1,875.10	\$0.00	\$1,875.10	\$2,706	
Endowment - ECSF - Administration	_	\$23,768.48	\$0.00	\$23,768.48	\$35,620	
TOTAL ENDOWMENT INCOME	-	\$209,586.42	\$0.00	\$209,586.42	\$289,384	
TOTAL INVESTMENT INCOME - OTHER						
Distribution JIF-General Funds		\$70,174.00	\$0.00	\$70,174.00	\$104,907	
Distribution JIF-Unrestricted Custodi	al Accts	\$14,253.68	\$0.00	\$14,253.68	\$20,439	
TOTAL INVESTMENT INCOME	-	\$84,427.68	\$0.00	\$84,427.68	\$125,346	
FEES RECEIVED FOR ADMINISTRATIVE SERVICES						
Darnell Adm. Fees		\$3,139.28	\$0.00	\$3,139.28	\$4,70	
			\$0.00		\$4,700 \$13,60	
Brayton Administration Fees Church Home Admin. Fee		\$9,067.76		\$9,067.76		
Holy Cross House - Admin. Fee		\$27,955.12 \$8.631.12	\$0.00	\$27,955.12	\$41,932	
•			\$0.00	\$8,631.12	\$12,946	
Joint Investment Fund Admin. Fee	. <b>.</b> .	\$57,505.76	\$0.00	\$57,505.76	\$86,25	
BLF Loans and Grants Administrativ	e Fee	\$12,124.08	\$0.00	\$12,124.08	\$18,18	
Other Fees & Reimbursements		\$3,750.00	\$0.00	\$3,750.00	\$(	
Cooper Administration Fees		\$511.20	\$0.00	\$511.20	\$76	
Miller Funds Administrative Fee		\$20,102.08	\$0.00	\$20,102.08	\$30,15	
Education Funds - Hornby Adm. Fee	-	\$3,675.28	\$0.00	\$3,675.28	\$5,51	
TOTAL FEES RECEIVED FOR ADMINISTRATIVE SERVICE	ES -	\$146,461.68	\$0.00	\$146,461.68	\$214,06	
OTHER RECEIPTS						
Other Income		\$34,673.13	\$0.00	\$34,673.13	\$	
Rental Income		\$12,700.00	\$0.00	\$12,700.00	\$	
Grants Received for Operating items	i	\$0.00	\$0.00	\$0.00	\$7,500	
TOTAL OTHER RECEIPTS	-	\$47,373.13	\$0.00	\$47,373.13	\$7,500	
FROM SPECIAL FUNDS						
From Special Funds-BLF Loans and	Grants	\$0.00	\$21,492.64	\$21,492.64	\$111,69	
From Special Funds - Library Fund		\$0.00	\$0.00	\$0.00	\$2,00	
From Special Funds - Youth Scholar	shin Fund	\$0.00	\$0.00	\$0.00	\$1,500	
From Legacy Endowments-Arthur B.	•	\$0.00	\$8,000.00	\$8,000.00	\$1,500 \$11,000	
• ,						
From Special Funds - Bishop's Discr		\$0.00	\$3,666.74	\$3,666.74	\$7,000	
From Special Funds - Bishop's Appe	aı	\$0.00	\$55,345.93	\$55,345.93	\$77,00	
From Special Funds-Custodial JIF		\$0.00	\$51,204.78	\$51,204.78	\$116,41	
From Special Funds - Custodial JIF		\$0.00	\$750.00	\$750.00	\$1,00	
From Special Funds-Education Fund	ls _	\$0.00	\$60,593.96	\$60,593.96	\$143,60	
TOTAL FROM SPECIAL FUNDS	-	\$0.00	\$201,054.05	\$201,054.05	\$471,21	
TAL RECEIPTS		\$1,770,901.74	\$201,054.05	\$1,971,955.79	\$3,267,50	
	-					

EXPENSES
OFFICE OF MINISTRY
CLERGY FORMATION

	Eight Months Ended August 31, 2014			
_	Operating	Special Funds	Total Actual	Annual Budget
Ordination Process	\$11,636.55	\$0.00	\$11,636.55	\$14,000.00
Post-Ordination Internships	\$0.00	\$26,666.64	\$26,666.64	\$40,000.00
Summer Seminarian Internships	\$0.00	\$3,666.65	\$3,666.65	\$4,000.00
Miller-Scholarships/Formation & Train	\$0.00	\$16,500.00	\$16,500.00	\$45,000.00
Post-Ordination Internships	\$0.00	\$18,566.72	\$18,566.72	\$21,500.00
Deacon Formation Program	\$0.00	\$553.24	\$553.24	\$5,000.00
TOTAL CLERGY FORMATION	\$11,636.55	\$65,953.25	\$77,589.80	\$129,500.00
CLERGY SUPPORT				
Clergy & Lay Professional Families Program	\$0.00	\$0.00	\$0.00	\$1,000.00
Clergy Group Life Insurance	\$44.80	\$0.00	\$44.80	\$0.00
Honorarium -Chaplain for Spouse	\$0.00	\$0.00	\$0.00	\$500.00
D&ICF-Counseling/Clergy & Families	\$0.00	\$402.00	\$402.00	\$12,000.00
Fresh Start	\$0.00	\$1,196.10	\$1,196.10	\$3,000.00
TOTAL CLERGY SUPPORT	\$44.80	\$1,598.10	\$1,642.90	\$16,500.00
CLERGY DEVELOPMENT				
Commission on Ministry	\$1,170.60	\$0.00	\$1,170.60	\$950.00
Miller-Clergy Days	\$0.00	\$0.00	\$0.00	\$600.00
Lay Professional Day	\$0.00	\$67.01	\$67.01	\$1,000.00
Educ. Fnds-Clergy Cont. Education Grants	\$0.00	\$1,425.00	\$1,425.00	\$15,000.00
Educ.Fnds-Lay Cont. Education Grants	\$0.00	\$440.42	\$440.42	\$4,000.00
Clergy Education Days	\$0.00	\$0.00	\$0.00	\$10,000.00
Clergy Conferences	\$0.00	\$15,632.65	\$15,632.65	\$20,000.00
Miller-Clergy Professional Ed. Prog.	\$0.00	\$508.00	\$508.00	\$1,000.00
TOTAL CLERGY DEVELOPMENT	\$1,170.60	\$18,073.08	\$19,243.68	\$52,550.00
CLERGY DEPLOYMENT				
Search Exp. Assistance/Parish	\$0.00	\$0.00	\$0.00	\$4,000.00
Interim Team Training	\$0.00	\$0.00	\$0.00	\$500.00
Background Checks	\$135.00	\$0.00	\$135.00	\$950.00
TOTAL CLERGY DEPLOYMENT	\$135.00	\$0.00	\$135.00	\$5,450.00
PLANNING & ADMINISTRATION				
Admin. Exp./Ordained Ministry	\$1,342.76	\$0.00	\$1,342.76	\$2,000.00
Admin. Exp./Deployment	\$876.13	\$0.00	\$876.13	\$1,385.00
TOTAL CLERGY ADMIN./PLANNINGS	\$2,218.89	\$0.00	\$2,218.89	\$3,385.00
TOTAL FOR OFFICE FOR MINISTRY	\$15,205.84	\$85,624.43	\$100,830.27	\$207,385.00
OFFICE FOR CONGREGATIONS AND CHRISTIAN FORMATION				
Administration	\$5,310.58	\$0.00	\$5,310.58	\$8,000.00
GRANTS FOR CONGREGATIONS				
Ministry Enhancement Grants (Existing Congregations)	\$10,125.00	\$0.00	\$10,125.00	\$29,000.00
Targeted Revitalization Congegations (Existing Cong.)	\$10,000.00	\$0.00	\$10,000.00	\$20,000.00
Congregation Dev. Programs and Training (Existing Cong.)	\$0.00	\$0.00	\$0.00	\$9,000.00
Strategic Mission Congregations Support (Existing Cong.)	\$0.00	\$8,000.00	\$8,000.00	\$11,000.00
Ministry Enhancement Grants (Existing Congregations)	\$0.00	\$0.00	\$0.00	\$11,000.00
Targeted Revitalization Congegations (Existing Cong.)	\$0.00	\$6,666.64	\$6,666.64	\$10,000.00
Support for New Work	\$0.00	\$7,629.09	\$7,629.09	\$30,000.00
Strategic Mission Congregations Support (Existing Cong.)	\$0.00	\$22,000.00	\$22,000.00	\$29,000.00
TOTAL GRANTS TO CONGREGATIONS	\$20,125.00	\$44,295.73	\$64,420.73	\$149,000.00
FORMATION GRANTS				
Diocesan Youth Programs				
Diocesan Youth Event (DYE)	\$0.00	\$0.00	\$0.00	\$2,000.00
Happening	\$0.00 \$1,293.55	\$0.00 \$0.00	\$0.00 \$1,293.55	\$2,000.00
	\$1,293.55 \$674.80			\$2,000.00
Spring Youth Gathering	\$074.0U	\$0.00	\$674.80	\$2,000.00

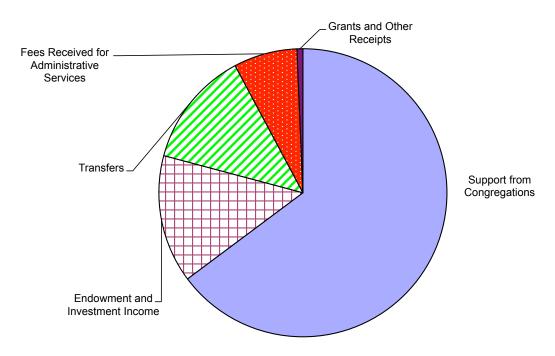
	Eight Months Ended August 31, 2014			
		Special	Total	Annual
_	Operating	Funds	Actual	Budget
Youth Leadership Training	\$0.00	\$0.00	\$0.00	\$3,000.00
Children's Programs at Diocesan Events	\$0.00	\$0.00	\$0.00	\$500.00
Administration - Youth Events	\$2,027.72	\$0.00	\$2,027.72	\$2,000.00
Episcopal Youth Event (E.Y.E.)	\$14,087.22	\$0.00	\$14,087.22	\$0.00
Youth Scholarships	\$0.00	\$0.00	\$0.00	\$1,500.00
Total Diocesan Youth Programs	\$18,083.29	\$0.00	\$18,083.29	\$13,500.00
Other Youth & Children Formation Program & Grants	\$144.79	\$0.00	\$144.79	\$3,500.00
Young Adult Formation (18-30)	\$13,500.00	\$0.00	\$13,500.00	\$17,000.00
Adult Formation Events and Grants (31+)	\$1,714.61	\$0.00	\$1,714.61	\$17,000.00
TOTAL FORMATION GRANTS	\$33,442.69	\$0.00	\$33,442.69	\$51,000.00
-				
CCFC COMMITTEES	<b>60.00</b>	<b>#0.00</b>	<b>60.00</b>	#2 F00 0
CCFC Committees	\$0.00	\$0.00	\$0.00	\$3,500.00
TOTAL CCFC COMMITTEES -	\$0.00	\$0.00	\$0.00	\$3,500.00
OTHER EXPENSES				
Winter Convocation	\$12,190.19	\$0.00	\$12,190.19	\$12,000.00
Leadership Development Events	\$2,906.78	\$0.00	\$2,906.78	\$4,000.0
Additonal Opportunities	\$1,577.86	\$0.00	\$1,577.86	\$27,000.0
Resource Center-Materials/Supp	\$0.00	\$0.00	\$0.00	\$2,000.0
Winter Convocation	\$0.00	\$8,676.96	\$8,676.96	\$13,000.0
TOTAL OTHER EXPENSES	\$16,674.83	\$8,676.96	\$25,351.79	\$58,000.0
TOTAL FOR OFFICE FOR CONGREGATIONS AND CHRISTIAN FORMATION	\$75,553.10	\$52,972.69	\$128,525.79	\$269,500.0
DIOCESAN, EPISCOPAL CHURCH AND ANGLICAN COMMUNION RESP. GENERAL CHURCH	\$204.700.00	<b>#0.00</b>	\$204 <b>7</b> 00 00	<b>0.450.004.0</b>
Assessment	\$301,796.00	\$0.00	\$301,796.00	\$452,694.00
Provincial Synod	\$5,364.98 \$307,160.98	\$0.00 \$0.00	\$5,364.98 \$307,160.98	\$5,365.0 \$458,059.0
- TO THE GENERAL ORIGINAL	4507,100.50	ψ0.00	\$307,100.30	ψ+30,033.0
DIOCESE OF OHIO				
Diocesan Convention	\$100.84	\$0.00	\$100.84	\$20,000.0
Diocesan Council	\$233.01	\$0.00	\$233.01	\$2,500.0
TOTAL DIOCESE OF OHIO	\$333.85	\$0.00	\$333.85	\$22,500.0
TOTAL DIOCESAN, EPISCOPAL CHURCH AND ANGLICAN COMMUNION RESP	\$307,494.83	\$0.00	\$307,494.83	\$480,559.0
MISSION AND OUTREACH COMMITTEES				
Administrative Expense	\$0.00	\$0.00	\$0.00	\$1,250.0
Episcopal Relief and Dev./Admin. & Promotion	\$977.45	\$0.00	\$977.45	\$0.0
Commission on Global and Domestic Mission (CGDM)	\$0.00	\$0.00	\$0.00	\$1,000.0
Social Concerns/Advocacy	\$1,000.00	\$0.00	\$1,000.00	\$1,000.0
Ohio Council of Churches	\$2,250.00	\$0.00	\$2,250.00	\$3,000.0
MDG Expense	\$0.00	\$0.00	\$0.00	\$19,606.6
Episcopal Community Services	\$294.93	\$0.00	\$294.93	\$0.0
Mission Area Council Mission & Service Projects	\$1,000.00	\$0.00	\$1,000.00	\$8,000.0
Domestic Mission & Service Projects	\$2,879.22	\$0.00	\$2,879.22	\$3,000.0
CGDM-Belize	\$1,219.54	\$0.00	\$1,219.54	\$8,000.0
CGDM-Tanga				\$8,000.0
•	\$479.56 \$0.00	\$0.00 \$713.20	\$479.56 \$713.20	
Commission for Racial Understanding	\$0.00	\$713.29	\$713.29	\$4,000.0
Ohio Council of Churches	\$0.00	\$750.00	\$750.00	\$1,000.0
Community of Deacons	\$0.00	\$0.00	\$0.00	\$1,000.0
TOTAL MISSION AND OUTREACH COMMITTEES	\$10,100.70	\$1,463.29	\$11,563.99	\$58,856.6
OFFICE OF THE BISHOP AND SUPPORT OFFICES				
OFFICE OF THE BISHOP	¢4 204 E0	<b>¢</b> 0.00	¢4 204 E0	¢4 400 0
Bishop's Office Admin. Exp.	\$1,384.59	\$0.00	\$1,384.59	\$4,400.00

		Eight Months Ended August 31, 2014			
			Special	Total	Annual
		Operating	Funds	Actual	Budget
Bishop's	Office Business Exp.	\$31.08	\$0.00	\$31.08	\$0.00
Support f	or Mission Area Councils	\$3,000.20	\$0.00	\$3,000.20	\$24,000.00
New Mini	stry Initiatives	\$0.00	\$0.00	\$0.00	\$0.00
Reimburs	sement to Parishes-Time of Deans	\$8,173.22	\$0.00	\$8,173.22	\$16,000.00
Commun	ity Building/Hospitality	\$0.00	\$2,700.47	\$2,700.47	\$5,000.00
New Mini	stry Initiatives	\$0.00	\$0.00	\$0.00	\$3,500.00
Commun	ity Building/Hospitality	\$0.00	\$4,126.42	\$4,126.42	\$5,000.00
TOTAL OFFICE OF THE BISH	HOP	\$12,589.09	\$6,826.89	\$19,415.98	\$57,900.00
FINANCE OFFICE					
	r's Office Admin. Exp.	\$2,350.12	\$0.00	\$2,350.12	\$3,000.00
	Office Business Exp.	\$713.06	\$0.00	\$713.06	\$600.00
٠,	stem Maintenance Cont	\$4,997.91	\$0.00	\$4,997.91	\$4,000.00
Archive E	·	\$793.16	\$0.00	\$793.16	\$500.00
Bank Fee		\$4,798.92	\$0.00	\$4,798.92	\$6,000.00
Payroll S		\$1,485.52	\$0.00	\$1,485.52	\$2,000.00
Audit Fee Parish Au		\$15,000.00	\$0.00	\$15,000.00	\$19,500.00
		\$2,766.25	\$0.00	\$2,766.25	\$0.00
	I Safety Officer program	\$4,150.00	\$0.00	\$4,150.00	\$0.00 \$35.600.00
TOTAL FINANCE OFFICE		\$37,054.94	\$0.00	\$37,054.94	\$35,000.00
DEVELOPMENT OFFICE					
	rative Expense	\$1,120.38	\$0.00	\$1,120.38	\$3,000.00
	n/Publications	\$0.00	\$0.00	\$0.00	\$700.00
	ring - Software Maintenance	\$5,129.35	\$0.00	\$5,129.35	\$4,500.00
	hip Education & Promotion	\$0.00	\$0.00	\$0.00	\$600.00
	Network for Stewardship - subscription	\$1,000.00	\$0.00	\$1,000.00	\$2,400.00
	ning - Resources and Promotion	\$0.00	\$0.00	\$0.00	\$1,300.00
Planned		\$140.90	\$0.00	\$140.90	\$0.00
	s of Bishop's Appeal	\$0.00	\$25,012.64	\$25,012.64	\$29,500.00
TOTAL DEVELOPMENT OFF	ICE	\$7,390.63	\$25,012.64	\$32,403.27	\$42,000.00
COMMUNICATIONS OFFICE					
	ication Admin. Exp.	\$1,074.65	\$0.00	\$1,074.65	\$1,800.00
	ife/Professional Services (writing)	\$900.00	\$0.00	\$900.00	\$4,500.00
	ife/Professional Services (photos/videos)	\$800.00	\$0.00	\$800.00	\$4,000.00
	ife/Production-printin	\$21,518.01	\$0.00	\$21,518.01	\$39,000.00
	ife/Postage	\$7,759.68	\$0.00	\$7,759.68	\$0.00
	ife/Misc. Expense	\$0.60	\$0.00	\$0.60	\$0.00
•	& Canons	\$738.26	\$0.00	\$738.26	\$2,500.00
	Journal/Prnting & Dis	\$0.00	\$0.00	\$0.00	\$1,500.00
	ng Campaign	\$23,689.13	\$0.00	\$23,689.13	\$29,500.00
	ications Department Mobile Phone	\$441.65	\$0.00	\$441.65	\$0.00
	gy Consulting	\$7,290.64	\$0.00	\$7,290.64	\$25,000.00
Diocesan	· ·	\$1,638.08	\$0.00	\$1,638.08	\$2,200.00 \$110,000.00
TOTAL COMMUNICATIONS (	DFFICE	\$65,850.70	\$0.00	\$65,850.70	\$110,000.00
PERSONNEL					
Salaries and Benefits					
Salaries/	Wages-Diocesan Staff	\$676,058.55	\$0.00	\$676,058.55	\$1,025,747.95
Overtime	-nonexempt Salaried Dio.Staff	\$1,313.59	\$0.00	\$1,313.59	\$0.00
	Personnel Expense	\$25,661.25	\$0.00	\$25,661.25	\$45,000.00
Part-time	Temporary Help	\$23,836.54	\$0.00	\$23,836.54	\$0.00
FICA/Me	dicare Taxes	\$26,036.12	\$0.00	\$26,036.12	\$37,023.00
Clergy Pe	ension	\$56,788.52	\$0.00	\$56,788.52	\$84,790.60
Lay Pens	ion & Long Term Disability	\$33,944.95	\$0.00	\$33,944.95	\$50,091.00
Employee	es Health Insurance	\$185,659.34	\$0.00	\$185,659.34	\$258,353.77
Employee	es Dental Insurance	\$14,460.00	\$0.00	\$14,460.00	\$15,208.00
Group Lif	e Insurance	\$1,056.00	\$0.00	\$1,056.00	\$1,452.00
Workers	Compensation	\$1,079.17	\$0.00	\$1,079.17	\$1,996.00

	Eight Mon	Eight Months Ended August 31, 2014		
	Operating	Special Funds	Total Actual	Annual Budget
Flexible Spending Plan	\$751.35	\$0.00	\$751.35	\$1,400
Professional Education-Diocesan Staff	\$436.38	\$0.00	\$436.38	\$0.
Staff Training-Senior Staff	\$0.00	\$0.00	\$0.00	\$0.
Staff Training-Support Team	\$2,468.03	\$0.00	\$2.468.03	\$0.
Sabbatical Leave-from Reserve	\$3,168.75	\$0.00	\$3,168.75	\$0.
Professional Education-Diocesan Staff	\$0.00	\$625.00	\$625.00	\$6,000
Staff Training - Senior Staff	\$0.00	\$754.40	\$754.40	\$2,500
Staff Training-Support Team	\$0.00	\$199.00	\$199.00	\$3,000
Total Salaries and Benefits	\$1,052,718.54	\$1,578.40	\$1,054,296.94	\$1,532,562
Benefit Expense - Retirees				
Retirees Health Ins.Supplement	\$4,464.00	\$0.00	\$4,464.00	\$6,480
Retirees Group Life Insur./Lay	\$112.00	\$0.00	\$112.00	\$300
Retirees Health Ins.Supplement	\$0.00	\$5,116.80	\$5,116.80	\$7,416
Total Benefit Expense - Retirees	\$4,576.00	\$5,116.80	\$9,692.80	\$14,196
OTAL PERSONNEL	\$1,057,294.54	\$6,695.20	\$1,063,989.74	\$1,546,758
RAVEL EXPENSES				
TOTAL STAFF TRAVEL REIMBURSEMENTS	\$46,070.00	\$0.00	\$46,070.00	\$71,000
TOTAL MILEAGE REIMBURSEMENTS	\$3,474.09	\$0.00	\$3,474.09	\$3,750
OTAL TRAVEL EVERNOES	¢40 544 00	<b>#0.00</b>	¢40 544 00	<b>↑74.7</b> E
OTAL TRAVEL EXPENSES	\$49,544.09	\$0.00	\$49,544.09	\$74,75
FFICE EXPENSES				
Telephone-Equipment	\$60.00	\$0.00	\$60.00	\$
Trinity Commons - T1 Internet Connection	\$3,544.49	\$0.00	\$3,544.49	\$6,00
Telephone-Local	\$2,480.50	\$0.00	\$2,480.50	\$3,00
Telephone-Long Distance	\$0.00	\$0.00	\$0.00	\$
Telephone-"800" Service	\$178.55	\$0.00	\$178.55	\$30
Telephone-Advertising Exp.	\$349.02	\$0.00	\$349.02	\$54
Outside Services	\$215.00	\$0.00	\$215.00	\$
Insurance-Liability, D&O, Bonding	\$7,240.67	\$0.00	\$7,240.67	\$12,75
Hospitality	\$143.47	\$0.00	\$143.47	\$
Building Operating Expenses	\$69,385.00	\$0.00	\$69,385.00	\$109,80
Real Estate Taxes	\$7,924.52	\$0.00	\$7,924.52	\$9,00
Building Operating Expenses	\$0.00	\$21,492.64	\$21,492.64	\$111,69
Hospitality	\$0.00	\$966.27	\$966.27	\$2,00
OTAL OFFICE EXPENSES	\$91,521.22	\$22,458.91	\$113,980.13	\$255,08
QUIPMENT & SUPPLIES				
Postage Equip. (Lease & Maintenance)	\$470.69	\$0.00	\$470.69	\$2,40
Postage-Usage	\$4,632.08	\$0.00	\$4,632.08	\$10,00
Postage-Charged Back to Offices/Com.	(\$4,005.70)	\$0.00	(\$4,005.70)	(\$12,40
Copiers-Lease Expense	\$8,566.01	\$0.00	\$8,566.01	\$13,92
Copiers-Maintenance Charges	\$4,774.08	\$0.00	\$4,774.08	\$10,00
Copies - Unreimbursed	\$0.00	\$0.00	\$0.00	\$30
Copies-Supplies	\$98.22	\$0.00	\$98.22	\$
Copier-Paper	\$192.02	\$0.00	\$192.02	\$1,20
Copier-Charged Back to Offices/Com.	(\$10,073.68)	\$0.00	(\$10,073.68)	(\$25,12
Computer Software	\$1,232.98	\$0.00	\$1,232.98	\$5,50
Computer Supplies	\$6.00	\$0.00	\$6.00	\$
Computer Equipment Repair/Modification	\$263.25	\$0.00	\$263.25	\$1,20
Computer Consulting	\$12,115.20	\$0.00	\$12,115.20	Ψ1, <u>2</u> 0
Office Furnishings	\$0.00	\$0.00	\$0.00	\$50
Office Supplies	\$3,231.25	\$0.00	\$3,231.25	\$3,20
	\$3,231.25 \$0.00	\$0.00		
Stationery/Printing EQUIPMENT & SUPPLIES	\$21,502.40	\$0.00	\$0.00 \$21,502.40	\$1,800 \$12,500
AL OFFICE OF THE BISHOP AND SUPPORT OFFICES	\$1,342,747.61	\$60,993.64	\$1,403,741.25	\$2,134,59
	ψ1,012,111.01	φου,σου.στ	ψ1,100,111.20	<b>\$2,101,</b>

