

The 199th Annual Convention
of the Episcopal Church
in the Diocese of Ohio

November 13–14, 2015
Trinity Commons, Cleveland, Ohio
Cleveland Marriott East, Warrensville Heights, Ohio

CONVENTION HANDBOOK

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Schedule and Location of Events

Friday, November 13

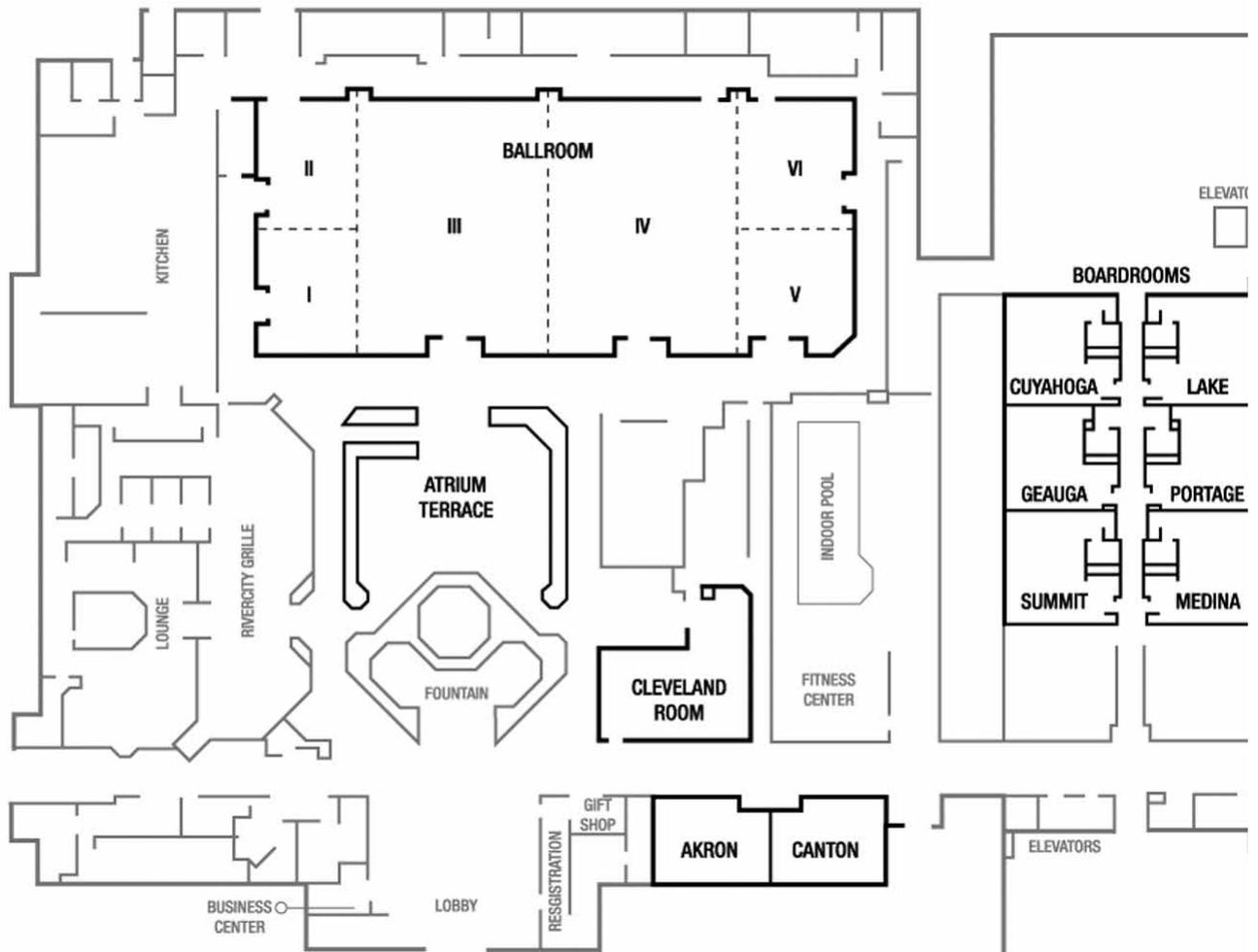
Trinity Commons, 2230 Euclid Avenue, Cleveland

- 5:15–6:45 PM Convention Reception Trinity Commons
- 7:00 PM Convention Eucharist and Episcopal Address Trinity Cathedral

Saturday, November 14

Cleveland Marriott East, 26300 Harvard Road, Warrensville Heights

- 8:00 AM. Registration Opens Atrium Terrace
- 8:30 AM. New Delegate Orientation Lake Room
- 9:00 AM. Convention Convenes Ballroom
- 12:00 PM. Convention Recesses for Lunch Ballroom
- 12:00 PM. Clergy Spouse / Partner Luncheon Cuyahoga Room
- 12:45 PM. Convention Reconvenes Ballroom
- 4:30 PM. Convention Adjourns



General Information

Registration

All Registration is in the Atrium Terrace.

Registration will be open on Saturday, November 14 at 8:00 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 will take place at 7:00 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

Childcare is available for children ages 5 and younger with pre-registration by October 23.

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 14, 2015. 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 14, from 8:30 to 8:45 AM in the Lake Room.

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 199th 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 14, 2015

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 Director of Development,
 - e) the Project Director, Camp and Retreat Ministry,
 - f) non-canonically-resident clergy serving as Interim or Priest-In-Charge in a cure,
 - g) Lutheran pastors serving in Episcopal Parishes,
 - h) President of the Diocesan Episcopal Church Women,
 - i) lay members of the Standing Committee,
 - j) lay members of the Diocesan Council,
 - k) lay members of the Trustees,
 - l) 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 13, 2015. Nominations may also be made from the floor.
 - b) The name of the parish and the city of which a nominee is a member shall be placed on the ballot.
 - c) No one who has allowed his or her name to appear as a candidate for any office may withdraw it during balloting.

- d) Offices to be filled:
 1. Trustee of the Diocese (1 person for a 5-year term)
 2. Standing Committee (1 lay and 1 clergy for 4-year terms)
 3. Diocesan Council (2 lay and 2 clergy for 3-year terms)
 4. Episcopal Community Services Development Council (3 lay and 1 clergy for 3-year terms)
 5. Diocesan Disciplinary Board (2 lay and 1 clergy for 3-year terms)
 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 the 78th General Convention of the Episcopal Church
 15. Break (short, in place)
 16. Report of the Committee on Constitutions and Canons concerning proposed changes to the Canons of the Diocese of Ohio
 17. Presentation on Commission for Racial Understanding
 18. Table Discussion #1
 19. Report on Commission for Global and Domestic Mission
 20. Casting of the Second Ballot and Announcement of Results
 21. Report on Historic St. John's, Cleveland
 22. Report on Episcopal Community Services
 23. Introduction of seminarians, clergy new to the diocese, and retiring clergy who are present; Thank off-going commission/committee leadership
 24. Report of the Trustees
 25. Lunch
 26. Presentation and Vote on the Proposed 2016 Diocesan Program and Budget
 27. Reports (by title unless reading is called for by a majority of Convention)
 28. Casting of the Third Ballot and Announcement of Results
 29. Report on Planting for Tomorrow campaigns
 30. Report on Official Youth Presence at the 78th General Convention
 31. Report on Young Adult Festival at the 78th General Convention
 32. Appointment of Bicentennial Task Force
 33. Report on Camp and Retreat Center Program and Development
 34. Break
 35. First Report from the Committee on Resolutions
 - a) Clergy compensation
 - b) Resolution adopting a diocesan policy on alcohol and substance misuse
 - c) Resolution in celebration of the life of the Rt. Rev. David C. Bowman
 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.
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.
 - i) Neither the Substitute nor its Amendment shall be voted on (except to lay on table) until the original matter is perfected, and when
- g) At time fixed for vote to be taken, no motion shall be in order except to adjourn.

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, diocesan committees and councils, *Church Life!* magazine, and the Diocesan website to do its work in 2015. We are grateful for the support and nominations from various sources throughout the diocese. In addition, we appreciate the valuable administrative support from Rita Rozell of the Diocesan Staff.

Please note that there is more information available about the candidates on the diocesan website (www.dohio.org) than in this printed handbook.

The Nominating Committee is pleased to present to the 199th Convention of the Diocese of Ohio these nominees for: Standing Committee, Diocesan Council, ECS Development Council, Diocesan Trustee and Diocesan Disciplinary Board. We commend them to you.

Faithfully submitted by the Nominating Committee:

The Rev. Jennifer C. Leider, Chair

The Rev. Debra Q. Bennett

Mr. Michael Bickerton

The Rev. Mary C. Carson

Mr. Hugh Grefe

Mr. William A. Powel, III

St. Michael's-in-the-Hills, Toledo

Church of our Savior, Akron

St. Peter's, Lakewood

Church of the Redeemer, Lorain

Trinity Church, Toledo

Staff Liaison

Nominations

Diocesan Trustee

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

- Mr. Tom Andrews, St. Peter's, Lakewood
- Mr. Robert C. Brown, St. Paul's, Cleveland Heights
- Mr. Raymond W. Cox, III, Our Saviour, Akron

Standing Committee

Lay (4-year term, elect 1)

- Mr. Dennis Coughlin, St. Paul's, Cleveland Heights
- Mr. Eugene Stacy, Old Trinity, Tiffin

Clergy (4-year term, elect 1)

- The Rev. Debra Q. Bennett, Our Saviour, Akron
- The Rev. Gayle L. Catinella, St. John's, Youngstown

Diocesan Council

Lay (3-year term, elect 2)

- Mr. Hugh Grefe, Trinity, Toledo
- Ms. Diane Hexter, Trinity Cathedral, Cleveland

Clergy (3-year term, elect 2)

- The Rev. Christopher "Zeke" A. Coughlin, St. John's, Cuyahoga Falls
- The Rev. Peter W. Nielsen, III, St. Peter's, Ashtabula

ECS Development Council

Lay (3-year term, elect 3)

- Ms. Cheryl Gray, St. Martin's, Chagrin Falls
- Mr. Steve Rucinski, St. Paul's, Medina
- Ms. Dianne Audrick Smith, St. Andrew's, Cleveland

Clergy (3-year term, elect 1)

- The Rev. David M. Bargetzi, St. Luke's, Cleveland

Diocesan Disciplinary Board

Lay (3-year term, elect 2)

- Ms. Rebecca Montague, Grace Church, Sandusky
- Mr. William Vodrey, St. Paul's, Cleveland Heights

Clergy (3-year term, elect 1)

[clergy ordained at least 5 years]

- The Rev. Mary C. Carson, Redeemer, Lorain

Diocesan Trustee

Position Description

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

Joint Investment Fund (JIF)*

Working with an investment advisor, the Diocesan Trustees:

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

Real Property of the Diocese

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

*JIF includes (1) endowment funds of the Diocese, (b) funds derived from parishes receiving aid or extinct parishes, and (c) other Diocesan funds and funds of parishes, parish organizations and other not-for-profit organizations affiliated with the Episcopal Church. JIF is valued at over \$48 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 decision-making at both the local church and diocesan levels.

Continuing Diocesan Trustees

Lay

Mr. James A. Baker, Grace, Mansfield

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

Ms. Christina A. Monreal, Christ Church, Hudson

Clergy

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

Candidates for Diocesan Trustee

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

Lay or Clergy



Mr. Tom Andrews – St. Peter’s, Lakewood

graham.andrews@nm.com

Tom Andrews (aka Graham T.) has been a member of St. Peter’s Lakewood, Ohio, since 1981. He has twice been a member of the St. Peter’s Foundation, including 3 years as president, a member of the investment committee, and a member of the development committee. He has ushered, been active in the Society of St. Andrew, served on the Stewardship committee and co-chaired the Welcoming Committee. He participates in the Friday morning men’s Bible study group, and is a member of the vestry. He has also chaired the Planned Giving Council of the Diocese of Ohio for many years. Tom is married to Sue and they have 3 grown daughters. Tom is a Senior Financial Representative with Northwestern Mutual.



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

robertclbrown@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 seven years, I have met regularly with the Diocesan Trustees as an advisor supporting their management of the Diocese’s Joint Investment Fund (JIF). 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.



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

rwcox3@gmail.com

Having worked in government and as a professor, I have lived across the country. That has given me the privilege of serving in many parishes. In the 1980s I helped with campus ministry programs in Minnesota and Arizona. In the 1990s I was active in ministries in Florida including on Vestry, Stewardship (Vice Chair of the parish capital campaign), as well as a very active participant as a Lay Eucharistic Visitor. I served as Stewardship Chair at St. Paul’s, Akron in 2003. At Our Saviour, I have been a member of the Stewardship Committee (Co-Chair of the 2015 Capital Campaign) and on Vestry (Junior and Senior Warden). I continue to serve on the Christian Formation Committee and have been responsible for the “Adult Forum” during that period. In addition to Sunday programs I helped develop a program for newer members, as well as helping with Advent and Lenten programs.

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 or encumber church property.

Continuing Members of the Standing Committee

Lay

Ms. Jane R. Freeman, Trinity Cathedral, Cleveland

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

Mr. John H. West, Good Shepherd, Lyndhurst

Clergy

The Rev. Joseph L. Ashby, Christ Church, Mansfield

The Rev. Jeffrey L. Bunke, St. Timothy's, Perrysburg

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

Candidates for Standing Committee

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

Lay



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

rwcox3@gmail.com

For the last three years I have been on the Diocesan Council and have sat on its Finance and Audit Committee and its Executive Committee. Earlier this year I was an Alternate Deputy and Legislative Aide at the General Convention in Salt Lake City. I have more than 12 years experience as a church administrator and 13 years as a hospital administrator in operations management and finance. I have been involved with the Episcopal Church since attending Sewanee – The University of the South as a student and with St. Paul’s in Cleveland Heights for more than thirty years as a member, several years as Administrator for Ministry, and many years in various leadership positions. I seek to sustain and strengthen the vibrant community of the Diocese of Ohio.



Mr. Eugene Stacy – Old Trinity, Tiffin

gene.stacy@gmail.com

I have served many positions in both the parish and diocese; vestry, treasurer, Sunday school teacher and superintendent, youth leader, and search committees. At the diocesan level, I have served on the congregational development council, Episcopal Community Services (ECS) Development Council, Commission on Global and Domestic Mission (CGDM), Bishop’s Bike Ride, discernment and search committee and currently as President of the North Central Mission Area. I have visited and worshiped at many parishes in the diocese and have acquired many friends. My commercial experience (now retired) was real estate appraisal and acquisition. Standing Committee is an experience I would like to have and one I feel I have the knowledge, experience and energy to serve.

Clergy



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

revdebcoos@episcopalakron.org

I take seriously the admonition to “take my share in the councils of the church”. I believe serving on the Standing Committee is one way in which to accomplish this task. If elected, 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 having most recently served on Diocesan Council and as deputy to General Convention, and other diocesan and mission area committees and commissions; the experience of having served 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, Vice-president of the Black Clergy Caucus; 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. Additionally, I hope to bring a different voice to the decision-making process.



The Rev. Gayle L. Catinella – St. John’s, Youngstown

rectorstjohnohio@gmail.com

I have been resident in this Diocese for over 10 years and have worked as Rector of St. Thomas, Berea, and currently of St. John’s, Youngstown. In the Diocese, I have served on the Congregational Development Committee, developed two campus ministries, served on the Diocesan Disciplinary Board, assisted with the Fresh Start Program, and served as Dean of my mission area. I was also a mentor for Natural Church Development, and received two grants from the Calvin Worship Institute to study church music and worshipping outside the church building. I have a passion for growing and celebrating the Episcopal Church. As a member of the Standing Committee, I hope to apply my extensive experience to the benefit of the Diocese in a new capacity. I have been a priest for 13 years. Prior to that, I was a Clinical Social Worker and college professor. I have raised six children.

Diocesan Council

Position Description

The Diocesan Council:

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

Expectations

Diocesan Council members serve for a three-year term; some are elected by Convention and others by the Mission Area Councils. Members are expected to participate actively in Diocesan Council meetings 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. Will Ezzell, St. Timothy's, Perrysburg
- Ms. Nancy Foye-Cox, Our Saviour, Akron
- Mr. Gilbert Newlands, Ascension, Lakewood
- Mr. Ernest Q. Petrey, Jr., St. Paul's, Cleveland Heights
- Ms. Ruth Ann Reiner, St. Stephen's, East Liverpool
- Ms. Ann Shelly, St. Matthew's, Ashland
- Mr. Brent Whetstone, Christ Church, Warren

Clergy

- The Rev. George R. Baum, Supply Clergy
- The Rev. Peter Faass, Christ Church, Shaker Heights
- The Rev. Polly A. Glanville, St. Paul's, Akron
- The Rev. M. June Hardy-Dorsey, St. Andrew's, Elyria
- 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:

Lay



Mr. Hugh Grefe – Trinity, Toledo

hughgrefe@bex.net

As my term ends on Episcopal Community Services Development Council, I find myself wanting to continue to offer my time and talents to the work of the Diocese. In my professional life, I served on the executive staff of Riverside Hospital and as the Executive Director of the Toledo office of the Local Initiatives Support Corporation. In these capacities I worked with and served on boards of directors. As an executive and as a board member, I was charged with the development and oversight of strategy. Likewise, I am very familiar with fiduciary responsibilities, including budget development and oversight, and with the value of effective and transparent communication with stakeholders and the greater community. In addition to the above noted professional and leadership experiences, I currently serve as Junior Warden of Trinity Church in Toledo, and I have had extensive experience serving at local, state and national levels in boards and commissions of both the Episcopal and Lutheran churches. The Diocesan Council job description appears to be an excellent fit for my next service to the Diocese and I will be honored to serve on the Diocesan Council.



Ms. Diane Hexter – Trinity Cathedral, Cleveland

dianehexter@howardhanna.com

Many years ago I gave myself to God and the Episcopal Church for service. As an EFM Mentor, I have learned to use my gifts and talents as a Realtor to serve all of the people whom I meet. Most recently I served on the Commission on Ministry which gave me a view of our church that was most rewarding. Assisting people to discern God's call to them and their commitment to God was a gift. For 17 years at Trinity, I have been a Eucharist Minister, lay reader, flower guild designer, and an usher. My integrity is most important to me and whatever I am doing it is important to serve to the best of my ability. I am both left-brain organized and right-brain creative. I am willing to take calculated risks. I consider myself a team person but will speak up when I disagree.

Clergy



The Rev. Christopher “Zeke” A. Coughlin – St. John’s, Cuyahoga Falls

FatherZeke@gmail.com

I have lived my whole life in the Diocese of Ohio. I was born, educated, employed, married, and ordained here. I have served as a priest for six years in parishes from the Appalachian foothills to the Maumee River. While my lay background in bank management has provided me the financial and administrative skills I have used at the parish level, and my experience as a priest has taught me the inner workings of the institution of the Church, I feel the most valuable thing I would bring to the Diocesan Council is a breadth of experience with the diocese itself and the parishes and people within it. I love this diocese and look forward to the possibility of serving it in this capacity. That said, perhaps the Diocesan Council would benefit from the view of one who has been here and there, albeit briefly.



The Rev. Peter W. Nielsen, III – St. Peter’s, Ashtabula

pwnielsen3@gmail.com

I offer twenty-three years of dedicated service to the Diocese of Ohio; first, as a Lay Professional, then as a Deacon and presently as a Priest. Virtually all of those years, I attended Diocesan Council meetings as a Diocesan Staff person providing me with intimate knowledge of the purpose and work of Diocesan Council. I offer a reasonable understanding of diocesan operating procedures and a keen sense of the personality of the many parishes in the Diocese of Ohio.

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. Leslie Blakemore, St. Andrew's, Cleveland

Mr. Thomas W. Eastman, Christ Church, Warren

Ms. Anne Schwan, Our Saviour, Akron

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

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

Ms. Peggy Turgeon, Harcourt, Gambier

Clergy

The Rev. Joseph L. Ashby, Grace, Mansfield

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

The Rev. Jane Trager, Regional Deacon

Candidates for ECS Development Council

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

Lay



Ms. Cheryl Gray – St. Martin’s, Chagrin Falls

tncjgray@gmail.com

I have served on the ECS Development Council and desire to serve another term. I was Diocesan President of Daughters of the King for two terms, a Diocesan ECW Board member and am currently co-chair of the Human Trafficking Committee for ECW. I became a parish nurse in the 1990, and continue to serve St. Martin’s in that capacity, in addition to a eucharistic lay visitor, a member of altar guild and the outreach committee. I am also a member of the Camp and Retreat Center Committee. I try to live a Christ-centered life which includes study of scriptures, prayer, worship and ministry/mission. Matthew 6:21 states: “for where your treasure is, there your heart will be also...” I also believe in Paul’s statement (1 Cor. 12:6): “there are varieties of working, but it is the same God who activates them all in every one.”



Mr. Steve Rucinski – St. Paul’s, Medina

srucinski1@gmail.com

Serving others through 13 years of helping to lead, organize and work at St. Paul’s Free Farmer’s Market food pantry and 6 youth mission trips has brought me closer to God. Serving on the ECS Development Council will help me to apply my experience and passion for mission in a Diocesan-wide manner. I have had the following additional experiences of leadership and service within the church:

- Two-time Vestry member, two-time Senior Warden
- Usher and Greeter Coordinator
- Capital Campaign Chair
- Parish Webmaster
- Stewardship Campaign Co-Chair
- Grow Your Church Program Co-Chair
- Camp and Conference Center Business Plan Team Member

I am grateful to God for the many gifts I have received through these various service opportunities. All have helped me to see God more clearly at work in my life. I would appreciate your vote.