	Eight Months Ended August 31, 2014			
	-	Special	Total	Annual
	Operating	Funds	Actual	Budget
LEGAL FEES AND RELATED EXPENSES				
Legal & Other Expenses/Misconduct-from Reserve	\$100.66	\$0.00	\$100.66	\$0.00
TOTAL LEGAL FEES AND RELATED EXPENSES	\$100.66	\$0.00	\$100.66	\$0.00
TOTAL EXPENSES	\$1,751,202.74	\$201,054.05	\$1,952,256.79	\$3,150,893.97
FUND TRANSFERS				
INTER FUND TRANFERS				
INTER FUND TRANSFERS TO OTHER FUNDS				
Transfer To Cedar Hills Opg.	\$81,333.36	\$0.00	\$81,333.36	\$122,000.00
Transfer to Trinity Commons Project	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL INTER FUND TRANFERS TO OTHER FUNDS	\$81,333.36	\$0.00	\$81,333.36	\$122,000.00
INTER FUND TRANSFERS FROM OTHER FUNDS				
Transfer From Other Custodial Funds	(\$53,541.70)	\$0.00	(\$53,541.70)	(\$33,385.00)
Transfer from Holy Cross Fund	(\$4,607.42)	\$0.00	(\$4,607.42)	\$0.00
Transfer from Bishop's Appeal fund	(\$25,326.73)	\$0.00	(\$25,326.73)	\$0.00
TOTAL INTERFUND TRANSFERS FROM OTHER FUNDS	(\$83,475.85)	\$0.00	(\$83,475.85)	(\$33,385.00)
TOTAL INTER FUND TRANFERS	(\$2,142.49)	\$0.00	(\$2,142.49)	\$88,615.00
INTRA FUND TRANSFERS				
INTRA FUND TRANSFERS FROM UNDESIGNATED				
To Reserve General Convention	\$5,333.36	\$0.00	\$5,333.36	\$8,000.00
To Reserve Future Epis. Trans.	\$6,666.64	\$0.00	\$6,666.64	\$10,000.00
To Reserve - Trinity Commons Capital	\$6,666.64	\$0.00	\$6,666.64	\$10,000.00
TOTAL INTRA FUND TRANSFERS FROM UNDESIGNATED	\$18,666.64	\$0.00	\$18,666.64	\$28,000.00
INTRA FUND TRANSFERS TO UNDESIGNATED				
From Reserve for Congregational Development	(\$3,850.00)	\$0.00	(\$3,850.00)	\$0.00
From Reserve for Sabbatical Leave	(\$3,168.75)	\$0.00	(\$3,168.75)	\$0.00
From Reserve for Trinity Commons Capital	\$0.00	\$0.00	\$0.00	\$0.00
From Reserve for Investment Gain Balance	(\$100.66)	\$0.00	(\$100.66)	\$0.00
TOTAL INTRA FUND TRANSFERS TO UNDESIGNATED	(\$7,119.41)	\$0.00	(\$7,119.41)	\$0.00
TOTAL INTRA FUND TRANFERS	\$11,547.23	\$0.00	\$11,547.23	\$28,000.00
TOTAL FUND TRANSFERS	\$9,404.74	\$0.00	\$9,404.74	\$116,615.00
NET SURPLUS/(DEFICIT)	\$10,294.26	\$0.00	\$10,294.26	\$0.00

# Diocesan Funding Sources 2015 Budget



	Amount	Percent
Support from Congregations	\$ 2,210,00	
Endowment and Investment Income Transfers	489,78 445,10	
Fees Received for Administrative Services	243,46	0 7.14%
Grants and Other Receipts	22,50	0.66%
Total	\$ 3,410,84	9 100.00%

#### **Proposed Program and Budget Narratives**

#### Ministries Office

#### Transition Ministry

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

Training and continuing education for interim priests and interim consultants is imperative as the churches are transformed from the church that was to the church that is. Education of priests, parishes and consultants continues, as the churches are less able to undergo the former models of transition, due to a shortage of interim priest and funds.

#### Fresh Start

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

#### Commission on Ministry

The primary tasks of the Commission include determining, together with the Bishop, the present and future needs in the diocese's ministry; recruiting and assisting in the selection of personnel for Holy Orders; providing for the guidance, pastoral care, and continuing education of clergy and lay professionals; determining clergy compensation standards; and attending to the professional and personal needs of the clergy and lay professionals and their families. One of last year's goals of the COM and its subcommittees, the Committee on the Diaconate, and the Discernment Committee was to implement an eight month discernment process. The new discernment process received favorable reviews from those who participated.

#### **Clergy Formation**

Scholarship Assistance: The Diocese of Ohio has been fortunate to be able to provide substantial financial assistance to individuals who are in the process of education and formation for ordained ministry. The Diocese's ability to offer scholarships for theological education is a result of the generosity of a number of benefactors over the years that have made provisions in their wills for such endowments. Due to the reduced income from endowments and a desire to shift the use of educational endowment funds to internships for newly ordained clergy in coming years, the Seminarians receive support in the range of \$3,000 - \$9,000. The Diocese of Ohio is providing scholarships for three seminarians during the 2014-2015 academic year.

Deacon Formation Program: A key piece in our diocesan priority is to develop servant leaders through a strong network of deacons who are able to both call members of the diocese to develop their own diaconal ministry and assist individuals in understanding how their actions are spiritually formative. In 2015, we will be continuing the program in the Diocese of Ohio,

\$5,000 is allocated towards this process.

Special Ministries: 2015 is the ninth year that we have supported the newly ordained in their parish placements. Money is generated through donations to the Bishop's Annual Appeal and interest earned on the Miller Endowment Fund. These funds are used to underwrite the salary of a Priest-in-Charge at St. Patrick, Brunswick. Summer internships for those on the ordination track were funded at St. Luke's, Cleveland and St. Timothy's, Perrysburg. Funds are also being applied towards internship expenditures such as those essential for providing resources to deploy clergy who have gone through our formation process and to initiate critical and strategic new ministries.

#### Clergy & Lay Professional Support

Supporting and strengthening the clergy for leadership is one of the primary emphases of the ministries of the Diocese of Ohio. Believing that the health of congregations is directly influenced by the health of the clergy serving them, the Commission on Ministry offers and oversees programs for clergy and their families.

Programs and offerings will include a second year of the Lay Preaching College with participants coming together for a weekend of instruction. A Lay Discernment retreat was held in the spring of 2014, with the help of Kelia Eddy, an ESC intern and Betty Kondrich of the Diocesan staff. Another Lay Discernment retreat is being planned for 2015.

#### Clergy Development

In an effort to assist in the ongoing development of clergy, a variety of programs are offered. Clergy days provide opportunities for clergy to gather with the Bishop. The annual Clergy Conference in May provided significant continuing education opportunities in addition to time for worship and building collegial relationships. This year the Rev. Roger Ferlo and musicians Elizabeth Lenti and Todd Wilson,

both from Trinity Cathedral in Cleveland, lead the retreat. Clergy Development also includes continuing education and sabbatical grants for clergy and lay professionals, which are funded from two endowment funds. This year we hope to again offer an on-line course, for clergy and lay. Because each person can attend from home, costs are lower and the time commitment reduced.

### Office for Congregations and Christian Formation

Last year the Congregations and Christian Formation Commission (CCFC) made substantive and strategy-driven changes in the CCF Office budget. This year's budget continues that format and strategy.

Overview of Full CCF Office Budget by line item or category

- Administration: (\$8,000) This includes office, travel, and related expenses.
   This continues to represent 3% of our expenditures.
- Grants for Congregations (\$149,000)

   The largest expense for this office consists of direct grants to congregations in support of new and/or strategic ministries. This year the budget includes four types of grants for existing congregations (Ministry Enhancement, Targeted Revitalization, Congregational Development Programs and Training, and Strategic Mission Support). It also includes support for New Work based outside of a traditional congregational space. This year the total of such grants represents 55% of our expenditures.
- Youth and Children Formation Program and Grants (\$17,000) Diocesan Youth programming remains the same as last year. The total budget is 10% of our expenditures.

- College and Young Adult Formation Program and Grants (\$17,000) - The total budget is 10% of our expenditures.
- Adult Formation Program and Grants (\$17,000) The total budget is 10% of our expenditures.
- Congregations and Christian Formation Commission (\$3,500) – The CCFC has its own budget for expenses. This represents 1% of our expenditures.
- Other Expenses (\$58,000) This includes Winter Convocation, Leadership Development Events, and Additional Opportunities so as to remain responsive. The total is 22% of our expenditures.

### 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 \$468,500 is the Diocese of Ohio's share of the Episcopal Church's budget, as adopted by General Convention. The 2015 figure is \$15,806.00 more than 2014. The decrease is due to higher operating income in 2013 vs. 2012. Full payment of our calculated share is a long-standing commitment of the diocese. This amount is calculated as follows:

(2013 Operating Income less \$120,000) x 19%

The provincial synod assessment of \$4,979.63 is calculated at 1.1% of our assessment to the Episcopal Church budget for 2014 (\$452,694 x 1.1%). Since 2015 is a General Convention year, \$1,000 is budgeted for travel to Provincial Synod meetings.

Expenses of the annual Diocesan Convention remain unchanged at \$20,000. The 2015 Diocesan Convention will be held in the Cleveland area. An amount of \$2,000 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 2015.

The allocation for Reserve for Travel to General Convention is increased by \$4,000 to \$12,000 to continue funding for the triennial General Convention in 2015. The Reserve for Travel – Lambeth Conference is not funded for 2015, as the existing reserve is adequate at the present time. The amount for Reserve for Future Episcopal Transition remains the same at \$10,000. This reserve is periodically monitored to ensure adequate funding is available for the next transition in the Episcopate.

#### Collaborative Ministries

#### Cedar Hills Camp and Conference Center

The allocation in the diocesan budget for Cedar Hills remains at \$122,000 in 2015. These monies represent approximately one-third of the Cedar Hills annual operating budget. Annual inflation, marketing limitations due to the nature of our facility, temporary understaffing that has become the acceptable norm, and necessary maintenance of our aging facilities, continue to be a challenge when determining the level of appropriate support coming through the diocesan operating budget to subsidize what can be generated through our present hospitality and program. As with last year, this level of support will require continued operational concessions at Cedar Hills.

The Executive Director, The Rev. Peter W. Nielsen III, will continue to attend direct monitoring of all operating systems to accommodate the demands of regulatory agencies (potable water, septic plant, camp licensing, food service and pool). He will also attend the property through hiring and follow-up with multiple service providers in various categories to accomplish property related tasks. Volunteerism, program design and delivery, staff recruitment and training, as well as direct service to user groups continue to dilute time necessary for development and marketing at this time.

When writing this narrative, we at Cedar Hills, are planning to offer a nine-month operating year in 2015, running from mid-February until mid-November offering both program and hospitality. During the hard winter season, Cedar Hills will not entertain guests thus minimizing operating costs. The cost of operating during these months tends to exceed the historic capacity to generate revenues.

This operational lull provides the Director, and the part time administrative assistant, to take earned time off, contribute to property maintenance that is difficult to do with guests in house, as well as attempt some level of development. We also use this time for program design and preparation, as well as, marketing Cedar Hills to user groups with the intention of maximizing our capacity to generate revenue while monitoring the property and its infrastructure.

The diocesan family will be experiencing 55 years of ministry at Cedar Hills Camp and Conference Center in 2015. It is important to note that while we are in the process of exploring a new venue for camp and retreat ministry, we continue to offer a program at Cedar Hills for all ages. Our programs are designed with a portable component in mind so that if and when we change the venue we will "hit the ground running."

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

- Personnel The Executive Director, 1-part time hourly Administrative Assistant, a few part- time (on-call) hourly Services Employees that work throughout the operating year based on need and 20 -25 part-time (seasonal) stipendiary Summer Camp Program Staff (typically college students who have grown up in the program.)
- Program Although there are smaller programs throughout the year the primary program offered through Cedar Hills continues to be the Camp Cedar Hills. Camp Cedar Hills provides thou-

sands of contact hours per season, with room for growth. We engage campers, and staff alike, in exploration of their relationship with God, as well as how they might respond to that relationship through action in the world. In 2014, we experienced a decrease in Camp Cedar Hills campers and a decrease in hospitality camps (CMHA Camps for children, Royal Family Kid's Camp and the Reading Camp conducted by St. Paul in Cleveland Heights) where our youth provide recreational leadership and learning opportunities depending on how each camp constructs it's leadership team. The CMHA camps decided in 2014 to not return and we added an outreach camp coordinated with the Lutheran Metropolitan Ministries that did not replicate the revenues. It is important to note that the Diocesan Youth Event has come back to Cedar Hills. The fee charged for diocesan youth events easily suggests the contribution received through the diocesan budget to Cedar Hills in part underwrites each Episcopal youth that attends. In 2015, we look to grow both Camp Cedar Hills numbers and Episcopal leadership while still engaging opportunities to serve the larger community, especially through offering our summer months more effectively to other camps maximizing our revenue during this important timeframe.

• Property- A large portion of the operating cost of Cedar Hills is a result of maintaining the property of 191-acres with 8-program buildings and supporting infrastructure. Each year we make some small progress in addressing deferred maintenance, however, with each year our supporting infrastructure and buildings become another year older and more susceptible to breakdown.

In 2014, we finished the conversion of our operating appliances from propane to natural gas. This did require an initial outlay of money for the conversion but has resulted in significant

savings in fuel costs. The winter of 2014-2015 will be the first season we incur the savings for the entire year.

The challenges and limitations, as well as the many blessings experienced at Cedar Hills focus our time to reflect, pray and celebrate our dependence on God, as well as, our continued commitment to the ministry shared by many children, youth and adults who utilize our camp and conference center.

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

### Mission and Outreach Committees

#### **Commission for Racial Understanding**

In November of 2013, in response to the Diocese of Mississippi's forum: 50 Years Later: The State of Racism in America, members of the Commission facilitated six conversations across our diocese: St. Andrew's, Toledo; Grace Church, Mansfield; St. James, Painesville; St. Philip's, Akron; Christ Church, Kent; and Christ Church, Shaker Heights.

Since that time, events in Ferguson, Missouri have galvanized citizens across the United States to enter again into the conversation around race in this country. The Commission believes that the Episcopal Church has a vital role to play in facilitating conversation for greater understanding and for the personal transformation of Episcopalians and their congregations. At the 2014 Winter Convocation, the commission presented a workshop based on the "Fifty Years" webcast and in the spring, members attended a special performance of "This is Not the Play" at Cleveland Public Theatre, with cast "talk-back" with commission

members. The commission seeks in 2015 to broaden awareness of heritage sites in the various mission areas within the Diocese of Ohio. We plan field trips to Oberlin, Toledo and St. John's, Ohio City and Station Hope. The Commission welcomes invitations from churches to facilitate the viewing of 50 Years Later at your church adult education programs.

The 2015 budget remains unchanged at \$4,000.

### Commission for Global and Domestic Mission

The Commission for Global and Domestic Mission (CGDM) serves as a resource to parishes in ministering to the needs of others locally and by developing and supporting international partnerships that enable individuals and parishes to be in relationship with others overseas.

Since 2006, the Diocesan Council has delegated to the CGDM the responsibility for soliciting, reviewing and making recommendations on grant requests for ministry initiatives aimed at fulfilling the Millennium Development Goals (MDGs). The Diocese designates 0.7% of its annual budget toward projects that fulfill one or more of the eight MDGs. Corresponding to the overall increase in the Diocesan Budget, the amount in 2015 will be approximately \$20,760.

The Domestic Sub-Committee will be focused on developing ways for parishes to share and gain information that will strengthen their outreach ministries. The Domestic Portion of the budget will remain at \$3,000.

We are continuing to develop and broaden the reach of our international partnerships with the Diocese of Belize and the Diocese of Tanga. The relationship with Diocese of Tanga now includes not only individuals from the medical communities in both dioceses, but individuals interested in environmental sustainability. In the fall of 2014, Brendan Knoblauch will be visiting Tanga to strength relationships with the new bishop. This year, the partnership with Belize helped publish a children's story "The

Adventures of Herbert the Hickatee", written by Gianni Valentina Martinez, who is a teacher at the St. Mary's Anglican Primary School in Belize City. This story and more about the partnership with Belize is featured in the fall 2014 edition of Church Life! More exciting things are being planned for 2015.

The budget for each partnership remains at \$8,000 (\$16,000 total).

### Office of the Bishop and Support Offices

#### Office of the Bishop

This section remains unchanged from the 2014 level.

Each Mission Area Council will continue to have access to \$3,000 from the Diocesan Operating Budget for its unrestricted use (i.e., administrative, event underwriting, educational, and service, etc.). [Note: Each Mission Area will also receive an additional \$1,000 from a line item in the Mission and Outreach Committees' section of the Budget that may only be used for outreach/service projects, either domestic or international.] Earlier this year, the Diocesan Council voted to change the funding process for Mission Area Councils. Instead of sending the funds automatically each year, the Mission Area Council must now request funding based on their actual or planned spending. Mission Area Council funds will only be replenished up to the level of the annual funding maximum.

#### Finance Office

The total of \$43,700 for the Finance Office represents an increase of \$8,100 from the 2014 budget.

The budget consists of administrative expenses and financial resource costs of \$4,400, maintenance costs for the accounting software of \$4,500, bank fees of \$6,300, archive expenses of \$3,500, payroll preparation costs of \$2,000, and the fee for the Diocesan audit of \$18,000.

The primary focus of the Finance Office is the SERVE component of the mission statement. In this capacity, finance administers the Joint Investment Fund for The Trustees of the Diocese (investments of about \$48 million and 263 Diocesan and parish accounts); the health and dental insurance programs for about 100 lay and clergy employees and their families; the Capital Loans and Grants program; maintains records of all gifs and grants to the Bishop's Annual Appeal, ECS, and capital campaign gifts; provides training for parish treasurers and bookkeepers in accounting and internal controls; coordinates the CPA audits of the Diocese and the Joint Investment Fund, as well as the Diocesan audit team (for parish audits) and committee and CPA audits of parishes; works with parishes in meeting their canonical requirements for reporting in the areas of assessments, insurance, lay pensions, and parochial reports; and provides accounting, payroll, financial reporting and budgeting for all diocesan operations (Council, Trustees, Cedar Hills, ECS, the Church Home and Holy Cross).

Other activities of the Finance Office in 2014 included:

- Coordinated 32 Diocesan audit team audits. This important ministry has grown from 8 audits and 6 team members in 2005, to 38 audits and 15 team members in 2014. Diocesan team audits continue to be a cost effective source to guide parishes through the annual audit process;
- Communicate with parishes about compliance status through web site reporting;
- Considered proposals for a fraud hotline service and revisions to the business practices canon;
- Coordinated the completion of 14 Episcopal Safety Officer safety inspections,
- Completed 55 Small Business Health Insurance credit applications in 2013 and 2014, applying for over \$150,000 in refunds.
- Collaborated with the Church Pension Fund on institutional and employee

- rosters, allowing online 24/7 updating of employee records for pension and employee benefits, and
- Completed forms and reports being available in a fill-in pdf format, including revised lay pension reporting forms.

### Office of Stewardship, Development, and Gift Planning

The Office of Stewardship, Development, and Gift Planning supports individuals and parishes to grow as stewards and donors by offering education, workshops, and leadership support. It provides help to parishes with stewardship and capital campaign planning, bequest programs, and managing endowment funds. Annually it invites every parishioner to give to the Bishop's Annual Appeal, supporting diocesan programs that benefit us all. The office helps parishes apply for and receive Episcopal Community Services (ECS) grants, made possible by the Bishop's Appeal, to support parish and community partnership programs.

#### The Bishop's Annual Appeal

The Bishop's Appeal invites every Episcopalian in the Diocese 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 makes grants to parish sponsored programs that minister to children, the elderly, the homeless, and those among us in hunger and need.
- Servant Leader Development. Appeal dollars help 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, and mission experiences for every child in the diocese. Children from small parishes have the opportunity to work, learn, and lead as part of larger groups of youth from across the diocese.

730 households supported The Bishop's Annual Appeal in 2013, with gifts totaling \$273,096. This is the largest gift total in the history of the Bishop's Annual Appeal. It is also encouraging, that over two-thirds of the donors have given for three or more years. The Appeal provided over \$100,000 to Episcopal Community Services; it provided over \$100,000 for youth formation, ministry by the newly ordained, and leadership opportunities.

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

The 2014 Bishop's Annual Appeal – Lord You Call Us to Your Service

Each year we began the Bishop's Appeal in March, asking every parish to lift up the appeal and invite every parish member to participate. In May, with a letter and information from the Bishop, we invited everyone in the diocese, approximately 11,500 households, to participate in the Appeal. In the fall, we will enclose a Bishop's Appeal invitation in the fall issue of ChurchLife!

At the end of September, the 2014 Appeal had received over \$186,000 from over 500 households. We are on track to receive more than \$275,000 in gifts this year, and are touched by the generosity of so many. Think of the increased possibilities for ministry and growth if every household supported The Appeal!

In 2014 a Bishop's Annual Appeal Committee continued its efforts to: 1) to inspire gifts from an

increasing number of households in the diocese and; 2) encourage parishes to participate in and expand community ministries that are eligible to receive Bishop's Appeal funding. The committee currently includes The Revs. Lloyd O'Keefe, Joe Ashby and Joseph Butler, Richard Custer, Meg Weingart, and Dick Wilkison, and would welcome additional members. If you can help in any way please contact Lael Carter or Betty Kondrich, whose contact information is below.

### The Planned Giving Council: Gift Planning, Bequests, and Charitable Annuities

The Planned Giving Council seeks to help parishes implement all aspects of planned giving development and gift management. The Council administers a Charitable Gift Annuity and Gift Planning Program for parishes and individuals. It helps parishes to carefully manage planned gifts and endowment funds so that the assets grow and parishioners are inspired to make bequests and planned gift commitments. It encourages parishes to participate in joint invested funds services (JIF) through the Diocese and it makes available technical expertise in the areas of taxation and estate planning for charitable gift planning. Council members meet with individuals as well as parish leaders and vestries to inform, educate, and support them in all aspects of planned giving.

This year the Council focused on building knowledge in the Diocese about the significant benefits of Charitable Gift Annuities. Council members are contacting rectors and wardens to schedule meetings with parish vestries to describe the benefits of charitable gift annuities and encourage parish planned giving programs. The Council includes Chair Tom Andrews, Tom Austin, James Baker, Beth Brown, Jack Craig, Warren Kahn, Cynthia Shafer, and Arthur Smith; it also seeks to add members.

#### **Sterling Newell Endowment Society**

The Sterling Newell Society honors those who make a lasting financial witness to the mission of the Diocese of Ohio, through a bequest, Charitable Gift Annuity, or outright gift to endowment of \$5,000 or more. To date over 30 families have informed the Diocese of their gift intentions on behalf of the Sterling Newell Society. The Diocese invites Episcopalians to consider how their planned gift to the diocese will help engage future generations of clergy, seminarians, laity, and children and safeguard and nurture our congregations.

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

#### Office of Communications

The total of the proposed 2015 budget is \$110,000—the same as 2014.

Thanks to a decrease in spending on radio advertising, we are able to spread funds to other areas. The costs for printing & distributing Church Life! and advertising on the radio & on a single billboard remains the largest source of spending—64.4% of our entire budget. Eventually, we may remove the billboard altogether (as my predecessor planned), but that decision has not been made.

The following is a line-by-line review of the Communications budget for 2015.

Communication Admin Expenses [\$2,500]

- This includes office, travel, and related expenses.
- This amount will increase by \$700 to compensate for miscellaneous expenses, which caused us to exceed the budget for this item in 2013.