Ms Dianne Audrick Smith – St. Andrew’s, Cleveland

das.srvtldr@gmail.com

I have recently returned to the Diocese of Ohio after having lived in northern California, Diocese of California. My service to the church includes positions at the parish, diocesan and provincial level. I currently serve as the National Secretary of the Union of Black Episcopalians and some years ago worked directly with the Episcopal Church Foundation at 815. Last year I retired as the Director of Enrollment Services at Church Divinity School of the Pacific. And at General Convention I was elected Trustee of General Seminary. My career, however, includes fund development, grant administration, mentoring, program development, marketing, and “bridge building.” I strongly believe in the force of the laity to serve the church effectively as servant leaders. If elected I look forward to working with those on the ECS Development Council to carry out its mission.

Clergy



The Rev. David M. Bargetzi – St. Luke's, Cleveland

dbargetzi@gmail.com

I have spent much of my time as a priest working with congregations that serve the poor. As the rector of St. Luke's Cleveland I have had a particular opportunity to see just how essential the work of ECS is to our Diocese. I have written grants as part of that work and am aware of the challenges of the granting process. I have an intense desire to help people answers God's call to serve those in need. I would be honored to be able to help the Diocese in this particular capacity.

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. Rebecca Roth, Trinity, Toledo

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

Clergy

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

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

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:

Lay



Ms. Rebecca Montague – Grace, Sandusky

rmontague47@gmail.com

I am standing for election to the Disciplinary Board as a way to continue to serve the Diocese of Ohio. I served on Diocesan Council for 5 years and Diocesan Finance Committee for 4 years. In addition to Vestry, Sr. Warden and various committees at Grace - Sandusky, I have actively participated in many Diocesan events and come to know the workings of the church along with making many friends throughout the lay and clergy of the diocese.

I am retired from the corporate world having worked in finance, management, sales & marketing. I have experience in addressing pressing issues, analysis of critical situations, personnel management and HR issues in addition to working with a broad spectrum of circumstances surrounding decision making processes. I believe my abilities to work collaboratively and with respect for individuals will be an asset to the disciplinary board



Mr. William Vodrey – St. Paul's, Cleveland Heights

wfbvodrey@aol.com

I have served on the Diocesan Disciplinary before, and believe that I have the experience, knowledge and temperament to serve well. It would be an honor to once again serve the Diocese in this way. My parish experience includes service on the Vestry, two search committees, architectural tour guide, archives committee, usher, and lector at St. Paul's, Cleveland Heights (member 1995-present). Prior membership at St. Stephen's, East Liverpool (1964-93) and Trinity, New Philadelphia (1993-95)

Oberlin College, B.A. with Honors (1987)

CWRU School of Law, J.D. (1992); Distinguished Recent Graduate Award (2002)

Private practice of law, East Liverpool, Ohio (1992-93)

Staff lawyer, Southeastern Ohio Legal Services, New Philadelphia, Ohio (1993-95)

Assistant Cuyahoga County prosecuting attorney, Cleveland (1995-2001)

Magistrate, Cleveland Municipal Court (2001-present)

Clergy



The Rev. Mary C. Carson – Redeemer, Lorain

mcarson1018@att.net

I have been serving on the Disciplinary Board for 4 years and am currently the President of the Board. During my time on the Board, I was called on to hear a complicated case with 2 other members of an appointed Hearing Panel. That experience of the Title IV disciplinary process plus my years of working closely with clergy and congregations while serving on the Bishop's Staff are my chief qualifications for continued service on the Board. I have been ordained for 23 years and served in a variety of contexts in three dioceses. The disciplinary process must balance compassion for all involved, exposing the truth, holding those responsible for any type of misconduct accountable for their actions, and protecting parishes from unnecessary harm.

Election Tally Sheet

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

Diocesan Trustee		Ballot 1	Ballot 2	Ballot 3
Lay or Clergy	Tom Andrews			
	Robert C. Brown			
	Raymond W. Cox, III			

Standing Committee		Ballot 1	Ballot 2	Ballot 3
Lay	Dennis Coughlin			
	Eugene Stacy			
Clergy	The Rev. Debra Q. Bennett			
	The Rev. Gayle L. Catinella			

Diocesan Council		Ballot 1	Ballot 2	Ballot 3
Lay	Hugh Grefe			
	Diane Hexter			
Clergy	The Rev. Christopher "Zeke" A. Coughlin			
	The Rev. Peter W. Nielsen, III			

Continued on next page

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

ECS Development Council		Ballot 1	Ballot 2	Ballot 3
Lay	Cheryl Gray			
	Steve Rucinski			
	Dianne Audrick Smith			
Clergy	The Rev. David M. Bargetzi			

Diocesan Disciplinary Board		Ballot 1	Ballot 2	Ballot 3
Lay	Rebecca Montague			
	William Vodrey			
Clergy	The Rev. Mary C. Carson			

Report of the Constitution and Canons Committee

Proposed Amendments to the Constitutions and Canons of the Episcopal Diocese of Ohio to be Considered at the 199th Annual Convention of the Diocese of Ohio.

The Committee on Constitution and Canons is proposing two amendments to the Canons of the Diocese of Ohio. Both amendments were timely received by the Committee no fewer than three (3) months prior to the Convention.

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

The membership of the Constitution and Canons Committee consists of:

The Rev. Dustin D. Berg

St. Mark's, Canton

Ms. Jane R. Freeman

Trinity Cathedral, Cleveland

Ms. Clare S. Long

St. Barnabas, Bay Village

Mr. Ernest Q. Petrey, Jr.

St. Paul's, Cleveland Heights

The Rev. Jan M. Smith Wood

Grace, Sandusky

Mr. William A. Powel, III

Canon to the Ordinary (Staff)

First Proposed Amendment to the Canons

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

2

3 Adoption of this amendment to the Diocesan Canons would amend Title II, Canon 3, Section 2(c) by
4 making additions and deletions from the content of the current canon as specified below.

5

6 Text of the Proposed Amendment:

7

8 Canon 3: Of Mission Areas

9

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

12 [...]

13 (c) The Council shall elect four officers from its membership. The Council is led by a Chair (lay or
14 ordained), Vice Chair (from the opposite order of the Chair), Treasurer, and Secretary. Each officer shall
15 serve a one-year term and is eligible for reelection, provided that **noneither** individual shall serve more
16 than three (3) years consecutively in any single office. **The Treasurer and Secretary shall each serve a**
17 **one-year term, are eligible for reelection, and there will no term limits for these positions.**

18

19 **Proposer:**

20

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

22

23 **Rationale of the Proposer:**

24

25 Although there is good reason to have term limits for those who serve in the positions of Chair and
26 Vice Chair, the experience in the West Mission Area is that three-year term limits for those serving as
27 Secretary have created unnecessary complications for our body. Allowing the Secretary to continue to
28 serve in that position without the constraint of term limits should be permitted if that person is capable
29 and willing. There is no obvious reason why someone who enjoys the work (such as taking meeting
30 minutes) should be replaced by someone who finds the same work burdensome.

31

32 Currently, our Mission Area Funds are held at the Treasurer's parish. The advantage is that no banking
33 fees apply because of the parish's relationship with the bank. This also assures that the account is
34 audited annually when the parish audit is completed. Moving the account as often as annually would
35 not only be burdensome, but also disadvantageous. As with the positions of Secretary, the current
36 Treasurer has been the sole willing nominee since the MAC was formed.

37 In some ways this is a rather simple change, but we believe it will help the Mission Area Councils run
38 more smoothly. We hope this will allow greater flexibility to each individual Mission Area Council –

1 recognizing the unique identity of each. This change will not restrict a Council from enforcing term-
2 limits for the Secretary and Treasurer positions, but neither will it mandate limits in places where
3 they are difficult or impossible to follow. For the Mission Area Councils currently in violation of the
4 canonical term-limits, this change will bring them into compliance.

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Second Proposed Amendment to the Canons

1 **The Committee on Constitution and Canons recommends adoption**

2

3 Adoption of this amendment to the Diocesan Canons would amend Title II, Canon 6, Section 5 by
4 making additions and deletions from the content of the current canon as specified below.

5

6 **Text of the Proposed Amendment:**

7

8 Canon 6: Of Imperiled Parishes

9

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

14

15 **Proposer:**

16

17 The Rev. A. Bradford Purdom, III, Canon for Congregations

18

19 **Rationale of the Proposer:**

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21 Particular circumstances can arise in which it is effective and helpful to have more than three (3) trustees
22 serve as members of the Vestry of an Imperiled Parish. An example is a congregation that for whatever
23 reasons remains in “imperiled” status for a longer time than the canon originally envisioned. This has
24 occurred in the Diocese of Ohio on more than one occasion. Under the existing canon, the parish
25 operates with the functional equivalent of a three-person Vestry, which is a large time commitment for
26 those involved. If a parish remains imperiled for a significant period of time, this amendment will allow
27 the Bishop and Standing Committee to add additional trustees to maintain a more effective governing
28 body.

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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 Adopt Policy on Substance Abuse, Addiction and Recovery
- R3: Resolution in Celebration of the Life of the Right Reverend David C. Bowman, Jr.

Respectfully submitted,

Mr. David W. Sloan, Chair

St. Paul's, Cleveland Heights

Ms. Amy Kellogg,

St. Andrew's, Elyria

The Rev. R. Stephen Sedgwick

St. Thomas, Berea

Mr. William A. Powel, III

Bishop's Staff

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 2016 be established as follows:

- At least \$48,645 for assisting clergy
- At least \$58,885 for clergy in charge of congregations with an annual Normal Operating Income (NOI) of no more than \$185,000
- At least \$58,885+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 \$75,880 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 \$58,885 (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 \$58,885 (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 no fewer than eight weeks of paid parental leave for the birth or adoption of a child for a member of the clergy designated "primary child-care parent"; and no fewer than two weeks of paid parental leave for the birth or adoption of a child for a member of the clergy designated "non-primary care parent".
- 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 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 0.40% Cost Of Living adjustment (COLA) based on the change in the Cleveland CPI-U rate for the year ending July 31, 2015. The Commission on Ministry recognizes 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 Adopt Policy on Substance Abuse, Addiction and Recovery

Resolved, that the Diocese of Ohio adopt the following policy on Alcohol and Substance Misuse, which shall apply to Diocesan events and all congregations of the Diocese:

1. The Church must provide a safe and welcoming environment for all people, including people in recovery.
2. All applicable federal, state and local laws should be obeyed, including those governing the serving of alcoholic beverages to minors.
3. The Diocese of Ohio and its parishes may decide not to serve alcohol at events or gatherings. They may decide to permit a limited use of alcoholic beverages at church-sponsored events.
4. When alcohol is served, it must be monitored and those showing signs of intoxication must not be served. Whenever alcohol is served, the rector, vicar, priest-in-charge, or, where there is no clergy on site, the senior warden, must appoint an adult to oversee its serving. That adult must not drink alcoholic beverages during the time of his or her execution of his or her responsibilities.
5. If minors are present at a diocesan or congregational social event, alcohol must be served at a separate station that is monitored at all times to prevent underage drinking.
6. Alcoholic and non-alcoholic beverages must be clearly labeled as such. Food prepared with alcohol should be so indicated.
7. When alcohol is served, non-alcoholic alternatives must always be offered with equal prominence and accessibility.
8. Ministries inside or outside of congregations will make certain that alcohol consumption is not the focus of the ministry and that drinking alcohol will not be expected at parish social functions.
9. Food must be served when alcohol is present.
10. Congregations should have policies in place regarding the use by outside groups of parish facilities, which policies should designate an approval process involving the clergy, or in the absence of clergy, the vestry or parish manager for the groups or organizations sponsoring the activity or event at which alcoholic beverages are served. Such policies should also provide that any sponsoring groups or organizations must also assume responsibility for those persons who might become intoxicated, including making arrangements for alternative transportation for anyone whose capacity to drive may be impaired.
11. Recognizing the effects of alcohol as a mood-altering drug, alcoholic beverages shall not be served while the business of the Church is being conducted.
12. Clergy shall consecrate an appropriate amount of wine when celebrating the Eucharist and perform ablutions in a way that does not foster or model misuse.
13. Clergy are encouraged to acknowledge the efficacy of receiving the sacrament in one kind (namely the bread only); and be it further

Resolved, that the staff of the Diocese shall provide education to clergy and lay leaders regarding implementation of this policy at appropriate forums; and be it finally

Resolved, that the undersigned Task Force solicit feedback on the implementation of this policy and provide a report to the 200th Convention of the Diocese of Ohio.

Rationale: In July, 2015, the 78th General Convention approved Resolution A158 and “acknowledged The Episcopal Church’s long-standing tolerance for the use of alcohol, that in some cases, has contributed to its misuse, and has undermined a climate of wholeness and holiness for all; that our Church culture too often avoids hard conversations about alcohol use, and the role of forgiveness and compassion in healing and recovery; and that The Episcopal Church now commits to create a new normal in our relationship with alcohol. We aspire to be a place in which conversations about alcohol, substance misuse, or addiction are not simply about treatment but about renewal, justice, wholeness, and healing. We affirm that Recovery Ministries of The Episcopal Church has long been and continues to be a valuable resource for this work;”

The 78th General Convention also adopted a policy on alcohol and other substance misuse, from which this policy is substantially derived, and encouraged dioceses, congregations, seminaries, schools, young adult ministries, and affiliated institutions to update their policies on the use of alcohol and other substances with the potential for misuse.

Submitted by:

Task Force on Alcohol and Other Substance Misuse

The Rev. David M. Bargetzi, Rector, St. Luke’s, Cleveland

The Rev. Debra Q. Bennett, Rector, Church of Our Saviour, Akron

The Rev. Vincent E. Black, Priest-in-Charge, Church of the Ascension, Lakewood

Ms. Jane R. Freeman, Trinity Cathedral, Cleveland

Ms. Elizabeth M. Moosbrugger, St. Paul’s, Cleveland Heights

Mr. William A. Powel, III, Canon to the Ordinary (Staff)

R3: Resolution in Celebration of the Life of the Right Reverend David C. Bowman, Jr.

Resolved, the people of the Diocese of Ohio celebrate the life of the Rt. Rev. David Charles Bowman, and sharing the burden of their grief for his death on July 10, 2015, extend deepest sympathies to Nancy Bowman and her family; and be it further

Resolved, the 199th Convention of the Diocese of Ohio express its profound gratitude to God for Bishop Bowman's 55 years of ordained ministry and the many gifts that he brought to the Diocese of Ohio, The Episcopal Church, and his countless colleagues and friends: wise counsel, pastoral companionship, sound teaching, genuine humility, and wry sense of humor.

The Right Reverend David C. Bowman was born in Oil City, Pennsylvania on November 15, 1932 to Robert C. and Ella Bowman, and grew up in Canton, Ohio, attending Canton Lincoln High School. A graduate of Ohio University in 1955, he earned the Master of Divinity at Virginia Theological Seminary in 1960, after voluntary service in the U. S. Army. He was ordained to the diaconate on June 14, 1960 by the Rt. Rev. Beverley Dandridge Tucker, Jr., and to the priesthood on December 14, 1960 by the Rt. Rev. Nelson Marigold Burroughs.

Bishop Bowman served from 1960 to 1963 as Assistant Rector of the Church of the Epiphany, Euclid, where he met his wife, Nancy, and as Vicar of St. Andrew's Church in North Grafton, Massachusetts from 1963 to 1966.

He returned to the Diocese of Ohio to serve as Rector of St. Andrew's Church in Canfield, Ohio from 1967 to 1973; Rector of St. James, Painesville from 1973 to 1980; and Rector of Trinity, Toledo from 1980 to 1986, from where he was elected Bishop Coadjutor of Western New York, becoming Bishop Diocesan the following year.

Following the Bowmans' return to Shaker Heights upon his retirement in 1999, he served as Interim Dean of Trinity Cathedral, then as Interim Bishop of Central New York. After serving a year as Assisting Bishop of Ohio, he was the Interim Dean and President of Seabury Western Seminary in Evanston, Illinois. For the past ten years, he served actively as one of the Assisting Bishops of the Diocese of Ohio.

Overview of the 2016 Diocesan Program and Budget

The program and budget for 2016 attempts to enhance our existing program with an increase in expected revenues of about \$117,000.

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.

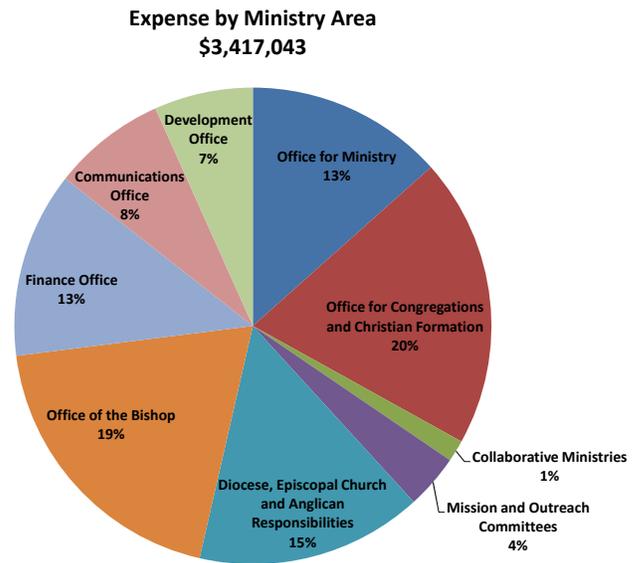
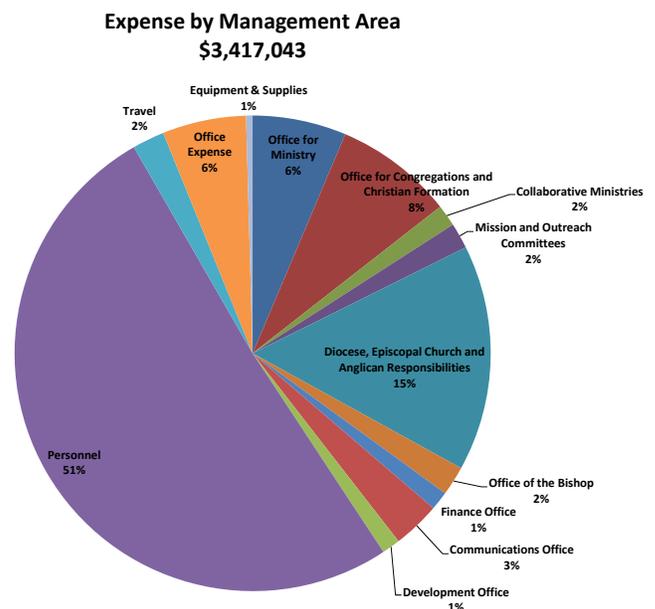


Figure 2 reflects the expenses shown in the budget summary (immediately following) by management area. Further details about the management areas and their use of funds are found in the budget narratives which follow the budget summary.