Church Life! Professional Services – Writing [\$3,000]

- This includes payment to writers for contributing to Church Life! Magazine.
- The amount has been decreased by \$1,500 as we have not used many outside writers for Church Life!, therefore there

was no need to keep those funds in this category of the budget for 2015.

Church Life! Professional Services – Photos & Videos [\$5,000]

- This includes payment to photographers that provide photographs for Church Life!, and the Diocesan Office.
- The amount will increase by \$1,000 as we have an increasing need for photos for our publications and digital presence.

Church Life! Production - Printing & Postage [\$40,000]

- This includes printing, postage, and distribution of Church Life! Magazine.
- The amount will increase by \$1,000 in 2015 to compensate for increasing postage costs.

#### Directory & Canons [\$2,000]

• The amount will decrease by \$500 considering only 56% of available funds were used in 2013, and we are projected to spend the same amount in 2014.

Diocesan Journal – Printing & Distribution [\$1,500]

- This includes the printing of the journal from Convention.
- The amount will stay the same from 2014.

#### Advertising Campaign [\$31,500]

- This includes advertisements on the radio before Lent & Advent, billboards, and miscellaneous items used for advertising for the Diocese or parishes (bumper stickers, buttons, yard signs, etc.)
- This also includes advertising through email marketing, ads before movie previews.
- This amount will increase by \$2,000 in 2015.

#### Technology Consulting [\$15,000]

- This includes consulting freelancers to assist with Diocesan and parish websites through web development, graphic design, and other technological help we may need.
- This amount will decrease in 2015. It
  has not been used to its full capacity,
  but this will change dramatically in 2014
  and 2015. We want to technologically
  empower our parishes and ourselves as
  much as we can, but we can't do it alone.

#### Diocesan Mailings [\$4,000]

- This includes biweekly mailings that go out to parishes.
- This amount will increase by \$1,800 to compensate for printing & postage costs, as well as volume.

The following are Proposed New Line Items to be added to the Communications budget:

Communications Department Mobile Phone [\$ 1,500]

- Ongoing use of a Diocesan mobile smartphone that's used for photos at events, live-tweeting, posting to Instagram & Facebook.
- Phone is available for use by any member of the Diocesan staff to cover Diocesan events.

#### Ongoing Learning & Training [\$4,000]

- Considering that technology is always growing and expanding, there's always something new to learn.
- We propose a line item specifically for Communications-related learning for the department as not to exhaust the Staff Training fund for the Diocesan office.

### Personnel, Travel, Office Equipment and Supplies

#### Personnel

Expenses for Personnel in 2015 are \$167,451 (10.8%) higher than the 2014 budget. Salaries increase from the 2014 budget, due to the anticipated need for additional staff support as the Camp & Retreat project moves forward. Summer internships for high school and college students are funded from the Bishop's Appeal.

Over 14% percent (\$243,460 of the \$1,714,209) of the personnel budget is funded by reimbursement from diocesan trusts administered by diocesan staff, providing accounting and grant making oversight and administration.

The budget includes funding for Bishop Hollingsworth, 7 full-time program staff positions, 7 full-time support staff positions, a part-time Development Officer, three part-time assisting bishops, one part-time position in the archives, and one part-time position in the Resource Center. One additional position is being funded in the 2015 budget. Katie Ong-Landini, Project Director for Camp and Retreat Ministry, will join the program staff in 2015.

Salaries and benefits are 49.82% of the Diocesan budget in 2015, as compared to 46.43% of the 2014 budget.

The total provides for salary, pension, health and dental insurance, workers compensation insurance, and long-term disability and life insurance for lay employees approximately equivalent to that provided to clergy. It also provides for training, continuing education, and sabbatical assistance for lay and clergy and continues payment of a supplement that assists retired diocesan employees in meeting their rising expenses for health insurance costs.

#### Travel

The 2015 budget for travel expenses represents reimbursement for all business-related travel expenses of the Diocesan staff. The \$74,750 represents no change from the 2014 budget.

#### Office Equipment and Supplies

Office expenses, including our share of the operating expenses of Trinity Commons, are \$196,950 in 2015, a decrease of \$58,135 from 2014. The Diocesan share of Trinity Commons' expenses decrease by \$61,495 and changes in the other lines net to a \$3,360 increase, by adjusting the numbers to the expected actual amounts.

Office equipment and supplies are \$12,500 in the 2015 budget. This amount is the same as the 2014 amount. The budget includes funding for postage, copies, computer software, supplies and network maintenance; and office supplies and stationery.

### Appendix: Report on Clergy Compensation

	Position	2014 Compensation	2014 Estimated NOE	2013 NOI
Akron, Church of Our Saviour	Rector	\$75,190.00	\$372,060.02	\$348,026.00
Akron, St. Andrew's Church	Sunday Supply		\$46,177.87	\$50,682.00
Akron, St. Paul's Church	Rector	\$117,094.80	\$1,000,000.00	\$1,073,518.00
	Associate Rector	\$80,751.36		
Akron, St. Philip's Church	Sunday Supply		\$36,000.00	\$41,482.00
Alliance, Trinity Church	Rector, see Our Saviour, Salem	\$41,250.00	\$52,100.00	\$49,121.17
Ashland, St. Matthew's Church	Rector	\$24,215.00	\$54,610.00	\$64,713.00
Ashtabula, St. Peter's Church	Interim Rector	\$32,500.00	\$123,971.00	\$151,500.00
Barberton, St. Andrew's Church	Priest-in-Charge	\$15,225.00	\$44,770.99	\$48,721.00
Bay Village, St. Barnabas's Church	Priest-in-Charge	\$70,200.00	\$113,985.00	\$88,328.11
Bellevue, St. Paul's Church	Extended Supply		\$41,080.00	\$45,369.77
Berea, St. Thomas's Church	Rector	\$63,400.00	\$213,473.00	\$242,884.00
Boardman, St. James's Church	Interim Rector	\$42,000.00	\$109,385.00	\$99,431.00
Bowling Green, St. John the Baptist's Church	(Supply)	, , ,	\$42,050.00	\$43,443.22
Brecksville, St. Matthew's Church	Rector	\$48,000.00	\$142,288.00	\$151,892.00
Brunswick, St. Patrick's Church	Priest-in-Charge	\$28,925.00	\$46,110.00	\$34,351.00
Canton, St. Mark's Church	Rector	\$62,100.00	\$189,952.00	\$204,182.00
Canton, St. Paul's Church	Rector	\$69,701.00	\$247,622.00	\$278,341.00
		<b>}</b>	. <del>.</del>	
Chagrin Falls, St. Martin's Church	Interim Rector	\$98,670.00	\$277,032.00	\$320,710.00
Chardon St. Luko's Church	Priest Associate	\$20,561.00	¢106 709 00	¢110 70F 00
Claudand Disease of Ohio	Rector	\$34,800.00	\$106,798.00	\$119,705.00
Cleveland, Diocese of Ohio	Bishop	\$164,103.33		
	Canon to the Ordinary	\$84,123.55		
	Canon for Congregations	\$79,200.00		
	Canon for Christian Formation	\$62,118.00		
	Canon for Ministry	\$79,200.00		
Cleveland, St. Andrew's Church	Rector	\$60,000.00	\$217,050.00	\$225,009.00
Cleveland, Historic St. John's Church	Vicar	\$36,000.00		
Cleveland, St. Luke's Church	Rector	\$60,000.00	\$67,236.00	\$77,093.00
Cleveland, Trinity Cathedral	Dean	\$154,356.00	\$1,277,785.00	\$1,457,783.00
	Associate for Adult Ed & Formation	\$64,590.00		
Cleveland Heights, St. Alban's Church	Sharing Priest-in-Charge w/		\$27,936.00	\$23,067.00
	St. Paul's, Cleveland Hts			
Cleveland Heights, St. Paul's Church	Interim Rector		\$1,443,951.00	\$1,824,594.00
	Associate Rector	\$82,942.85		
	Associate Rector			
	Deacon	\$8,000.00		
Coshocton, Trinity Church	Rector	\$37,747.00	\$107,042.00	\$117,501.00
Cuyahoga Falls, St. John's Church	Rector	\$59,716.00	\$197,587.00	\$183,031.00
Defiance, Grace Church	(Supply)		\$50,391.00	\$54,716.00
East Liverpool, St. Stephen's Church	Rector	\$16,800.00	\$64,991.00	\$77,274.00
Elyria, St. Andrew's Church	Priest-in-Charge	\$70,000.00	\$189,891.00	\$146,664.00
Euclid, Church of the Epiphany	Priest-in-Charge	\$42,275.00	\$132,016.63	\$144,501.00
Findlay, Trinity Church	Interim Rector	\$69,972.00	\$125,765.00	\$132,853.00
Fremont, St. Paul's Church	Rector	\$61,899.00	\$139,358.00	\$155,678.00
Gambier, Harcourt Parish	Rector	\$63,800.00	\$159,700.00	\$178,710.00
Gates Mills, St. Christopher's by the River Church	Priest-in-Charge	\$80,737.00	\$214,868.00	\$341,203.00
Geneva, Christ Church	Extended Supply	700,737.00	\$52,085.00	\$55,553.33
		¢02 000 00	÷	
Hudson, Christ Church	Interim Rector	\$92,000.00	\$377,630.00	\$445,257.00
Huron, Christ Church	Interim Rector	\$75,450.00	\$117,754.50	\$128,441.00
Kent, Christ Church	Rector	\$60,375.00	\$148,862.00	\$160,249.44
Kirtland Hills, St. Hubert's Church	Rector	\$92,124.00	\$241,505.00	\$267,162.00
Lakewood, Church of the Ascension	Priest-in-Charge	422	\$85,181.00	\$77,318.00
Lakewood, St. Peter's Church	Rector	\$83,893.00	\$422,632.00	\$481,310.00
Lisbon, Holy Trinity Church	Extended Supply		\$21,400.00	\$22,645.00
Lorain, Church of the Redeemer	Priest-in-Charge	\$49,519.12	\$118,636.00	\$121,559.00
Lyndhurst, Church of the Good Shepherd	Rector	\$67,097.00	\$178,370.00	\$226,894.00
Macedonia, St. Timothy's Church	Rector	\$57,500.00	\$126,558.00	\$140,691.00
Mansfield, Grace Church	Rector	\$79,575.00	\$231,155.00	\$256,911.00
Marion, St. Paul's Church	(Supply)		\$77,239.00	\$78,556.00
Massillon, St. Timothy's Church	Rector	\$70,252.00	\$178,700.00	\$211,566.00
Maumee, St. Paul's Church	Rector	\$96,733.01	\$397,100.57	\$410,739.00
Mayfield Village, St. Bartholomew Church	Priest-in-Charge		\$112,015.00	\$119,066.00

	Position	2014 Compensation	2014 Estimated NOE	2013 NOI
Medina, St. Paul's Church	Rector	\$75,572.00	\$237,586.00	\$269,813.00
Mentor, St. Andrew Episcopal Church	Rector	\$63,968.00	\$184,810.00	\$178,199.00
Mount Vernon, St. Paul's Church	Rector	\$47,743.38	\$157,821.25	\$171,656.00
Napoleon, St. John the Evangelist Church	(Supply)		\$0.00	\$14,642.00
New Philadelphia, Trinity Church	Priest-in-Charge	\$26,000.00	\$53,699.02	\$61,151.00
Niles, St. Luke's Church	Rector	\$49,275.00	\$81,705.00	\$87,284.00
Norwalk , St. Paul's Church	Rector	\$28,325.00	\$78,580.00	\$87,763.00
Oberlin, Christ Church	Rector	\$79,092.00	\$202,815.00	\$233,547.00
Oregon, St. Paul's Church	Rector	\$27,000.00	\$70,911.00	\$76,770.00
Painesville, St. James's Church	Rector	\$63,864.00	\$206,439.00	\$231,241.00
Painesville, Cedar Hills Camp and Conference Center	Executive Director	\$75,347.00		
Parma, All Saints Church	Rector	\$51,912.00	\$127,523.00	\$138,155.00
Perrysburg, St. Timothy's Church	Priest-in-Charge	\$87,761.90	\$251,000.00	\$255,975.00
Port Clinton, St. Thomas's Church			\$55,000.00	\$77,862.00
Put-in-Bay, St. Paul's Church	Priest-in-Charge	\$52,366.08	\$101,701.40	\$89,947.00
Ravenna, Grace Church	Rector	\$73,073.00	\$149,958.00	\$172,375.00
Salem, Church of Our Saviour	Rector, see Trinity, Alliance		\$56,775.00	\$0.00
Sandusky, Grace Church	Priest-in-Charge	\$78,000.00	\$379,850.00	\$4,833,318.00
Shaker Heights, Christ Church	Rector	\$89,267.00	\$387,415.59	\$462,779.00
Shelby, St. Mark's Church	Extended Supply		\$36,800.00	\$67,382.00
Sidney, St. Mark's Church	Interim Rector		\$18,384.06	\$29,488.00
Steubenville, St. Paul's Church	Extended Supply		\$70,235.00	\$78,953.00
Steubenville, St. Stephen's Church	Extended Supply		\$49,774.45	\$0.00
Tiffin, Old Trinity Church	Priest-in-Charge	\$77,500.00	\$45,959.00	\$46,840.00
Toledo, All Saints Church	Priest-in-Charge	\$23,177.00	\$0.00	\$81,614.00
Toledo, St. Andrew's Church	Rector	\$59,612.00	\$215,090.43	\$199,284.00
Toledo, St. Matthew's Church	Rector	\$90,995.33	\$258,789.00	\$282,594.00
Toledo, St. Michael's-in-the-Hills Church	Interim Rector	\$89,014.90	\$382,134.00	\$457,482.00
Toledo, Trinity Church	Rector	\$74,461.00	\$324,587.00	\$373,308.00
Uniontown, New Life Episcopal Church	Priest-in-Charge	\$57,500.00	\$126,760.00	\$136,304.00
Wadsworth, St. Mark's Church	Priest-in-Charge		\$51,188.00	\$49,684.00
Warren, Christ Church	Rector	\$75,190.00	\$250,418.00	\$272,850.00
Westlake, Church of the Advent	Rector	\$73,000.00	\$167,413.00	\$236,010.00
Willoughby, Grace Church	Extended Supply		\$118,906.28	\$135,689.84
Wooster, St. James's Church	Rector	\$81,325.00	\$214,281.00	\$241,633.00
Youngstown, St. Augustine's Church	Extended Supply		\$20,490.00	\$27,780.00
Youngstown, St. John's Church	Rector	\$72,500.00	\$364,290.00	\$324,523.00

### Appendix: Parochial Report Data

	Comm in	Avg Sun	ASA ÷	Normal Operating	Asst. From	Operating	Total	То	Total Operating	Outreach (Lines 13 +	Pledge & Plate ÷	Operating Exp÷	From Inv ÷ Operating
		Att (ASA)	Mbrs	Income	Diocese	Revenue	Revenue	Diocese	Expenses	16 +18)	ASA	ASA	Expenses
Akror	, Church	of Our Sa	viour										
2009	215	84	32%	\$407,163	\$0	\$407,163	\$447,401	\$48,845	\$407,213	\$34,972	\$2,183	\$4,848	36%
2010	206	81	39%	\$379,046	\$0	\$379,046	\$629,896	\$51,069	\$379,046	\$20,131	\$2,480	\$4,680	24%
2011	196	76	39%	\$364,132	\$0	\$364,132	\$377,843	\$45,516	\$364,132	\$27,776	\$2,012	\$4,791	38%
2012	196	70	34%	\$308,724	\$0	\$308,724	\$340,207	\$42,547	\$308,725	\$22,804	\$1,951	\$4,410	35%
2013	209	84	39%	\$348,026	\$0	\$348,026	\$354,246	\$41,255	\$348,026	\$22,727	\$1,538	\$4,143	37%
Akror	ı, St. And	lrew's Chເ	ırch										
2009	43	33	58%	\$52,340	\$0	\$52,340	\$54,281	\$4,652	\$52,340	\$2,441	\$1,021	\$1,586	0%
2010	39	26	46%	\$46,470	\$0	\$46,470	\$56,357	\$4,080	\$46,470	\$1,279	\$1,135	\$1,787	0%
2011	36	27	50%	\$45,317	\$0	\$45,317	\$46,856	\$3,864	\$45,317	\$1,549	\$1,097	\$1,678	0%
2012	36	30	56%	\$46,342	\$0	\$46,342	\$46,342	\$4,655	\$46,342	\$0	\$1,069	\$1,545	12%
2013	35	25	48%	\$50,682	\$0	\$50,682	\$50,682	\$4,756	\$50,682	\$0	\$1,204	\$2,027	10%
	•	l's Church											
2009	1448	377	17%	\$1,088,474	\$0	\$1,088,474	\$1,413,511	\$175,436	\$1,088,474	\$375,884	\$1,968	\$2,887	28%
2010	1431	363	17%	\$1,032,198	\$0	\$1,032,198	\$1,343,961	\$174,890	\$1,032,198	\$302,944	\$2,044	\$2,844	9%
2011	1421	358	17%	\$1,103,356	\$0	\$1,103,356	\$1,652,111	\$166,531	\$1,103,356	\$432,764	\$2,166	\$3,082	0%
2012	1410	343	16%	\$1,073,680	\$0	\$1,073,680	\$1,565,523	\$158,419	\$1,073,680	\$430,464	\$2,375	\$3,130	0%
2013	1390	313	15%	\$1,073,518	\$0	\$1,073,518	\$1,495,325	\$161,932	\$1,073,518	\$365,710	\$2,674	\$3,430	0%
	•	ip's Churc											
2009	93	39	42%	\$42,790	\$0	\$42,790	\$48,717	\$4,466	\$42,790	\$1,120	\$1,097	\$1,097	0%
2010	40	36	38%	\$39,847	\$0	\$39,847	\$49,772	\$4,372	\$39,847	\$6,068	\$1,107	\$1,107	0%
2011	95	37	39%	\$44,651	\$0	\$44,651	\$52,195	\$2,828	\$44,151	\$1,850	\$1,194	\$1,193	0%
2012	32	32	34%	\$45,264	\$0	\$45,264	\$45,836	\$3,747	\$45,502	\$872	\$1,383	\$1,422	0%
2013													
		ty Church											
2009	58	29	34%	\$50,797	\$0	\$50,797	\$53,432	\$3,578	\$53,326	\$1,099	\$1,096	\$1,839	32%
2010	56	31	37%	\$49,660	\$0	\$49,660	\$53,269	\$6,486	\$49,660	\$2,075	\$1,070	\$1,602	29%
2011	56	30	36%	\$57,873	\$0	\$57,873	\$60,805	\$5,474	\$57,373	\$1,194	\$1,071	\$1,912	16%
2012	57	31	37%	\$54,744	\$0	\$54,744	\$63,689	\$4,869	\$54,744	\$1,746	\$1,044	\$1,766	18%
2013	56	30	36%	\$49,121	\$0	\$49,121	\$57,858	\$5,027	\$49,121	\$2,336	\$1,298	\$1,637	16%
		latthew's				4	4			4	4	4	
2009	73	38	53%	\$59,712	\$0	\$59,712	\$64,570	\$6,280	\$60,212	\$100	\$1,527	\$1,585	0%
2010	77	41	54%	\$62,267	\$0	\$62,267	\$62,267	\$5,801	\$62,267	\$0	\$1,147	\$1,519	0%
2011	35	49	59%	\$54,026	\$7,500	\$61,526	\$85,727	\$5,762	\$61,526	\$5,122	\$1,103	\$1,256	0%
2012	83	50	57%	\$55,360	\$9,100	\$64,460	\$64,460	\$4,729	\$64,460	\$0	\$1,267	\$1,289	0%
2013	89	49	55%	\$64,713	\$8,500	\$73,213	\$73,213	\$5,581	\$73,213	\$605	\$1,409	\$1,494	0%
	•	Peter's Cl		Ć4.40.72C	ćo	ć4 40 <b>7</b> 26	¢4.54.050	624 402	6440.255	ć0 <b>7</b> 22	64 525	64 577	00/
2009	230	94	40%	\$148,736	\$0	\$148,736	\$161,869	\$21,103	\$148,255	\$8,733	\$1,535	\$1,577	0%
2010	227	91	40%	\$151,377	\$0 \$0	\$151,377	\$161,536	\$21,825	\$151,377	\$14,359	\$1,444	\$1,663	0%
2011	240	0.4	410/	\$146,637	\$0 \$0	\$146,637	\$210,412	\$21,971	\$146,137	\$1,116	Ć1 F07	Ć1 F07	0%
2012	240	94 90	41%	\$149,611	\$0 \$0	\$149,611	\$149,611	\$20,189	\$149,182	\$1,589	\$1,507	\$1,587	1%
2013	231			\$151,500	\$0	\$151,500	\$151,500	\$21,209	\$151,500	\$1,967	\$1,438	\$1,683	6%
		Andrew's			ćo	¢125 CCC	¢125 CCC	¢12.44C	¢135 ccc	Ć4 440	ć4 220	¢2.205	400/
2009	109	55	35%	\$125,666	\$0 \$0	\$125,666	\$125,666	\$13,146	\$125,666	\$1,449	\$1,330	\$2,285	40%
2010	107	52		\$107,979	\$0 \$0	\$107,979	\$107,979	\$12,614	\$107,979	\$2,550	\$1,208	\$2,077	40%
2011 2012	103 103	46 37	31% 25%	\$114,855 \$39,124	\$0 \$0	\$114,855 \$39,124	\$114,855 \$83,543	\$10,458 \$3,707	\$114,854 \$39,124	\$2,306 \$30,902	\$1,353 \$956	\$2,497 \$1,057	39% 0%
2012	112	44	28%	\$48,721	\$0 \$0	\$39,124	\$83,543 \$79,111	\$3,707 \$4,477	\$48,721	\$30,902	\$956 \$1,317	\$1,057	0%
					ŞU	γ+υ,/21	111,514	/ 41,47	40,721	/50,456	/1,51/	71,10/	0/0
2012	111 <b>age, St</b> 72	. Barnaba			¢167.070	\$186,130	¢40F 100	Ć1 F0F	¢10£ 120	¢2 200	¢2.4.4	Ć2 F12	00/
2012	34	53 55			\$167,876 \$130,166	\$186,130	\$485,100	\$1,595 \$5,850	\$186,130 \$218,494	\$2,309 \$6.586	\$344 \$1.682	\$3,512	0%
				Ş00,328	\$13U,100	2410,494	\$218,903	<b>ఫ</b> ວ,850	2410,494	\$6,586	\$1,682	\$3,973	0%
	•	aul's Chui		ČE 4 OF 2	ćo	¢E40E2	ĊE4 0F2	ĊF 005	ĊE4 O4O	¢2.060	¢1 107	¢2 100	200/
2009	64	25	28%	\$54,852	\$0 \$E 121	\$54,852	\$54,852	\$5,085	\$54,940	\$2,860	\$1,187	\$2,198	39%
2010	62	23	28%	\$50,110	\$5,131	\$55,241	\$55,241	\$5,086 \$4.259	\$55,045 \$50,170	\$1,997	\$1,375	\$2,393	30%
2011	44	19	23%	\$46,065	\$4,500 \$4,500	\$50,565 \$38,345	\$50,565 \$38.345	\$4,258	\$50,170 \$28,245	\$1,094 \$1,643	\$1,544	\$2,641 \$1,017	32% 13%
2012	45	20	26%	\$33,845	\$4,500	\$38,345	\$38,345	\$3,202	\$38,345	\$1,643	\$1,430	\$1,917	13%
2013	22	18	23%	\$45,370	\$0	\$45,370	\$62,166	\$3,248	\$45,370	\$8,478	\$1,427	\$2,521	32%