**Episcopal Diocese of Ohio
Diocesan Budget
For Year 2016**

	Operating	Special Funds	Total	Increase (Decrease)
RECEIPTS				
SUPPORT FROM CONGREGATIONS				
Assessment Income (current year)	\$2,325,000.00	\$0.00	\$2,325,000.00	\$50,000.00
Assessment Income (prior year(s))	(\$25,000.00)	\$0.00	(\$25,000.00)	\$40,000.00
TOTAL SUPPORT FROM CONGREGATIONS	\$2,300,000.00	\$0.00	\$2,300,000.00	\$90,000.00
ENDOWMENT INCOME				
Endowment-Episcopate (Distrib.)	\$199,156.85	\$0.00	\$199,156.85	\$13,115.89
Endowment-Missions (Distrib)	\$58,698.12	\$0.00	\$58,698.12	\$3,865.69
Endowment-Custodial (Distrib.)	\$645.51	\$0.00	\$645.51	\$42.51
Endowment-Lay Pension	\$9,270.59	\$0.00	\$9,270.59	\$610.53
Endowment - Bishop's Office	\$50,891.44	\$0.00	\$50,891.44	\$5,651.51
Endowment Income - Legacy endowments	\$3,441.36	\$0.00	\$3,441.36	\$226.64
Endowment - ECSF - Administration (Actual)	\$45,292.77	\$0.00	\$45,292.77	\$2,982.85
TOTAL ENDOWMENT INCOME	\$367,396.64	\$0.00	\$367,396.64	\$26,495.62
TOTAL INVESTMENT INCOME - OTHER				
Distribution JIF-General Funds	\$133,177.55	\$0.00	\$133,177.55	\$8,567.93
Distribution JIF-Unrestricted Custodial Accts	\$25,989.65	\$0.00	\$25,989.65	\$1,711.60
TOTAL INVESTMENT INCOME	\$159,167.20	\$0.00	\$159,167.20	\$10,279.53
FEES RECEIVED FOR ADMINISTRATIVE SERVICES				
Darnell Adm. Fees	\$5,160.49	\$0.00	\$5,160.49	(\$140.48)
Brayton Administration Fees	\$14,905.86	\$0.00	\$14,905.86	(\$405.79)
Church Home Admin. Fee	\$46,944.02	\$0.00	\$46,944.02	(\$1,126.47)
Holy Cross House - Admin. Fee	\$15,305.56	\$0.00	\$15,305.56	\$203.98
Joint Investment Fund Admin. Fee	\$102,993.04	\$0.00	\$102,993.04	\$5,178.31
BLF Loans and Grants Administrative Fee	\$18,588.74	\$0.00	\$18,588.74	(\$1,883.86)
Cooper Administration Fees	\$840.32	\$0.00	\$840.32	(\$22.87)
Miller Funds Administrative Fee	\$33,424.67	\$0.00	\$33,424.67	(\$736.10)
Education Funds - Hornby Adm. Fees	\$6,116.62	\$0.00	\$6,116.62	(\$247.79)
TOTAL FEES RECEIVED FOR ADMINISTRATIVE SERVICES	\$244,279.32	\$0.00	\$244,279.32	\$818.93
OTHER RECEIPTS				
Episcopal Safety Officer	\$5,000.00	\$0.00	\$5,000.00	\$0.00
Rental Income	\$0.00	\$0.00	\$0.00	(\$10,000.00)
Grants Received for Operating items	\$7,500.00	\$0.00	\$7,500.00	\$0.00
TOTAL OTHER RECEIPTS	\$12,500.00	\$0.00	\$12,500.00	(\$10,000.00)
TOTAL RECEIPTS BEFORE TRANSFERS FROM SPECIAL FUNDS	\$3,083,343.16	\$0.00	\$3,083,343.16	\$117,594.08
				4.0%
FROM SPECIAL FUNDS				
From Special Funds-BLF Loans and Grants	\$0.00	\$45,000.00	\$45,000.00	(\$40,000.00)
From Special Funds - Library Fund	\$0.00	\$2,000.00	\$2,000.00	\$0.00
From Special Funds - Youth Scholarship Fund	\$0.00	\$1,500.00	\$1,500.00	\$0.00
From Legacy Endowments-Arthur B. Williams, Jr. Fund	\$0.00	\$15,000.00	\$15,000.00	\$4,000.00
From Special Funds - Bishop's Discretionary Fund	\$0.00	\$7,000.00	\$7,000.00	\$0.00
From Special Funds - Bishop's Appeal	\$0.00	\$73,500.00	\$73,500.00	(\$3,500.00)
From Special Funds-Custodial JIF	\$0.00	\$46,100.00	\$46,100.00	(\$70,900.00)
From Special Funds - Custodial JIF MM	\$0.00	\$0.00	\$0.00	(\$1,000.00)
From Special Funds-Education Funds	\$0.00	\$143,600.00	\$143,600.00	\$0.00
TOTAL FROM SPECIAL FUNDS	\$0.00	\$333,700.00	\$333,700.00	(\$111,400.00)
TOTAL RECEIPTS	\$3,083,343.16	\$333,700.00	\$3,417,043.16	\$6,194.08
EXPENSES				
OFFICE OF MINISTRY				
CLERGY FORMATION				
Ordination Process	\$20,000.00	\$0.00	\$20,000.00	\$0.00
Post-Ordination Internships	\$0.00	\$40,000.00	\$40,000.00	\$0.00
Summer Seminarian Internships	\$0.00	\$4,000.00	\$4,000.00	\$0.00
Miller-Scholarships/Formation & Train	\$0.00	\$45,000.00	\$45,000.00	\$0.00
Post-Ordination Internships	\$0.00	\$21,500.00	\$21,500.00	\$0.00
Deacon Formation Program	\$0.00	\$5,000.00	\$5,000.00	\$0.00
TOTAL CLERGY FORMATION	\$20,000.00	\$115,500.00	\$135,500.00	\$0.00

**Episcopal Diocese of Ohio
Diocesan Budget
For Year 2016**

	Operating	Special Funds	Total	Increase (Decrease)
CLERGY SUPPORT				
Clergy & Lay Professional Families Program	\$1,000.00	\$0.00	\$1,000.00	\$0.00
Honorarium -Chaplain for Spouse	\$500.00	\$0.00	\$500.00	\$0.00
D&ICF-Counseling/Clergy & Families	\$0.00	\$12,000.00	\$12,000.00	\$0.00
Fresh Start	\$0.00	\$3,000.00	\$3,000.00	\$0.00
TOTAL CLERGY SUPPORT	<u>\$1,500.00</u>	<u>\$15,000.00</u>	<u>\$16,500.00</u>	<u>\$0.00</u>
CLERGY DEVELOPMENT				
Transitional Deacon Education	\$500.00	\$0.00	\$500.00	\$0.00
Commission on Ministry	\$1,000.00	\$0.00	\$1,000.00	\$0.00
Miller-Clergy Days	\$0.00	\$600.00	\$600.00	\$0.00
Lay Professional Day	\$0.00	\$1,000.00	\$1,000.00	\$0.00
Lay Preaching College	\$0.00	\$1,000.00	\$1,000.00	\$1,000.00
Educ. Fnds-Clergy Cont. Education Grants	\$0.00	\$15,000.00	\$15,000.00	\$0.00
Educ.Fnds-Lay Cont. Education Grants	\$0.00	\$4,000.00	\$4,000.00	\$0.00
Clergy Education Days	\$0.00	\$10,000.00	\$10,000.00	\$0.00
Clergy Conferences	\$0.00	\$20,000.00	\$20,000.00	\$0.00
Miller-Clergy Professional Ed. Prog.	\$0.00	\$1,000.00	\$1,000.00	\$0.00
TOTAL CLERGY DEVELOPMENT	<u>\$1,500.00</u>	<u>\$52,600.00</u>	<u>\$54,100.00</u>	<u>\$1,000.00</u>
CLERGY DEPLOYMENT				
Search Exp. Assistance/Parish	\$6,000.00	\$0.00	\$6,000.00	\$0.00
Interim Team Training	\$1,000.00	\$0.00	\$1,000.00	\$0.00
Background Checks	\$950.00	\$0.00	\$950.00	\$0.00
TOTAL CLERGY DEPLOYMENT	<u>\$7,950.00</u>	<u>\$0.00</u>	<u>\$7,950.00</u>	<u>\$0.00</u>
PLANNING & ADMINISTRATION				
Admin. Exp./Ordained Ministry	\$2,000.00	\$0.00	\$2,000.00	\$0.00
Admin. Exp./Deployment	\$1,300.00	\$0.00	\$1,300.00	\$0.00
TOTAL CLERGY ADMIN./PLANNINGS	<u>\$3,300.00</u>	<u>\$0.00</u>	<u>\$3,300.00</u>	<u>\$0.00</u>
TOTAL FOR OFFICE FOR MINISTRY	<u>\$34,250.00</u>	<u>\$183,100.00</u>	<u>\$217,350.00</u>	<u>\$1,000.00</u>
OFFICE FOR CONGREGATIONS AND CHRISTIAN FORMATION				
Administration	\$8,000.00	\$0.00	\$8,000.00	\$0.00
GRANTS FOR CONGREGATIONS				
Ministry Enhancement Grants (Existing Congregations)	\$40,000.00	\$0.00	\$40,000.00	\$0.00
Targeted Revitalization Congegations (Existing Cong.)	\$30,000.00	\$0.00	\$30,000.00	\$0.00
Congregation Development Programs and Training (Existing Con	\$9,000.00	\$0.00	\$9,000.00	\$0.00
Support for New Work	\$30,000.00	\$0.00	\$30,000.00	\$0.00
Strategic Mission Congregations Support (Existing Cong.)	\$0.00	\$15,000.00	\$15,000.00	\$0.00
Strategic Mission Congregations Support (Existing Cong.)	\$0.00	\$25,000.00	\$25,000.00	\$0.00
TOTAL GRANTS TO CONGREGATIONS	<u>\$109,000.00</u>	<u>\$40,000.00</u>	<u>\$149,000.00</u>	<u>\$0.00</u>
FORMATION GRANTS				
Diocesan Youth Programs				
Diocesan Youth Event (DYE)	\$2,000.00	\$0.00	\$2,000.00	\$0.00
Happening	\$2,500.00	\$0.00	\$2,500.00	\$0.00
Spring Youth Gathering	\$2,000.00	\$0.00	\$2,000.00	\$0.00
Youth Leadership Training	\$3,000.00	\$0.00	\$3,000.00	\$0.00
Children's Programs at Diocesan Events	\$500.00	\$0.00	\$500.00	\$0.00
Administration - Youth Events	\$2,000.00	\$0.00	\$2,000.00	\$0.00
Other Youth & Children Formation Program & Grants	\$3,500.00	\$0.00	\$3,500.00	\$0.00
Youth Scholarships	\$0.00	\$1,500.00	\$1,500.00	\$0.00
Total Diocesan Youth Programs	<u>\$15,500.00</u>	<u>\$1,500.00</u>	<u>\$17,000.00</u>	<u>\$0.00</u>
Young Adult Formation (18-30)	\$17,000.00	\$0.00	\$17,000.00	\$0.00
Adult Formation Events and Grants (31+)	\$17,000.00	\$0.00	\$17,000.00	\$0.00
TOTAL FORMATION GRANTS	<u>\$49,500.00</u>	<u>\$1,500.00</u>	<u>\$51,000.00</u>	<u>\$0.00</u>
CCFC COMMITTEES				
CCFC Committees	\$1,000.00	\$0.00	\$1,000.00	(\$2,500.00)
TOTAL CCFC COMMITTEES	<u>\$1,000.00</u>	<u>\$0.00</u>	<u>\$1,000.00</u>	<u>(\$2,500.00)</u>

**Episcopal Diocese of Ohio
Diocesan Budget
For Year 2016**

	Operating	Special Funds	Total	Increase (Decrease)
OTHER EXPENSES				
Winter Convocation	19,500.00	-	19,500.00	\$0.00
Education for Ministry	6,500.00	-	6,500.00	6,500.00
Leadership Development Events	\$6,500.00	\$0.00	6,500.00	\$2,500.00
Additional Opportunities	\$27,000.00	\$0.00	27,000.00	\$0.00
Resource Center-Materials/Supp	\$0.00	\$2,000.00	2,000.00	\$0.00
Winter Convocation	\$0.00	\$5,500.00	5,500.00	\$0.00
TOTAL OTHER EXPENSES	<u>\$59,500.00</u>	<u>\$7,500.00</u>	<u>\$67,000.00</u>	<u>\$9,000.00</u>
TOTAL FOR OFFICE FOR CONGREGATIONS AND CHRISTIAN FORMA	227,000.00	49,000.00	276,000.00	6,500.00
DIOCESAN, EPISCOPAL CHURCH AND ANGLICAN COMMUNION RESP.				
GENERAL CHURCH				
Assessment	\$480,568.68	\$0.00	\$480,568.68	\$12,068.68
Provincial Synod	\$5,153.50	\$0.00	\$5,153.50	\$173.87
Travel to Provincial Synod	\$0.00	\$0.00	\$0.00	(\$1,000.00)
TOTAL GENERAL CHURCH	<u>\$485,722.18</u>	<u>\$0.00</u>	<u>\$485,722.18</u>	<u>\$11,242.55</u>
DIOCESE OF OHIO				
Diocesan Convention	\$25,000.00	\$0.00	\$25,000.00	\$5,000.00
Diocesan Council	\$2,500.00	\$0.00	\$2,500.00	\$0.00
TOTAL DIOCESE OF OHIO	<u>\$27,500.00</u>	<u>\$0.00</u>	<u>\$27,500.00</u>	<u>\$5,000.00</u>
TOTAL DIOCESAN, EPISCOPAL CHURCH AND ANGLICAN COMMUNION RESP	<u>\$513,222.18</u>	<u>\$0.00</u>	<u>\$513,222.18</u>	<u>\$16,242.55</u>
MISSION AND OUTREACH COMMITTEES				
Administrative Expense	\$650.00	\$0.00	\$650.00	(\$600.00)
Domestic Mission & Service Projects:				
Mission Area Council Mission & Service Projects	\$8,000.00	\$0.00	\$8,000.00	\$0.00
Domestic Mission & Service Projects	\$3,000.00	\$0.00	\$3,000.00	\$0.00
International Mission & Service Projects				
CGDM-Belize	\$8,000.00	\$0.00	\$8,000.00	\$0.00
CGDM-Tanga	\$8,000.00	\$0.00	\$8,000.00	\$0.00
Total International Mission & Service Projects	<u>\$16,000.00</u>	<u>\$0.00</u>	<u>\$16,000.00</u>	<u>\$0.00</u>
Total Domestic and International Mission & Service Projects	<u>\$27,000.00</u>	<u>\$0.00</u>	<u>\$27,000.00</u>	<u>\$0.00</u>
Commission on Global and Domestic Mission (CGDM)	\$1,000.00	\$0.00	\$1,000.00	\$0.00
Social Concerns/Advocacy	\$1,000.00	\$0.00	\$1,000.00	\$0.00
Ohio Council of Churches	\$4,000.00	\$0.00	\$4,000.00	\$1,000.00
MDG Expense	\$21,583.40	\$0.00	\$21,583.40	\$823.16
Commission for Racial Understanding	\$0.00	\$3,600.00	\$3,600.00	(\$400.00)
Ohio Council of Churches	\$0.00	\$0.00	\$0.00	(\$1,000.00)
Community of Deacons	\$0.00	\$1,000.00	\$1,000.00	\$0.00
TOTAL MISSION AND OUTREACH COMMITTEES	<u>\$55,233.40</u>	<u>\$4,600.00</u>	<u>\$59,833.40</u>	<u>(\$176.84)</u>
OFFICE OF THE BISHOP AND SUPPORT OFFICES				
OFFICE OF THE BISHOP				
Bishop's Office Admin. Exp.	\$4,400.00	\$0.00	\$4,400.00	\$0.00
Support for Mission Area Councils	\$24,000.00	\$0.00	\$24,000.00	\$0.00
New Ministry Initiatives	\$3,500.00	\$0.00	\$3,500.00	\$0.00
Reimbursement to Parishes-Time of Deans	\$16,000.00	\$0.00	\$16,000.00	\$0.00
Community Building/Hospitality	\$0.00	\$5,000.00	\$5,000.00	\$0.00
Community Building/Hospitality	\$0.00	\$5,000.00	\$5,000.00	\$0.00
TOTAL OFFICE OF THE BISHOP	<u>\$47,900.00</u>	<u>\$10,000.00</u>	<u>\$57,900.00</u>	<u>\$0.00</u>
FINANCE OFFICE				
Treasurer's Office Admin. Exp.	\$3,600.00	\$0.00	\$3,600.00	\$0.00
Finance Office Business Exp.	\$500.00	\$0.00	\$500.00	(\$300.00)
Acctg. System Maintenance Cont	\$4,000.00	\$0.00	\$4,000.00	(\$500.00)
Archive Expense	\$3,600.00	\$0.00	\$3,600.00	\$100.00
Bank Fees	\$6,600.00	\$0.00	\$6,600.00	\$300.00
Payroll Service	\$2,400.00	\$0.00	\$2,400.00	\$400.00
Audit Fee	\$18,000.00	\$0.00	\$18,000.00	\$0.00
Episcopal Safety Officer program	\$5,000.00	\$0.00	\$5,000.00	\$0.00
TOTAL FINANCE OFFICE	<u>\$43,700.00</u>	<u>\$0.00</u>	<u>\$43,700.00</u>	<u>\$0.00</u>

**Episcopal Diocese of Ohio
Diocesan Budget
For Year 2016**

	Operating	Special Funds	Total	Increase (Decrease)
DEVELOPMENT OFFICE				
Administrative Expense	\$3,000.00	\$0.00	\$3,000.00	\$0.00
Promotion/Publications	\$700.00	\$0.00	\$700.00	\$0.00
Gift Tracking - Software Maintenance	\$4,500.00	\$0.00	\$4,500.00	\$0.00
Stewardship Education & Promotion	\$600.00	\$0.00	\$600.00	\$0.00
Episcopal Network for Stewardship - subscription	\$2,400.00	\$0.00	\$2,400.00	\$0.00
Gift Planning - Resources and Promotion	\$1,300.00	\$0.00	\$1,300.00	\$0.00
Expenses of Bishop's Appeal	\$0.00	\$29,500.00	\$29,500.00	\$0.00
TOTAL DEVELOPMENT OFFICE	\$12,500.00	\$29,500.00	\$42,000.00	\$0.00
COMMUNICATIONS OFFICE				
Communication Admin. Exp.	\$2,500.00	\$0.00	\$2,500.00	\$0.00
Church Life/Professional Services (writing)	\$3,000.00	\$0.00	\$3,000.00	\$0.00
Church Life/Professional Services (photos/videos)	\$5,000.00	\$0.00	\$5,000.00	\$0.00
Church Life/Production-printin	\$40,000.00	\$0.00	\$40,000.00	\$0.00
Directory & Canons	\$2,000.00	\$0.00	\$2,000.00	\$0.00
Diocesan Journal/Prnting & Dis	\$1,500.00	\$0.00	\$1,500.00	\$0.00
Advertising Campaign	\$31,500.00	\$0.00	\$31,500.00	\$0.00
Communications Department Mobile Phone	\$1,500.00	\$0.00	\$1,500.00	\$0.00
Technology Consulting	\$15,000.00	\$0.00	\$15,000.00	\$0.00
Ongoing Learning & Training	\$4,000.00	\$0.00	\$4,000.00	\$0.00
Diocesan Mailings	\$4,000.00	\$0.00	\$4,000.00	\$0.00
TOTAL COMMUNICATIONS OFFICE	\$110,000.00	\$0.00	\$110,000.00	\$0.00
PERSONNEL				
Salaries and Benefits				
Salaries/Wages-Diocesan Staff	\$1,185,226.64	\$0.00	\$1,185,226.64	\$44,949.43
Less: Reimbursement from Ascension, Lakewood	(\$50,169.92)	\$0.00	(\$50,169.92)	(\$50,169.92)
Contract Personnel Expense	\$0.00	\$0.00	\$0.00	(\$45,000.00)
FICA/Medicare Taxes	\$49,089.84	\$0.00	\$49,089.84	\$12,289.84
Clergy Pension	\$112,307.35	\$0.00	\$112,307.35	\$24,307.35
Lay Pension & Long Term Disabi	\$80,940.60	\$0.00	\$80,940.60	\$31,540.60
Employees Health Insurance	\$312,994.00	\$0.00	\$312,994.00	\$13,194.00
Employees Dental Insurance	\$26,760.00	\$0.00	\$26,760.00	\$2,760.00
Group Life Insurance	\$1,848.00	\$0.00	\$1,848.00	\$396.00
Workers Compensation	\$1,511.07	\$0.00	\$1,511.07	(\$488.93)
Flexible Spending Plan	\$1,200.00	\$0.00	\$1,200.00	\$0.00
Staff Training-Senior Staff	\$0.00	\$0.00	\$0.00	(\$1,000.00)
Professional Education-Diocesan Staff	\$0.00	\$6,000.00	\$6,000.00	\$0.00
Staff Training - Senior Staff	\$0.00	\$1,500.00	\$1,500.00	\$0.00
Staff Training-Support Team	\$0.00	\$3,000.00	\$3,000.00	\$0.00
Total Salaries and Benefits	\$1,721,707.58	\$10,500.00	\$1,732,207.58	\$32,778.37
Benefit Expense - Retirees				
Retirees Health Ins.Supplement	\$8,300.00	\$0.00	\$8,300.00	(\$6,180.00)
Retirees Group Life Insur./Lay	\$300.00	\$0.00	\$300.00	\$0.00
Total Benefit Expense - Retirees	\$8,600.00	\$0.00	\$8,600.00	(\$6,180.00)
TOTAL PERSONNEL	\$1,730,307.58	\$10,500.00	\$1,740,807.58	\$26,598.37
TRAVEL EXPENSES				
STAFF TRAVEL REIMBURSEMENTS				
TOTAL STAFF TRAVEL REIMBURSEMENTS	\$68,500.00	\$0.00	\$68,500.00	(\$2,500.00)
MILEAGE REIMBURSEMENTS				
TOTAL MILEAGE REIMBURSEMENTS	\$6,250.00	\$0.00	\$6,250.00	\$2,500.00
TOTAL TRAVEL EXPENSES	\$74,750.00	\$0.00	\$74,750.00	\$0.00
OFFICE EXPENSES				
Trinity Commons - T1 Internet Connection	\$6,000.00	\$0.00	\$6,000.00	\$0.00
Telephone-Local	\$4,500.00	\$0.00	\$4,500.00	\$1,500.00
Telephone-Long Distance	\$0.00	\$0.00	\$0.00	(\$360.00)
Telephone-"800" Service	\$200.00	\$0.00	\$200.00	(\$100.00)
Telephone-Advertising Exp.	\$480.00	\$0.00	\$480.00	(\$60.00)