Appendix Parochial Report Data

				Normal	Asst.				Total	Outreach	Pledge &	Operating	From Inv ÷
	Comm in	Avg Sun	ASA ÷	Operating	From	Operating	Total	То	Operating	(Lines 13 +	Plate ÷	Exp ÷	Operating
	Good Stg	Att (ASA)	Mbrs	Income	Diocese	Revenue	Revenue	Diocese	Expenses	16 +18)	ASA	ASA	Expenses
Berea	a, St. Tho	mas's Chu	ırch										
2009		131	43%	\$242,941	\$0	\$242,941	\$284,122	\$27,877	\$242,941	\$19,621	\$1,369	\$1,855	22%
2010		126	40%	\$252,678	\$0	\$252,678	\$278,042	\$31,387	\$252,678	\$20,588	\$1,450	\$2,005	20%
2011		118	38%	\$250,886	\$0	\$250,886	\$374,341	\$29,505	\$251,386	\$46,458	\$1,507	\$2,130	22%
2012		110	39%	\$223,937	\$0 \$0	\$223,937	\$274,393	\$25,695	\$223,937	\$2,741	\$1,636	\$2,036	13%
2013		112	39%	\$242,884	\$0	\$242,884	\$296,867	\$27,613	\$242,884	\$48,409	\$1,671	\$2,169	11%
	•	. James's (		6464 224	ćo	¢4.64.22.4	Ć4.CE 47.4	Ć4 E E20	¢4.64.222	62.247	ć4 202	Ć4 054	20/
2009 2010		87 80	57% 64%	\$161,334 \$172,864	\$0 \$9,166	\$161,334 \$182,030	\$165,474 \$210,846	\$15,538 \$16,983	\$161,333 \$182,030	\$3,247 \$6,565	\$1,202 \$1,516	\$1,854 \$2,275	3% 18%
2010		78	72%	\$172,864	\$16,377	\$208,373	\$210,846	\$23,248	\$208,873	\$6,602	\$1,705	\$2,273	20%
2012		70	65%	\$131,950	\$500	\$124,453	\$130,092	\$13,493	\$124,453	\$2,965	\$1,637	\$1,778	5%
2013		63	57%	\$99,431	\$20,000	\$119,431	\$417,300	\$12,649	\$119,431	\$1,762	\$1,578	\$1,896	0%
				ptist's Chur		Ţ==0,10=	Ŧ :=: /5 5 5	Ŧ,- ··	¥===,	7-7:	Ţ =/0 · · ·	+=/	
2009	•	22	55%	\$49,074	\$60,975	\$110,049	\$119,959	\$5,461	\$110,549	\$10,898	\$1,958	\$5,025	0%
2010		20	51%	\$65,241	\$60,000	\$125,241	\$169,217	\$5,361	\$125,241	\$3,018	\$2,227	\$6,262	15%
2011		22	63%	\$41,732	\$32,599	\$74,331	\$81,357	\$4,051	\$74,831	\$7,582	\$1,533	\$3,401	3%
2012	27	26	84%	\$74,313	\$50,180	\$124,493	\$126,045	\$7,009	\$124,523	\$2,945	\$1,397	\$4,789	25%
2013	21	25	86%	\$43,443	\$33,405	\$76,848	\$77,616	\$4,807	\$76,848	\$3,278	\$1,530	\$3,074	0%
Breck	ksville, St	. Matthew	v's Chui	rch									
2009	209	103	49%	\$157,881	\$0	\$157,881	\$187,210	\$18,090	\$158,381	\$12,879	\$1,323	\$1,538	10%
2010	185	106	54%	\$115,830	\$0	\$115,830	\$133,265	\$11,219	\$115,830	\$4,567	\$1,078	\$1,093	1%
2011		103	53%	\$117,725	\$0	\$117,725	\$155,446	\$14,650	\$117,225	\$7,466	\$1,026	\$1,138	0%
2012		105	58%	\$136,577	\$0	\$136,577	\$139,071	\$15,373	\$136,577	\$1,997	\$1,457	\$1,301	11%
2013		103	54%	\$151,892	\$0	\$151,892	\$151,892	\$16,102	\$151,892	\$1,893	\$1,455	\$1,475	22%
	•	Patrick's											
2009		46	52%	\$44,999	\$0	\$44,999	\$81,020	\$5,280	\$44,999	\$4,134	\$978	\$978	0%
2010		43	47%	\$46,438	\$0	\$46,438	\$67,404	\$3,987	\$46,438	\$2,644	\$1,078	\$1,080	0%
2011		47	47%	\$73,022	\$0	\$73,022	\$75,288	\$6,043	\$73,522	\$1,921	\$853	\$1,564	45%
2012 2013		46 42	46% 42%	\$60,191	\$7,341	\$67,532	\$74,359	\$5,719	\$67,532	\$1,472	\$877	\$1,468	0%
				\$34,351	\$39,298	\$73,649	\$74,834	\$6,184	\$73,649	\$911	\$913	\$1,754	0%
2009	•	ark's Chur <sub>150</sub>		¢262 F20	ćo	¢262 F20	¢222.4E0	¢27 F02	¢262 E20	Ć1E 217	¢1 606	¢1.7E0	0%
2009		130	66% 37%	\$262,529 \$271,216	\$0 \$0	\$262,529 \$271,216	\$322,158 \$305,370	\$27,593 \$36,149	\$262,529 \$271,216	\$15,317 \$17,593	\$1,606 \$1,532	\$1,750 \$2,086	27%
2010		120	34%	\$245,268	\$0 \$0	\$245,268	\$303,370	\$27,864	\$245,268	\$4,106	\$1,732	\$2,080	15%
2012		112	33%	\$202,177	\$0	\$202,177	\$209,540	\$26,158	\$202,177	\$7,363	\$1,633	\$1,805	1%
2013		107	31%	\$204,182	\$0	\$204,182	\$226,282	\$19,494	\$204,182	\$3,829	\$1,671	\$1,908	9%
		ul's Churc	h	· ,				. ,	. ,	. ,		. ,	
2009	•	87	41%	\$254,485	\$0	\$254,485	\$259,485	\$28,612	\$253,985	\$350	\$1,951	\$2,919	28%
2010		84	38%	\$205,169	\$957	\$206,126	\$334,752	\$31,659	\$206,126	\$2,284	\$2,088	\$2,454	12%
2011	126	80	38%	\$237,727	\$0	\$237,727	\$963,441	\$22,787	\$238,227	\$8,513	\$2,256	\$2,978	21%
2012	124	81	38%	\$256,541	\$0	\$256,541	\$356,890	\$29,521	\$256,116	\$12,414	\$2,111	\$3,162	31%
2013	124	80	37%	\$278,341	\$0	\$278,341	\$338,754	\$29,518	\$278,341	\$17,147	\$2,187	\$3,479	35%
Chag	rin Falls,	St. Martin	's Chur	ch									
2009	599	184	18%	\$375,323	\$0	\$375,323	\$1,238,275	\$47,052	\$375,127	\$35,130	\$1,592	\$2,039	21%
2010	442	178	39%	\$344,183	\$0	\$344,183	\$394,135	\$45,286	\$344,183	\$12,719	\$1,732	\$1,934	7%
2011		197	43%	\$304,882	\$0	\$304,882	\$393,014	\$38,611	\$304,382	\$3,323	\$1,515	\$1,545	0%
2012		192	41%	\$319,904	\$0	\$319,904	\$427,380	\$39,853	\$319,904	\$2,790	\$1,603	\$1,666	0%
2013		190	39%	\$320,710	\$0	\$320,710	\$354,982	\$40,176	\$320,710	\$3,548	\$1,585	\$1,688	1%
	-	uke's Chu	rch				4						
2009		_		\$106,847	\$2,000	\$108,847	\$124,413	\$10,402	\$109,347	\$1,971	4	4	4%
2010		53	24%	\$112,087	\$2,000	\$114,087	\$122,706	\$11,884	\$114,087	\$2,463	\$1,779	\$2,153	9%
2011		59	26%	\$108,272	\$2,000	\$110,272	\$176,574	\$11,334	\$109,772	\$10,231	\$1,606	\$1,861	0%
2012		54 49	24%	\$113,897	\$2,500	\$116,397 \$121,705	\$125,263	\$11,082 \$12,284	\$116,397	\$8,181 \$7,666	\$2,056 \$2,167	\$2,156	0% 0%
2013	223	49	22%	\$119,705	\$2,000	\$121,705	\$127,639	\$12,284	\$121,705	\$7,666	\$2,167	\$2,484	0%

Parochial Report Data Appendix

				Normal	Asst.				Total	Outreach	Pledge &	Operating	From Inv ÷
•	Comm in	Avg Sun	ASA ÷	Operating	From	Operating	Total	То	Operating	(Lines 13 +	Plate ÷	Exp ÷	Operating
	Good Stg		Mbrs	Income	Diocese	Revenue	Revenue	Diocese	Expenses	16 +18)	ASA	ASA	Expenses
	•	Andrew's											
2009	152	67	42%	\$222,449	\$0	\$222,449	\$250,777	\$21,800	\$222,449	\$1,864	\$2,187	\$3,320	13%
2010	166	67	40%	\$221,800	\$0	\$221,800	\$327,406	\$8,690	\$221,800	\$19,334	\$2,672	\$3,310	19%
2011	130	67	50%	\$247,260	\$0	\$247,260	\$260,934	\$11,000	\$246,760	\$17,495	\$2,355	\$3,683	10%
2012	130	67	50%	\$226,498	\$0 \$0	\$226,498	\$248,465	\$34,006	\$226,776	\$20,917	\$2,470	\$3,385	0%
2013	130	67	51%	\$225,009	\$0	\$225,009	\$241,847	\$26,638	\$225,009	\$20,237	\$2,270	\$3,358	0%
	•	Luke's Ch		¢07.190	\$0	Ć07 100	¢102.007	¢0.631	¢07.190	¢20.256	¢1 100	¢1 246	40/
2009 2010	98 120	78 82	61% 64%	\$97,180 \$81,783	\$0 \$0	\$97,180 \$81,783	\$102,087 \$105,921	\$8,621 \$9,627	\$97,180 \$81,783	\$28,356 \$20,223	\$1,199 \$960	\$1,246 \$997	4% 3%
2010	102	79	64%	\$80,575	\$0 \$0	\$80,575	\$103,921	\$7,357	\$80,575	\$18,109	\$979	\$1,020	3%
2011	95	68	57%	\$74,932	\$0 \$0	\$74,932	\$101,556	\$7,093	\$74,932	\$18,109	\$1,050	\$1,020	3%
2012	95	80	71%	\$77,093	\$0 \$0	\$77,093	\$98,179	\$6,917	\$77,093	\$22,326	\$918	\$964	3%
		nity Cathe		777,055	70	ψ11,033	750,175	70,317	ψ77,033	722,320	7310	7504	370
2009	846	409	47%	\$1,677,699	\$0	\$1,677,699	\$1,875,706	\$257,340	\$1,677,700	\$339,772	\$1,321	\$4,102	66%
2010	865	375	41%	\$1,497,460	\$0	\$1,497,460	\$1,577,423	\$248,400	\$1,497,459	\$401,608	\$1,426	\$3,993	62%
2011	886	388	42%	\$1,538,499	\$0	\$1,538,499	\$2,181,557	\$224,639	\$1,538,999	\$608,800	\$1,528	\$3,966	58%
2012	908	386	40%	\$1,327,721	\$0	\$1,327,721	\$2,195,588	\$218,253	\$1,327,721	\$836,588	\$1,681	\$3,440	47%
2013	908	376	36%	\$1,457,783	\$0	\$1,457,783	\$2,049,078	\$194,090	\$1,457,783	\$716,482	\$1,765	\$3,877	0%
Clevel	and Hei	ghts, St. A	lban's (										
2009	20	22		\$18,743	\$0	\$18,743	\$18,915	\$2,266	\$20,554	\$172	\$852	\$934	0%
2010													
2011			0%	\$28,388	\$0	\$28,388	\$28,963	\$2,496	\$27,888	\$1,039			0%
2012	30	23	77%	\$27,291	\$0	\$27,291	\$31,431	\$1,630	\$27,291	\$1,753	\$1,135	\$1,187	0%
2013			0%	\$23,534	\$0	\$23,534	\$31,844	\$2,936	\$24,034	\$3,697			0%
Clevel	and Hei	ghts, St. P	aul's Ch	nurch									
2009	2141	446	21%	\$1,665,391	\$0	\$1,665,391	\$2,672,540	\$253,000	\$1,665,391	\$378,407	\$3,271	\$3,734	12%
2010	2022	441	22%	\$1,668,247	\$0	\$1,668,247	\$3,069,352	\$258,120	\$1,668,247	\$374,206	\$3,407	\$3,783	9%
2011	1800	446	25%	\$1,667,154	\$0	\$1,667,154	\$3,084,060	\$253,214	\$1,667,154	\$400,638	\$3,412	\$3,738	9%
2012	1725	426	25%	\$1,623,859	\$0	\$1,623,859	\$3,197,220	\$247,439	\$1,623,859	\$394,734	\$3,661	\$3,812	4%
2013	1643	411	25%	\$1,824,594	\$0	\$1,824,594	\$3,244,090	\$243,000	\$1,824,594	\$426,682	\$3,735	\$4,439	16%
Cosho	cton, Tr	inity Chur	ch										
2009	66	27	36%	\$100,635	\$0	\$100,635	\$111,110	\$10,913	\$101,135	\$1,059	\$2,376	\$3,746	27%
2010	81	30	37%	\$82,254	\$0	\$82,254	\$83,583	\$8,279	\$82,254	\$1,329	\$1,545	\$2,742	36%
2011	67	34	41%	\$100,992	\$0	\$100,992	\$117,445	\$10,106	\$100,492	\$1,049	\$993	\$2,956	34%
2012	72	27	32%	\$114,208	\$0	\$114,208	\$114,208	\$11,639	\$114,208	\$0	\$1,768	\$4,230	58%
2013	72	23	27%	\$117,501	\$0	\$117,501	\$117,718	\$12,075	\$117,501	\$584	\$1,271	\$5,109	74%
		s, St. John											
2009	87	72	60%	\$214,980	\$0	\$214,980	\$288,006	\$26,767	\$214,981	\$12,451	\$2,456	\$2,986	11%
2010	92	74	59%	\$202,728	\$0	\$202,728	\$221,179	\$23,418	\$202,728	\$8,169	\$2,341	\$2,740	14%
2011	93	67	55%	\$232,400	\$0	\$232,400	\$235,634	\$23,320	\$232,900	\$13,274	\$2,440	\$3,476	28%
2012	131	59	46%	\$202,163	\$0	\$202,163	\$213,249	\$18,728	\$202,163	\$7,451	\$288	\$3,426	18%
2013	128	65	45%	\$183,031	\$0	\$183,031	\$271,567	\$20,211	\$183,031	\$3,047	\$2,170	\$2,816	14%
	•	ce Church	<b>500</b> /	450.070	40	450.070	4=2.225	A= 4= 4	460.070	44.005	44.004	44.040	40/
2009	59	38	52%	\$68,878	\$0	\$68,878	\$73,335	\$5,154	\$68,878	\$4,906	\$1,294	\$1,813	1%
2010	54	34	52%	\$90,047	\$0	\$90,047	\$93,061	\$8,720	\$90,047	\$1,929	\$1,432	\$2,648	0%
2011	59	37	51%	\$82,292	\$0	\$82,292	\$85,978	\$9,197	\$82,292	\$6,837	\$1,275	\$2,224	16%
2012 2013	53 52	33 31	49% 50%	\$49,542 \$54,716	\$5,000 \$2,000	\$54,542 \$56,716	\$66,595 \$59,506	\$4,560 \$4,932	\$54,542 \$56,716	\$3,761 \$6,732	\$1,232 \$1,595	\$1,653 \$1,830	0% 0%
					\$2,000	\$30,710	\$35,300	34,332	\$30,710	30,732	\$1,353	\$1,030	070
2009	iverpooi 80	l <b>, St. Step</b> h 42	ien's Cr 35%	s98,807	\$0	\$98,807	\$122,239	\$9,093	\$98,807	\$2,654	\$1,218	\$2,353	45%
2010	75	51	43%	\$98,807	\$0 \$0	\$98,807	\$122,239	\$9,093	\$98,807	\$4,662	\$1,218	\$2,353	45%
2010	108	43	40%	\$82,706	\$0 \$0	\$82,706	\$134,899	\$9,949	\$82,706	\$5,449	\$1,009	\$1,837	23%
2011	105	43	38%	\$68,805	\$0 \$0	\$68,805	\$101,935	\$9,170	\$68,805	\$8,452	\$1,183	\$1,923	23%
2012	103	38	35%	\$77,274	\$2,000	\$79,274	\$114,681	\$7,483	\$79,274	\$9,121	\$1,269	\$2,086	33%
	103	50	3370	Ψ··, <b>=</b> /¬	7=,500	7.5/LI-T	+11.,001	φ.,που	φ. J, <b>Σ</b> , Τ	Y-7,121	7-,203	γ=,000	3370

Appendix Parochial Report Data

				Normal	Asst.				Total	Outreach	Pledge &	Operating	From Inv ÷
	Comm in	Avg Sun	ASA ÷	Operating	From	Operating	Total	То	Operating	(Lines 13 +	Plate ÷	Exp ÷	Operating
	Good Stg	Att (ASA)	Mbrs	Income	Diocese	Revenue	Revenue	Diocese	Expenses	16 +18)	ASA	ASA	Expenses
Elyria	, St. And	rew's Chu	rch										
2009	195	85	32%	\$206,737	\$0	\$206,737	\$241,703	\$22,943	\$206,804	\$16,624	\$1,795	\$2,433	12%
2010	191	82	32%	\$218,031	\$0	\$218,031	\$277,012	\$22,542	\$218,348	\$42,109	\$1,915	\$2,663	28%
2011	198	79	29%	\$215,758	\$0	\$215,758	\$251,349	\$25,509	\$216,258	\$17,199	\$2,357	\$2,737	14%
2012	261	78	28%	\$196,163	\$0	\$196,163	\$261,245	\$21,542	\$195,797	\$24,599	\$2,349	\$2,510	7%
2013	201	59	22%	\$146,664	\$0	\$146,664	\$175,688	\$15,022	\$146,664	\$34,736	\$2,259	\$2,486	9%
	•	of the Ep			ćo	6475 724	Ć40C 724	¢4.C.424	Ć475 724	ć2 227	64.204	Ć4 F02	20/
2009	203	117	35%	\$175,721	\$0 \$0	\$175,721	\$186,721	\$16,131	\$175,721	\$3,227	\$1,204	\$1,502	3%
2010 2011	206 188	118 74	35% 23%	\$177,669 \$168,083	\$0 \$0	\$177,669 \$168,083	\$184,032 \$192,954	\$21,756 \$16,544	\$177,668 \$168,583	\$1,709 \$10,726	\$1,097 \$1,719	\$1,506 \$2,278	2% 12%
2011	184	61	20%	\$108,083	\$0 \$0	\$108,683	\$132,334	\$10,544	\$108,585	\$3,455	\$1,957	\$1,929	3%
2012	184	68	22%	\$144,501	\$0 \$0	\$144,501	\$146,946	\$15,188	\$144,501	\$1,128	\$1,870	\$2,125	2%
		y Church	22/0	7144,501	70	ÿ1++,301	<b>γ1</b> 10,510	Ψ13,100	7144,501	71,120	γ1,070	72,123	270
2009	243	87	36%	\$147,967	\$0	\$147,967	\$161,225	\$15,834	\$147,967	\$3,445	\$1,599	\$1,701	1%
2010	225	86	36%	\$149,500	\$0	\$149,500	\$155,804	\$16,773	\$149,500	\$6,156	\$1,681	\$1,738	1%
2011	240	81	32%	\$136,904	\$0	\$136,904	\$149,976	\$13,583	\$136,904	\$11,059	\$1,619	\$1,690	2%
2012	239	83	32%	\$136,761	\$0	\$136,761	\$144,368	\$14,418	\$136,761	\$8,978	\$1,505	\$1,648	6%
2013	165	74	29%	\$132,853	\$0	\$132,853	\$139,312	\$13,843	\$132,853	\$5,804	\$1,606	\$1,795	7%
Fremo	ont, St. P	aul's Chui	ch										
2009	70	47	24%	\$188,992	\$0	\$188,992	\$192,943	\$21,107	\$188,992	\$7,913	\$2,096	\$4,021	0%
2010	70	47	26%	\$181,114	\$0	\$181,114	\$186,068	\$19,493	\$181,114	\$8,652	\$1,963	\$3,853	0%
2011	64	41	23%	\$169,853	\$0	\$169,853	\$253,623	\$18,795	\$169,853	\$6,453	\$1,833	\$4,143	0%
2012	62	35	20%	\$165,030	\$0	\$165,030	\$213,756	\$18,525	\$165,030	\$8,090	\$2,185	\$4,715	46%
2013	57	33	19%	\$155,678	\$0	\$155,678	\$162,109	\$14,450	\$155,678	\$6,523	\$2,406	\$4,718	44%
Gamb	ier, Hard	ourt Paris	h										
2009	98	77	68%	\$159,533	\$0	\$159,533	\$182,044	\$16,336	\$159,490	\$26,299	\$1,466	\$2,071	11%
2010	97	73	74%	\$166,727	\$0	\$166,727	\$242,068	\$18,975	\$167,057	\$22,622	\$1,695	\$2,288	13%
2011	95	72	76%	\$144,165	\$0	\$144,165	\$180,892	\$15,914	\$144,253	\$71,596	\$1,363	\$2,004	10%
2012	90	56	62%	\$160,896	\$0	\$160,896	\$218,432	\$15,915	\$160,496	\$40,211	\$2,224	\$2,866	5%
2013	120	57	46%	\$178,710	\$0	\$178,710	\$222,967	\$19,863	\$178,710	\$35,054	\$2,254	\$3,135	9%
		. Christop	•										
2009	195	81	35%	\$351,493	\$0	\$351,493	\$353,199	\$54,273	\$351,493	\$1,706	\$2,875	\$4,339	33%
2010	120	80	33%	\$335,270	\$0	\$335,270	\$336,521	\$42,146	\$335,270	\$1,501	\$2,567	\$4,191	38%
2011	120	89	35%	\$342,568	\$0	\$342,568	\$343,580	\$43,661	\$342,567	\$1,260	\$2,395	\$3,849	37%
2012	125	73	28%	\$348,967	\$0 \$0	\$348,967	\$349,990	\$44,022	\$348,967	\$1,023	\$2,942	\$4,780	38%
2013	120	82	33%	\$341,203	\$0	\$341,203	\$342,298	\$43,133	\$341,203	\$1,095	\$2,682	\$4,161	35%
	va, Chris		400/	Ć40 224	ćo	Ć40 224	¢c0 207	¢4.02C	¢40.200	Ć0 024	ć1 11 <b>2</b>	Ć1 12F	00/
2009 2010	80 81	43 43	49% 47%	\$48,331 \$52,070	\$0 \$0	\$48,331 \$52,070	\$60,397 \$63,725	\$4,836 \$4,620	\$48,368 \$52,041	\$8,934 \$6,817	\$1,112 \$1,151	\$1,125 \$1,210	0% 4%
2010	85	43	44%	\$48,817	\$0 \$0	\$48,817	\$58,350	\$4,620	\$48,787	\$6,751	\$1,151	\$1,210	0%
2011	85	39	41%	\$53,815	\$0 \$0	\$53,815	\$69,604	\$4,930	\$53,900	\$9,613	\$1,368	\$1,102	0%
2013	80	40	42%	\$55,553	\$0	\$55,553	\$73,610	\$5,020	\$55,553	\$7,974	\$1,378	\$1,389	0%
	on, Chris			700,000	7-	+/	Ţ: 0/0_0	+-,	700,000	7.7	¥ =/= : =	+-,	
2009	600	253	32%	\$607,268	\$1,500	\$608,768	\$694,304	\$87,577	\$661,838	\$32,935	\$2,250	\$2,616	0%
2010	754	255	31%	\$648,177	\$6,600	\$654,777	\$777,572	\$96,488	\$654,777	\$28,867	\$2,236	\$2,568	5%
2011	669	195	24%	\$631,418	\$0	\$631,418	\$766,919	\$96,643	\$631,918	\$33,560	\$2,621	\$3,241	10%
2012	418	139	30%	\$395,921	\$4,680	\$400,601	\$448,239	\$6,735	\$400,601	\$1,688	\$2,691	\$2,882	0%
2013	258	115	37%	\$445,257	\$0	\$445,257	\$639,978	\$80,381	\$445,257	\$1,658	\$2,759	\$3,872	13%
Huror	n, Christ	Church											
2009	287	54	19%	\$142,138	\$0	\$142,138	\$145,446	\$231	\$142,138	\$1,061	\$1,189	\$2,632	0%
2010	253	49	18%	\$141,698	\$0	\$141,698	\$143,182	\$4,128	\$140,923	\$1,411	\$1,860	\$2,876	0%
2011	75	31	12%	\$200,103	\$0	\$200,103	\$212,842	\$38,638	\$199,603	\$4,905	\$3,224	\$6,439	0%
2012	287	54	19%	\$128,627	\$0	\$128,627	\$131,976	\$13,604	\$128,127	\$8,559	\$1,919	\$2,373	4%
2013	246	53	20%	\$128,441	\$0	\$128,441	\$129,441	\$11,197	\$128,441	\$2,980	\$1,647	\$2,423	1%

Parochial Report Data Appendix

				Normal	Asst.				Total	Outreach	Pledge &	Operating	From Inv ÷
	Comm in	Avg Sun	ASA ÷	Operating	From	Operating	Total	То	Operating	(Lines 13 +	Plate ÷	Exp ÷	Operating
	Good Stg	Att (ASA)	Mbrs	Income	Diocese	Revenue	Revenue	Diocese	Expenses	16 +18)	ASA	ASA	Expenses
	, Christ Cl												
2009	158	76	33%	\$197,140	\$0	\$197,140	\$226,852	\$22,428	\$197,139	\$51,505	\$1,872	\$2,594	22%
2010		65	33%	\$152,095	\$0	\$152,095	\$178,341	\$17,095	\$152,095	\$23,608	\$2,282	\$2,340	2%
2011		65	34%	\$146,119	\$0 \$0	\$146,119	\$170,161	\$15,672	\$146,119	\$23,371	\$2,066	\$2,248	7%
2012 2013		66 73	38% 38%	\$153,428	\$0 \$0	\$153,428	\$170,655	\$15,924	\$153,428	\$12,493	\$1,853	\$2,325	19%
		St. Huber		\$160,249	<b>Ş</b> U	\$160,249	\$166,370	\$16,837	\$160,249	\$7,038	\$1,921	\$2,195	11%
2009	-	3 <b>t. Hube</b> ii 83	22%	\$280,852	\$0	\$280,852	\$354,230	\$28,014	\$280,502	\$23,662	\$2,132	\$3,380	35%
2010		87	34%	\$255,906	\$0 \$0	\$255,906	\$304,254	\$31,506	\$255,905	\$12,744	\$2,106	\$2,941	26%
2011		101	38%	\$255,854	\$0	\$255,854	\$335,362	\$29,433	\$255,354	\$20,015	\$1,793	\$2,528	24%
2012		104	36%	\$261,082	\$0	\$261,082	\$312,249	\$29,981	\$261,082	\$13,974	\$1,812	\$2,510	24%
2013		96	33%	\$267,162	\$0	\$267,162	\$309,508	\$30,755	\$267,162	\$14,707	\$2,004	\$2,783	24%
Lake	wood, Ch	urch of th	e Ascer										
2009	92	62	44%	\$158,542	\$0	\$158,542	\$169,774	\$17,630	\$158,542	\$7,428	\$1,987	\$2,557	1%
2010	108	64	63%	\$155,595	\$0	\$155,595	\$166,078	\$19,039	\$155,595	\$3,054	\$1,988	\$2,431	0%
2011	114	65	56%	\$170,007	\$0	\$170,007	\$175,122	\$17,668	\$170,007	\$2,159	\$1,472	\$2,615	0%
2012	110	49	45%	\$99,679	\$35,000	\$134,679	\$137,316	\$11,081	\$134,679	\$1,909	\$1,713	\$2,749	0%
2013	77	40	38%	\$77,318	\$25,000	\$102,318	\$122,243	\$7,515	\$102,318	\$5,098	\$1,801	\$2,558	0%
Lake	wood, St.	Peter's C	hurch										
2009	515	185	36%	\$420,183	\$0	\$420,183	\$501,343	\$57,189	\$420,183	\$54,108	\$2,219	\$2,271	0%
2010		183	34%	\$446,471	\$0	\$446,471	\$772,582	\$53,507	\$446,471	\$87,079	\$2,396	\$2,440	0%
2011		186	33%	\$468,844	\$0	\$468,844	\$1,775,200	\$57,956	\$468,844	\$125,346	\$2,481	\$2,521	0%
2012		181	31%	\$468,617	\$0	\$468,617	\$638,035	\$56,664	\$468,617	\$75,015	\$2,557	\$2,589	0%
2013		179	29%	\$481,310	\$0	\$481,310	\$706,373	\$64,568	\$481,310	\$201,749	\$2,569	\$2,689	0%
		rinity Chu								4			
2009		16	36%	\$20,165	\$0	\$20,165	\$23,095	\$2,140	\$20,165	\$693	\$512	\$1,260	57%
2010		16	36%	\$20,679	\$0 \$0	\$20,679	\$25,465	\$1,789	\$20,679	\$1,252	\$797	\$1,292	37%
2011 2012		16 14	36% 33%	\$21,393 \$22,429	\$0 \$0	\$21,393 \$22,429	\$26,748 \$26,438	\$1,992 \$2,012	\$21,393 \$22,429	\$898 \$1,042	\$917 \$1,017	\$1,337 \$1,602	29% 35%
2012	43	14	33%	\$22,645	\$0 \$0	\$22,429	\$25,562	\$2,012	\$22,645	\$1,042	\$1,017	\$1,602	42%
		of the Re			70	722,043	723,302	72,023	722,043	71,320	7300	71,010	72/0
2009	•	63	33%	\$133,685	\$0	\$133,685	\$154,568	\$14,224	\$133,685	\$15,407	\$1,651	\$2,122	19%
2010		56	29%	\$85,108	\$0 \$0	\$85,108	\$172,235	\$9,915	\$85,108	\$13,677	\$1,430	\$1,520	1%
2011		52	27%	\$95,618	\$0	\$95,618	\$356,376	\$10,025	\$95,618	\$3,453	\$1,430	\$1,839	9%
2012		48	31%	\$118,330	\$0	\$118,330	\$167,277	\$11,566	\$118,330	\$13,658	\$2,054	\$2,465	10%
2013		49	30%	\$121,559	\$0	\$121,559	\$132,385	\$12,441	\$121,559	\$16,631	\$1,952	\$2,481	10%
Lynd	hurst, Ch	urch of th	e Good	Shepherd									
2009		87	31%	\$216,543	\$5,000	\$221,543	\$230,802	\$26,453	\$221,543	\$7,823	\$2,122	\$2,546	0%
2010	122	90	32%	\$199,160	\$0	\$199,160	\$226,290	\$22,120	\$199,135	\$6,114	\$2,125	\$2,213	4%
2011	115	72	25%	\$206,789	\$0	\$206,789	\$262,718	\$20,329	\$206,789	\$11,056	\$2,326	\$2,872	0%
2012	136	76	27%	\$222,506	\$0	\$222,506	\$241,083	\$24,776	\$222,506	\$8,739	\$2,272	\$2,928	0%
2013		75	26%	\$226,894	\$0	\$226,894	\$238,517	\$24,563	\$226,894	\$6,629	\$2,480	\$3,025	0%
		t. Timothy											
2009		70	23%	\$125,680	\$0	\$125,680	\$142,184	\$13,069	\$125,680	\$7,873	\$1,761	\$1,795	1%
2010		66	22%	\$125,434	\$0	\$125,434	\$357,564	\$13,415	\$125,434	\$9,620	\$1,901	\$1,901	0%
2011		62	21%	\$125,387	\$0	\$125,387	\$151,564	\$12,730	\$125,387	\$11,364	\$1,822	\$2,022	0%
2012		60	20%	\$122,346	\$0	\$122,346	\$160,417	\$13,118	\$122,346	\$9,955	\$1,851	\$2,039	3%
2013		58	19%	\$140,691	\$0	\$140,691	\$183,683	\$12,981	\$140,691	\$9,808	\$2,017	\$2,426	1%
2009	-	ace Churcl		\$260 0 <i>66</i>	ćn	¢260 066	¢310 22F	¢21 724	\$260 0 <i>66</i>	¢42 202	¢1 420	¢2 067	E20/
2009		88 83	25% 24%	\$269,866 \$268,561	\$0 \$0	\$269,866 \$268,561	\$310,335 \$670,078	\$31,724 \$32,229	\$269,866 \$268,561	\$43,203 \$48,541	\$1,420 \$1,522	\$3,067 \$3,236	53% 52%
2010		82	24%	\$270,971	\$0 \$0	\$270,971	\$448,050	\$32,229	\$270,971	\$44,910	\$1,358	\$3,305	58%
2011		77	24%	\$256,793	\$0 \$0	\$256,793	\$361,922	\$30,020	\$256,793	\$5,846	\$1,470	\$3,335	55%
2013		79	25%	\$256,911	\$0	\$256,911	\$256,911	\$30,580	\$256,911	\$6,329	\$1,509	\$3,252	43%
			2	/	7.7	/	/	,	/	, -,	. ,	,	

Appendix Parochial Report Data

				Normal	Asst.				Total	Outreach	Pledge &	Operating	From Inv ÷
Co	mm in	Avg Sun	ASA ÷	Operating	From	Operating	Total	То	Operating	(Lines 13 +	Plate ÷	Exp ÷	Operating
God	od Stg	Att (ASA)	Mbrs	Income	Diocese	Revenue	Revenue	Diocese	Expenses	16 +18)	ASA	ASA	Expenses
Marion,	St. Pa	ul's Churc	h										
2009	29	23	21%	\$114,015	\$0	\$114,015	\$114,015	\$12,785	\$114,015	\$400	\$1,064	\$4,957	10%
2010	28	22	21%	\$77,136	\$0	\$77,136	\$77,136	\$1,600	\$77,136	\$0	\$1,195	\$3,506	41%
2011	25	22	22%	\$73,831	\$0	\$73,831	\$87,816	\$5,011	\$73,961	\$500	\$1,021	\$3,362	42%
2012	26	21	21%	\$73,676	\$0	\$73,676	\$83,676	\$8,284	\$73,676	\$500	\$1,097	\$3,508	43%
2013	23	26	104%	\$78,556	\$0	\$78,556	\$78,556	\$7,198	\$78,556	\$0	\$1,730	\$3,021	19%
	•	Timothy's			ćo	ć225 426	6252.004	¢24.026	¢225 506	ćo 200	Ć4 545	62.402	220/
2009	309	112	25%	\$235,136	\$0 \$0	\$235,136	\$353,984	\$24,026	\$235,586	\$8,208	\$1,515	\$2,103	23%
2010 2011	308 307	110 109	25% 25%	\$216,953	\$0 \$0	\$216,953 \$211,709	\$241,981 \$236,985	\$18,119 \$15,136	\$217,282 \$211,410	\$19,048 \$19,568	\$1,383 \$1,470	\$1,975 \$1,940	29% 24%
2011	311	111	25%	\$211,709 \$201,619	\$0 \$0	\$211,709	\$230,963	\$13,130	\$201,619	\$19,308	\$1,533	\$1,816	16%
2012	237	103	23%	\$201,019	\$0 \$0	\$201,019	\$261,539	\$18,213	\$201,019	\$13,612	\$1,782	\$2,054	13%
		aul's Chu		7211,300	γo	7211,300	7201,333	Ş10,327	7211,500	713,012	71,702	72,034	1370
2009	629	211	34%	\$409,589	\$0	\$409,589	\$737,763	\$54,943	\$409,589	\$323,861	\$1,221	\$1,941	27%
2010	590	186	32%	\$374,900	\$0 \$0	\$374,900	\$702,441	\$50,513	\$374,900	\$315,415	\$1,552	\$2,016	16%
2011	548	186	34%	\$397,047	\$0	\$397,047	\$784,984	\$57,107	\$396,547	\$337,838	\$1,529	\$2,132	22%
2012	536	184	34%	\$354,522	\$0	\$354,522	\$676,759	\$45,830	\$354,522	\$313,465	\$1,330	\$1,927	22%
2013	523	189	36%	\$410,739	\$0	\$410,739	\$640,510	\$52,166	\$410,739	\$222,680	\$1,645	\$2,173	19%
		ge. St. Bar		ew Church				. ,	. ,	. ,		. ,	
2009	100	64.4	59%	\$111,033	\$0	\$111,033	\$121,013	\$13,841	\$111,033	\$6,241	\$1,646	\$1,724	0%
2010	107	69	64%	\$106,368	\$0	\$106,368	\$119,777	\$9,059	\$106,793	\$6,273	\$1,542	\$1,548	0%
2011	92	65	62%	\$144,084	\$0	\$144,084	\$152,748	\$15,682	\$144,028	\$6,083	\$1,571	\$2,216	0%
2012	108	61	56%	\$106,374	\$0	\$106,374	\$114,317	\$10,480	\$106,374	\$12,852	\$1,676	\$1,744	8%
2013	107	66	62%	\$119,066	\$0	\$119,066	\$129,308	\$12,769	\$119,066	\$11,834	\$1,674	\$1,804	1%
Medina,	, St. Pa	ul's Churc	h										
2009	396	125	25%	\$257,223	\$10,765	\$267,988	\$303,065	\$46,533	\$285,606	\$30,233	\$1,937	\$2,285	0%
2010	402	122	25%	\$269,218	\$4,000	\$273,218	\$303,788	\$20,873	\$273,218	\$31,133	\$2,079	\$2,239	2%
2011	410	116	23%	\$285,122	\$4,743	\$289,865	\$327,414	\$30,182	\$290,365	\$29,531	\$2,042	\$2,503	13%
2012	422	117	23%	\$264,369	\$6,922	\$271,291	\$350,648	\$27,639	\$271,291	\$37,040	\$2,095	\$2,319	7%
2013	440	109	20%	\$269,813	\$4,100	\$273,913	\$368,555	\$28,604	\$273,913	\$25,069	\$1,986	\$2,513	5%
Mentor,	, St. An	ndrew Epi	scopal (	Church									
2009	197	142	62%	\$222,694	\$0	\$222,694	\$261,016	\$26,141	\$222,694	\$36,349	\$1,389	\$1,568	9%
2010	225	138	59%	\$199,077	\$0	\$199,077	\$231,932	\$23,232	\$199,077	\$32,855	\$1,359	\$1,443	3%
2011	218	140	57%	\$206,302	\$0	\$206,302	\$352,329	\$22,753	\$206,348	\$19,191	\$1,333	\$1,474	8%
2012	241	130	52%	\$200,435	\$0	\$200,435	\$357,277	\$25,018	\$200,435	\$22,384	\$1,533	\$1,542	0%
2013	249	136	53%	\$178,199	\$0	\$178,199	\$325,505	\$18,602	\$178,199	\$31,006	\$1,248	\$1,310	0%
		ı, St. Paul											
2009	100	57	35%	\$176,723	\$0	\$176,723	\$196,570	\$20,104	\$176,950	\$24,017	\$1,994	\$3,104	28%
2010	114	74	42%	\$176,201	\$2,619	\$178,820	\$214,704	\$16,900	\$178,820	\$24,464	\$1,435	\$2,416	27%
2011	91	73	76%	\$171,406	\$4,928	\$176,334	\$240,158	\$20,040	\$176,513	\$38,169	\$1,554	\$2,418	21%
2012	95	69	73%	\$150,288	\$0 \$0	\$150,288	\$184,185	\$14,994	\$150,288	\$13,862	\$1,797	\$2,178	28%
2013	99	63	64%	\$171,656	\$0	\$171,656	\$226,129	\$18,032	\$171,656	\$9,696	\$2,036	\$2,725	17%
•	on, St.	Jonn the I	vange	ist's Church									
2009 2010													
2010													
2011													
2012	26	12	46%	\$14,642	\$0	\$14,642	\$16,862	\$813	\$14,642	\$1,300	\$1,420	\$1,220	0%
		hia, Trinit			γU	714,042	Ş10,00 <u>2</u>	7013	714,042	71,500	71,720	71,220	070
2009	115	43 , 43	37%	\$68,629	\$2,000	\$70,629	\$82,059	\$6,723	\$70,629	\$11,429	\$1,394	\$1,643	12%
2010	76	18	23%	\$66,473	\$2,000	\$66,473	\$72,535	\$6,420	\$66,473	\$7,544	\$3,323	\$3,693	8%
2011	96	40	42%	\$69,471	\$0	\$69,471	\$81,608	\$7,189	\$69,971	\$2,284	\$1,407	\$1,749	15%
2012	66	25	38%	\$65,726	\$5,000	\$70,726	\$70,726	\$6,531	\$70,226	\$1,921		\$2,809	6%
2013	66	26	39%	\$61,151	\$0	\$61,151	\$62,467	\$5,029	\$61,151	\$1,309	\$2,307	\$2,352	6%
				. , ,		. ,	. ,	, -	,	. ,- >-	. ,	. ,	

Parochial Report Data Appendix

	Comm in	Avg Sun	ASA ÷	Normal Operating	Asst. From	Operating	Total	То	Total Operating	Outreach (Lines 13 +	Pledge & Plate ÷	Operating Exp ÷	From Inv ÷ Operating
		Att (ASA)	Mbrs	Income	Diocese	Revenue	Revenue	Diocese	Expenses	16 +18)	ASA	ASA	Expenses
Niles	, St. Luke	's Church											
2009	112	72	58%	\$82,414	\$0	\$82,414	\$92,839	\$8,144	\$82,413	\$4,991	\$726	\$1,145	27%
2010	130	75	58%	\$91,130	\$0	\$91,130	\$104,320	\$8,741	\$91,130	\$4,763	\$794	\$1,215	22%
2011	144	71	51%	\$86,765	\$0	\$86,765	\$108,001	\$9,875	\$86,765	\$3,857	\$833	\$1,222	20%
2012	144	56	39%	\$88,698	\$0	\$88,698	\$113,950	\$8,547	\$88,698	\$3,620	\$966	\$1,584	29%
2013	118	55	47%	\$87,284	\$0	\$87,284	\$95,066	\$8,736	\$87,284	\$2,297	\$925	\$1,587	29%
Norv	valk, St. P	aul's Chu	rch										
2009	53	30	43%	\$82,003	\$7,005	\$89,008	\$90,514	\$8,623	\$88,508	\$1,649	\$2,497	\$2,950	6%
2010	54	31	47%	\$85,078	\$6,000	\$91,078	\$93,185	\$8,594	\$91,078	\$2,363	\$2,318	\$2,938	6%
2011	54	37	56%	\$82,943	\$5,000	\$87,943	\$88,588	\$7,489	\$88,443	\$2,030	\$1,922	\$2,390	6%
2012	56	37	54%	\$76,641	\$7,000	\$83,641	\$90,032	\$7,993	\$83,641	\$2,350	\$1,834	\$2,261	7%
2013	53	39	60%	\$87,763	\$6,500	\$94,263	\$97,012	\$7,240	\$95,566	\$1,446	\$1,964	\$2,450	5%
Ober	lin, Christ	t Church											
2009	123	73	56%	\$217,586	\$0	\$217,586	\$349,153	\$24,256	\$217,586	\$43,814	\$2,676	\$2,981	1%
2010	124	78	59%	\$212,743	\$0	\$212,743	\$319,085	\$23,706	\$212,743	\$45,067	\$2,418	\$2,727	1%
2011	111	76	64%	\$213,280	\$0	\$213,280	\$333,684	\$23,492	\$213,280	\$37,116	\$2,477	\$2,806	1%
2012	94	55	54%	\$230,315	\$0	\$230,315	\$372,580	\$24,253	\$230,315	\$84,304	\$3,478	\$4,188	3%
2013	82	60	67%	\$233,547	\$0	\$233,547	\$318,068	\$28,070	\$233,547	\$55,992	\$3,043	\$3,892	3%
Oreg	on, St. Pa	ul's Churc	:h										
2009		57		\$61,972	\$0	\$61,972	\$62,972	\$6,377	\$56,741	\$2,787	\$1,087	\$995	0%
2010		52		\$71,743	\$0	\$71,743	\$96,301	\$6,304	\$71,743	\$8,758	\$1,188	\$1,380	1%
2011		60		\$83,590	\$0	\$83,590	\$89,032	\$7,734	\$73,482	\$6,074	\$1,067	\$1,225	0%
2012		45	29%	\$75,294	\$0	\$75,294	\$80,708	\$7,168	\$75,294	\$5,534	\$1,451	\$1,673	0%
2013		42	29%	\$76,770	\$0	\$76,770	\$101,770	\$7,301	\$76,770	\$3,257	\$1,397	\$1,828	0%
		. James's		<i>\$10,770</i>	, , ,	\$70,770	Ψ101,770	77,301	\$70,770	Ψ3, <b>2</b> 37	71,337	71,020	070
2009		. Jannes S 111	42%	¢227.604	\$0	\$227.604	¢220 177	¢21.014	\$227.604	¢10 120	\$1,744	¢2.050	110/
2010		111	55%	\$227,604	\$0 \$0	\$227,604	\$328,177	\$21,914	\$227,604	\$18,130	\$1,744	\$2,050	11% 4%
		110		\$224,928	\$0 \$0	\$224,928	\$285,071	\$26,081	\$224,928	\$23,219		\$1,956	
2011			51%	\$233,187	\$0 \$0	\$233,187	\$256,194	\$26,326	\$233,187	\$23,935	\$1,887	\$2,120	4%
2012		108 99	51%	\$227,611		\$227,611	\$268,766	\$25,437	\$227,611	\$27,453	\$1,916	\$2,108	1%
2013			46%	\$231,241	\$0	\$231,241	\$269,317	\$26,723	\$231,241	\$22,350	\$2,027	\$2,336	2%
	•	nts Churc											
2009		82		\$117,679	\$0	\$117,679	\$123,516	\$12,321	\$117,679	\$7,819	\$1,406	\$1,435	0%
2010		83		\$174,306	\$0	\$174,306	\$180,657	\$18,607	\$174,306	\$6,859	\$1,416	\$2,100	25%
2011		84	30%	\$149,281	\$0	\$149,281	\$154,577	\$15,957	\$149,281	\$3,528	\$1,425	\$1,777	10%
2012		77	29%	\$139,928	\$0	\$139,928	\$146,360	\$15,093	\$139,928	\$7,239	\$1,575	\$1,817	4%
2013		75	28%	\$138,155	\$0	\$138,155	\$158,577	\$14,337	\$138,155	\$7,169	\$1,439	\$1,842	1%
Perry	sburg, St	. Timothy	's Chur	ch									
2009	330	94	28%	\$260,779	\$0	\$260,779	\$282,459	\$26,065	\$260,779	\$40,557	\$2,309	\$2,774	17%
2010	215	90	33%	\$296,461	\$0	\$296,461	\$358,485	\$32,418	\$296,461	\$6,968	\$2,319	\$3,294	13%
2011	231	78	34%	\$290,777	\$0	\$290,777	\$305,700	\$35,747	\$291,277	\$2,962	\$2,492	\$3,734	24%
2012	159	84	49%	\$212,330	\$0	\$212,330	\$284,954	\$29,453	\$212,330	\$891	\$2,363	\$2,528	13%
2013	0	0	0%	\$255,975	\$0	\$255,975	\$275,975	\$32,106	\$255,975	\$0			10%
Port	Clinton, S	t. Thoma	s's Chui	rch									
2009	39	27	51%	\$59,543	\$4,583	\$64,126	\$72,776	\$5,574	\$64,593	\$400	\$1,911	\$2,392	6%
2010	48	31	60%	\$76,696	\$0	\$76,696	\$107,696	\$6,746	\$76,696	\$6,193	\$2,104	\$2,474	15%
2011	. 53	30	56%	\$77,035	\$2,499	\$79,534	\$97,949	\$8,096	\$80,034	\$2,655	\$2,015	\$2,668	18%
2012	58	31	53%	\$82,739	\$0	\$82,739	\$103,815	\$8,743	\$83,085	\$3,295	\$2,099	\$2,680	13%
2013	57	28	49%	\$77,862	\$0	\$77,862	\$156,462	\$8,997	\$77,862	\$2,511	\$2,296	\$2,781	14%
Put-i	n-Bav. St.	Paul's Ch	urch										
2009	•	30		\$36,686	\$0	\$36,686	\$65,159	\$0	\$36,686	\$1,024	\$694	\$1,223	12%
2010		28		\$88,728	\$0	\$88,728	\$120,931	\$7,047	\$88,728	\$8,301	\$1,977	\$3,169	6%
2011		39	87%	\$91,430	\$0	\$91,430	\$116,033	\$10,140	\$91,429	\$5,943	\$1,592	\$2,344	19%
2012		41		\$100,696	\$0	\$100,696	\$107,757	\$7,342	\$100,696	\$6,036	\$1,948	\$2,456	13%
2013		34		\$89,947	\$0	\$89,947	\$107,874	\$10,066	\$89,947	\$7,232	\$1,440	\$2,646	12%
_013	20	34	, 470	Ç33,3-47	70	Ç00,047	Ç207,074	Ÿ = 0,000	Ç33,3- <del>1</del> 1	71,232	Ÿ±,¬¬¬0	<b>γ2,0</b> -70	12/0