**Episcopal Diocese of Ohio
Diocesan Budget
For Year 2016**

	Operating	Special Funds	Total	Increase (Decrease)
Insurance-Liability, D&O, Bonding	\$13,500.00	\$0.00	\$13,500.00	\$750.00
Building Operating Expenses	\$100,000.00	\$0.00	\$100,000.00	\$25,000.00
Real Estate Taxes	\$12,500.00	\$0.00	\$12,500.00	\$500.00
Building Operating Expenses	\$0.00	\$45,000.00	\$45,000.00	(\$40,000.00)
Hospitality	\$0.00	\$2,000.00	\$2,000.00	\$0.00
TOTAL OFFICE EXPENSES	\$137,180.00	\$47,000.00	\$184,180.00	(\$12,770.00)
EQUIPMENT & SUPPLIES				
Postage Equip. (Lease & Maintenance)	\$2,400.00	\$0.00	\$2,400.00	\$0.00
Postage-Usage	\$8,400.00	\$0.00	\$8,400.00	(\$1,600.00)
Postage-Charged Back to Offices/Com.	(\$10,000.00)	\$0.00	(\$10,000.00)	\$2,400.00
Copiers-Lease Expense	\$12,000.00	\$0.00	\$12,000.00	(\$1,920.00)
Copiers-Maintenance Charges	\$7,000.00	\$0.00	\$7,000.00	(\$3,000.00)
Copies - Unreimbursed	\$300.00	\$0.00	\$300.00	\$0.00
Copier-Paper	\$1,200.00	\$0.00	\$1,200.00	\$0.00
Copier-Charged Back to Offices/Com.	(\$20,400.00)	\$0.00	(\$20,400.00)	\$4,720.00
Computer Software	\$6,000.00	\$0.00	\$6,000.00	\$500.00
Computer Equipment Repair/Modification	\$2,400.00	\$0.00	\$2,400.00	\$1,200.00
Office Furnishings	\$0.00	\$0.00	\$0.00	(\$500.00)
Office Supplies	\$3,600.00	\$0.00	\$3,600.00	\$400.00
Stationery/Printing	\$2,400.00	\$0.00	\$2,400.00	\$600.00
EQUIPMENT & SUPPLIES	\$15,300.00	\$0.00	\$15,300.00	\$2,800.00
TOTAL OFFICE OF THE BISHOP AND SUPPORT OFFICES	\$2,171,637.58	\$97,000.00	\$2,268,637.58	\$16,628.37
TOTAL EXPENSES	\$3,001,343.16	\$333,700.00	\$3,335,043.16	\$40,194.08
FUND TRANSFERS				
INTER FUND TRANSFERS				
INTER FUND TRANSFERS TO OTHER FUNDS				
Transfer to Wakeman Fund	\$50,000.00	\$0.00	\$50,000.00	\$50,000.00
Transfer To Cedar Hills Opg.	\$0.00	\$0.00	\$0.00	(\$122,000.00)
TOTAL INTER FUND TRANSFERS TO OTHER FUNDS	\$50,000.00	\$0.00	\$50,000.00	(\$72,000.00)
INTER FUND TRANSFERS FROM OTHER FUNDS				
Transfer From Other Custodial Funds	\$0.00	\$0.00	\$0.00	\$38,000.00
TOTAL INTERFUND TRANSFERS FROM OTHER FUNDS	\$0.00	\$0.00	\$0.00	\$38,000.00
TOTAL INTER FUND TRANSFERS	\$50,000.00	\$0.00	\$50,000.00	(\$34,000.00)
INTRA FUND TRANSFERS				
INTRA FUND TRANSFERS FROM UNDESIGNATED				
To Reserve General Convention	\$12,000.00	\$0.00	\$12,000.00	\$0.00
To Reserve Future Epis. Trans.	\$10,000.00	\$0.00	\$10,000.00	\$0.00
To Reserve - Trinity Commons Capital	\$10,000.00	\$0.00	\$10,000.00	\$0.00
TOTAL INTRA FUND TRANSFERS FROM UNDESIGNATED	\$32,000.00	\$0.00	\$32,000.00	\$0.00
TOTAL INTRA FUND TRANSFERS	\$32,000.00	\$0.00	\$32,000.00	\$0.00
TOTAL FUND TRANSFERS	\$82,000.00	\$0.00	\$82,000.00	(\$34,000.00)
NET SURPLUS/(DEFICIT)	(\$0.00)	\$0.00	(\$0.00)	(\$0.00)

	Eight Months Ended August 31, 2015				
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
RECEIPTS					
SUPPORT FROM CONGREGATIONS					
Assessment Income (current year)	\$1,263,197.09	\$0.00	\$1,263,197.09	\$1,303,575.00	(\$40,377.91)
Assessment Income (prior year(s))	(\$26,237.23)	\$0.00	(\$26,237.23)	(\$35,000.00)	\$8,762.77
TOTAL SUPPORT FROM CONGREGATIONS	\$1,236,959.86	\$0.00	\$1,236,959.86	\$1,268,575.00	(\$31,615.14)
ENDOWMENT INCOME					
Endowment-Episcopate (Distrib.)	\$124,141.36	\$0.00	\$124,141.36	\$124,027.28	\$114.08
Endowment-Missions (Distrib)	\$36,588.24	\$0.00	\$36,588.24	\$36,554.95	\$33.29
Endowment-Custodial (Distrib.)	\$3,374.80	\$0.00	\$3,374.80	\$402.00	\$2,972.80
Endowment-Lay Pension	\$5,778.64	\$0.00	\$5,778.64	\$5,773.36	\$5.28
Endowment Income - Legacy endowments	\$2,145.12	\$0.00	\$2,145.12	\$2,143.12	\$2.00
Endowment - ECSF - Administration (Actual)	\$28,232.24	\$0.00	\$28,232.24	\$28,206.60	\$25.64
TOTAL ENDOWMENT INCOME	\$200,260.40	\$0.00	\$200,260.40	\$197,107.31	\$3,153.09
TOTAL INVESTMENT INCOME - OTHER					
Interest - Notes Receivable	\$1,201.12	\$0.00	\$1,201.12	\$0.00	\$1,201.12
Distribution JIF-General Funds	\$111,629.84	\$0.00	\$111,629.84	\$83,073.06	\$28,556.78
Distribution JIF-Unrestricted Custodial Accts	\$16,930.56	\$0.00	\$16,930.56	\$16,185.36	\$745.20
TOTAL INVESTMENT INCOME	\$129,761.52	\$0.00	\$129,761.52	\$99,258.42	\$30,503.10
FEES RECEIVED FOR ADMINISTRATIVE SERVICES					
Darnell Adm. Fees	\$3,534.00	\$0.00	\$3,534.00	\$3,533.97	\$0.03
Brayton Administration Fees	\$10,207.76	\$0.00	\$10,207.76	\$10,207.76	\$0.00
Church Home Admin. Fee	\$32,046.96	\$0.00	\$32,046.96	\$32,046.97	(\$0.01)
Holy Cross House - Admin. Fee	\$10,067.68	\$0.00	\$10,067.68	\$10,067.70	(\$0.02)
Joint Investment Fund Admin. Fee	\$65,209.76	\$0.00	\$65,209.76	\$65,209.81	(\$0.05)
BLF Loans and Grants Administrative Fee	\$13,648.40	\$0.00	\$13,648.40	\$13,648.40	\$0.00
Cooper Administration Fees	\$575.44	\$0.00	\$575.44	\$575.44	\$0.00
Miller Funds Administrative Fee	\$22,773.84	\$0.00	\$22,773.84	\$22,773.84	\$0.00
Education Funds - Hornby Adm. Fees	\$4,242.96	\$0.00	\$4,242.96	\$4,242.93	\$0.03
TOTAL FEES RECEIVED FOR ADMINISTRATIVE SERVICES	\$162,306.80	\$0.00	\$162,306.80	\$162,306.82	(\$0.02)
OTHER RECEIPTS					
Other Fees & Reimbursements	\$3,750.00	\$0.00	\$3,750.00	\$3,750.00	\$0.00
Other Income	\$1,339.21	\$0.00	\$1,339.21	\$0.00	\$1,339.21
Rental Income	\$0.00	\$0.00	\$0.00	\$6,666.64	(\$6,666.64)
TOTAL OTHER RECEIPTS	\$5,089.21	\$0.00	\$5,089.21	\$10,416.64	(\$5,327.43)
FROM SPECIAL FUNDS					
From Special Funds-BLF Loans and Grants	\$0.00	\$52,085.92	\$52,085.92	\$56,666.64	(\$4,580.72)
From Special Funds - Library Fund	\$0.00	\$1,593.12	\$1,593.12	\$1,333.32	\$259.80
From Special Funds - Youth Scholarship Fund	\$0.00	\$0.00	\$0.00	\$1,000.00	(\$1,000.00)
From Legacy Endowments-Arthur B. Williams, Jr. Fund	\$0.00	\$10,000.00	\$10,000.00	\$7,333.32	\$2,666.68
From Special Funds - Bishop's Discretionary Fund	\$0.00	\$5,340.53	\$5,340.53	\$4,666.64	\$673.89

	Eight Months Ended August 31, 2015				
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
From Special Funds - Bishop's Appeal	\$0.00	\$25,864.42	\$25,864.42	\$51,333.32	(\$25,468.90)
From Special Funds-Custodial JIF	\$0.00	\$36,799.91	\$36,799.91	\$78,000.00	(\$41,200.09)
From Special Funds - Custodial JIF MM	\$0.00	\$750.00	\$750.00	\$666.64	\$83.36
From Special Funds-Education Funds	\$0.00	\$79,508.15	\$79,508.15	\$95,733.32	(\$16,225.17)
TOTAL FROM SPECIAL FUNDS	\$0.00	\$211,942.05	\$211,942.05	\$296,733.20	(\$84,791.15)
TOTAL RECEIPTS	\$1,734,377.79	\$211,942.05	\$1,946,319.84	\$2,034,397.39	(\$88,077.55)
EXPENSES					
OFFICE OF MINISTRY					
CLERGY FORMATION					
Ordination Process	\$5,586.45	\$0.00	\$5,586.45	\$13,333.32	\$7,746.87
Post-Ordination Internships	\$0.00	\$5,000.00	\$5,000.00	\$26,666.64	\$21,666.64
Summer Seminarian Internships	\$0.00	\$3,854.00	\$3,854.00	\$4,000.00	\$146.00
Miller-Scholarships/Formation & Train	\$0.00	\$25,540.19	\$25,540.19	\$30,000.00	\$4,459.81
Post-Ordination Internships	\$0.00	\$21,477.75	\$21,477.75	\$14,333.32	(\$7,144.43)
Deacon Formation Program	\$0.00	\$36.20	\$36.20	\$3,333.32	\$3,297.12
TOTAL CLERGY FORMATION	\$5,586.45	\$55,908.14	\$61,494.59	\$91,666.60	\$30,172.01
CLERGY SUPPORT					
Clergy & Lay Professional Families Program	\$0.00	\$0.00	\$0.00	\$666.64	\$666.64
Clergy Group Life Insurance	\$44.80	\$0.00	\$44.80	\$0.00	(\$44.80)
Honorarium -Chaplain for Spouse	\$0.00	\$0.00	\$0.00	\$333.32	\$333.32
D&ICF-Counseling/Clergy & Families	\$0.00	\$0.00	\$0.00	\$8,000.00	\$8,000.00
D&ICF-Health Ins. Prem./Spec. Circumstances	\$0.00	\$5,112.59	\$5,112.59	\$0.00	(\$5,112.59)
Fresh Start	\$0.00	\$31.32	\$31.32	\$2,000.00	\$1,968.68
TOTAL CLERGY SUPPORT	\$44.80	\$5,143.91	\$5,188.71	\$10,999.96	\$5,811.25
CLERGY DEVELOPMENT					
Transitional Deacon Education	\$0.00	\$0.00	\$0.00	\$333.32	\$333.32
Commission on Ministry	\$152.41	\$0.00	\$152.41	\$666.64	\$514.23
Miller-Clergy Days	\$0.00	\$30.23	\$30.23	\$400.00	\$369.77
Lay Professional Day	\$0.00	(\$2,604.41)	(\$2,604.41)	\$666.64	\$3,271.05
Educ. Fnds-Clergy Cont. Education Grants	\$0.00	\$10,410.00	\$10,410.00	\$10,000.00	(\$410.00)
Educ.Fnds-Lay Cont. Education Grants	\$0.00	\$1,354.05	\$1,354.05	\$2,666.64	\$1,312.59
Clergy Education Days	\$0.00	\$11.71	\$11.71	\$6,666.64	\$6,654.93
Clergy Conferences	\$0.00	\$18,495.28	\$18,495.28	\$20,000.00	\$1,504.72
Miller-Clergy Professional Ed. Prog.	\$0.00	\$0.00	\$0.00	\$666.64	\$666.64
TOTAL CLERGY DEVELOPMENT	\$152.41	\$27,696.86	\$27,849.27	\$42,066.52	\$14,217.25
CLERGY DEPLOYMENT					
Search Exp. Assistance/Parish	\$1,416.84	\$0.00	\$1,416.84	\$4,000.00	\$2,583.16
Interim Team Training	\$104.90	\$0.00	\$104.90	\$666.64	\$561.74
Background Checks	\$0.00	\$0.00	\$0.00	\$633.32	\$633.32
TOTAL CLERGY DEPLOYMENT	\$1,521.74	\$0.00	\$1,521.74	\$5,299.96	\$3,778.22

	Eight Months Ended August 31, 2015				
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
PLANNING & ADMINISTRATION					
Admin. Exp./Ordained Ministry	\$1,181.37	\$0.00	\$1,181.37	\$1,333.32	\$151.95
Admin. Exp./Deployment	\$437.28	\$0.00	\$437.28	\$866.64	\$429.36
TOTAL CLERGY ADMIN./PLANNINGS	\$1,618.65	\$0.00	\$1,618.65	\$2,199.96	\$581.31
TOTAL FOR OFFICE FOR MINISTRY	\$8,924.05	\$88,748.91	\$97,672.96	\$152,233.00	\$54,560.04
OFFICE FOR CONGREGATIONS AND CHRISTIAN FORMATION					
Administration	\$1,599.47	\$0.00	\$1,599.47	\$5,333.32	\$3,733.85
GRANTS FOR CONGREGATIONS					
Ministry Enhancement Grants (Existing Congregations)	\$1,270.00	\$0.00	\$1,270.00	\$26,666.64	\$25,396.64
Targeted Revitalization Congegations (Existing Cong.)	\$20,505.00	\$0.00	\$20,505.00	\$20,000.00	(\$505.00)
Congregation Development Programs and Training (Existing Con	\$3,000.00	\$0.00	\$3,000.00	\$6,000.00	\$3,000.00
Support for New Work	\$7,500.00	\$0.00	\$7,500.00	\$20,000.00	\$12,500.00
Strategic Mission Congregations Support (Existing Cong.)	\$0.00	\$10,000.00	\$10,000.00	\$10,000.00	\$0.00
Strategic Mission Congregations Support (Existing Cong.)	\$0.00	\$20,000.00	\$20,000.00	\$16,666.64	(\$3,333.36)
TOTAL GRANTS TO CONGREGATIONS	\$32,275.00	\$30,000.00	\$62,275.00	\$99,333.28	\$37,058.28
FORMATION GRANTS					
Diocesan Youth Programs					
Happening	\$4,573.14	\$0.00	\$4,573.14	\$2,500.00	(\$2,073.14)
Spring Youth Gathering	\$1,124.35	\$0.00	\$1,124.35	\$2,000.00	\$875.65
Youth Leadership Training	\$18.00	\$0.00	\$18.00	\$2,000.00	\$1,982.00
Children's Programs at Diocesan Events	\$0.00	\$0.00	\$0.00	\$333.32	\$333.32
Administration - Youth Events	\$1,498.56	\$0.00	\$1,498.56	\$1,333.32	(\$165.24)
Other Youth & Children Formation Program & Grants	\$0.00	\$0.00	\$0.00	\$2,333.32	\$2,333.32
Youth Scholarships	\$0.00	\$0.00	\$0.00	\$1,000.00	\$1,000.00
Total Diocesan Youth Programs	\$7,214.05	\$0.00	\$7,214.05	\$11,499.96	\$4,285.91
Young Adult Formation (18-30)	\$10,700.00	\$0.00	\$10,700.00	\$11,333.32	\$633.32
Adult Formation Events and Grants (31+)	\$11,879.49	\$0.00	\$11,879.49	\$11,333.32	(\$546.17)
TOTAL FORMATION GRANTS	\$29,793.54	\$0.00	\$29,793.54	\$34,166.60	\$4,373.06
CCFC COMMITTEES					
CCFC Committees	\$2,000.00	\$0.00	\$2,000.00	\$2,333.32	\$333.32
TOTAL CCFC COMMITTEES	\$2,000.00	\$0.00	\$2,000.00	\$2,333.32	\$333.32
OTHER EXPENSES					
Winter Convocation	\$23,575.53	\$0.00	\$23,575.53	\$19,500.00	(\$4,075.53)
Leadership Development Events	\$5,713.87	\$0.00	\$5,713.87	\$2,666.64	(\$3,047.23)
Additional Opportunities	\$4,234.88	\$0.00	\$4,234.88	\$18,000.00	\$13,765.12
Resource Center-Materials/Supp	\$0.00	\$1,593.12	\$1,593.12	\$1,333.32	(\$259.80)
Winter Convocation	\$0.00	\$6,348.12	\$6,348.12	\$5,500.00	(\$848.12)
TOTAL OTHER EXPENSES	\$33,524.28	\$7,941.24	\$41,465.52	\$46,999.96	\$5,534.44

	Eight Months Ended August 31, 2015				
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
TOTAL FOR OFFICE CACF	\$99,192.29	\$37,941.24	\$137,133.53	\$188,166.48	\$51,032.95
DIOCESAN, EPISCOPAL CHURCH AND ANGLICAN COMMUNION RESP.					
GENERAL CHURCH					
Assessment	\$312,333.28	\$0.00	\$312,333.28	\$312,333.32	\$0.04
Provincial Synod	\$4,979.63	\$0.00	\$4,979.63	\$4,979.63	\$0.00
Travel to Provincial Synod	\$1,683.20	\$0.00	\$1,683.20	\$666.64	(\$1,016.56)
TOTAL GENERAL CHURCH	\$318,996.11	\$0.00	\$318,996.11	\$317,979.59	(\$1,016.52)
DIOCESE OF OHIO					
Diocesan Convention	\$32.26	\$0.00	\$32.26	\$0.00	(\$32.26)
Diocesan Council	\$127.09	\$0.00	\$127.09	\$1,666.64	\$1,539.55
TOTAL DIOCESE OF OHIO	\$159.35	\$0.00	\$159.35	\$1,666.64	\$1,507.29
ANGLICAN RESERVES					
General Convention-from Reserve	\$60,240.43	\$0.00	\$60,240.43	\$0.00	(\$60,240.43)
Total ANGLICAN RESERVES	\$60,240.43	\$0.00	\$60,240.43	\$0.00	(\$60,240.43)
TOTAL D, EP, and AC RESP.	\$379,395.89	\$0.00	\$379,395.89	\$319,646.23	(\$59,749.66)
MISSION AND OUTREACH COMMITTEES					
Administrative Expense	\$924.83	\$0.00	\$924.83	\$833.32	(\$91.51)
Domestic Mission & Service Projects:					
Mission Area Council Mission & Service Projects	\$3,000.00	\$0.00	\$3,000.00	\$5,333.32	\$2,333.32
Domestic Mission & Service Projects	\$51.08	\$0.00	\$51.08	\$2,000.00	\$1,948.92
International Mission & Service Projects					
CGDM-Belize	\$2,532.26	\$0.00	\$2,532.26	\$5,333.32	\$2,801.06
CGDM-Tanga	\$408.60	\$0.00	\$408.60	\$5,333.32	\$4,924.72
Total International Mission & Service Projects	\$2,940.86	\$0.00	\$2,940.86	\$10,666.64	\$7,725.78
Total Domestic and International Mission & Service Projects	\$5,991.94	\$0.00	\$5,991.94	\$17,999.96	\$12,008.02
Commission on Global and Domestic Mission (CGDM)	\$790.66	\$0.00	\$790.66	\$666.64	(\$124.02)
Social Concerns/Advocacy	\$464.18	\$0.00	\$464.18	\$666.64	\$202.46
Ohio Council of Churches	\$2,250.00	\$0.00	\$2,250.00	\$2,250.00	\$0.00
Commission for Racial Understanding	\$0.00	\$120.00	\$120.00	\$2,666.64	\$2,546.64
Ohio Council of Churches	\$0.00	\$750.00	\$750.00	\$750.00	\$0.00
Community of Deacons	\$0.00	\$405.00	\$405.00	\$666.64	\$261.64
TOTAL MISSION AND OUTREACH COMMITTEES	\$10,421.61	\$1,275.00	\$11,696.61	\$26,499.84	\$14,803.23
OFFICE OF THE BISHOP AND SUPPORT OFFICES					
OFFICE OF THE BISHOP					
Bishop's Office Admin. Exp.	\$795.35	\$0.00	\$795.35	\$2,933.32	\$2,137.97
Bishop's Office Business Exp.	\$641.75	\$0.00	\$641.75	\$0.00	(\$641.75)
Support for Mission Area Councils	\$9,000.00	\$0.00	\$9,000.00	\$16,000.00	\$7,000.00
New Ministry Initiatives	\$667.92	\$0.00	\$667.92	\$2,333.32	\$1,665.40