Appendix Parochial Report Data

Ravenna, Grace Church  2009 201 82 41% \$159,810 \$0 \$159,810 \$172,930 \$16,380 \$159,629 \$10,007 \$1,585 \$2010 145 74 38% \$161,637 \$0 \$161,637 \$193,061 \$16,756 \$162,037 \$7,095 \$1,750 \$2011 136 69 37% \$157,531 \$0 \$157,531 \$198,951 \$17,388 \$157,824 \$8,994 \$1,844 \$2012 122 65 37% \$168,197 \$0 \$168,197 \$227,075 \$17,402 \$168,198 \$6,626 \$1,938 \$2013 124 65 36% \$172,375 \$0 \$172,375 \$185,292 \$18,313 \$172,375 \$7,267 \$1,707 \$309 \$201  185 80 38% \$327,534 \$0 \$66,927 \$1,660,037 \$33,549 \$313,407 \$16,448 \$1,499 \$300  185 80 38% \$327,534 \$0 \$327,534 \$486,437 \$43,404 \$327,534 \$16,842 \$1,779 \$300 \$1,522 \$3	A Expenses  1,947 3  2,190 7  2,287 4  2,588 15  2,652 12  2,529 32  3,405 35  3,517 46  3,718 40  2,288 24  4,094 56  3,982 58
2009         201         82         41%         \$159,810         \$0         \$159,810         \$172,930         \$16,380         \$159,629         \$10,007         \$1,585         \$2010         145         74         38%         \$161,637         \$0         \$161,637         \$193,061         \$16,756         \$162,037         \$7,095         \$1,750         \$1,740         \$1,844         \$1,844         \$1,844         \$1,844         \$1,844         \$1,844         \$1,844         \$1,844         \$1,844         \$1,844         \$1,844         \$1,844         \$1,844         \$1,844         \$1,844         \$1,845         \$1,845         \$1,845         \$1,770	2,190 7 2,287 4 2,588 15 2,652 12 2,529 32 3,405 35 3,517 46 3,718 40 2,288 24 4,094 56 3,982 58
2010 145 74 38% \$161,637 \$0 \$161,637 \$193,061 \$16,756 \$162,037 \$7,095 \$1,750 \$201	2,190 7 2,287 4 2,588 15 2,652 12 2,529 32 3,405 35 3,517 46 3,718 40 2,288 24 4,094 56 3,982 58
2011 136 69 37% \$157,531 \$0 \$157,531 \$198,951 \$17,388 \$157,824 \$8,994 \$1,844 \$2012 122 65 37% \$168,197 \$0 \$168,197 \$227,075 \$17,402 \$168,198 \$6,626 \$1,938 \$2013 124 65 36% \$172,375 \$0 \$172,375 \$185,292 \$18,313 \$172,375 \$7,267 \$1,707 \$309 27 19 37% \$47,552 \$0 \$47,552 \$48,759 \$7,482 \$48,052 \$1,100 \$935 \$2010 28 18 34% \$61,087 \$208 \$61,295 \$65,481 \$5,859 \$61,295 \$878 \$1,125 \$2011 29 19 36% \$66,326 \$0 \$66,326 \$0 \$66,326 \$76,567 \$6,103 \$66,826 \$1,982 \$1,156 \$2012 26 18 35% \$66,927 \$0 \$66,927 \$71,252 \$5,959 \$66,927 \$946 \$1,302 \$2013 \$	2,287 4 2,588 15 2,652 12 2,529 32 3,405 35 3,517 46 3,718 40 2,288 24 4,094 56 3,982 58
2012 122 65 37% \$168,197 \$0 \$168,197 \$227,075 \$17,402 \$168,198 \$6,626 \$1,938 \$2013 124 65 36% \$172,375 \$0 \$172,375 \$185,292 \$18,313 \$172,375 \$7,267 \$1,707 \$309 \$27 19 37% \$47,552 \$0 \$47,552 \$48,759 \$7,482 \$48,052 \$1,100 \$935 \$2010 28 18 34% \$61,087 \$208 \$61,295 \$65,481 \$5,859 \$61,295 \$878 \$1,125 \$2011 29 19 36% \$66,326 \$0 \$66,326 \$76,567 \$6,103 \$66,826 \$1,982 \$1,156 \$2012 26 18 35% \$66,927 \$0 \$66,927 \$71,252 \$5,959 \$66,927 \$946 \$1,302 \$2013 \$	2,588 15 2,652 12 2,529 32 3,405 35 3,517 46 3,718 40 2,288 24 4,094 56 3,982 58
2013         124         65         36%         \$172,375         \$0         \$172,375         \$185,292         \$18,313         \$172,375         \$7,267         \$1,707         \$3           Salem, Church of Our Saviour           2009         27         19         37%         \$47,552         \$0         \$47,552         \$48,759         \$7,482         \$48,052         \$1,100         \$935         \$201         \$2010         28         18         34%         \$61,087         \$208         \$61,295         \$65,481         \$5,859         \$61,295         \$878         \$1,125         \$3         \$201         29         19         36%         \$66,326         \$0         \$66,326         \$76,567         \$6,103         \$66,826         \$1,982         \$1,156         \$3         \$2012         \$26         18         35%         \$66,927         \$0         \$66,927         \$71,252         \$5,959         \$66,927         \$946         \$1,302         \$3         \$3         \$33,302         \$3         \$33,302         \$3         \$3         \$33,302         \$3         \$3         \$33,302         \$3         \$3         \$3         \$33,407         \$16,448         \$1,499         \$3         \$3         \$30         \$33,549         \$313,	2,652 12 2,529 32 3,405 35 3,517 46 3,718 40 2,288 24 4,094 56 3,982 58
Salem, Church of Our Saviour           2009         27         19         37%         \$47,552         \$0         \$47,552         \$48,759         \$7,482         \$48,052         \$1,100         \$935         \$201         \$201         28         18         34%         \$61,087         \$208         \$61,295         \$65,481         \$5,859         \$61,295         \$878         \$1,125         \$3201         \$201         29         19         36%         \$66,326         \$0         \$66,326         \$76,567         \$6,103         \$66,826         \$1,982         \$1,156         \$3201         \$201         26         18         35%         \$66,927         \$0         \$66,927         \$71,252         \$5,959         \$66,927         \$946         \$1,302         \$3201	2,529 32 3,405 35 3,517 46 3,718 40 2,288 24 4,094 56 3,982 58
2009         27         19         37%         \$47,552         \$0         \$47,552         \$48,759         \$7,482         \$48,052         \$1,100         \$935         \$201           2010         28         18         34%         \$61,087         \$208         \$61,295         \$65,481         \$5,859         \$61,295         \$878         \$1,125         \$320           2011         29         19         36%         \$66,326         \$0         \$66,326         \$76,567         \$6,103         \$66,826         \$1,982         \$1,156         \$320           2012         26         18         35%         \$66,927         \$0         \$66,927         \$71,252         \$5,959         \$66,927         \$946         \$1,302         \$320           Sandusky, Grace Church           2009         200         137         64%         \$312,907         \$0         \$312,907         \$1,660,037         \$33,549         \$313,407         \$16,448         \$1,499         \$320           2010         185         80         38%         \$327,534         \$0         \$327,534         \$486,437         \$43,404         \$327,534         \$16,842         \$1,779         \$320           2011         183	3,405 35 3,517 46 3,718 40 2,288 24 4,094 56 3,982 58
2010 28 18 34% \$61,087 \$208 \$61,295 \$65,481 \$5,859 \$61,295 \$878 \$1,125 \$2011 29 19 36% \$66,326 \$0 \$66,326 \$76,567 \$6,103 \$66,826 \$1,982 \$1,156 \$2012 26 18 35% \$66,927 \$0 \$66,927 \$71,252 \$5,959 \$66,927 \$946 \$1,302 \$2013  Sandusky, Grace Church 2009 200 137 64% \$312,907 \$0 \$312,907 \$1,660,037 \$33,549 \$313,407 \$16,448 \$1,499 \$2010 185 80 38% \$327,534 \$0 \$327,534 \$486,437 \$43,404 \$327,534 \$16,842 \$1,779 \$2011 183 97 45% \$385,736 \$0 \$385,736 \$447,234 \$42,783 \$386,236 \$47,673 \$1,522 \$3	3,405 35 3,517 46 3,718 40 2,288 24 4,094 56 3,982 58
2011 29 19 36% \$66,326 \$0 \$66,326 \$76,567 \$6,103 \$66,826 \$1,982 \$1,156 \$2012 26 18 35% \$66,927 \$0 \$66,927 \$71,252 \$5,959 \$66,927 \$946 \$1,302 \$2013  Sandusky, Grace Church 2009 200 137 64% \$312,907 \$0 \$312,907 \$1,660,037 \$33,549 \$313,407 \$16,448 \$1,499 \$2010 185 80 38% \$327,534 \$0 \$327,534 \$486,437 \$43,404 \$327,534 \$16,842 \$1,779 \$2011 183 97 45% \$385,736 \$0 \$385,736 \$447,234 \$42,783 \$386,236 \$47,673 \$1,522 \$3	3,517 46 3,718 40 2,288 24 4,094 56 3,982 58
2012 26 18 35% \$66,927 \$0 \$66,927 \$71,252 \$5,959 \$66,927 \$946 \$1,302 \$2013  Sandusky, Grace Church 2009 200 137 64% \$312,907 \$0 \$312,907 \$1,660,037 \$33,549 \$313,407 \$16,448 \$1,499 \$2010 185 80 38% \$327,534 \$0 \$327,534 \$486,437 \$43,404 \$327,534 \$16,842 \$1,779 \$2011 183 97 45% \$385,736 \$0 \$385,736 \$447,234 \$42,783 \$386,236 \$47,673 \$1,522 \$3	2,288 24 4,094 56 3,982 58
2013  Sandusky, Grace Church 2009 200 137 64% \$312,907 \$0 \$312,907 \$1,660,037 \$33,549 \$313,407 \$16,448 \$1,499 \$2010 185 80 38% \$327,534 \$0 \$327,534 \$486,437 \$43,404 \$327,534 \$16,842 \$1,779 \$2011 183 97 45% \$385,736 \$0 \$385,736 \$447,234 \$42,783 \$386,236 \$47,673 \$1,522 \$3	2,288 24 4,094 56 3,982 58
Sandusky, Grace Church           2009         200         137         64%         \$312,907         \$0         \$312,907         \$1,660,037         \$33,549         \$313,407         \$16,448         \$1,499	4,094 56 3,982 58
2009       200       137       64%       \$312,907       \$0       \$312,907       \$1,660,037       \$33,549       \$313,407       \$16,448       \$1,499       \$320,000         2010       185       80       38%       \$327,534       \$0       \$327,534       \$486,437       \$43,404       \$327,534       \$16,842       \$1,779       \$320,000         2011       183       97       45%       \$385,736       \$0       \$385,736       \$447,234       \$42,783       \$386,236       \$47,673       \$1,522       \$320,000	4,094 56 3,982 58
2010       185       80       38%       \$327,534       \$0       \$327,534       \$486,437       \$43,404       \$327,534       \$16,842       \$1,779       \$327,534       \$16,842       \$1,779       \$327,534       \$16,842       \$1,779       \$327,534       \$16,842       \$1,779       \$327,534       \$16,842<	4,094 56 3,982 58
2011 183 97 45% \$385,736 \$0 \$385,736 \$447,234 \$42,783 \$386,236 \$47,673 \$1,522 \$	3,982 58
2012 226 06 429/ \$500.611 \$0 \$500.614 \$644.424 \$52.002 \$500.614 \$06.444 \$4.502 \$6	
	5,308 58
	5,431 5
Shaker Heights, Christ Church	
2009 249 118 45% \$444,327 \$0 \$444,327 \$480,821 \$61,823 \$444,327 \$6,363 \$2,094 \$	3,765 39
	3,515 28
2011 261 128 44% \$422,303 \$0 \$422,303 \$657,374 \$55,413 \$422,303 \$14,611 \$2,096 \$	3,299 33
	3,598 30
	3,587 25
Shelby, St. Mark's Church	
2009 91 31 34% \$54,921 \$0 \$54,921 \$55,547 \$6,714 \$54,470 \$10,977 \$1,637 \$	1,757 0
2010 93 28 30% \$54,712 \$0 \$54,712 \$55,009 \$5,090 \$54,712 \$14,433 \$1,950 \$	1,954 0
2011 91 29 32% \$53,078 \$0 \$53,078 \$53,709 \$2,354 \$52,578 \$14,265 \$2,016 \$	1,813 0
	2,090 0
	2,695 0
Sidney, St. Mark's Church	
2009 42 32 76% \$34,237 \$0 \$34,237 \$37,172 \$3,564 \$34,237 \$855 \$993 \$	1,070 0
2010 51 39 75% \$35,893 \$56,000 \$91,893 \$94,124 \$1,324 \$91,893 \$2,387 \$886 \$	2,356 1
2011 54 37 61% \$33,542 \$53,500 \$87,042 \$91,003 \$3,682 \$86,542 \$2,974 \$907 \$	2,339 0
	2,659 0
2013 39 27 49% \$29,488 \$30,000 \$59,488 \$59,488 \$2,846 \$58,949 \$127 \$1,030 \$	2,183 0
Steubenville, St. Paul's Church	
2009 90 42 38% \$80,702 \$0 \$80,702 \$80,702 \$7,578 \$80,702 \$0 \$862 \$	1,921 28
2010 107 30 28% \$75,127 \$0 \$75,127 \$75,127 \$75,127 \$0 \$1,009 \$	2,504 35
	2,463 36
	2,570 34
2013 70 30 31% \$78,953 \$0 \$78,953 \$78,953 \$7,579 \$78,953 \$0 \$931 \$	2,632 31
Steubenville, St. Stephen's Church	
	2,362 56
2010 111 28 25% \$85,228 \$0 \$85,228 \$87,425 \$7,487 \$85,228 \$2,197 \$1,197 \$	3,044 61
2011 110 30 27% \$39,630 \$0 \$39,630 \$58,630 \$8,084 \$15,350 \$3,396 \$1,211	\$512 22
	2,277 45
2013	
Tiffin, Old Trinity Church	
2009	
2010	
	3,211 41
	1,262 50
2013 0 25 32% \$46,840 \$0 \$46,840 \$46,840 \$4,825 \$46,840 \$312 \$1,813 \$	1,874 76

Parochial Report Data Appendix

	Comm in	Avg Sun	ASA ÷ Mbrs	Normal Operating	Asst. From	Operating	Total	To	Total Operating	Outreach (Lines 13 + 16 +18)	Pledge & Plate ÷ ASA	Operating Exp ÷ ASA	From Inv ÷ Operating
Tolor		Att (ASA) ints Churc		Income	Diocese	Revenue	Revenue	Diocese	Expenses	10 +10)	АЗА	ASA	Expenses
	•	ints Churc	11										
2009													
2010		63		Ć01 040	ćo	Ć01 040	Ć00 100	ć2 001	Ć00 F40	Ć4 27F	¢1 20C	ć1 200	00/
2011		62	410/	\$81,048	\$0 \$0	\$81,048	\$88,108	\$3,091	\$80,548	\$4,275		\$1,299	0%
2012		61	41%	\$83,710	\$0 \$0	\$83,710	\$88,354	\$5,289	\$83,710	\$2,230		\$1,372	0%
2013		55	41%	\$81,614	\$0	\$81,614	\$84,299	\$6,989	\$81,614	\$677	\$1,486	\$1,484	0%
	-	drew's Ch		4450.000	40	4450.000	4452422	446 500	4450.070	45.004	44.450	44.505	00/
2009		94	53%	\$158,880	\$0	\$158,880	\$163,138	\$16,520	\$159,379	\$5,994		\$1,696	0%
2010		97	54%	\$172,310	\$0	\$172,310	\$182,647	\$17,722	\$172,810	\$4,810		\$1,782	
2011		108	59%	\$182,518	\$0	\$182,518	\$187,930	\$19,597	\$183,018	\$6,785		\$1,695	4%
2012		105	54%	\$180,167	\$0	\$180,167	\$227,425	\$20,150	\$180,167	\$15,603		\$1,716	0%
2013		103	51%	\$199,284	\$0	\$199,284	\$208,730	\$21,392	\$199,284	\$10,290	\$1,232	\$1,935	0%
Tole		atthew's C	hurch										
2009	209	128	41%	\$290,977	\$0	\$290,977	\$301,013	\$35,083	\$291,477	\$5,036		\$2,277	2%
2010	162	116	40%	\$276,100	\$0	\$276,100	\$279,773	\$35,370	\$276,100	\$5,407	\$2,340	\$2,380	1%
2011	198	118	40%	\$302,380	\$0	\$302,380	\$346,124	\$36,852	\$302,880	\$18,698	\$2,120	\$2,567	8%
2012	205	126	41%	\$280,433	\$0	\$280,433	\$280,433	\$33,891	\$280,433	\$2,339	\$2,062	\$2,226	7%
2013	199	121	39%	\$282,594	\$0	\$282,594	\$282,594	\$36,215	\$282,594	\$10,142	\$1,978	\$2,335	8%
Toled	do, St. Mi	chael's-in-	the-Hil	lls									
2009	419	191	38%	\$439,113	\$0	\$439,113	\$487,421	\$60,372	\$439,113	\$33,861	\$2,038	\$2,299	7%
2010	423	191	37%	\$436,335	\$0	\$436,335	\$463,299	\$57,049	\$436,335	\$23,966	\$2,025	\$2,284	7%
2011	427	198	38%	\$463,765	\$0	\$463,765	\$497,490	\$63,900	\$463,765	\$20,514	\$2,118	\$2,342	5%
2012	422	183	35%	\$466,738	\$0	\$466,738	\$710,851	\$60,507	\$466,738	\$13,883		\$2,550	9%
2013	444	171	35%	\$457,482	\$0	\$457,482	\$623,905	\$62,364	\$457,482	\$20,853		\$2,675	1%
Tole	do, Trinity	/ Church											
2009		78	42%	\$346,323	\$0	\$346,323	\$373,000	\$51,729	\$346,323	\$20,088	\$1,940	\$4,440	42%
2010		72	39%	\$330,757	\$0	\$330,757	\$333,408	\$34,600	\$330,757	\$7,454		\$4,594	36%
2011		77	44%	\$324,816	\$0	\$324,816	\$327,090	\$38,742	\$324,816	\$6,925		\$4,218	31%
2012		113	62%	\$355,717	\$0	\$355,717	\$362,046	\$45,752	\$355,717	\$10,992		\$3,148	24%
2013		97	55%	\$373,308	\$0	\$373,308	\$386,933	\$52,226	\$373,308	\$18,620		\$3,849	26%
		ew Life Ep				70.0,000	,,,,,,,,	+,	70.0,000	7-0,0-0	7 -/	7-7	
2009		74	•	\$114,439	\$0	\$114,439	\$136,207	\$6,332	\$114,440	\$2,745	\$1,347	\$1,546	13%
2010		78	51%	\$155,680	\$4,000	\$159,680	\$183,162	\$17,657	\$159,680	\$7,761	\$1,268	\$2,047	35%
2010		78 72	55%	\$153,080	\$4,000	\$158,774	\$173,155	\$17,037	\$158,774	\$14,900		\$2,047	42%
2011		69	51%	\$138,774	\$6,000	\$135,774	\$175,133	\$13,894	\$135,774	\$14,500		\$1,970	23%
2012		70	53%		\$0,000					\$13,310			30%
				\$136,304	<b>Ş</b> U	\$136,304	\$164,259	\$14,130	\$136,304	\$12,552	\$1,351	\$1,947	30%
		t. Mark's		455,000	40	455.000	400.000	A- 6- 4	455.000	40.740	4040	44.00=	200/
2009		52	88%	\$66,903	\$0	\$66,903	\$83,880	\$7,674	\$66,903	\$9,749		\$1,287	29%
2010		48	84%	\$53,300	\$0	\$53,300	\$71,548	\$4,370	\$53,289	\$10,385	\$1,082	\$1,110	3%
2011		38	72%	\$59,081	\$0	\$59,081	\$81,247	\$4,400	\$59,081	\$10,854		\$1,555	3%
2012		36	69%	\$65,298	\$0	\$65,298	\$106,558	\$4,800	\$65,298	\$7,241	\$1,378	\$1,814	24%
2013		35	67%	\$49,684	\$0	\$49,684	\$65,441	\$5,057	\$49,684	\$9,260	\$1,348	\$1,420	0%
Warr	en, Chris	t Church											
2009		102	29%	\$275,334	\$0	\$275,334	\$396,274	\$32,983	\$275,334	\$12,672	\$1,299	\$2,699	38%
2010	366	93	25%	\$280,405	\$0	\$280,405	\$316,505	\$34,359	\$280,405	\$14,465	\$1,400	\$3,015	40%
2011	358	80	22%	\$273,246	\$0	\$273,246	\$305,655	\$32,208	\$273,246	\$22,042	\$1,664	\$3,416	41%
2012	349	70	20%	\$293,069	\$0	\$293,069	\$521,133	\$36,326	\$293,069	\$13,994	\$1,897	\$4,187	41%
2013	344	84	24%	\$272,850	\$0	\$272,850	\$312,233	\$30,000	\$272,850	\$19,538	\$1,593	\$3,248	39%
West	lake, Chu	ırch of the	Adven	nt									
2009	137	76	54%	\$112,382	\$0	\$112,382	\$204,022	\$10,284	\$112,382	\$15,592	\$1,479	\$1,479	0%
2010	148	77	52%	\$193,820	\$0	\$193,820	\$203,294	\$18,938	\$193,820	\$23,394	\$1,971	\$2,517	18%
2011	146	76	52%	\$235,847	\$0	\$235,847	\$244,076	\$26,272	\$236,347	\$12,128	\$2,016	\$3,110	33%
2012		78	57%	\$216,380	\$0	\$216,380	\$235,728	\$21,965	\$216,380			\$2,774	10%
2013		77	55%	\$236,010	\$0	\$236,010	\$255,733	\$23,504	\$236,010	\$14,710		\$3,065	0%
					•		•						

Appendix Parochial Report Data

				Normal	Asst.				Total	Outreach	•	Operating	From Inv ÷
	Comm in	Avg Sun	ASA ÷	Operating	From	Operating	Total	То	Operating	(Lines 13 +	Plate ÷	Exp ÷	Operating
	Good Stg		Mbrs	Income	Diocese	Revenue	Revenue	Diocese	Expenses	16 +18)	ASA	ASA	Expenses
Willo	ughby, G	race Chur	ch										
2009	95	59	62%	\$103,072	\$0	\$103,072	\$278,844	\$10,988	\$103,072	\$1,616	\$1,302	\$1,747	0%
2010	91	63	69%	\$126,353	\$0	\$126,353	\$128,328	\$13,366	\$126,353	\$1,762	\$1,219	\$2,006	28%
2011	90	62	69%	\$141,258	\$0	\$141,258	\$276,429	\$14,351	\$141,758	\$7,395	\$1,222	\$2,286	43%
2012	83	62	65%	\$153,716	\$0	\$153,716	\$228,769	\$15,951	\$153,716	\$3,435	\$1,236	\$2,479	44%
2013	83	59	63%	\$135,690	\$0	\$135,690	\$277,662	\$15,059	\$135,690	\$4,477	\$1,302	\$2,300	49%
Woos	ster, St. Ja	ames's Ch	urch										
2009	248	100	40%	\$245,364	\$0	\$245,364	\$281,258	\$27,693	\$245,364	\$14,119	\$2,198	\$2,454	10%
2010	255	101	39%	\$225,070	\$0	\$225,070	\$253,550	\$27,455	\$225,070	\$11,953	\$2,119	\$2,228	2%
2011	249	108	41%	\$227,288	\$0	\$227,288	\$271,411	\$25,851	\$226,788	\$8,602	\$2,032	\$2,100	0%
2012	246	101	38%	\$226,788	\$0	\$226,788	\$250,889	\$26,175	\$226,788	\$10,675	\$2,289	\$2,245	0%
2013	248	99	37%	\$241,633	\$0	\$241,633	\$295,085	\$27,978	\$241,633	\$12,001	\$2,295	\$2,441	0%
Youn	gstown, S	St. August	ine's C	hurch									
2009				\$23,301	\$0	\$23,301	\$29,066	\$3,120	\$23,801	\$624			0%
2010													
2011													
2012	37	26	70%	\$25,357	\$0	\$25,357	\$25,357	\$2,454	\$24,857	\$0	\$966	\$956	0%
2013	24	18	45%	\$27,780	\$0	\$27,780	\$27,780	\$3,198	\$27,780	\$100	\$1,227	\$1,543	0%
Youn	gstown, S	St. John's	Church										
2009	328	99	19%	\$355,306	\$0	\$355,306	\$457,521	\$55,076	\$355,306	\$53,029	\$1,946	\$3,589	41%
2010	296	92	26%	\$397,565	\$0	\$397,565	\$466,950	\$36,255	\$397,565	\$41,442	\$2,825	\$4,321	32%
2011	247	105	32%	\$444,549	\$0	\$444,549	\$518,834	\$62,883	\$444,049	\$59,953	\$2,917	\$4,229	28%
2012	336	88	27%	\$426,887	\$0	\$426,887	\$523,397	\$55,561	\$426,887	\$43,866	\$3,083	\$4,851	32%
2013	166	82	27%	\$324,523	\$0	\$324,523	\$603,771	\$41,296	\$324,523	\$44,461	\$2,419	\$3,958	47%
Total	S												
2009	18,026	7,396	33%	\$18,641,936	\$93,828	\$18,735,765	\$24,983,181	\$2,357,397	\$18,809,744	\$2,411,799	\$1,775	\$2,543	22%
2010	17,668	7,141	34%	\$18,282,900	\$156,681	\$18,439,581	\$23,787,632	\$2,281,442	\$18,440,843	\$2,350,737	\$1,849	\$2,582	20%
2011	16,591	6,996	34%	\$18,632,868	\$133,646	\$18,766,514	\$26,691,518	\$2,292,456	\$18,743,579	\$2,879,134	\$1,895	\$2,678	19%
2012	16,584	6,663	34%	\$17,130,992	\$353,599	\$17,484,591	\$23,976,859	\$2,062,853	\$17,483,449	\$2,915,411	\$1,926	\$2,624	17%
2013	15,983	6,476	33%	\$17,981,942	\$309,469	\$18,291,411	\$24,290,355	\$2,167,510	\$18,292,676	\$2,797,943	\$2,031	\$2,825	12%



## 2014 Constitution and Canons

Revised through 197<sup>th</sup> Convention held November 8-9, 2013

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# Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 197th Annual Convention, November 8-9, 2013)

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# CONSTITUTION OF THE EPISCOPAL DIOCESE OF OHIO

SEVISED THROUGH 197 TH ANNITAL CONVENTION NOVEMBER 8-9 2013)

## 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, Marrion, 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 Chergy 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
- Sec. 4. The Convention shall meet annually at such date and place as the Ecclesiastical Authority may
- 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 days prior to the time appointed to every member of the clergy canonically resident in the Diocese, and to the Clerk of the Vestry of each Parish in canonical union with the Diocese.