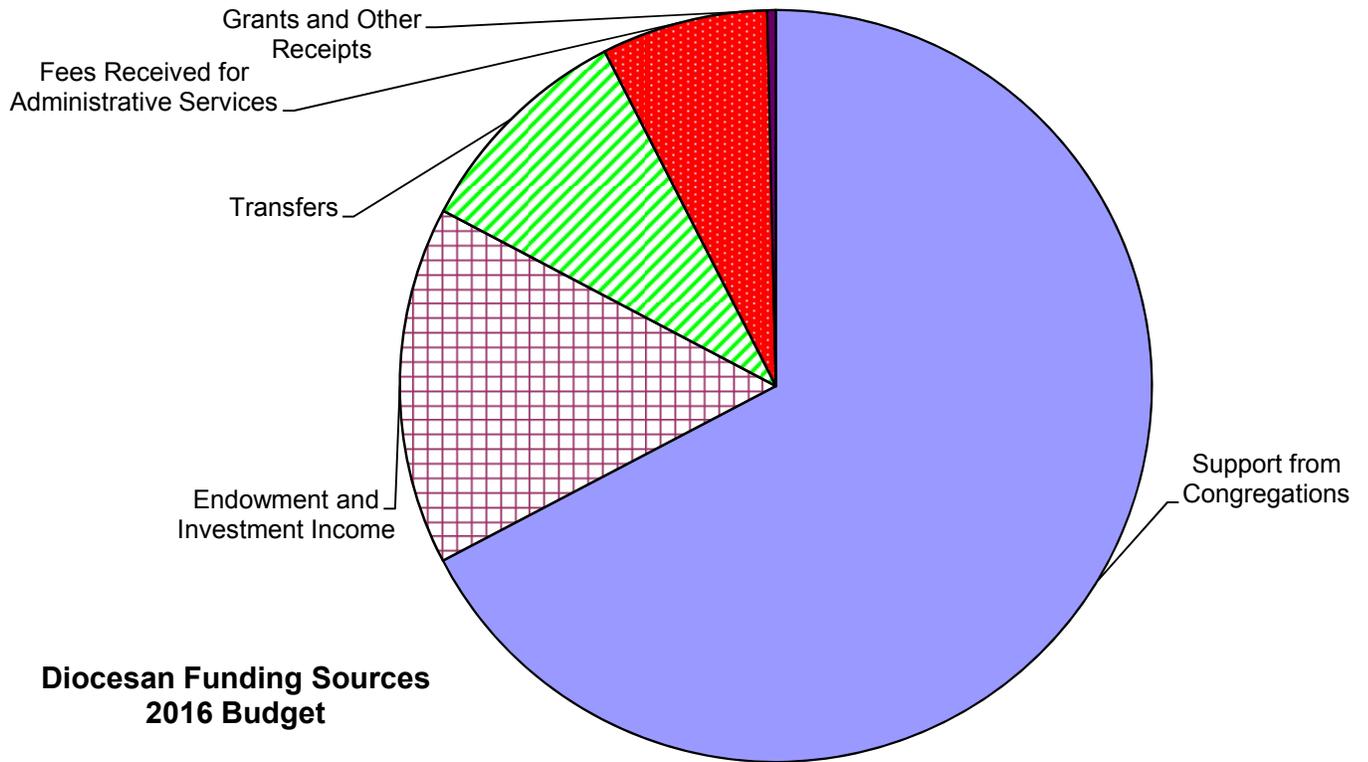
	Eight Months Ended August 31, 2015				
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
Reimbursement to Parishes-Time of Deans	\$8,000.00	\$0.00	\$8,000.00	\$8,000.00	\$0.00
Community Building/Hospitality	\$0.00	\$4,203.47	\$4,203.47	\$3,333.32	(\$870.15)
Community Building/Hospitality	\$0.00	\$2,503.83	\$2,503.83	\$3,333.32	\$829.49
TOTAL OFFICE OF THE BISHOP	<u>\$19,105.02</u>	<u>\$6,707.30</u>	<u>\$25,812.32</u>	<u>\$35,933.28</u>	<u>\$10,120.96</u>
FINANCE OFFICE					
Treasurer's Office Admin. Exp.	\$584.34	\$0.00	\$584.34	\$2,400.00	\$1,815.66
Finance Office Business Exp.	\$285.65	\$0.00	\$285.65	\$533.32	\$247.67
Acctg. System Maintenance Cont	\$4,825.56	\$0.00	\$4,825.56	\$4,500.00	(\$325.56)
Archive Expense	\$380.48	\$0.00	\$380.48	\$2,333.32	\$1,952.84
Bank Fees	\$4,422.51	\$0.00	\$4,422.51	\$4,200.00	(\$222.51)
Payroll Service	\$2,135.62	\$0.00	\$2,135.62	\$1,333.32	(\$802.30)
Audit Fee	\$19,000.00	\$0.00	\$19,000.00	\$18,000.00	(\$1,000.00)
Parish Audit Team	\$316.85	\$0.00	\$316.85	\$0.00	(\$316.85)
Episcopal Safety Officer program	\$3,309.71	\$0.00	\$3,309.71	\$3,333.32	\$23.61
TOTAL FINANCE OFFICE	<u>\$35,260.72</u>	<u>\$0.00</u>	<u>\$35,260.72</u>	<u>\$36,633.28</u>	<u>\$1,372.56</u>
DEVELOPMENT OFFICE					
Administrative Expense	\$22.58	\$0.00	\$22.58	\$2,000.00	\$1,977.42
Promotion/Publications	\$0.00	\$0.00	\$0.00	\$466.64	\$466.64
Gift Tracking - Software Maintenance	\$5,422.84	\$0.00	\$5,422.84	\$4,500.00	(\$922.84)
Stewardship Education & Promotion	\$0.00	\$0.00	\$0.00	\$400.00	\$400.00
Episcopal Network for Stewardship - subscription	\$0.00	\$0.00	\$0.00	\$1,600.00	\$1,600.00
Gift Planning - Resources and Promotion	\$45.31	\$0.00	\$45.31	\$866.64	\$821.33
Planned Giving	\$1,171.01	\$0.00	\$1,171.01	\$0.00	(\$1,171.01)
Expenses of Bishop's Appeal	\$0.00	\$17,010.42	\$17,010.42	\$19,666.64	\$2,656.22
TOTAL DEVELOPMENT OFFICE	<u>\$6,661.74</u>	<u>\$17,010.42</u>	<u>\$23,672.16</u>	<u>\$29,499.92</u>	<u>\$5,827.76</u>
COMMUNICATIONS OFFICE					
Communication Admin. Exp.	\$607.26	\$0.00	\$607.26	\$1,666.64	\$1,059.38
Church Life/Professional Services (writing)	\$652.50	\$0.00	\$652.50	\$2,000.00	\$1,347.50
Church Life/Professional Services (photos/videos)	\$1,325.00	\$0.00	\$1,325.00	\$3,333.32	\$2,008.32
Church Life/Production-printin	\$9,347.98	\$0.00	\$9,347.98	\$26,666.64	\$17,318.66
Church Life/Postage	\$3,424.86	\$0.00	\$3,424.86	\$0.00	(\$3,424.86)
Directory & Canons	\$0.00	\$0.00	\$0.00	\$1,333.32	\$1,333.32
Diocesan Journal/Prmtng & Dis	\$0.00	\$0.00	\$0.00	\$1,000.00	\$1,000.00
Advertising Campaign	\$10,892.25	\$0.00	\$10,892.25	\$21,000.00	\$10,107.75
Communications Department Mobile Phone	\$1,413.87	\$0.00	\$1,413.87	\$1,000.00	(\$413.87)
Technology Consulting	\$10,372.97	\$0.00	\$10,372.97	\$10,000.00	(\$372.97)
Ongoing Learning & Training	\$0.00	\$0.00	\$0.00	\$2,666.64	\$2,666.64
Diocesan Mailings	\$972.01	\$0.00	\$972.01	\$2,666.64	\$1,694.63
TOTAL COMMUNICATIONS OFFICE	<u>\$39,008.70</u>	<u>\$0.00</u>	<u>\$39,008.70</u>	<u>\$73,333.20</u>	<u>\$34,324.50</u>
PERSONNEL					
Salaries and Benefits					
Salaries/Wages-Diocesan Staff	\$629,095.22	\$0.00	\$629,095.22	\$760,184.80	\$131,089.58

	Eight Months Ended August 31, 2015				
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
Overtime-nonexempt Salaried Dio.Staff	\$3,183.99	\$0.00	\$3,183.99	\$0.00	(\$3,183.99)
Contract Personnel Expense	\$0.00	\$0.00	\$0.00	\$30,000.00	\$30,000.00
Part-time Temporary Help	\$75,604.40	\$0.00	\$75,604.40	\$0.00	(\$75,604.40)
FICA/Medicare Taxes	\$28,419.32	\$0.00	\$28,419.32	\$24,533.32	(\$3,886.00)
Clergy Pension	\$49,665.10	\$0.00	\$49,665.10	\$58,666.64	\$9,001.54
Lay Pension & Long Term Disabi	\$36,032.71	\$0.00	\$36,032.71	\$32,933.32	(\$3,099.39)
Employees Health Insurance	\$176,965.34	\$0.00	\$176,965.34	\$199,866.64	\$22,901.30
Employees Dental Insurance	\$13,324.00	\$0.00	\$13,324.00	\$16,000.00	\$2,676.00
Group Life Insurance	\$1,276.00	\$0.00	\$1,276.00	\$968.00	(\$308.00)
Workers Compensation	\$979.12	\$0.00	\$979.12	\$1,333.32	\$354.20
Flexible Spending Plan	\$643.45	\$0.00	\$643.45	\$800.00	\$156.55
Professional Education-Diocesan Staff	\$375.00	\$0.00	\$375.00	\$0.00	(\$375.00)
Staff Training-Senior Staff	\$24.08	\$0.00	\$24.08	\$666.64	\$642.56
Staff Training-Support Team	\$855.00	\$0.00	\$855.00	\$0.00	(\$855.00)
Professional Education-Diocesan Staff	\$0.00	\$1,168.00	\$1,168.00	\$4,000.00	\$2,832.00
Staff Training - Senior Staff	\$0.00	\$450.00	\$450.00	\$1,000.00	\$550.00
Staff Training-Support Team	\$0.00	\$199.00	\$199.00	\$2,000.00	\$1,801.00
Reimbursement from Ascension, Lakewood	(\$31,367.00)	\$0.00	(\$31,367.00)	\$0.00	\$31,367.00
Total Salaries and Benefits	\$985,075.73	\$1,817.00	\$986,892.73	\$1,132,952.68	\$146,059.95
Benefit Expense - Retirees					
Retirees Health Ins.Supplement	\$4,268.00	\$0.00	\$4,268.00	\$9,653.32	\$5,385.32
Retirees Group Life Insur./Lay	\$81.20	\$0.00	\$81.20	\$200.00	\$118.80
Retirees Health Ins.Supplement	\$0.00	\$5,219.20	\$5,219.20	\$0.00	(\$5,219.20)
Total Benefit Expense - Retirees	\$4,349.20	\$5,219.20	\$9,568.40	\$9,853.32	\$284.92
TOTAL PERSONNEL	\$989,424.93	\$7,036.20	\$996,461.13	\$1,142,806.00	\$146,344.87
TRAVEL EXPENSES					
STAFF TRAVEL REIMBURSEMENTS					
TRVL-Bishop	\$6,961.35	\$0.00	\$6,961.35	\$13,333.32	\$6,371.97
TRVL-Assisting Bishops	\$9,773.16	\$0.00	\$9,773.16	\$13,333.32	\$3,560.16
TRVL - Canon to the Ordinary	\$4,165.96	\$0.00	\$4,165.96	\$3,333.32	(\$832.64)
TRVL-Treasurer	\$0.00	\$0.00	\$0.00	\$333.32	\$333.32
TRVL-Chief Financial Officer	\$109.15	\$0.00	\$109.15	\$1,000.00	\$890.85
TRVL-Support Team	\$3,672.79	\$0.00	\$3,672.79	\$1,666.64	(\$2,006.15)
Travel - Sheadle Trust	\$0.00	\$0.00	\$0.00	\$333.32	\$333.32
TRVL-Canon for Ministry	\$4,344.95	\$0.00	\$4,344.95	\$4,666.64	\$321.69
TRVL-Canon for Congregations	\$3,119.36	\$0.00	\$3,119.36	\$5,000.00	\$1,880.64
TRVL-Stewardship/Development Officer	\$21.28	\$0.00	\$21.28	\$333.32	\$312.04
TRVL-Canon for Christian Formation	\$687.62	\$0.00	\$687.62	\$3,333.32	\$2,645.70
TRVL-Communications Director	\$1,353.66	\$0.00	\$1,353.66	\$666.64	(\$687.02)
TOTAL STAFF TRAVEL REIMBURSEMENTS	\$34,209.28	\$0.00	\$34,209.28	\$47,333.16	\$13,123.88
MILEAGE REIMBURSEMENTS					
Mileage Reimbursement-Bishop	\$3,925.00	\$0.00	\$3,925.00	\$2,333.32	(\$1,591.68)

	Eight Months Ended August 31, 2015				
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
Mileage Reimbursement - Volunteers	\$0.00	\$0.00	\$0.00	\$166.64	\$166.64
TOTAL MILEAGE REIMBURSEMENTS	\$3,925.00	\$0.00	\$3,925.00	\$2,499.96	(\$1,425.04)
TOTAL TRAVEL EXPENSES	\$38,134.28	\$0.00	\$38,134.28	\$49,833.12	\$11,698.84
OFFICE EXPENSES					
Telephone-Equipment	\$150.00	\$0.00	\$150.00	\$0.00	(\$150.00)
Trinity Commons - T1 Internet Connection	\$2,026.53	\$0.00	\$2,026.53	\$4,000.00	\$1,973.47
Telephone-Local	\$2,289.66	\$0.00	\$2,289.66	\$2,000.00	(\$289.66)
Telephone-Long Distance	\$0.00	\$0.00	\$0.00	\$240.00	\$240.00
Telephone-"800" Service	\$110.98	\$0.00	\$110.98	\$200.00	\$89.02
Telephone-Advertising Exp.	\$320.00	\$0.00	\$320.00	\$360.00	\$40.00
Outside Services	\$156.25	\$0.00	\$156.25	\$0.00	(\$156.25)
Insurance-Liability, D&O, Bonding	\$7,534.03	\$0.00	\$7,534.03	\$8,500.00	\$965.97
Building Operating Expenses	\$47,883.44	\$0.00	\$47,883.44	\$50,000.00	\$2,116.56
Real Estate Taxes	\$12,238.53	\$0.00	\$12,238.53	\$12,000.00	(\$238.53)
Custodial Supplies	\$99.72	\$0.00	\$99.72	\$0.00	(\$99.72)
Building Operating Expenses	\$0.00	\$52,085.92	\$52,085.92	\$56,666.64	\$4,580.72
Hospitality	\$0.00	\$1,137.06	\$1,137.06	\$1,333.32	\$196.26
TOTAL OFFICE EXPENSES	\$72,809.14	\$53,222.98	\$126,032.12	\$135,299.96	\$9,267.84
EQUIPMENT & SUPPLIES					
Postage Equip. (Lease & Maintenance)	\$624.48	\$0.00	\$624.48	\$1,600.00	\$975.52
Postage-Usage	\$6,026.23	\$0.00	\$6,026.23	\$6,666.64	\$640.41
Postage-Charged Back to Offices/Com.	(\$3,991.95)	\$0.00	(\$3,991.95)	(\$8,266.68)	(\$4,274.73)
Copiers-Lease Expense	\$9,576.78	\$0.00	\$9,576.78	\$9,280.00	(\$296.78)
Copiers-Maintenance Charges	\$3,528.33	\$0.00	\$3,528.33	\$6,666.64	\$3,138.31
Copies - Unreimbursed	\$0.00	\$0.00	\$0.00	\$200.00	\$200.00
Copies-Supplies	\$144.00	\$0.00	\$144.00	\$0.00	(\$144.00)
Copier-Paper	\$1,593.89	\$0.00	\$1,593.89	\$800.00	(\$793.89)
Copier-Charged Back to Offices/Com.	\$0.00	\$0.00	\$0.00	(\$16,746.68)	(\$16,746.68)
Computer Software	\$1,350.50	\$0.00	\$1,350.50	\$3,666.64	\$2,316.14
Computer Supplies	\$932.47	\$0.00	\$932.47	\$0.00	(\$932.47)
Computer Equipment Repair/Modification	\$612.03	\$0.00	\$612.03	\$800.00	\$187.97
Office Furnishings	\$460.00	\$0.00	\$460.00	\$333.32	(\$126.68)
Office Supplies	\$2,464.34	\$0.00	\$2,464.34	\$2,133.32	(\$331.02)
Stationery/Printing	\$2,241.97	\$0.00	\$2,241.97	\$1,200.00	(\$1,041.97)
EQUIPMENT & SUPPLIES	\$25,563.07	\$0.00	\$25,563.07	\$8,333.20	(\$17,229.87)
TOTAL OFFICE OF THE BISHOP AND SUPPORT OFFICES	\$1,225,967.60	\$83,976.90	\$1,309,944.50	\$1,511,671.96	\$201,727.46
LEGAL FEES AND RELATED EXPENSES					
Legal & Other Expenses/Misconduct-from Reserve	\$1,113.20	\$0.00	\$1,113.20	\$0.00	(\$1,113.20)
TOTAL LEGAL FEES AND RELATED EXPENSES	\$1,113.20	\$0.00	\$1,113.20	\$0.00	(\$1,113.20)
TOTAL EXPENSES	\$1,725,014.64	\$211,942.05	\$1,936,956.69	\$2,198,217.51	\$261,260.82

	Eight Months Ended August 31, 2015				
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
FUND TRANSFERS					
INTER FUND TRANSFERS					
INTER FUND TRANSFERS TO OTHER FUNDS					
Transfer To Cedar Hills Opg.	\$81,333.36	\$0.00	\$81,333.36	\$81,333.32	(\$0.04)
Transfer To Property-Capitalized	\$1,874.00	\$0.00	\$1,874.00	\$0.00	(\$1,874.00)
TOTAL INTER FUND TRANSFERS TO OTHER FUNDS	\$83,207.36	\$0.00	\$83,207.36	\$81,333.32	(\$1,874.04)
INTER FUND TRANSFERS FROM OTHER FUNDS					
Transfer From Other Custodial Funds	(\$46,678.15)	\$0.00	(\$46,678.15)	(\$25,333.36)	\$21,344.79
Transfer from Bishop's Appeal fund	(\$16,089.83)	\$0.00	(\$16,089.83)	\$0.00	\$16,089.83
TOTAL INTERFUND TRANSFERS FROM OTHER FUNDS	(\$62,767.98)	\$0.00	(\$62,767.98)	(\$25,333.36)	\$37,434.62
TOTAL INTER FUND TRANSFERS	\$20,439.38	\$0.00	\$20,439.38	\$55,999.96	\$35,560.58
INTRA FUND TRANSFERS					
INTRA FUND TRANSFERS FROM UNDESIGNATED					
To Reserve General Convention	\$13,420.93	\$0.00	\$13,420.93	\$8,000.00	(\$5,420.93)
To Reserve Future Epis. Trans.	\$6,666.64	\$0.00	\$6,666.64	\$6,666.64	\$0.00
To Reserve - Trinity Commons Capital	\$6,666.64	\$0.00	\$6,666.64	\$6,666.64	\$0.00
TOTAL INTRA FUND TRANSFERS FROM UNDESIGNATED	\$26,754.21	\$0.00	\$26,754.21	\$21,333.28	(\$5,420.93)
INTRA FUND TRANSFERS TO UNDESIGNATED					
From Reserve for General Convention	(\$60,240.43)	\$0.00	(\$60,240.43)	\$0.00	\$60,240.43
From Reserve for International Development	(\$3,257.86)	\$0.00	(\$3,257.86)	\$0.00	\$3,257.86
From Reserve Computer Equipment Acq.&Repl.	(\$1,874.00)	\$0.00	(\$1,874.00)	\$0.00	\$1,874.00
From Reserve for Investment Gain Balance	(\$1,113.20)	\$0.00	(\$1,113.20)	\$0.00	\$1,113.20
TOTAL INTRA FUND TRANSFERS TO UNDESIGNATED	(\$66,485.49)	\$0.00	(\$66,485.49)	\$0.00	\$66,485.49
TOTAL INTRA FUND TRANSFERS	(\$39,731.28)	\$0.00	(\$39,731.28)	\$21,333.28	\$61,064.56
TOTAL FUND TRANSFERS	(\$19,291.90)	\$0.00	(\$19,291.90)	\$77,333.24	\$96,625.14
NET SURPLUS/(DEFICIT)	\$28,655.05	\$0.00	\$28,655.05	(\$241,153.36)	\$269,808.41

**Diocesan Funding Sources
2016 Budget**



	<u>Amount</u>	<u>Percent</u>
Support from Congregations	\$ 2,300,000	67.31%
Endowment and Investment Income	526,564	15.41%
Transfers	333,700	9.77%
Fees Received for Administrative Services	244,279	7.15%
Grants and Other Receipts	12,500	0.37%
Total	<u>\$ 3,417,043</u>	<u>100.00%</u>

Proposed Program and Budget Narratives

Ministries Office Christian Vocations

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 churches 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 monthly meetings to build new relationships between clergy, and to help them meet new colleagues 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 have 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. This year the fund will allow for 5 Seminarians to receive support in the range of \$3,000 - \$9,000. Through this same fund and in conjunction with the Bishop’s Appeal, the Commission on Ministry makes it possible for newly ordained clergy to have internship, which is important training if there are to be only a few curacies available.

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 2016, we will be continuing the

program in the Diocese of Ohio, \$5,000 is allocated towards this process.

Special Ministries: 2016 is the tenth 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 James in Boardman and St Peter's in Ashtabula. Summer internships for those on the ordination track were funded at St. Peter's and Ascension, Lakewood. 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 fourth year of the Lay Preaching College with participants coming together for a weekend of instruction. A Lay Discernment retreat was held in the winter of 2015, with the guidance Betty Kondrich of the Diocesan staff and the Rev. Jan Smith Wood. Another Lay Discernment retreat is being planned for 2016. A tutorial on The Rite Stuff is being offered in the fall of 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. Norman Wirbza and the Rev. Elizabeth Magill, 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). This year it also includes support for New Work based outside of a traditional congregational space. As noted above, this category is being phased in over two years. This year the total of such grants represents 54% 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 6% of our expenditures.
- College and Young Adult Formation Program and Grants (\$17,000) – As noted above, this budget item is being phased in over two years. The total budget is 6% of our expenditures.

- Adult Formation Program and Grants (\$17,000) – Adult Formation programming remains the same as last year. The total budget is 6% of our expenditures.
- Congregations and Christian Formation Commission (\$1,000) – The CCFC has its own budget for expenses. This represents 0.4% of our expenditures.
- Other Expenses (\$67,000) – This category includes an additional line item for Education for Ministry (\$6,500). Winter Convocation is budgeted at (\$25,000). Other components include: (\$6,500) for Leadership Development Events which represents a (\$2,500) increase from last year, (\$27,000) for Additional Opportunities, and (\$2,000) for Diocesan Resource Center. The total is 24% 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 \$480,569 is the ***Diocese of Ohio's share of the Episcopal Church's budget***, as adopted by General Convention. The 2016 figure is \$12,069 more than 2015. The increase is due to higher operating income in 2014 vs. 2013. Full payment of our calculated share is a long-standing commitment of the diocese. This amount is calculated as follows:

(2014 Operating Income less \$150,000) x 18%

The 2015 General Convention raised the exemption amount from \$120,000 and lowered the percentage from 19% to 18%. The rate will decrease further in 2017 and 2018.

The ***provincial synod assessment*** of \$5,153.50 is calculated at 1.1% of our assessment to the Episcopal Church budget for 2015 (\$468,500 x 1.1%). Since 2016 is not a General Convention

year, no budget is provided for travel to Provincial Synod.

Expenses of the annual ***Diocesan Convention*** increases by \$5,000 to \$25,000. The 2016 Diocesan Convention will be held outside the Cleveland area. ***An amount of \$2,500 is budgeted for Diocesan Council***, which pays for copies, postage, and the annual orientation meeting in December for the full Council. ***This amount is unchanged for 2016.***

The allocation for ***Reserve for Travel to General Convention*** is unchanged at \$12,000 to begin funding for the triennial General Convention in 2018. 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

Camp and Retreat Ministry

In 2016, the Diocese will break ground on its new camp and retreat center in Wakeman, Ohio. Although the former facility, Cedar Hills, is no longer in operation, the camp and retreat ministry project team plans to offer limited programming at the new property in 2016. In addition, now that the Diocese officially owns the new site, we will have maintenance expenses, as well as some expenses to the farm acreage, during the transition from crop farming to organic farming. Project Director, Katie Ong-Landini, will have the responsibility of coordinating the property maintenance and working with the project's Land and Farm Stewardship Committee to implement the farm transition plan. Operating support will allow the project team to offer hospitality and program opportunities, especially during the summer season.

The allocation to Camp and Retreat Ministry is general support in the following categories:

Program – We expect to host a ground-breaking event in the spring, as well as a family tent camping weekend, and a couple of family and youth day

events, so that more people throughout the Diocese have the opportunity to spend time at the site. Parishes and other church organizations may continue to use the site for picnics, worship and celebrations throughout the year, as long as activities can work around the construction schedule.

Two program consultants, both members of the Diocese, will continue to work with the project team on developing programs focused on nature and farming education. In 2015, we worked with them to design activities at Wakeman during both the Spring Youth Gathering in May and the Fall Diocesan Youth Event in October. One of them also designed exploration stations for the Planting for Tomorrow campaign celebration on June 20, 2015.

In addition, we hope to offer a community building project in 2016, as a way to create some necessary facilities for the new center, while providing an opportunity for members of the Diocese to do some of the work. We will need to hire a building consultant to guide the planning, help with material procurement, and oversee construction. The changing room and storage facility near the swimming pond will likely be this year's project, but the Design Committee will make that final determination in early 2016.

Property – The Diocese's new 137-acre property in Wakeman will need regular maintenance in 2016 as the new facility is constructed. The former owners maintained the property for the Diocese throughout 2015; so we did not have to incur any expenses for taking care of the extensive fields and woodlands. However, as of November 2, 2015 the Diocese took over the property maintenance and will continue to do so through 2016 and until we finish construction. Those expenses will, eventually, be covered within the operating budget for the new center, which will open for the summer camp season in 2017.

The Land and Farm Stewardship Committee will have a farm transition plan ready by the end of 2015, so that we are ready to manage the farm acreage in 2016. We expect to work with a local farmer to plant cover crops and transition some of the crop fields to pasture in an effort to move towards organic farming practices.

Mission and Outreach Committees

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), which are transitioning to the 17 Sustainable Development Goals (SDGs) approved by United Nations in 2015. The Diocese designates 0.7% of its annual budget toward projects that fulfill one or more of the eight MDGs (or 17 SDGs). Corresponding to the overall increase in the Diocesan Budget, the amount in 2016 will be approximately \$21,585.

On April 18, 2015, the Domestic Sub-Committee held an Outreach Fair and Mixer at Church of Our Savior, Akron, where over 40 attendees heard success stories from parish leaders who have successfully engaged their congregations and local communities through outreach programs such as food and clothing ministries, support groups for families of addicted persons, and partnerships with local schools. The line item in the budget will remain at the 2015 level of \$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. In April, 2015 Matthew Teare and the Rev. David Kendall-Sperry spent a week in Belize preparing for the August, 2015 Science teacher's training. They visited many schools, talking to principals to gather support for the program. There was also a one-day teachers' training session to pilot the program.

In August 2015, Matthew Teare returned to launch "Science Success: Unlocking The Future, One Teacher At A Time," a collaboration between

the Anglican Diocese of Belize and the Diocese of Ohio. This was a week-long science teacher training program. To follow up we are launching professional pen pals program to build support and relationships among teachers in Belize and Ohio

The relationship with Diocese of Tanga includes individuals from the medical communities in both dioceses, and individuals interested in environmental sustainability. The budget for each partnership will remain at \$8,000 each (\$16,000 total).

Commission for Racial Understanding

There are 25 people who attend the CRU meetings, with bi-monthly meetings.

2015 has been a busy year for the Commission on Racial Understanding. In February, Ms. Denise Caywood and The Rev. Gary A. McElroy the co-chairs of the commission plus several other members began training in to lead conversations around racism with the Cleveland YWCA. Those who participated were guided in helping people listen to each other's stories and experience around racism and tolerance. While none of the Episcopalians were chosen to do ongoing work with the YWCA the training as very valuable.

In March, Ms. Natalie Finstad, an Episcopal Church Foundation Fellow, came and worked with the commission on talking about their own experiences and working together as presenters. She also helped the CRU present and lead conversation about racism in a workshop offered at the 2015 Winter Convocations. The workshop was well attended and with a diverse number of churches present.

On June 2, 2015 the Commission met with The Rev. Dr. Harold Lewis to discuss racial understanding in the church from his perspective. Dr. Lewis encouraged the commission to focus on the members of the Episcopal Church, working on our own understanding. The events of the day can be distracting and heartbreaking, but we need to begin at home.

The Commission is working to put together sub-committees to address different needs that

it has identified, from reading lists to Canonical guidelines; there are many exciting things to look forward to in the coming year. The Commission would like to thank The Rev. Gary A. "Mac" McElroy for all the hard work that he did as Co-Chair this year as he steps down. Ms. Denise Caywood will continue as Chair and the Commission is happy to have the Rev. Margaret C. D'Anieri join them as the Canon for Mission.

Office of the Bishop and Support Offices

Office of the Bishop

This budget amount remains unchanged from the 2015 level.

Each Mission Area Council will continue to have access to \$3,000 from the Diocesan Operating Budget for its unrestricted use (i.e., administrative, event underwriting, educational, and service, etc.). Each Mission Area is also allocated an additional \$1,000 (from the Mission and Outreach Committees' section of the Budget) that may be used only for outreach/service projects (domestic or international). Under Diocesan Council guidelines, Mission Area Councils must request funding based on their actual or planned spending. Mission Area Council funds are replenished only up to the level of the annual funding maximum.

Finance Office

The total of \$43,700 for the Finance Office represents no change from the 2015 budget.

The budget consists of administrative expenses and financial resource costs of \$4,100, maintenance costs for the accounting software of \$4,000, bank fees of \$6,600, archive expenses of \$3,600, payroll preparation costs of \$2,400, 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 \$50 million and 277 Diocesan and

parish accounts); the health and dental insurance programs for about 85 lay and clergy employees and their families; the capital Loans and Grants program; maintains records of all gifts and grants to the Bishop's Annual Appeal, ECS, and capital campaign gifts; provides training for parish treasurers and bookkeepers in accounting and internal controls; coordinates the CPA audits of the Diocese and the Joint Investment Fund, 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, lay pensions, and parochial reports; and provides accounting, payroll, financial reporting and budgeting for all diocesan operations (Council, Trustees, ECS, the Church Home and Holy Cross).

Other activities of the Finance Office in 2015 included:

- Coordinated 20 Diocesan audit team audits. This important ministry has grown from 8 audits and 6 team members in 2005, to 20 audits and 12 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 12 Episcopal Safety Officer safety inspections,
- Collaborated with the Church Pension Fund on institutional and employee rosters, allowing online 24/7 updating of employee records for pension and employee benefits;
- Completed forms and reports being available in a fill-in pdf format, including revised lay pension reporting forms; and
- Worked with consultants and project director on fund-raising system support for new camp and retreat ministry center.

Development Office

The Development Office supports individuals and parishes to grow as donors by offering education, workshops, and leadership support. It provides help to parishes with 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.

692 households supported The Bishop's Annual Appeal in 2014, with gifts totaling \$270,301. 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 2015 Bishop's Annual Appeal – Love God. Love Your Neighbor. Change the World.

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 2015 Appeal had received over **\$168,000** from over **450 households**. We are on track to receive more than \$250,000 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!

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 the Joint Investment Fund (JIF) through the Diocese and it makes available technical expertise in the areas of taxation and estate planning for charitable gift planning. Council members meet with individuals as well as

parish leaders and vestries to inform, educate, and support them in all aspects of planned giving.

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.

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.

The 2016 budget is unchanged from the 2015 amounts. The budget provides for printing resource materials for the Bishop's Appeal, including the annual report, customer support for the gift tracking software, and a variety of resources for gift planning, stewardship, and development.

In 2015, funding for a full-time Development Officer was included in the budget. As of September 30th, this position has not yet been filled. The 2016 activities in the Development Office may be different than those conducted in past years, but spending will not exceed the amount budgeted for 2016.

Office of Communications

The Office of Communications includes responsibility for the publication of Church Life!, media advertising during Lent and Advent, and biweekly mailings to parishes. In 2015, funds were budgeted to support technology consulting services to parishes for website development. Due to personnel changes in the department in 2015, a large portion of the budget was unspent. However,

the proposed 2016 budget is the same as 2015 (\$110,000) in order to support this department's work with a new Director of Communications.

Personnel, Travel, Office Equipment and Supplies

Personnel

Expenses for Personnel in 2016 are \$26,598 (1.6%) higher than the 2015 budget. Salaries decrease from the 2015 budget, based on a change from full-time to part-time funding of one position. Summer internships for high school and college students are funded from the Bishop's Appeal.

About 14% percent (\$244,279 of the \$1,740,808) 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, 6 full-time program staff positions, 2 part-time program staff, 7 full-time support staff, two part-time assisting bishops, one part-time position in the archives, and one part-time position in the Resource Center.

Salaries and benefits are 50.9% of the Diocesan budget in 2016, as compared to 49.8% of the 2015 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 2016 budget for travel expenses represents reimbursement for all business-related travel expenses of the Diocesan staff. The \$74,750 represents no change from the 2015 budget.

Office Equipment and Supplies

Office expenses, including our share of the operating expenses of Trinity Commons, are \$184,180

in 2016, a decrease of \$12,770 from 2015. The Diocesan share of Trinity Commons' expenses decrease by \$15,000 and changes in the other lines net to a \$2,230 increase, based on changes to the expected annual amounts.

Office equipment and supplies are \$15,300 in the 2016 budget. This amount is an increase of \$2,800 from the 2015 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	2015 Compensation	2015 Estimated NOE	2014 NOI
Akron, Church of Our Saviour	Rector	\$84,416.65	\$357,894.00	\$382,131.00
Akron, St. Andrew's Church	Sunday Supply		\$41,778.33	\$45,679.00
Akron, St. Paul's Church	Rector	\$117,094.80	\$925,000.00	\$1,097,178.00
	Assisting Priest	\$36,000.00		
	Assisting Priest	\$21,000.00		
Akron, St. Philip's Church	Sunday Supply	\$6,500.00	\$34,044.00	\$34,152.00
Alliance, Trinity Church	Rector, see Our Saviour, Salem	\$41,250.00	\$57,200.00	\$61,267.70
Ashland, St. Matthew's Church	Rector	\$25,426.00	\$66,842.00	\$66,912.00
Ashtabula, St. Peter's Church	Priest-in-Charge	\$72,834.00	\$191,519.00	\$125,783.71
Barberton, St. Andrew's Church	Priest-in-Charge	\$15,986.25	\$61,993.71	\$67,936.00
Bay Village, St. Barnabas's Church	Rector	\$70,200.00	\$104,757.00	\$100,464.00
Bellevue, St. Paul's Church	Extended Supply	\$16,044.00	\$33,885.00	\$38,304.11
Berea, St. Thomas's Church	Interim Rector	\$35,800.00	\$169,882.96	\$221,759.00
Boardman, St. James's Church	Priest-in-Charge	\$64,563.95	\$132,036.00	\$96,110.00
Bowling Green, St. John the Baptist's Church	Sunday Supply		\$42,090.00	\$43,202.00
Brecksville, St. Matthew's Church	Rector	\$54,434.92	\$158,545.00	\$169,981.69
Brunswick, St. Patrick's Church	Priest-in-Charge	\$26,523.72	\$45,176.00	\$46,245.00
Canton, St. Mark's Church	Rector	\$62,100.00	\$203,342.00	\$221,603.00
Canton, St. Paul's Church	Rector	\$73,301.10	\$223,477.00	\$296,858.00
Chagrin Falls, St. Martin's Church	Priest-in-Charge	\$89,000.00	\$283,459.00	\$271,575.00
	Priest Associate	\$20,561.00		
Chardon, St. Luke's Church	Rector	\$40,635.00	\$105,791.27	\$117,826.00
Cleveland, Diocese of Ohio	Bishop	\$172,308.50		
	Canon for Congregations	\$87,000.00		
	Canon for Christian Formation	\$32,611.95		
	Canon for Ministry	\$87,000.00		
	Canon for Mission	\$37,500.00		
Cleveland, St. Andrew's Church	Rector	\$60,000.00	\$202,250.00	\$226,203.00
Cleveland, Historic St. John's Church	Vicar	\$18,000.00		
Cleveland, St. Luke's Church	Rector	\$60,000.00	\$67,236.00	\$77,093.00
Cleveland, Trinity Cathedral	Dean	\$154,449.60	\$1,277,785.00	\$1,457,783.00
	Associate for Adult Ed & Formation	\$75,355.00		
Cleveland Heights, St. Alban's Church	Sunday Supply		\$27,536.00	\$31,613.00
Cleveland Heights, St. Paul's Church	Rector	\$120,000.00	\$1,497,013.00	\$1,850,257.00
	Associate Rector	\$81,969.00		
	Associate Rector			
Coshocton, Trinity Church	Sunday Supply		\$102,562.08	\$128,516.00
Cuyahoga Falls, St. John's Church	Rector	\$59,716.30	\$192,501.00	\$198,138.00
Defiance, Grace Church	Sunday Supply		\$47,437.00	\$52,807.00
East Liverpool, St. Stephen's Church	Priest-in-Charge	\$16,800.00	\$80,727.00	\$90,376.00
Elyria, St. Andrew's Church	Priest-in-Charge	\$71,400.00	\$208,508.00	\$232,491.00
Euclid, Church of the Epiphany	Priest-in-Charge	\$43,987.50	\$132,281.66	\$148,915.00
Findlay, Trinity Church	Sunday Supply		\$131,389.00	\$136,753.00
Fremont, St. Paul's Church	Sunday Supply		\$154,552.00	\$156,255.00
Gambier, Harcourt Parish	Sunday Supply		\$128,245.31	\$143,980.00
Gates Mills, St. Christopher's by the River Church	Priest-in-Charge	\$104,958.75	\$329,047.00	\$281,197.00
Geneva, Christ Church	Extended Supply	\$6,500.00	\$51,685.00	\$55,502.00
Hudson, Christ Church	Interim Supply	\$92,000.00	\$353,162.27	\$448,201.00
Huron, Christ Church	Deacon-in-Charge	\$58,885.00	\$105,830.00	\$109,610.00
Kent, Christ Church	Rector	\$62,042.00	\$150,151.00	\$168,455.00
Kirtland Hills, St. Hubert's Church	Rector	\$117,565.00	\$250,153.00	\$277,130.00
Lakewood, Church of the Ascension	Priest-in-Charge	\$32,611.95	\$107,743.00	\$96,757.00
Lakewood, St. Peter's Church	Rector	\$83,893.00	\$446,846.00	\$468,617.00
Lisbon, Holy Trinity Church	Extended Supply	\$8,750.00	\$22,300.00	\$24,079.00

	Position	2015 Compensation	2015 Estimated NOE	2014 NOI
Lorain, Church of the Redeemer	Rector	\$58,650.00	\$137,069.00	\$141,210.00
Lyndhurst, Church of the Good Shepherd	Rector	\$67,097.00	\$175,474.00	
Macedonia, St. Timothy's Church	Rector	\$58,650.00	\$127,360.00	\$143,467.00
Mansfield, Grace Church	Rector	\$81,280.00	\$236,865.00	\$263,435.00
	Associate Rector	\$56,000.00		
Marion, St. Paul's Church	Sunday Supply		\$73,783.00	\$74,600.00
Massillon, St. Timothy's Church	Interim Rector	\$70,252.00	\$189,228.00	\$220,025.00
Maumee, St. Paul's Church	Rector	\$98,695.75	\$505,820.09	\$463,122.00
Mayfield Village, St. Bartholomew Church	Priest-in-Charge	\$35,800.00	\$124,915.00	\$126,928.00
Medina, St. Paul's Church	Rector	\$77,084.00	\$249,956.00	\$302,747.00
Mentor, St. Andrew Episcopal Church	Interim Rector	\$45,645.76	\$164,084.00	\$168,612.00
Mount Vernon, St. Paul's Church	Rector	\$50,381.00	\$146,570.36	\$168,598.00
Napoleon, St. John the Evangelist Church	Sunday Supply		\$14,680.00	
New Philadelphia, Trinity Church	Sunday Supply		\$27,771.00	\$51,262.00
Niles, St. Luke's Church	Rector	\$49,275.00	\$82,000.00	\$90,603.00
Norwalk, St. Paul's Church	Rector	\$28,325.00	\$91,805.00	\$93,472.00
Oberlin, Christ Church	Rector	\$79,592.00	\$202,355.00	\$237,849.00
Oregon, St. Paul's Church	Rector	\$29,500.00	\$73,451.33	\$85,084.00
Painesville, St. James's Church	Rector	\$63,864.00	\$205,812.00	\$225,854.00
Parma, All Saints Church	Rector	\$53,700.00	\$127,410.00	\$135,764.00
Perrysburg, St. Timothy's Church	Priest-in-Charge	\$90,181.00	\$286,471.00	\$326,395.00
Port Clinton, St. Thomas/Peace Lutharan	Rector	\$34,000.00	\$58,000.00	\$79,564.00
Put-in-Bay, St. Paul's Church	Priest-in-Charge	\$54,304.00	\$88,182.40	\$96,397.00
Ravenna, Grace Church	Rector	\$79,253.00	\$153,888.00	\$173,556.00
Salem, Church of Our Saviour	Rector, see Trinity, Alliance		\$55,300.00	\$60,413.84
Sandusky, Grace Church	Priest-in-Charge	\$89,737.84	\$367,130.00	\$478,998.00
Shaker Heights, Christ Church	Rector	\$90,784.00	\$411,087.00	\$460,759.00
Shelby, St. Mark's Church	Sharing Priest-in-Charge w/ Grace Church, Mansfield		\$69,360.00	\$42,706.00
Sidney, St. Mark's Church	Priest-in-Charge	\$6,500.00	\$19,077.50	
Steubenville, St. Paul's Church	Sunday Supply		\$69,837.52	\$75,721.00
Steubenville, St. Stephen's Church	Extended Supply	\$9,817.00	\$44,688.48	
Tiffin, Old Trinity Church	Priest-in-Charge	\$58,650.00	\$121,719.00	\$123,365.00
Toledo, All Saints Church	Priest-in-Charge	\$23,177.00	\$85,000.00	\$87,612.00
Toledo, St. Andrew's Church	Rector	\$59,612.00	\$190,125.63	\$227,658.00
Toledo, St. Matthew's Church	Rector	\$90,995.33	\$250,705.00	\$299,787.00
Toledo, St. Michael's-in-the-Hills Church	Rector	\$81,371.00	\$366,044.00	\$429,424.00
Toledo, Trinity Church	Interim Rector	\$70,885.00	\$305,007.00	\$329,187.00
Uniontown, New Life Episcopal Church	Priest-in-Charge	\$58,650.00	\$126,480.00	\$136,151.00
Wadsworth, St. Mark's Church	Sunday Supply		\$55,462.00	\$47,662.00
Warren, Christ Church	Rector	\$76,468.00	\$266,903.00	\$294,884.00
Westlake, Church of the Advent	Rector	\$73,000.00	\$187,458.00	\$218,985.00
Willoughby, Grace Church	Priest-in-Charge	\$71,814.60	\$127,000.00	\$133,992.00
Wooster, St. James's Church	Rector	\$81,325.00	\$213,365.00	\$247,410.00
Youngstown, St. Augustine's Church	Sunday Supply		\$17,794.33	\$22,542.00
Youngstown, St. John's Church	Rector	\$72,500.00	\$393,740.00	\$391,277.00
<p>Clergy Compensation figures are taken from The Church Pension Fund Compensation Report as of September 2015, in lieu of figures from the report, letters of agreements for retired clergy new to the Diocese. The compensation figure is pension-based compensation, which includes salary, housing (allowance or fair rental value), utilities, and social security tax reimbursement.</p>				