## ARTICLE III The President of the Convention

- Sec. 1. The Bishop of the Diocese shall have a seat and vote in the Convention, and shall be its presiding officer. The Bishop Coadjulor, 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 Coadjulor, 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.

# Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 197" Annual Convention, November 8-9, 2013)

## ARTICLE IV Convention Quori

- 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.
- Sec. 2. The Convention shall elect annually:
- (a) a Secretary of the Diocese;
- (b) a Treasurer of the Diocese;
- (c) one member of the Board of Trustees to serve for five years;
- (d) one member of the clergy entitled to a seat in the Convention, and one lay person who shall be an adult communicant in good standing of the Church in the Diocese, to be members of the Standing Committee for a term of four years;
- (e) two members of the clergy canonically resident in the Diocese, and two lay persons who shall be adult communicants in good standing of the Church in the Diocese to be members of the Diocesan Council for a term of three years;
- (f) one member of the clergy canonically resident in the Diocese, and three lay persons who shall be adult communicants in good standing in the Diocese to be members of the Development Council of the Diocese of Ohio Episcopal Community Services for a term of three years;
- Sec. 3. When required, the Convention shall elect clerical and lay deputies and provisional deputies to the General Convention, clerical and lay delegates to the Provincial Synod, a clerical and a lay member to the Cathedral Chapter, and clerical and lay members to the Diocesan Judicial Panel.
- Sec. 4. The foregoing officers shall respectively perform the duties which by Canon or general usage may be prescribed for them; and each shall continue in office until a successor is elected.
- Sec. 5. Those elected to the Standing Committee and the Diocesan Council when their terms have expired, shall be ineligible for re-election to the same office for a period of one Convention year.
- Sec. 6. Vacancies occurring in foregoing offices shall be filled as follows:
- (a) Any vacancies arising during the recess of Convention among the foregoing offices, excepting Trustees of the Diocese, members of the Development Council of the Diocese of Ohio Episcopal Community Services, 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.

# Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 197<sup>th</sup> Annual Convention, November 8-9, 2013)

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

## ARTICLE VII Election to the Episcopate

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

## ARTICLE VIII The Chancello

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

## ARTICLE IX Parishes

Sec. 1. Parishes may be admitted into canonical union with the Diocese upon such conditions as may be prescribed by Canon. The connection of any Parish with the Diocese may be dissolved by canonical process. Any Parish which, 30 days prior to any Convention, shall not have paid all assessments for the Diocesan Fund, imposed upon it according to canon, and all premiums due to the Church Pension Fund, shall retain seat and voice at following Diocesan Convention but forfeit their lay representation vote, and shall remain thus suspended until the delinquency shall have been canceled by payment.

## ARTICLE X Amendment of the Constitution

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 197th Annual Convention, November 8-9, 2013)

Sec. 4. Any amendment to the Constitution approved by the required vote at a Convention shall become effective at the time of vote, unless the amendment itself provides a different effective date.

## CANONS OF THE EPISCOPAL DIOCESE OF OHIO

REVISED THROUGH 1977H ANNUAL CONVENTION, NOVEMBER 8-9, 2013

## TITLE I: CANONS RELATING TO DIOCESAN STRUCTURE

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

## CANON 2:

- standing qualified to vote, of said Parish. The Clerk of each Parish shall, at least thirty days before the 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 It shall be the duty of all Clergy entitled to vote in the Convention to attend the same, and of each meeting of any Convention, send to the Secretary of the Convention, for each delegate elected as aforesaid, a Certificate in the form prescribed in Section 4 of this Canon. Sec. 1. (a)
- 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, **a**
- 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 છ
- Parishes, entitled to vote in said Convention. In regard to such clergy not serving a Parish, the nature of Within thirty days before the meeting of every Convention, the Bishop shall cause to be prepared a list of the deacons and priests canonically resident in the Diocese, annexing the name of their respective 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. ਉ
- The decision of the Bishop as to the right of any deacon or priest to a seat and vote in the Convention **e**
- Convention and for review by a Resolutions Committee appointed by the Ecclesiastical Authority. The 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. prior to the date set for the Convention unless, with respect to a Resolution submitted to the Secretary Secretary shall not accept any such submission of a proposed Resolution fewer than forty-five days proposed form of Resolution submitted to the Secretary for advance distribution to the members of procedural questions, all action of the Convention shall be by Resolution. No Resolution shall be considered by the Convention unless the subject matter thereof shall have been embraced within a Except with respect to elections, consideration of changes in the Constitution and Canons, and Sec. 2.
- 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. Sec. 3.

# Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 197" Annual Convention, November 8-9, 2013)

### Of the Election of a Bishop CANON 3:

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

### Of the Secretary CANON 4:

- 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. 1.
- 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 Congregation, and to each Congregation in union with the Convention. The Secretary shall deliver to 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 the successor Secretary all books and papers belonging to the Convention which may be in the Sec. 2.

### Of the Treasurer CANON 5:

- 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 It shall be the duty of the Treasurer of the Diocese to receive, disburse, and account for all monies to the Convention an accounting of all funds for which the Treasurer is responsible. Sec. 1.
- collection and distribution shall not otherwise be regulated. The Treasurer shall be ex-officio a member of the Diocesan Council and shall render to the Diocesan Council an accounting of all funds for which disburse, and account for all moneys collected under authority of the Diocesan Council, of which the The Treasurer of the Diocese shall be the Treasurer of the Diocesan Council and shall receive, the Treasurer is responsible. Sec. 2.
- bonds conditioned for the faithful performance of the duties of the Treasurer and persons subordinate to the Treasurer, indemnifying the Diocese of Ohio in the sum of not less than one hundred thousand Before assuming office, the Treasurer shall file with the Trustees of the Diocese of Ohio a bond or dollars (\$100,000), the cost of which bond or bonds shall be paid by the Diocese. Sec. 3.
- 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 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 use and benefit of the Diocese of Ohio. Sec. 4.
- The accounts of the Treasurer shall be audited annually by an independent Certified Public Accountant who shall report the findings to the Diocesan Council. Sec. 5.

### Of the Standing Committee CANON 6:

- 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 Sec. 1. (a)
- business, so long as any five of the Standing Committee, at least two of whom shall be priests and two The Standing Committee, having been duly cited to meet, shall have a quorum for the transaction of 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. 9
- Episcopal Church, to be laid before the Standing Committee shall be forwarded to the Secretary of the Standing Committee at least fifteen days before the known or published date of any meeting at which All certificates, testimonials, and applications, as required by the Constitution and Canons of The છ

## Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 197" Annual Convention, November 8-9, 2013)

such papers are to be presented to the Standing Committee for consideration. It shall be the duty of the Secretary to notify all the members of the Standing Committee, of every such application, as soon as possible after receipt. It shall be the duty of the Secretary of the Standing Committee to keep a faithful record of the proceedings in a book provided for that purpose, to preserve the originals of all papers or letters addressed to the Standing Committee, to attest their acts, and to deliver to the successor. Secretary all books and papers which in virtue of the office have been committed to the Secretary. The minutes of the Standing Committee, and all other papers in their hands relative to the Church, shall be subject to examination by the Bishop or by the Convention. A report of the acts of the Standing Committee shall be made annually to the Convention.

- Sec. 2. Vacancies occurring in the Standing Committee shall be filled by vote of the remaining members with the concurrence of the Bishop.
- Sec. 3. In exercising its power to fill vacancies, the Standing Committee, in addition to considering experience and other qualifications for service, shall use its appointment power to further Christian policies of fairness, justice, and inclusiveness with regard to race, 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.
- Sec. 4. As provided in Canon 1, the Standing Committee shall act as the Ecclesiastical Authority in the absence of the Bishop, Bishop Coadjutor, or Bishop Suffragan.

## CANON 7: Of the Diocesan Council

- See. 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 Bistop 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 Diocesa Ralla 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 Suffingan, 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 Suffingan, it becomes a Council any 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 Diocessan 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 fairy, adult communicants in good standing of the Church in the Diocese, and (b) such additional members as may be named in accordance with the Canon "Of Mission Areas" and Section 5 of this Canon to represent the Mission Areas of the Diocese.
- Sec. 4. (a) At-large members of Council shall be elected by an annual meeting of the Diocesan Convention. At each Annual Convention of the Diocese there shall be elected two members of the clegy and two members of the laity to serve for a term of three years and until their successors are elected. No member of the Diocesan Council shall hold concurrent membership on the Standing Committee, and no member of the Bishop's staff shall serve on the Diocesan Council except as provided in Section 2.
- (b) The two members of the clergy and the two members of the laity elected to full terms, when their terms have expined, shall be ineligible for re-election to the Diocesan Council at the Annual Convention next succeeding, and shall remain ineligible for service as members of the Diocesan Council for a period of one Convention year.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 197\* Annual Convention, November 8-9, 2013)

- Sec. 5. Each Mission Area is entitled to elect a representative to the Diocesan Council. Such representative may be a lay person, a priest, or a deacon. Mission Area representatives shall be elected as specified in Title II. Canon 3. Section 5, to serve for a term of not more than three years.
- Sec. 6. (a) The Bishop shall appoint the chairs and members of each Commission of the Diocesan Council, subject to confirmation by the Diocesan Council. A member of Diocesan Council shall be appointed to full membership on each Commission and shall serve as the Commission's Liaison to the Diocesan Council.
- (b) Each Commission shall make to the Diocesan Council annually, and at such other times and in such form as Diocesan Council may require, a report of the work done under its direction.
- Sec. 7. The Diocesan Council shall meet at least six times between meetings of the Annual Convention and at such other times as the Bishop may convene them. Each of the Commissions shall meet at least twice during the same period. Any eleven members of the Council at a regularly scheduled or duly amounced 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 and at least three because the council are not 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.
- 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 concerning the actions of the Trustees that lexport analyto 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
- Sec. 3. The Trustees may, from time to time, receive or accept gifts as trustees of the property and shall disburse income and/or principal in accordance with the intentions of the donor.
- Sec. 4. The Trustees shall hold title to real property for Parishes receiving aid. Such title shall be held in trust for the use of the such Parish so long as it shall exist as a Parish receiving aid.
- 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

# Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 197\* Annual Convention, November 8-9, 2013) and Treasurer of the Trustees and need not be a member of the Board. The Board shall meet quarterly.

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 attomesy? 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

- 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 bold their respective office(s) until their successors are elected, and shall be Deputies, or Provisional Deputies, for any General Convention which may be held during their continuance in office.
- Sec. 2 If there are one or more vacancies at the time of the election of Provisional Deputies, the Annual Convention shall elect additional Provisional Deputies to fill any such vacancies.

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

- Sec. 1. The Development Council of Episcopal Community Services shall consist of the Diocesan Bishop, and 19 additional members who shall each serve a term of three years and shall be eligible for reappointment or redection. Each year, the Convention shall elect one member of the clergy and three lay persons, and the Bishop shall appoint one member of the clergy and one lay person. All persons elected or appointed shall be communicants in good standing of the Diocese of Ohio. In addition, the Dean of the Cathedral shall appoint one member to serve as the Cathedral's representative to the Development Council and to represent the interests of The Church Home endowment. The Bishop shall serve as chair of the Development Council, and may appoint a member of the Development Council to chair meetings in the Bishop's absence. The Development Council may invite other persons to serve on subcommittees or assist in its work.
- Sec. 2. Vacancies in the Development Council shall be filled by the Bishop until the next annual Convention.

## CANON 11: Of the Commission on Ministry Sec. 1. The Commission on Ministry as

- . 1. The Commission on Ministry as hereinafter constituted shall have those duties and responsibilities as provided by the Canons adopted by The Episcoped Church. The Commission on Ministry shall also be responsible for presenting to each Annual Convention a resolution on the minimum standard of compensation for clergy as required by the Canon "Of Minimum Clergy Compensation."
- Sec. 2. The Bishop shall be a member of and the Chair of the Commission on Ministry and may designate a Diocesan Staff person to serve the Commission on Ministry. The Bishop may appoint a member of the Commission on Ministry to chair meetings in the Bishop's absence.
- Sec. 3. In addition to the Bishop, there shall be no fewer than sixteen members of the Commission on Ministry, eventy divided between clergy semonically resident in the Diocese and members of the lairy 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

# Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 197<sup>th</sup> Annual Convention, November 8-9, 2013)

the next Annual Convention. Those appointed to the Commission on Ministry, when their terms have expired, shall be ineligible for reappointment for a period of one Convention year.

## CANON 12: Of Preparation for Ordination

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

## CANON 13: Of the Archivist

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

## CANON 14: Of the Diocesan Fund

Sec. 1.

to 2 (a) Reginning January 1 2010 and in the calendar wears thereafter there shall be an annual assessment

the formula set forth in Section 2 of this Canon.

At each Annual Convention an assessment shall be made upon all parishes in the Diocese, according to

- Sec. 2. (a) Beginning January 1, 2010, and in the calendar years thereafter, there shall be an annual assessment made upon all parishes in the Diocese as follows:
- 10 percent of the first \$50,000 of Normal Operating Expenses (NOE) of a parish;
- 13 percent of that portion of the NOE above \$50,000 and up to \$150,000;
  16 percent of that portion of the NOE above \$150,000 and up to \$250,000.
  - 19 percent of that portion of the NOE above \$250,000.
- (b)Normal Operating Expenses is defined as "All Other Operating Expenses" (line #14) less "Assistance from diocese for operating budget" (line #7) in the Line-by-Line Instructions for the preparation of the 2008 Parochial Report as provided by the Episcopal Church.
- Sec. 3. (a) By February 20, each parish shall estimate an annual assessment based on projected or budgeted Normal Operating Expenses for the current calendar year, and shall use that estimate to calculate an average annual percentage rate of assessment to be used as described in Section 3(b) below. The average annual percentage is determined by dividing the estimated annual assessment to the Diocese by the total estimated NOE of the parish for the year.
- (b) Beginning February 20, 2010 and on the 20th day of each month thereafter, each parish shall pay to the Diocese a monthly payment determined by applying the average annual percentage rate of assessment for the parish to the parish's Normal Operating Expenses for the preceding month.
- (c) No later than March 1, each year, each parish will determine its final assessment for the preceding year by performing an end-of-year reconciliation of its assessment due using the formula set forth in Section 2 above and the final Parochial Report data for the same year, to the total assessment payments made for the calendar year. Any overpayments may be applied to the parish's assessment for the following year and/or may be recorded as additional support of diocesan program at the discretion of the parish.
- Sec. 4. Parishes in arrears on the day delegate certificates are canonically due shall retain seat and voice at following Diocesan Convention but forfeit their lay representation vote. Parishes are deemed in arrears when they fail to pay their Diocesan assessments in full for all months up to and including the last day of the fifth month prior to Diocesan Convention. There is no power entrusted to the Convention or any Committee thereof to waive this fault.

# Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 197" Annual Convention, November 8-9, 2013)

# (Revised through 197" Annual Convention, November 8. TITLE II: CANONS RELATING TO THE CONGREGATIONS OF THE DIOCESE

### CANON 1: Of Parish

- Sec. 1. Parishes are constituent parts of the Diocese of Ohio. Each Parish shall make provision in its By-Laws or Articles of Incorporation acknowledging its accession to the doctrine, discipline, and worship of the Episcopal Church and to the canons of General Convention and of the Diocese of Ohio. As provided in the canons of General Convention, parishes hold title to all real and other property in their care and custody in trust for the Diocese.
- Sec. 2. The provisions of this canon shall apply equally to all parishes of the Diocese, except that any parish receiving financial assistance for the support of its program and property shall be subject to the provisions of Section 13 of this Canon, which shall, in all cases of conflict, supersede any provision of the other sections of this Canon. Questions of interpretation arising with respect to this Canon shall be decided by the Exclesisatical Authority.
- Sec. 3. (a) In every Parish of the Diocese, there shall be held an Annual Meeting, for the election of members of the Vestry and for the transaction of such other business as may properly come before such meeting. Unless otherwise provided (by Articles of Incorporation, By-Laws, or by Resolution), such meeting shall be held on the third Sunday of January in each year.
- (b) Special Meetings of the Parish may be called as provided by a Parish's Articles of Incorporation or By-Laws.
- Sec. 4. (a) Every Parish shall establish, in its Articles of Incorporation or By-Laws, provisions for giving public notice of, and for establishing a quorum for the transaction of business at all Annual and Special Meetings. Such notice shall be given no fewer than one nor more than three weeks prior to any meeting. Such quorum shall consist of not fewer than ten qualified electors, provided that a smaller number may adjourn any meeting to a date not fewer than seven, nor more than fourteen days thereafter.
- (b) The Rector of the Parish shall, if present, preside at all such meetings. In the absence of the above, an officer of the Parish shall preside, in the following order of priority: (1) the Senior Warden; (2) the Junior Warden; (3) the Clerk. If none of the above is present, the meeting may elect a qualified elector as its presiding officer.
- Sec. 5. (a) All members of the Parish who are communicants in good standing as defined by the Canons of The Episcopal Church and being not under sixteen years of age, shall be qualified to vote in its meetings. (The pertinent canon from the Canons of The Episcopal Church is printed in Appendix II of these Canons.)
- (b) The presiding officer of any meeting shall be the judge of the qualifications of any person to vote who shall offer to do so, subject, however, to appeal and final determination by a two-thirds majority of the electors present at such meeting.
- Sec. 6. (a) Every Parish shall, in its Articles of Incorporation or By-Laws, make provision for a Vestry, to consist of no fewer than five nor more than eighteen members, to be elected from among qualified electors of the Parish, to act as its agent in the care and custody of its property, and in its relations with its clergy, as provided in the Canons of The Episcopal Church.
- (b) The Vestry shall meet regularly at least quarterly, at such time and place as it shall by resolution determine. A special meeting shall be called upon the written request of any two members of the Vestry, or by the Rector; or, in the absence of a Rector, by the Senior Warden; or, in the absence of both Rector and Senior Warden, by the Junior Warden.
- (c) The Rector of any Parish shall be emitled 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.

# Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 197<sup>th</sup> Annual Convention, November 8-9, 2013)

- Sec. 7. (a) Members of the Vestry shall be elected by ballot at the Annual Meeting of each Parish, for such terms and in such number as the Articles of Incorporation or By-Laws of the Parish shall, subject to the provisions of Section 4 (a) of this Canon, provide. Members shall serve until the expiration of their terms, and until their successors shall have been elected and qualified. Parish by-laws may provide for removal from office prior to the expiration of a term, for cause. No member of any Vestry shall be elected to more than two consecutive full terms, nor be re-elected or appointed until one year shall have elapsed following the expiration of the second term.
- (b) Parishes may establish additional procedures, not in conflict with Canon law, regulating the filling of
- Sec. 8. (a) The Vestry shall elect and call a Rector, as required, subject to the provisions herein, and other provisions of these Canons and those of The Episcopal Church.
- (b) The Vestry shall also, at its first meeting after any Annual Meeting (and thereafter as required), elect the following officers of the Parish: a Senior Warden and a Junior Warden, both of whom shall be elected from its own number; a Clerk and a Treasurer from among qualified electors of the Parish.
- Sec. 9. (a) The Rector shall, in addition to such duties as shall be prescribed by the Book of Common Prayer and by Canon, have exclusive direction of all spiritual concerns of the Parish, in subordination to the Ecclesiastical Authority and Canon law, and have full direction and control of all guilds, societies, and associations within the Parish.
- (b) It shall be the duty of the Vestry to take charge of the property of the Parish and its businesss 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 Minimumu Cergy 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 headership 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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  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. (q)
- The Ecclesiastical Authority shall solicit from the Treasurer of the Diocese a report of the financial implications of the proposed transaction. છ
- 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. ਉ
- parish. The report shall list the names and addresses of the governing board members, and such related 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. entity shall timely respond to any inquiries from the Bishop and the Standing Committee concerning Such report shall indicate whether such entity has a governing board separate from the vestry of the Sec. 11. (a)
- incorporator, agent, guarantor or responsible party without the prior written consent of the Bishop and In establishing any related entity, no parish shall list the Diocese of Ohio or the parish itself as an the Standing Committee. 9
- facilities, resources and/or personnel of the parish, and/or over which the parish exercises some degree homeless shelter, school or educational institution, corporation, foundation, trust, nursery, outreach program or similar entity which uses the name of or a variant of the parish's name, and/or uses For purposes of this section, a "related entity" includes, but is not limited to, a daycare center, ં
- Upon the resignation, retirement, or death of the Rector of any Parish, the Senior Warden thereof shall notify the Ecclesiastical Authority of the Diocese. Sec. 12. (a)
- No person shall be elected Rector of any Parish until the name of such nominee shall have been made known to the Ecclesiastical Authority and sufficient time (not exceeding thirty days) shall have been 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 9
- No person shall be elected or appointed Assistant Clergy in any Parish until the name of the nominee shall have been made known to the Ecclesiastical Authority and sufficient time (not exceeding thirty days) shall have been given for the Ecclesiastical Authority to communicate with the Rector thereon. છ
- The provisions of this section shall apply to all parishes receiving financial assistance from the diocese for the support of their program and property. Sec. 13. (a)
- The Member of the Clergy in charge shall be nominated by the Vestry, and shall be appointed by, and serve at the pleasure of, the Ecclesiastical Authority. Such person shall otherwise have the authority and responsibility of the Rector in any other parish. 9
- Parishes." Application for the undertaking of a new parish shall be made to the Ecclesiastical Authority formation of aided parishes, provided there is compliance with the provisions of the Canon "Of New The Ecclesiastical Authority may undertake such steps as are deemed necessary to initiate the <u>ં</u>

"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

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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 ourselves under your charge and will reverently obey your authority. We promise conformity to the influence in our midst; and we promise conformity to its doctrine, discipline, and worship. We put Constitution and Canons of The Episcopal Church and of the Diocese of Ohio. In accordance with these obligations and rules we now ask the privilege of being organized as a Parish.