Appendix: Parochial Report Data

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA ÷ Mbrs	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach Lines 13+16+18	Pledge & Plate ÷ ASA	Oper Exp ÷ ASA	From Inv. ÷ Operating Exp
Akron, Church of Our Saviour													
2010	206	81	39%	\$ 379,046	\$ -	\$ 379,046	\$ 629,896	\$ 51,069	\$ 379,046	\$ 20,131	\$ 2,480	\$ 4,680	24%
2011	196	76	39%	\$ 364,132	\$ -	\$ 364,132	\$ 377,843	\$ 45,516	\$ 364,132	\$ 27,776	\$ 2,012	\$ 4,791	38%
2012	196	70	34%	\$ 308,724	\$ -	\$ 308,724	\$ 340,207	\$ 42,547	\$ 308,725	\$ 22,804	\$ 1,951	\$ 4,410	35%
2013	209	84	39%	\$ 348,026	\$ -	\$ 348,026	\$ 354,246	\$ 41,255	\$ 348,026	\$ 22,727	\$ 1,538	\$ 4,143	37%
2014	219	70	31%	\$ 382,131	\$ -	\$ 382,131	\$ 388,122	\$ 55,375	\$ 382,131	\$ 42,776	\$ 1,955	\$ 5,459	51%
Akron, St. Andrew's Church													
2010	39	26	46%	\$ 46,470	\$ -	\$ 46,470	\$ 56,357	\$ 4,080	\$ 46,470	\$ 1,279	\$ 1,135	\$ 1,787	0%
2011	36	27	50%	\$ 45,317	\$ -	\$ 45,317	\$ 46,856	\$ 3,864	\$ 45,317	\$ 1,549	\$ 1,097	\$ 1,678	0%
2012	36	30	56%	\$ 46,342	\$ -	\$ 46,342	\$ 46,342	\$ 4,655	\$ 46,342	\$ -	\$ 1,069	\$ 1,545	12%
2013	35	25	48%	\$ 50,682	\$ -	\$ 50,682	\$ 50,682	\$ 4,756	\$ 50,682	\$ -	\$ 1,204	\$ 2,027	10%
2014	32	18	38%	\$ 45,679	\$ -	\$ 45,679	\$ 45,679	\$ 3,901	\$ 45,679	\$ -	\$ 1,617	\$ 2,538	3%
Akron, St. Paul's Church													
2010	1,431	363	17%	\$ 1,032,198	\$ -	\$ 1,032,198	\$ 1,343,961	\$ 174,890	\$ 1,032,198	\$ 302,944	\$ 2,044	\$ 2,844	9%
2011	1,421	358	17%	\$ 1,103,356	\$ -	\$ 1,103,356	\$ 1,652,111	\$ 166,531	\$ 1,103,356	\$ 432,764	\$ 2,166	\$ 3,082	0%
2012	1,410	343	16%	\$ 1,073,680	\$ -	\$ 1,073,680	\$ 1,565,523	\$ 158,419	\$ 1,073,680	\$ 430,464	\$ 2,375	\$ 3,130	0%
2013	1,390	313	15%	\$ 1,073,518	\$ -	\$ 1,073,518	\$ 1,495,325	\$ 161,932	\$ 1,073,518	\$ 365,710	\$ 2,674	\$ 3,430	0%
2014	1,383	334	16%	\$ 1,097,178	\$ -	\$ 1,097,178	\$ 1,779,148	\$ 169,889	\$ 1,097,178	\$ 1,089,562	\$ 2,542	\$ 3,285	0%
Akron, St. Philip's Church													
2010	40	36	38%	\$ 39,847	\$ -	\$ 39,847	\$ 49,772	\$ 4,372	\$ 39,847	\$ 6,068	\$ 1,107	\$ 1,107	0%
2011	95	37	39%	\$ 44,651	\$ -	\$ 44,651	\$ 52,195	\$ 2,828	\$ 44,151	\$ 1,850	\$ 1,194	\$ 1,193	0%
2012	32	32	34%	\$ 45,264	\$ -	\$ 45,264	\$ 45,836	\$ 3,747	\$ 45,502	\$ 872	\$ 1,383	\$ 1,422	0%
2013	33	33	35%	\$ 43,661	\$ -	\$ 43,661	\$ 47,261	\$ 3,615	\$ 43,661	\$ 490	\$ 1,251	\$ 1,323	0%
2014	60	31	52%	\$ 34,152	\$ -	\$ 34,152	\$ 34,152	\$ 3,564	\$ 34,152	\$ 600	\$ 1,238	\$ 1,102	0%
Alliance, Trinity Church													
2010	56	31	37%	\$ 49,660	\$ -	\$ 49,660	\$ 53,269	\$ 6,486	\$ 49,660	\$ 2,075	\$ 1,070	\$ 1,602	29%
2011	56	30	36%	\$ 57,873	\$ -	\$ 57,873	\$ 60,805	\$ 5,474	\$ 57,373	\$ 1,194	\$ 1,071	\$ 1,912	16%
2012	57	31	37%	\$ 54,744	\$ -	\$ 54,744	\$ 63,689	\$ 4,869	\$ 54,744	\$ 1,746	\$ 1,044	\$ 1,766	18%
2013	56	30	36%	\$ 49,121	\$ -	\$ 49,121	\$ 57,858	\$ 5,027	\$ 49,121	\$ 2,336	\$ 1,298	\$ 1,637	16%
2014	55	25	30%	\$ 61,268	\$ -	\$ 61,268	\$ 66,106	\$ 5,789	\$ 61,268	\$ 671	\$ 1,565	\$ 2,451	16%
Ashland, St. Matthew's Church													
2010	77	41	54%	\$ 62,267	\$ -	\$ 62,267	\$ 62,267	\$ 5,801	\$ 62,267	\$ -	\$ 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	\$ -	\$ 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%
2014	90	49	54%	\$ 66,912	\$ 10,000	\$ 76,912	\$ 76,912	\$ 6,261	\$ 76,912	\$ 156	\$ 1,378	\$ 1,570	0%
Ashtabula, St. Peter's Church													
2010	227	91	40%	\$ 151,377	\$ -	\$ 151,377	\$ 161,536	\$ 21,825	\$ 151,377	\$ 14,359	\$ 1,444	\$ 1,663	0%
2011			0%	\$ 146,637	\$ -	\$ 146,637	\$ 210,412	\$ 21,971	\$ 146,137	\$ 1,116			0%
2012	240	94	41%	\$ 149,611	\$ -	\$ 149,611	\$ 149,611	\$ 20,189	\$ 149,182	\$ 1,589	\$ 1,507	\$ 1,587	1%
2013	231	90	39%	\$ 151,500	\$ -	\$ 151,500	\$ 151,500	\$ 21,209	\$ 151,500	\$ 1,967	\$ 1,438	\$ 1,683	6%
2014	95	79	48%	\$ 125,784	\$ -	\$ 125,784	\$ 237,430	\$ 29,038	\$ 125,784	\$ 33,879	\$ 1,425	\$ 1,592	0%
Barberton, St. Andrew's Church													
2010	107	52	34%	\$ 107,979	\$ -	\$ 107,979	\$ 107,979	\$ 12,614	\$ 107,979	\$ 2,550	\$ 1,208	\$ 2,077	40%
2011	103	46	31%	\$ 114,855	\$ -	\$ 114,855	\$ 114,855	\$ 10,458	\$ 114,854	\$ 2,306	\$ 1,353	\$ 2,497	39%
2012	103	37	25%	\$ 39,124	\$ -	\$ 39,124	\$ 83,543	\$ 3,707	\$ 39,124	\$ 30,902	\$ 956	\$ 1,057	0%
2013	112	44	28%	\$ 48,721	\$ -	\$ 48,721	\$ 79,111	\$ 4,477	\$ 48,721	\$ 34,697	\$ 1,317	\$ 1,107	0%
2014	110	50	32%	\$ 67,936	\$ -	\$ 67,936	\$ 110,262	\$ 6,199	\$ 67,936	\$ 26,552	\$ 1,226	\$ 1,359	0%
Bay Village, St. Barnabas Church													
2010													
2011													
2012	72	53	74%	\$ 18,254	\$ 167,876	\$ 186,130	\$ 485,100	\$ 1,595	\$ 186,130	\$ 2,309	\$ 344	\$ 3,512	0%
2013	34	55	62%	\$ 88,328	\$ 130,166	\$ 218,494	\$ 218,903	\$ 5,850	\$ 218,494	\$ 6,586	\$ 1,682	\$ 3,973	0%
2014	100	53	53%	\$ 100,464	\$ 24,000	\$ 124,464	\$ 167,800	\$ 6,415	\$ 124,464	\$ 7,547	\$ 1,331	\$ 2,348	0%
Bellevue, St. Paul's Church													
2010	62	23	28%	\$ 50,110	\$ 5,131	\$ 55,241	\$ 55,241	\$ 5,086	\$ 55,045	\$ 1,997	\$ 1,375	\$ 2,393	30%
2011	44	19	23%	\$ 46,065	\$ 4,500	\$ 50,565	\$ 50,565	\$ 4,258	\$ 50,170	\$ 1,094	\$ 1,544	\$ 2,641	32%
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	\$ -	\$ 45,370	\$ 62,166	\$ 3,248	\$ 45,370	\$ 8,478	\$ 1,427	\$ 2,521	32%
2014	19	16	21%	\$ 38,304	\$ 1,600	\$ 39,904	\$ 39,924	\$ 3,786	\$ 39,904	\$ 6,200	\$ 1,534	\$ 2,494	27%
Berea, St. Thomas's Church													
2010	274	126	40%	\$ 252,678	\$ -	\$ 252,678	\$ 278,042	\$ 31,387	\$ 252,678	\$ 20,588	\$ 1,450	\$ 2,005	20%
2011	260	118	38%	\$ 250,886	\$ -	\$ 250,886	\$ 374,341	\$ 29,505	\$ 251,386	\$ 46,458	\$ 1,507	\$ 2,130	22%
2012	240	110	39%	\$ 223,937	\$ -	\$ 223,937	\$ 274,393	\$ 25,695	\$ 223,937	\$ 2,741	\$ 1,636	\$ 2,036	13%
2013	257	112	39%	\$ 242,884	\$ -	\$ 242,884	\$ 296,867	\$ 27,613	\$ 242,884	\$ 48,409	\$ 1,671	\$ 2,169	11%
2014	245	102	37%	\$ 221,759	\$ -	\$ 221,759	\$ 294,975	\$ 25,790	\$ 221,759	\$ 65,610	\$ 1,591	\$ 2,174	14%
Boardman, St. James's Church													
2010	109	80	64%	\$ 172,864	\$ 9,166	\$ 182,030	\$ 210,846	\$ 16,983	\$ 182,030	\$ 6,565	\$ 1,516	\$ 2,275	18%
2011	97	78	72%	\$ 191,996	\$ 16,377	\$ 208,373	\$ 226,850	\$ 23,248	\$ 208,873	\$ 6,602	\$ 1,705	\$ 2,678	20%
2012	95	70	65%	\$ 123,953	\$ 500	\$ 124,453	\$ 130,092	\$ 13,493	\$ 124,453	\$ 2,965	\$ 1,637	\$ 1,778	5%
2013	67	63	57%	\$ 99,431	\$ 20,000	\$ 119,431	\$ 417,300	\$ 12,649	\$ 119,431	\$ 1,762	\$ 1,578	\$ 1,896	0%
2014	88	63	64%	\$ 96,110	\$ -	\$ 96,110	\$ 119,722	\$ 5,966	\$ 96,110	\$ 540	\$ 1,526	\$ 1,526	0%
Bowling Green, St. John the Baptist's													
2010	39	20	51%	\$ 65,241	\$ 60,000	\$ 125,241	\$ 169,217	\$ 5,361	\$ 125,241	\$ 3,018	\$ 2,227	\$ 6,262	15%
2011	27	22	63%	\$ 41,732	\$ 32,599	\$ 74,331	\$ 81,357	\$ 4,051	\$ 74,831	\$ 7,582	\$ 1,533	\$ 3,401	3%
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%
2014	22	18	82%	\$ 43,202	\$ -	\$ 43,202	\$ 44,760	\$ 2,663	\$ 43,202	\$ 910	\$ 2,029	\$ 2,400	0%
Brecksville, St. Matthew's Church													
2010	185	106	54%	\$ 115,830	\$ -	\$ 115,830	\$ 133,265	\$ 11,219	\$ 115,830	\$ 4,567	\$ 1,078	\$ 1,093	1%
2011	200	103	53%	\$ 117,725	\$ -	\$ 117,725	\$ 155,446	\$ 14,650	\$ 117,225	\$ 7,466	\$ 1,026	\$ 1,138	0%
2012	166	105	58%	\$ 136,577	\$ -	\$ 136,577	\$ 139,071	\$ 15,373	\$ 136,577	\$ 1,997	\$ 1,457	\$ 1,301	11%
2013	188	103	54%	\$ 151,892	\$ -	\$ 151,892	\$ 151,892	\$ 16,102	\$ 151,892	\$ 1,893	\$ 1,455	\$ 1,475	22%
2014	186	96	52%	\$ 169,982	\$ -	\$ 169,982	\$ 186,221	\$ 15,560	\$ 169,982	\$ 1,325	\$ 1,704	\$ 1,771	0%

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA + Mbrs	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach Lines 13+16+18	Pledge & Plate + ASA	Oper Exp + ASA	From Inv. + Operating Exp
Brunswick, St. Patrick's Church													
2010	96	43	47%	\$ 46,438	\$ -	\$ 46,438	\$ 67,404	\$ 3,987	\$ 46,438	\$ 2,644	\$ 1,078	\$ 1,080	0%
2011	88	47	47%	\$ 73,022	\$ -	\$ 73,022	\$ 75,288	\$ 6,043	\$ 73,522	\$ 1,921	\$ 853	\$ 1,564	45%
2012	68	46	46%	\$ 60,191	\$ 7,341	\$ 67,532	\$ 74,359	\$ 5,719	\$ 67,532	\$ 1,472	\$ 877	\$ 1,468	0%
2013	62	42	42%	\$ 34,351	\$ 39,298	\$ 73,649	\$ 74,834	\$ 6,184	\$ 73,649	\$ 911	\$ 913	\$ 1,754	0%
2014	57	35	33%	\$ 46,245	\$ 56,657	\$ 102,902	\$ 104,059	\$ 1,925	\$ 102,902	\$ 963	\$ 1,119	\$ 2,940	0%
Canton, St. Mark's Church													
2010	255	130	37%	\$ 271,216	\$ -	\$ 271,216	\$ 305,370	\$ 36,149	\$ 271,216	\$ 17,593	\$ 1,532	\$ 2,086	27%
2011	255	120	34%	\$ 245,268	\$ -	\$ 245,268	\$ 255,107	\$ 27,864	\$ 245,268	\$ 4,106	\$ 1,732	\$ 2,044	15%
2012	258	112	33%	\$ 202,177	\$ -	\$ 202,177	\$ 209,540	\$ 26,158	\$ 202,177	\$ 7,363	\$ 1,633	\$ 1,805	1%
2013	197	107	31%	\$ 204,182	\$ -	\$ 204,182	\$ 226,282	\$ 19,494	\$ 204,182	\$ 3,829	\$ 1,671	\$ 1,908	9%
2014	201	107	32%	\$ 221,603	\$ -	\$ 221,603	\$ 235,376	\$ 23,728	\$ 221,603	\$ 2,680	\$ 1,827	\$ 2,071	9%
Canton, St. Paul's Church													
2010	134	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	\$ -	\$ 237,727	\$ 963,441	\$ 22,787	\$ 238,227	\$ 8,513	\$ 2,256	\$ 2,978	21%
2012	124	81	38%	\$ 256,541	\$ -	\$ 256,541	\$ 356,890	\$ 29,521	\$ 256,116	\$ 12,414	\$ 2,111	\$ 3,162	31%
2013	124	80	37%	\$ 278,341	\$ -	\$ 278,341	\$ 338,754	\$ 29,518	\$ 278,341	\$ 17,147	\$ 2,187	\$ 3,479	35%
2014	129	76	35%	\$ 296,858	\$ -	\$ 296,858	\$ 326,945	\$ 23,999	\$ 296,858	\$ 10,632	\$ 2,429	\$ 3,906	34%
Chagrin Falls, St. Martin's Church													
2010	442	178	39%	\$ 344,183	\$ -	\$ 344,183	\$ 394,135	\$ 45,286	\$ 344,183	\$ 12,719	\$ 1,732	\$ 1,934	7%
2011	443	197	43%	\$ 304,882	\$ -	\$ 304,882	\$ 393,014	\$ 38,611	\$ 304,382	\$ 3,323	\$ 1,515	\$ 1,545	0%
2012	448	192	41%	\$ 319,904	\$ -	\$ 319,904	\$ 427,380	\$ 39,853	\$ 319,904	\$ 2,790	\$ 1,603	\$ 1,666	0%
2013	448	190	39%	\$ 320,710	\$ -	\$ 320,710	\$ 354,982	\$ 40,176	\$ 320,710	\$ 3,548	\$ 1,585	\$ 1,688	1%
2014	339	156	56%	\$ 271,575	\$ -	\$ 271,575	\$ 306,121	\$ 35,567	\$ 271,575	\$ 3,092	\$ 1,628	\$ 1,741	1%
Chardon, St. Luke's Church													
2010	222	53	24%	\$ 112,087	\$ 2,000	\$ 114,087	\$ 122,706	\$ 11,884	\$ 114,087	\$ 2,463	\$ 1,779	\$ 2,153	9%
2011	0	59	26%	\$ 108,272	\$ 2,000	\$ 110,272	\$ 176,574	\$ 11,334	\$ 109,772	\$ 10,231	\$ 1,606	\$ 1,861	0%
2012	0	54	24%	\$ 113,897	\$ 2,500	\$ 116,397	\$ 125,263	\$ 11,082	\$ 116,397	\$ 8,181	\$ 2,056	\$ 2,156	0%
2013	223	49	22%	\$ 119,705	\$ 2,000	\$ 121,705	\$ 127,639	\$ 12,284	\$ 121,705	\$ 7,666	\$ 2,167	\$ 2,484	0%
2014	66	35	16%	\$ 117,826	\$ 2,000	\$ 119,826	\$ 128,223	\$ 12,035	\$ 119,826	\$ 2,658	\$ 2,840	\$ 3,424	0%
Cleveland, St. Andrew's Church													
2010	166	67	40%	\$ 221,800	\$ -	\$ 221,800	\$ 327,406	\$ 8,690	\$ 221,800	\$ 19,334	\$ 2,672	\$ 3,310	19%
2011	130	67	50%	\$ 247,260	\$ -	\$ 247,260	\$ 260,934	\$ 11,000	\$ 246,760	\$ 17,495	\$ 2,355	\$ 3,683	10%
2012	130	67	50%	\$ 226,498	\$ -	\$ 226,498	\$ 248,465	\$ 34,006	\$ 226,776	\$ 20,917	\$ 2,470	\$ 3,385	0%
2013	130	67	51%	\$ 225,009	\$ -	\$ 225,009	\$ 241,847	\$ 26,638	\$ 225,009	\$ 20,237	\$ 2,270	\$ 3,358	0%
2014	126	67	52%	\$ 226,203	\$ -	\$ 226,203	\$ 246,043	\$ 34,489	\$ 226,203	\$ 28,971	\$ 2,297	\$ 3,376	0%
Cleveland, St. Luke's Church													
2010	120	82	64%	\$ 81,783	\$ -	\$ 81,783	\$ 105,921	\$ 9,627	\$ 81,783	\$ 20,223	\$ 960	\$ 997	3%
2011	102	79	64%	\$ 80,575	\$ -	\$ 80,575	\$ 96,345	\$ 7,357	\$ 80,575	\$ 18,109	\$ 979	\$ 1,020	3%
2012	95	68	57%	\$ 74,932	\$ -	\$ 74,932	\$ 101,556	\$ 7,093	\$ 74,932	\$ 28,374	\$ 1,050	\$ 1,102	3%
2013	95	80	71%	\$ 77,093	\$ -	\$ 77,093	\$ 98,179	\$ 6,917	\$ 77,093	\$ 22,326	\$ 918	\$ 964	3%
2014	92	71	70%	\$ 77,637	\$ -	\$ 77,637	\$ 90,978	\$ 7,241	\$ 77,637	\$ 4,726	\$ 1,037	\$ 1,093	3%
Cleveland, Trinity Cathedral													
2010	865	375	41%	\$ 1,497,460	\$ -	\$ 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	\$ -	\$ 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	\$ -	\$ 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	\$ -	\$ 1,457,783	\$ 2,049,078	\$ 194,090	\$ 1,457,783	\$ 716,482	\$ 1,765	\$ 3,877	0%
2014	910	371	36%	\$ 1,438,953	\$ -	\$ 1,438,953	\$ 1,930,076	\$ 222,611	\$ 1,438,953	\$ 955,686	\$ 1,858	\$ 3,879	48%
Cleveland Heights, St. Alban's Church													
2010													
2011			0%	\$ 28,388	\$ -	\$ 28,388	\$ 28,963	\$ 2,496	\$ 27,888	\$ 1,039			0%
2012	30	23	77%	\$ 27,291	\$ -	\$ 27,291	\$ 31,431	\$ 1,630	\$ 27,291	\$ 1,753	\$ 1,135	\$ 1,187	0%
2013	32	30	73%	\$ 24,034	\$ -	\$ 24,034	\$ 32,344	\$ 2,936	\$ 24,034	\$ 3,697	\$ 769	\$ 801	0%
2014	31	27	87%	\$ 31,613	\$ -	\$ 31,613	\$ 43,897	\$ 1,944	\$ 31,613	\$ 17,190	\$ 947	\$ 1,171	0%
Cleveland Heights, St. Paul's Church													
2010	2,022	441	22%	\$ 1,668,247	\$ -	\$ 1,668,247	\$ 3,069,352	\$ 258,120	\$ 1,668,247	\$ 374,206	\$ 3,407	\$ 3,783	9%
2011	1,800	446	25%	\$ 1,667,154	\$ -	\$ 1,667,154	\$ 3,084,060	\$ 253,214	\$ 1,667,154	\$ 400,638	\$ 3,412	\$ 3,738	9%
2012	1,725	426	25%	\$ 1,623,859	\$ -	\$ 1,623,859	\$ 3,197,220	\$ 247,439	\$ 1,623,859	\$ 394,734	\$ 3,661	\$ 3,812	4%
2013	1,643	411	25%	\$ 1,824,594	\$ -	\$ 1,824,594	\$ 3,244,090	\$ 243,000	\$ 1,824,594	\$ 426,682	\$ 3,735	\$ 4,439	16%
2014	1,505	390	26%	\$ 1,850,257	\$ -	\$ 1,850,257	\$ 2,875,833	\$ 255,000	\$ 1,850,257	\$ 741,076	\$ 4,067	\$ 4,744	14%
Coshocton, Trinity Church													
2010	81	30	37%	\$ 82,254	\$ -	\$ 82,254	\$ 83,583	\$ 8,279	\$ 82,254	\$ 1,329	\$ 1,545	\$ 2,742	36%
2011	67	34	41%	\$ 100,992	\$ -	\$ 100,992	\$ 117,445	\$ 10,106	\$ 100,492	\$ 1,049	\$ 993	\$ 2,956	34%
2012	72	27	32%	\$ 114,208	\$ -	\$ 114,208	\$ 114,208	\$ 11,639	\$ 114,208	\$ -	\$ 1,768	\$ 4,230	58%
2013	72	23	27%	\$ 117,501	\$ -	\$ 117,501	\$ 117,718	\$ 12,075	\$ 117,501	\$ 584	\$ 1,271	\$ 5,109	74%
2014	65	21	26%	\$ 128,516	\$ -	\$ 128,516	\$ 174,116	\$ 13,273	\$ 128,516	\$ -	\$ 1,255	\$ 6,120	81%
Cuyahoga Falls, St. John's Church													
2010	92	74	59%	\$ 202,728	\$ -	\$ 202,728	\$ 221,179	\$ 23,418	\$ 202,728	\$ 8,169	\$ 2,341	\$ 2,740	14%
2011	93	67	55%	\$ 232,400	\$ -	\$ 232,400	\$ 235,634	\$ 23,320	\$ 232,900	\$ 13,274	\$ 2,440	\$ 3,476	28%
2012	131	59	46%	\$ 202,163	\$ -	\$ 202,163	\$ 213,249	\$ 18,728	\$ 202,163	\$ 7,451	\$ 2,476	\$ 3,426	18%
2013	128	65	45%	\$ 183,031	\$ -	\$ 183,031	\$ 271,567	\$ 20,211	\$ 183,031	\$ 3,047	\$ 2,170	\$ 2,816	14%
2014	140	68	54%	\$ 198,138	\$ -	\$ 198,138	\$ 206,991	\$ 19,749	\$ 198,138	\$ 17,506	\$ 2,040	\$ 2,914	27%
Defiance, Grace Church													
2010	54	34	52%	\$ 90,047	\$ -	\$ 90,047	\$ 93,061	\$ 8,720	\$ 90,047	\$ 1,929	\$ 1,432	\$ 2,648	0%
2011	59	37	51%	\$ 82,292	\$ -	\$ 82,292	\$ 85,978	\$ 9,197	\$ 82,292	\$ 6,837	\$ 1,275	\$ 2,224	16%
2012	53	33	49%	\$ 49,542	\$ 5,000	\$ 54,542	\$ 66,595	\$ 4,560	\$ 54,542	\$ 3,761	\$ 1,232	\$ 1,653	0%
2013	52	31	50%	\$ 54,716	\$ 2,000	\$ 56,716	\$ 59,506	\$ 4,932	\$ 56,716	\$ 6,732	\$ 1,595	\$ 1,830	0%
2014	37	26	51%	\$ 52,807	\$ 1,500	\$ 54,307	\$ 58,478	\$ 5,223	\$ 54,307	\$ 475	\$ 1,893	\$ 2,089	0%
East Liverpool, St. Stephen's Church													
2010	75	51	43%	\$ 93,673	\$ -	\$ 93,673	\$ 134,899	\$ 9,949	\$ 93,673	\$ 4,662	\$ 1,009	\$ 1,837	41%
2011	108	43	40%	\$ 82,706	\$ -	\$ 82,706	\$ 101,935	\$ 9,170	\$ 82,706	\$ 5,449	\$ 1,183	\$ 1,923	23%
2012	105	40	38%	\$ 68,805	\$ -	\$ 68,805	\$ 98,175	\$ 4,042	\$ 68,805	\$ 8,452	\$ 1,275	\$ 1,720	22%
2013	109	38	35%	\$ 77,274	\$ 2,000	\$ 79,274	\$ 114,681	\$ 7,483	\$ 79,274	\$ 9,121	\$ 1,269	\$ 2,086	33%
2014	110	37	34%	\$ 90,376	\$ 1,500	\$ 91,876	\$ 132,391	\$ 8,212	\$ 91,876	\$ 15,182	\$ 1,393	\$ 2,483	39%