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

### Of the Cathedral CANON 2:

- Trinity Cathedral, an Ohio corporation, is hereby recognized as the Cathedral Church of the Diocese of Ohio. Use of the Cathedral property by the Diocese shall be agreed upon, from time to time, by the Ecclesiastical Authority, the Dean, and the Vestry. Sec. 1.
- There shall be a council of advice to the Cathedral, to be called the Cathedral Chapter, which shall meet at least once per year. The Chapter shall consist of the following:
- The Bishop; (a)
- (b) The Bishop Coadjutor and Bishop(s) Suffragan, if there be any;
- Such members of the Diocese, not to exceed two, as designated by the Bishop છ
- The Dean; ਉ
- The Chancellor; **e**
- The residentiary Canon(s); Ξ
- One member of the clergy and one member of the laity to be elected biennially by the Diocesan Convention for two-year terms; (g)
- 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; Œ
- The Chair of the Cathedral Council; Ξ
- The Senior Warden, Junior Warden, Clerk, and Treasurer of the Vestry. 9
- search committee of the Cathedral Parish. The Dean may appoint residentiary Canons and Assistant The Vestry shall elect a Dean upon nomination of the Bishop of the Diocese in consultation with a Clergy upon the nomination of the Bishop. Sec. 3.
- The Cathedral shall be entitled to have the same representation in the Diocesan Convention as is provided by Canon for a Parish. Sec. 4.
- management of the assets of the Cathedral to a Board of Trustees. Any such delegation shall be subject The Cathedral may, by specific provisions in its Articles of Incorporation, delegate investment to all applicable Canons of The Episcopal Church. Sec. 5.

# Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 197\* Annual Convention, November 8-9, 2013)

- 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.
- Mission areas shall be divided in order to assist in communication and the sharing of programs and opportunities for collaborative ministry. A Congregation may petition the Diocesan Council to be resources, to provide mutual support among congregations, and to identify and implement changed from one Mission Area to another Mission Area. (a)
- (b) Two or more congregations within one Mission Area may form a voluntary Mission Partnership for the purpose of collaborative ministry.
- Parishes in a shared ministry situated in two Mission Areas may form Mission Partnerships with parishes in either Mission Area. ં
- 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. Sec. 2.
- Each parish shall annually elect one lay representative, who is an adult communicant in good standing according to the Canons of the Episcopal Church, to serve on the Mission Area Council. Each of the parish's two lay representatives shall serve a two-year term and be eligible for reelection (a)
- Each Mission Area Council shall establish its own requirements for a quorum. 9
- shall serve a one-year term and is eligible for reelection, provided that no individual shall serve more ordained), Vice Chair (from the opposite order of the Chair), Treasurer, and Secretary. Each officer The Council shall elect four officers from its membership. The Council is led by a Chair (lay or than three (3) years consecutively in any single office.
- 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 ਉ
- The Mission Area Episcopal Church Women President shall serve as an ex-officio member of the Mission Area Council with seat and voice. **e**
- Sec. 3. The duties of the Mission Area Council include:
- Provide leadership for the Mission Area, nurturing fellowship and collaboration among the parishes. (a)
- Meet at least quarterly. **a**
- 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 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. ex-officio member of the Mission Area Council. છ
- Support and encourage the development of Mission Partnerships. **(**g
- When requested by funding sources, the Mission Area Council shall receive, discuss, and recommend grant applications. **e**
- Facilitate regional conversations among parishes concerning congregational planting, reorganization, and closing. Œ

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# Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 197\* Annual Convention, November 8-9, 2013)

- Recruit and recommend individuals to be considered when filling vacancies on diocesan commissions, committees, and leadership positions. <u>છ</u>
- Oversee the allocation and expenditure of all money designated for Mission Area usage 3
- .≘ constituent parishes or by the creation of an independent not-for-profit corporation, which shall, every case, comply with the provisions of the Canon "Of Business Methods in Church Affairs." Mission Areas or Mission Partnerships shall conduct their business affairs through one of their Sec. 4.
- Mission Area Council Representatives to Diocesan Council. Sec. 5.
- Members of Diocesan Council elected as Deanery Representatives in 2007 or 2008 shall continue to serve as Mission Area Representatives until their terms on Diocesan Council conclude. (B)
- 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. Each Mission Area Council shall elect a single representative, lay or ordained, from its body to **e**
- At the first Mission Area Council meeting in 2010, the Central East and Northeast Mission Area conclude on November 30, 2012. Thereafter Mission Area representatives will be elected in the Councils will elect representatives to Diocesan Council whose term will begin immediately and following rotation and their terms will begin on December 1 of the year they are elected: છ
- 2010 Summit, North Central, Youngstown

2011 - Cuyahoga, South Central, West

- 2012 Central East, Northeast
- 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. ਉ
- shall be eligible for re-election. The Mission Area representatives elected, when their terms have expired, shall be incligible for re-appointment for the term next succeeding, and shall remain incligible for service as members of the Diocesan Council for a period of one Convention year. filled by the Mission Area Council for the remainder of the unexpired term, and any person so chosen 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 **e**

### Of Shared and Regional Ministries CANON 4:

- 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). Whenever two or more Congregations wish to share resources to provide ministry to a geographic Sec. 1.
- The Covenant shall contain, at least: Sec. 2.
- The method of selection of the leadership that will be shared by the Shared Ministry, including ordained clergy and licensed lay ministries; (a)
- The method of financing the Shared Ministry including the shared lay and ordained leadership; **(P**)
- The method by which the Shared Ministry governing body is chosen; ં
- The responsibilities of the Shared Ministry governing body and the Wardens and Vestry of the member congregations, and; ਉ

# Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 197" Annual Convention, November 8-9, 2013)

The method by which individual congregations may associate with or disassociate from the Shared

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The Covenant shall be approved by a two-thirds majority vote by each Vestry of the individual

congregations, and shall be subject to the approval of the Bishop.

- congregation involving building use or other shared resources including personnel shall be obliged to conform to the provisions of Sections 1 and 2 of this Canon. Said Covenant must be reviewed by the Any congregation in the Diocese entering into a cooperative ecumenical or interfaith ministry with a Chancellor and is subject to the approval of the Bishop. Sec. 3.
- Any such Covenants shall be subject to all provisions of the Constitution and Canons of The Episcopal Church and this diocese. Sec. 4.
- Clergy in charge of Shared Ministries shall have in each of the member congregations the canonical 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. 5.
- supplemental business practices guidelines and procedures established by resolution of the Diocesan 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 Sec. 6. (a)
- Shared Ministries shall annually submit audited financial statements of the monies under their control, according to the business practices guidelines and procedures established by resolution of Diocesan **@**

## CANON 5: Of New Parishes

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

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- be deemed sufficient by said Ecclesiastical Authority to warrant the endorsement of said application to Authority such evidence of financial independence, both as to history and as to future prospect as shall obligations, as expressed in terms of payment of diocesan assessments and clergy pension assessments, the Diocesan Convention. The Trustees of the Diocese of Ohio may in its discretion retain title to In addition to the above Articles of Incorporation, there shall be presented to the Ecclesiastical property of newly organized parishes until three successive years of fulfillment of diocesan shall have elapsed.
- the receipt of the application, the Ecclesiastical Authority, acting by and with the advice and consent of the Diocesan Council, and after consideration of the interests of neighboring congregations, shall render a decision in writing, either giving or refusing license for the change; and that decision shall be If two or more parishes shall desire to consolidate or unite and become one, application in writing for permission so to do shall first be made to the Ecclesiastical Authority. No later than one month from Sec. 5.

### Of Imperiled Parishes CANON 6:

- A congregation may be declared to be an Imperiled Parish under Section 3 (below) when one or more of the following conditions shall exist: Sec. 1.
- Constitution of the Diocese; viz., employing a member of the clergy under ecclesiastical censure or process; permitting a church edifice to be used for purposes incompatible with its consecration; any Any of several conditions which would render a parish liable to action under Article IX of the persistent course inconsistent with the doctrine, discipline or worship of this Church. (a)
- The parish shall refuse or neglect to assemble and elect a Vestry, as provided in these canons; or shall fail of representation at any Annual Convention of this Diocese; or shall neglect to pay diocesan 9
- (c) The parish shall have failed to search for and elect a rector after a reasonable period of time.
- Compensation of Clergy," or the Canon, "Of Lay Pensions," or shall fail to maintain adequate insurance as required under the provisions of the Canon, "Of Business Methods in the Church." The parish shall have failed to comply with the provisions of the Canon "Minimum Annual 9
- The parish shall fail to make timely reports or to submit a Certificate of Audit as required by the Canon, "Business Methods in Church Affairs." **e**
- Financial reports reveal invasion of the principal portion of endowment funds, or other evidence of financial instability sufficient, in the judgment of the Bishop and Standing Committee, to warrant Ξ
- Sec. 2. Action under this canon may be initiated in any of the following ways:
- (a) The Rector or Vestry of any such congregation may invite the pastoral intervention of the Bishop.
- The Bishop, being aware of the conditions enumerated in Section 1 of this Canon, and acting in his or her capacity as Chief Pastor, may appoint a committee of three persons to seek amelioration of the condition(s), and to report to the Bishop thereon. 9
- Such intervention may be initiated upon the affirmative vote of a majority of the members of the Standing Committee. છ
- Committee, may declare the congregation to be an Imperiled Parish, and require the application of one In the event that the conditions specified shall persist, the Bishop, with the consent of the Standing or more of the following measures to restore health to the congregation: Sec. 3.

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- (a) appointment of the Bishop of five or more adult communicants of the Parish to govern the affairs of the Parish as the Vestry, during the pendency of these conditions, and notwithstanding any other provisions for such governance, or for the election of a Vestry;
- (b) designation of the Rector of the Parish as Vicar, during the pendency of these conditions;
- (c) conveyance of title of all real property to the Trustees of the Diocese, who shall hold the same in trust during the pendency of these conditions;
- (d) such other measures, during the pendency of these conditions, as the Bishop, with the concurrence of the Standing Committee, shall determine.
- Sec. 4. It shall be the obligation of all parties to labor to restore the Parish to a greater degree of health, setting forth problems to be addressed in an open, honest manner and working toward the resolution of such problems in a climate of respect and charity, and for the greater good of the Church's witness to its I ord.
- Sec. 5. When any parish shall fail to elect a Vestry, the Bishop, with the advice and consent of the Standing Committee, shall appoint three trustees to take charge of the property of the Parish and exercise the rights and functions of a Vestry, until the Parish shall have elected a Vestry under the provisions of this Canon.
- Sec. 6. No parish, not being declared extinct under the provisions of Title II. Canon 7., above, shall have its connection with the Diocese dissolved under Article IX of the Constitution except by the affirmative vote of two-thirds of the members of the Convention of the Diocese, and until the alleged delinquency shall have been carefully investigated by a Committee appointed by the Bishop after due notice to the Parish. The action of the Convention shall be upon the report of such Committee.

## CANON 7: Of Declaring Parishes Extinct

- Sec. 1. No parish shall be declared to be extinct except upon the affirmative vote of two-thirds of the members of any Convention of the Diocese, and in conformity with the further provisions of this Canon.
- Sec. 2. Such vote shall be upon a special report of the Committee on Canons, which shall, upon the petition of the Bishop or of the Standing Committee, consider the question, with all the evidence tending to prove or disprove the existence of the facts upon which a declaration of extinction could be made. Such report shall contain a statement of the evidence placed before the Committee.
- Sec. 3. Upon the affirmative vote of the Convention, as aforesaid, such Parish shall become and be extinct, and title to all property thereof shall at once vest in the Trustees of the Diocese.

## CANON 8: Of Minimum Clergy Compensation

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

# Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 197th Annual Convention, November 8-9, 2013)

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. I of this Canon for each lay employee. The report shall include eligibility, emrollment, 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 I 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 forms.

## CANON 11: Of Licensed Ministries

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

# TITLE III. CANONS RELATING TO DISPUTE RESOLUTION AND DISCIPLINE

- CANON 1: Of the Reconciliation of Disagreements Affecting the Pastoral Relation
- Sec. 1. To the extent permitted by the Constitution and Canons of The Episcopal Church, the Ecclesiastical Authority shall seek to assist in the resolution of disagreements affecting the relationship between members of the Clergy and the Congregation:
- (a) when petitioned by a majority of the Vestry, or
- (b) when petitioned by a member of the Clergy, or
- (c) when such assistance would, in the judgment of the Ecclesiastical Authority, be in the best interest of the Congregation.

## CANON 2: Of the Dissolution of the Pastoral Relation

- Sec. 1. The pastoral relation between a Rector and a Congregation shall be dissolved only as provided in the applicable Canons of The Episcopal Church.
- CANON 3: Title IV of General Canons
- Sec. 1. Those provisions of Title IV of the General Canons which are applicable to the Diocese are hereby incorporated as part of this Title. To the extent that any of the provisions of this Title are in conflict or inconsistent with the provisions of Title IV, the provisions of Title IV shall govern.

## CANON 4: Discipline Structure

- Sec. 1. Disciplinary Board. The Board shall consist of not less than nine persons, five of whom are members of the Clergy and four of whom are Laity. Members of the Disciplinary Board may not serve concurrently on the Diocesan Standing Committee.
- Sec. 2. Clergy Members. The Clergy members of the Board must be canonically resident and geographically serving within the Diocese, have been ordained to the order from which they were elected for five or

# Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 197" Annual Convention, November 8-9, 2013) more years, and not be, either at the time of election nor the five years prior to election, under sentence

- Lay Members. The lay members of the Board shall be Adult Communicants in Good Standing in the Sec. 3.
- for a three (3)-year term; except, if a member is elected to fill a vacancy, the term of such member shall be the unexpired term of the member being replaced. The term of the member shall commence on Election. The members of the Board shall be elected by the Convention. Each member shall be elected the first (1st) day of the year following election. The terms of office of the Board shall be staggered and arranged into three classes. Sec. 4.
- Vacancies. Vacancies on the Board shall be filled as follows: Sec. 5.
- Upon the determination that a vacancy exists, the President of the Board shall notify the Bishop of the vacancy and request appointment of a replacement member of the same order as the member to be replaced. (a)
- The Bishop shall, within sixty (60) days, appoint a replacement Board member with the advice and consent of the Standing Committee. **9**
- Persons appointed to fill vacancies on the Board shall meet the same eligibility requirements as apply to elected Board members. છ
- With respect to a vacancy created for any reason other than pursuant to a challenge as provided below, shall serve only for the proceedings for which the elected Board member is not serving as a result of Convention. With respect to a vacancy resulting from a challenge, the replacement Board member the term of any person selected as a replacement Board member shall be until the next annual ਉ
- Panel. Respondent's Counsel and the Church Attorney shall have the right to challenge any member of member shall immediately notify the President of the Board and request a replacement member of the Preserving Impartiality. In any proceeding under this Title, if any member of a Conference Panel or consider the motion and determine whether the challenged Panel member shall be disqualified from Hearing Panel of the Board shall become aware of a personal conflict of interest or undue bias, that a Panel for conflict of interest or undue bias by motion to the Panel, seeking disqualification of the challenged member. The members of the Panel not the subjects of the challenge shall promptly participating in that proceeding. Sec. 6.
- President. Within sixty (60) days following the annual Convention, the Board shall convene to elect a President to serve for the calendar year following the Convention. Sec. 7.
- consultation with the Board. The Bishop may appoint one or more Intake Officers according to the needs of the Diocese. The Bishop shall publish the name(s) and contact information of the Intake Intake Officer. The Intake Officer shall be appointed from time to time by the Bishop after Officer(s) throughout the Diocese. Sec. 8.
- Investigator. The Bishop shall appoint an Investigator in consultation with the President of the Board. The Investigator may, but need not, be a Member of the Church. Sec. 9.
- advice and consent of the Standing Committee shall appoint an attorney to serve as Church Attorney to serve for the calendar year following the Convention. The person so selected must be a duly Ohio-Church Attorney. Within sixty (60) days following each annual Convention, the Bishop with the licensed attorney in good standing, but need not reside within or be a member of the Diocese. Sec. 10.
- Pastoral Response Coordinator. The Bishop may appoint a Pastoral Response Coordinator, to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral responses provided for in Sec. 11.

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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.

- Advisors. In each proceeding under this Title, the Bishop shall appoint an Advisor for the Complainant and an Advisor for the Respondent. Persons serving as Advisors shall hold no other appointed or elected position provided for under this Title, and shall not include chancellors or vice chancellors of this Diocese or any person likely to be called as a witness in the proceeding. "Either the Complainant or the Respondent may, without penalty, decline the services of an Advisor. Sec. 12.
- Clerk. The Board shall appoint a Board Clerk to assist the Board with records management and administrative support. The Clerk may be a member of the Board. Sec. 13.
- Intercessor. The Bishop shall appoint in consultation with the Standing Committee an intercessor to pray for all parties involved in the discipline process, for the diocese, and for healing and a just Sec. 14.

### Costs and Expenses CANON 5:

- Investigator, the Church Attorney, the Board Clerk and the Pastoral Response Coordinator shall be the obligation of the Diocese, subject to budgetary constraints as may be established by Diocesan Council Costs Incurred by the Church. The reasonable costs and expenses of the Board, the Intake Officer, the Sec. 1.
- provisions of a Covenant approved by the Bishop, the reasonable defense fees and costs incurred by the Respondent may be paid or reimbursed by the Diocese, subject to budgetary constraints as may be Costs Incurred by the Respondent. In the event of a final Order dismissing the complaint, or by established by Diocesan Council or its designee. Sec. 2.

### Records CANON 6:

- Records of Proceedings. Records of active proceedings before the Board, including during the period of any pending appeal, shall be preserved and maintained in the custody of the Clerk, if there be one, or otherwise by the Diocesan offices. Sec. 1.
- Permanent Records. The Bishop shall make provision for the permanent storage of records of all proceedings under this Title at the Diocese and the Archives of the Episcopal Church, as prescribed in Fitle IV of the General Canons. Sec. 2.

### Responsibility to State Authorities CANON 7:

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

## TITLE IV. OTHER CANONS

### Of Non-Discrimination CANON 1:

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

## Of Business Methods in Church Affairs CANON 2:

- 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. 1.
- The Diocesan Council shall, from time to time, establish by resolution: Sec. 2.
- supplementary business practice guidelines; and (a)

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

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

- CANON 3: Of the Enactment, Amendment, and Repeal of the Canons
- Sec. 1. No new Canon shall be enacted, nor existing Canon be amended or repealed, except by a majority vote of the Delegates at a meeting of a Convention, and provided that the following requirements are met:
- (a) The proposed change(s) shall have been sent to the Committee on Canons no fewer than three months prior to the Convention for its review and recommendations.
- (b) The Committee on Canons shall have sent its recommendation on the proposed change(s) to the Bishop and to Vestries or Bishop's Committees no fewer than thirty days prior to the Convention.
- Sec. 2. A Convention may consider a proposed change in the Canons on one-day notice and without complying with the requirements of Section 1 above, provided that the Convention shall approve such consideration by a two-thirds majority vote. Changes proposed under this Section 2 shall require a twothirds majority vote for approval.
- Sec. 3. The Committee on Canons shall be appointed by the Bishop, and shall have at least two members of the clergy and two members of the laity in membership.
- Sec. 4. Every proposal to amend a Canon shall set out the entire section(s) of the Canon which is affected by the amendment with the new language clearly delineated. A proposal to enact a new Canon or repeal an existing Canon shall set out the entire Canon to be enacted or repealed.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 197" Annual Convention, November 8-9, 2013)

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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	f 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	ood 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 Diocese of Ohio, to be held	in the year of our Lord
20		
Delegates	Alternates	
	1.	
2.	2.	
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We do further certify that the payment of the annual assessments to the Church Pension Fund and those to the Diocesan Fund are current.

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

Signed,

### Clerk of the Vestry

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

2230 Euclid Avenue, Cleveland, Ohio, at least thirty days before the meeting of the Convention.

### APPENDIX II

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

Title I. Canon 17: Of Regulations Respecting the Laity

- Sec. 2 For the purposes of statistical consistency throughout the Church, communicants sixteen years of age and over are to be considered adult communicants.
- Sec. 3 All communicants of this Church who for the previous year have been faithful in corporate worship, unless for good cause prevented, and have been faithful in working, praying, and giving for the spread of the Kingdom of God, are to be considered communicants in good standing.

### APPENDIX III

from the 2003 Constitution and Canons of the Episcopal Church

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

When the pastoral relationship in a parish between a Rector and the Vestry or Congregation is imperiled by disagreement or dissension, and the issues are deemed serious by a majority vote of the Vestry or the Rector, either party may petition the Ecclesiatical Authority, in writing, to intervene and assist the parties in their efforts to resolve the disagreement. The Ecclesiastical Authority shall initiate such proceedings as are deemed appropriate under the circumstances for that purpose by the Ecclesiastical Authority, which may include the appointment of a consultant. The parties to the disagreement, following the recommendations of the Ecclesiastical Authority, shall labor in good faith that the parties may be reconciled. Whenever the Standing Committee is the Ecclesiastical Authority, it shall request the Bishop of a neighboring Diocese to perform the duties of the Ecclesiastical Authority, under this Canon.

# Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 197\* Annual Convention, November 8-9, 2013)

### APPENDIX IV

rom the 2003 Constitution and Canons of the Episcopal Church

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

- Sec. 1. Except upon mandatory resignation by reason of age, a Rector may not resign as Rector of a parish without the consent of its Vestry, nor may any Rector canonically or lawfully elected and in charge of a Parish be removed therefrom by the Vestry against the Rector's will, except as hereinafter provided.
- Sec. 2. If for any urgent reason a Rector or Vestry desires a dissolution of the pastoral relation, and the parties cannot agree, either party may give notice in writing to the Ecolesiastical Authority of the Diocese. Whenever the Standing Committee is the Ecolesiastical Authority of the Diocese, it shall request the Bishop of another Diocese to perform the ditties of the Bishop under this Canon.
- Sec. 3. Within sixty days of receipt of the written notice the Bishop, as chief pastor of the Diocese, shall mediate the differences between Rector and Vestry in every informal way which the Bishop deems proper and may appoint a committee of at least one Presbyter and one Lay Person, none of whom may be members of the Parish involved, to make a report to the Bishop.
- Sec. 4. If the differences between the parties are not resolved after completion of the mediation, the Bishop shall proceed as follows:
- (a) The Bishop shall give notice to the Rector and Vestry that a godly judgment will be rendered in the matter after consultation with the Standing Committee and that either party has the right within ten days to request in writing an opportunity to confer with the Standing Committee before it consults with the Bishop.
- If a timely request is made, the President of the Standing Committee shall set a date for the conference, which shall be held within thirty days.
- (c) At the conference each party shall be entitled to representation and to present its position fully.
- (d) Within thirty days after the conference or after the Bishop's notice if no conference is requested, the Bishop shall confer with and receive the recommendation of the Standing Committee; thereafter the Bishop, as final arbiter and judge, shall render a godly judgment.
- (e) Upon the request of either party the Bishop shall explain the reasons for the judgment. If the explanation is in writing, copies shall be delivered to both parties.
- (f) If the pastoral relation is to be continued, the Bishop shall require the parties to agree on definitions of responsibility and accountability for the Rector and the Vestry.
- (g) If the relation is to be dissolved:
- (1) The Bishop shall direct the Secretary of the Convention to record the dissolution.
- (2) The judgment shall include such terms and conditions including financial settlements as shall seem to the Bishop just and compassionate.
- Sec. 5. In either event the Bishop shall offer appropriate supportive services to the Priest and the Parish.
- Sec. 6. In the event of the failure or refusal of either party to comply with the terms of the judgment, the Bishop may impose such penalties as may be set forth in the Constitution and Canons of the Diocese; and in default of any provisions for such penalties therein, the Bishop may act as follows:
- (a) In the case of a Rector, suspend the Rector from the exercise of the priestly office until the Priest shall comply with the judgment.

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# Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 197th Annual Convention, November 8-9, 2013)

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

### APPENDIX V

from the 2003 Constitution and Canons of the Episcopal Church

## Title I. Canon 17: Of Regulations Respecting the Laity

Sec. 5. No one shall be denied rights, status or access to an equal place in the life, worship, and governance of this Church because of race, color, ethnic origin, national origin, marital status, sex, sexual orientation, disabilities, or age, except as otherwise specified by Canons.

## Title III. Canon 1: Of the Ministry of All Baptized Persons

Sec. 2. No person shall be denied access to the discemment process for any ministry, lay or ordained, in this Church because of race, color, ethnic origin, national origin, sex, marital status, sexual orientation, disabilities or age, except as otherwise provided by these Canons. No right to licensing, ordination, or election is hereby established.

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