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA ÷ Mbrs	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach Lines 13+16+18	Pledge & Plate ÷ ASA	Oper Exp ÷ ASA	From Inv. ÷ Operating Exp
Elyria, St. Andrew's Church													
2010	191	82	32%	\$ 218,031	\$ -	\$ 218,031	\$ 277,012	\$ 22,542	\$ 218,348	\$ 42,109	\$ 1,915	\$ 2,663	28%
2011	198	79	29%	\$ 215,758	\$ -	\$ 215,758	\$ 251,349	\$ 25,509	\$ 216,258	\$ 17,199	\$ 2,357	\$ 2,737	14%
2012	261	78	28%	\$ 196,163	\$ -	\$ 196,163	\$ 261,245	\$ 21,542	\$ 195,797	\$ 24,599	\$ 2,349	\$ 2,510	7%
2013	201	59	22%	\$ 146,664	\$ -	\$ 146,664	\$ 175,688	\$ 15,022	\$ 146,664	\$ 34,736	\$ 2,259	\$ 2,486	9%
2014	165	71	25%	\$ 232,491	\$ 1,000	\$ 233,491	\$ 266,977	\$ 22,330	\$ 233,491	\$ 35,530	\$ 2,410	\$ 3,289	26%
Euclid, Church of the Epiphany													
2010	206	118	35%	\$ 177,669	\$ -	\$ 177,669	\$ 184,032	\$ 21,756	\$ 177,668	\$ 1,709	\$ 1,097	\$ 1,506	2%
2011	188	74	23%	\$ 168,083	\$ -	\$ 168,083	\$ 192,954	\$ 16,544	\$ 168,583	\$ 10,726	\$ 1,719	\$ 2,278	12%
2012	184	61	20%	\$ 117,644	\$ -	\$ 117,644	\$ 118,389	\$ 11,591	\$ 117,644	\$ 3,455	\$ 1,957	\$ 1,929	3%
2013	184	68	22%	\$ 144,501	\$ -	\$ 144,501	\$ 146,946	\$ 15,188	\$ 144,501	\$ 1,128	\$ 1,870	\$ 2,125	2%
2014	184	69	23%	\$ 148,915	\$ -	\$ 148,915	\$ 152,422	\$ 15,297	\$ 148,915	\$ 4,360	\$ 1,663	\$ 2,158	2%
Findlay, Trinity Church													
2010	225	86	36%	\$ 149,500	\$ -	\$ 149,500	\$ 155,804	\$ 16,773	\$ 149,500	\$ 6,156	\$ 1,681	\$ 1,738	1%
2011	240	81	32%	\$ 136,904	\$ -	\$ 136,904	\$ 149,976	\$ 13,583	\$ 136,904	\$ 11,059	\$ 1,619	\$ 1,690	2%
2012	239	83	32%	\$ 136,761	\$ -	\$ 136,761	\$ 144,368	\$ 14,418	\$ 136,761	\$ 8,978	\$ 1,505	\$ 1,648	6%
2013	165	74	29%	\$ 132,853	\$ -	\$ 132,853	\$ 139,312	\$ 13,843	\$ 132,853	\$ 5,804	\$ 1,606	\$ 1,795	7%
2014	161	60	24%	\$ 136,753	\$ -	\$ 136,753	\$ 139,731	\$ 14,115	\$ 136,753	\$ 6,198	\$ 2,160	\$ 2,279	2%
Fremont, St. Paul's Church													
2010	70	47	26%	\$ 181,114	\$ -	\$ 181,114	\$ 186,068	\$ 19,493	\$ 181,114	\$ 8,652	\$ 1,963	\$ 3,853	0%
2011	64	41	23%	\$ 169,853	\$ -	\$ 169,853	\$ 253,623	\$ 18,795	\$ 169,853	\$ 6,453	\$ 1,833	\$ 4,143	0%
2012	62	35	20%	\$ 165,030	\$ -	\$ 165,030	\$ 213,756	\$ 18,525	\$ 165,030	\$ 8,090	\$ 2,185	\$ 4,715	46%
2013	57	33	19%	\$ 155,678	\$ -	\$ 155,678	\$ 162,109	\$ 14,450	\$ 155,678	\$ 6,523	\$ 2,406	\$ 4,718	44%
2014	51	30	18%	\$ 156,255	\$ -	\$ 156,255	\$ 166,079	\$ 16,464	\$ 156,255	\$ 9,526	\$ 1,951	\$ 5,209	58%
Gambier, Harcourt Parish													
2010	97	73	74%	\$ 166,727	\$ -	\$ 166,727	\$ 242,068	\$ 18,975	\$ 167,057	\$ 22,622	\$ 1,695	\$ 2,288	13%
2011	95	72	76%	\$ 144,165	\$ -	\$ 144,165	\$ 180,892	\$ 15,914	\$ 144,253	\$ 71,596	\$ 1,363	\$ 2,004	10%
2012	90	56	62%	\$ 160,896	\$ -	\$ 160,896	\$ 218,432	\$ 15,915	\$ 160,496	\$ 40,211	\$ 2,224	\$ 2,866	5%
2013	120	57	46%	\$ 178,710	\$ -	\$ 178,710	\$ 222,967	\$ 19,863	\$ 178,710	\$ 35,054	\$ 2,254	\$ 3,135	9%
2014	122	49	40%	\$ 143,980	\$ -	\$ 143,980	\$ 227,223	\$ 15,734	\$ 143,980	\$ 22,786	\$ 2,685	\$ 2,938	0%
Gates Mills, St. Christopher's by the River													
2010	120	80	33%	\$ 335,270	\$ -	\$ 335,270	\$ 336,521	\$ 42,146	\$ 335,270	\$ 1,501	\$ 2,567	\$ 4,191	38%
2011	120	89	35%	\$ 342,568	\$ -	\$ 342,568	\$ 343,580	\$ 43,661	\$ 342,567	\$ 1,260	\$ 2,395	\$ 3,849	37%
2012	125	73	28%	\$ 348,967	\$ -	\$ 348,967	\$ 349,990	\$ 44,022	\$ 348,967	\$ 1,023	\$ 2,942	\$ 4,780	38%
2013	120	82	33%	\$ 341,203	\$ -	\$ 341,203	\$ 342,298	\$ 43,133	\$ 341,203	\$ 1,095	\$ 2,682	\$ 4,161	35%
2014	126	81	33%	\$ 281,197	\$ -	\$ 281,197	\$ 402,940	\$ 33,561	\$ 281,197	\$ 2,980	\$ 2,303	\$ 3,472	33%
Geneva, Christ Church													
2010	81	43	47%	\$ 52,070	\$ -	\$ 52,070	\$ 63,725	\$ 4,620	\$ 52,041	\$ 6,817	\$ 1,151	\$ 1,210	4%
2011	85	42	44%	\$ 48,817	\$ -	\$ 48,817	\$ 58,350	\$ 4,405	\$ 48,787	\$ 6,751	\$ 1,145	\$ 1,162	0%
2012	85	39	41%	\$ 53,815	\$ -	\$ 53,815	\$ 69,604	\$ 4,930	\$ 53,900	\$ 9,613	\$ 1,368	\$ 1,382	0%
2013	80	40	42%	\$ 55,553	\$ -	\$ 55,553	\$ 73,610	\$ 5,020	\$ 55,553	\$ 7,974	\$ 1,378	\$ 1,389	0%
2014	80	41	43%	\$ 55,502	\$ -	\$ 55,502	\$ 116,611	\$ 5,093	\$ 55,502	\$ 10,297	\$ 1,335	\$ 1,354	0%
Hudson, Christ Church													
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	\$ -	\$ 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	\$ -	\$ 445,257	\$ 639,978	\$ 80,381	\$ 445,257	\$ 1,658	\$ 2,759	\$ 3,872	13%
2014	257	116	35%	\$ 448,201	\$ -	\$ 448,201	\$ 458,355	\$ 64,491	\$ 448,201	\$ 73,875	\$ 3,117	\$ 3,864	11%
Huron, Christ Church													
2010	253	49	18%	\$ 141,698	\$ -	\$ 141,698	\$ 143,182	\$ 4,128	\$ 140,923	\$ 1,411	\$ 1,860	\$ 2,876	0%
2011	75	31	12%	\$ 200,103	\$ -	\$ 200,103	\$ 212,842	\$ 38,638	\$ 199,603	\$ 4,905	\$ 3,224	\$ 6,439	0%
2012	287	54	19%	\$ 128,627	\$ -	\$ 128,627	\$ 131,976	\$ 13,604	\$ 128,127	\$ 8,559	\$ 1,919	\$ 2,373	4%
2013	246	53	20%	\$ 128,441	\$ -	\$ 128,441	\$ 129,441	\$ 11,197	\$ 128,441	\$ 2,980	\$ 1,647	\$ 2,423	1%
2014	240	39	15%	\$ 109,610	\$ -	\$ 109,610	\$ 191,591	\$ 13,044	\$ 109,610	\$ 3,342	\$ 2,287	\$ 2,811	3%
Kent, Christ Church													
2010	149	65	33%	\$ 152,095	\$ -	\$ 152,095	\$ 178,341	\$ 17,095	\$ 152,095	\$ 23,608	\$ 2,282	\$ 2,340	2%
2011	129	65	34%	\$ 146,119	\$ -	\$ 146,119	\$ 170,116	\$ 15,672	\$ 146,119	\$ 23,371	\$ 2,066	\$ 2,248	7%
2012	134	66	38%	\$ 153,428	\$ -	\$ 153,428	\$ 170,655	\$ 15,924	\$ 153,428	\$ 12,493	\$ 1,853	\$ 2,325	19%
2013	150	73	38%	\$ 160,249	\$ -	\$ 160,249	\$ 166,370	\$ 16,837	\$ 160,249	\$ 7,038	\$ 1,921	\$ 2,195	11%
2014	157	71	36%	\$ 168,455	\$ -	\$ 168,455	\$ 176,182	\$ 17,963	\$ 168,455	\$ 12,464	\$ 1,848	\$ 2,373	20%
Kirtland Hills, St. Hubert's Church													
2010	241	87	34%	\$ 255,906	\$ -	\$ 255,906	\$ 304,254	\$ 31,506	\$ 255,905	\$ 12,744	\$ 2,106	\$ 2,941	26%
2011	267	101	38%	\$ 255,854	\$ -	\$ 255,854	\$ 335,362	\$ 29,433	\$ 255,354	\$ 20,015	\$ 1,793	\$ 2,528	24%
2012	285	104	36%	\$ 261,082	\$ -	\$ 261,082	\$ 312,249	\$ 29,981	\$ 261,082	\$ 13,974	\$ 1,812	\$ 2,510	24%
2013	266	96	33%	\$ 267,162	\$ -	\$ 267,162	\$ 309,508	\$ 30,755	\$ 267,162	\$ 14,707	\$ 2,004	\$ 2,783	24%
2014	269	97	32%	\$ 277,130	\$ -	\$ 277,130	\$ 294,001	\$ 32,664	\$ 277,130	\$ 7,279	\$ 2,083	\$ 2,857	23%
Lakewood, Church of the Ascension													
2010	108	64	63%	\$ 155,595	\$ -	\$ 155,595	\$ 166,078	\$ 19,039	\$ 155,595	\$ 3,054	\$ 1,988	\$ 2,431	0%
2011	114	65	56%	\$ 170,007	\$ -	\$ 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%
2014	92	55	42%	\$ 96,757	\$ -	\$ 96,757	\$ 155,989	\$ 9,802	\$ 96,757	\$ 17,548	\$ 1,520	\$ 1,759	0%
Lakewood, St. Peter's Church													
2010	521	183	34%	\$ 446,471	\$ -	\$ 446,471	\$ 772,582	\$ 53,507	\$ 446,471	\$ 87,079	\$ 2,396	\$ 2,440	0%
2011	564	186	33%	\$ 468,844	\$ -	\$ 468,844	\$ 1,775,200	\$ 57,956	\$ 468,844	\$ 125,346	\$ 2,481	\$ 2,521	0%
2012	591	181	31%	\$ 468,617	\$ -	\$ 468,617	\$ 638,035	\$ 56,664	\$ 468,617	\$ 75,015	\$ 2,557	\$ 2,589	0%
2013	609	179	29%	\$ 481,310	\$ -	\$ 481,310	\$ 706,373	\$ 64,568	\$ 481,310	\$ 201,749	\$ 2,569	\$ 2,689	0%
2014	485	167	27%	\$ 468,617	\$ -	\$ 468,617	\$ 620,225	\$ 60,666	\$ 468,617	\$ 75,215	\$ 2,668	\$ 2,806	0%
Lisbon, Holy Trinity Church													
2010	30	16	36%	\$ 20,679	\$ -	\$ 20,679	\$ 25,465	\$ 1,789	\$ 20,679	\$ 1,252	\$ 797	\$ 1,292	37%
2011	30	16	36%	\$ 21,393	\$ -	\$ 21,393	\$ 26,748	\$ 1,992	\$ 21,393	\$ 898	\$ 917	\$ 1,337	29%
2012	43	14	33%	\$ 22,429	\$ -	\$ 22,429	\$ 26,438	\$ 2,012	\$ 22,429	\$ 1,042	\$ 1,017	\$ 1,602	35%
2013	43	14	33%	\$ 22,645	\$ -	\$ 22,645	\$ 25,562	\$ 2,029	\$ 22,645	\$ 1,320	\$ 906	\$ 1,618	42%
2014	45	16	36%	\$ 24,079	\$ -	\$ 24,079	\$ 26,024	\$ 2,122	\$ 24,079	\$ 1,000	\$ 833	\$ 1,505	43%

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA ÷ Mbrs	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach Lines 13+16+18	Pledge & Plate ÷ ASA	Oper Exp ÷ ASA	From Inv. ÷ Operating Exp
Lorain, Church of the Redeemer													
2010	143	56	29%	\$ 85,108	\$ -	\$ 85,108	\$ 172,235	\$ 9,915	\$ 85,108	\$ 13,677	\$ 1,430	\$ 1,520	1%
2011	144	52	27%	\$ 95,618	\$ -	\$ 95,618	\$ 356,376	\$ 10,025	\$ 95,618	\$ 3,453	\$ 1,610	\$ 1,839	9%
2012	109	48	31%	\$ 118,330	\$ -	\$ 118,330	\$ 167,277	\$ 11,566	\$ 118,330	\$ 13,658	\$ 2,054	\$ 2,465	10%
2013	129	49	30%	\$ 121,559	\$ -	\$ 121,559	\$ 132,385	\$ 12,441	\$ 121,559	\$ 16,631	\$ 1,952	\$ 2,481	10%
2014	135	55	35%	\$ 141,210	\$ -	\$ 141,210	\$ 149,458	\$ 14,704	\$ 141,210	\$ 6,874	\$ 1,936	\$ 2,567	9%
Lyndhurst, Church of the Good Shepherd													
2010	122	90	32%	\$ 199,160	\$ -	\$ 199,160	\$ 226,290	\$ 22,120	\$ 199,135	\$ 6,114	\$ 2,125	\$ 2,213	4%
2011	115	72	25%	\$ 206,789	\$ -	\$ 206,789	\$ 262,718	\$ 20,329	\$ 206,789	\$ 11,056	\$ 2,326	\$ 2,872	0%
2012	136	76	27%	\$ 222,506	\$ -	\$ 222,506	\$ 241,083	\$ 24,776	\$ 222,506	\$ 8,739	\$ 2,272	\$ 2,928	0%
2013	136	75	26%	\$ 226,894	\$ -	\$ 226,894	\$ 238,517	\$ 24,563	\$ 226,894	\$ 6,629	\$ 2,480	\$ 3,025	0%
2014													
Macedonia, St. Timothy's Church													
2010	195	66	22%	\$ 125,434	\$ -	\$ 125,434	\$ 357,564	\$ 13,415	\$ 125,434	\$ 9,620	\$ 1,901	\$ 1,901	0%
2011	195	62	21%	\$ 125,387	\$ -	\$ 125,387	\$ 151,564	\$ 12,730	\$ 125,387	\$ 11,364	\$ 1,822	\$ 2,022	0%
2012	195	60	20%	\$ 122,346	\$ -	\$ 122,346	\$ 160,417	\$ 13,118	\$ 122,346	\$ 9,955	\$ 1,851	\$ 2,039	3%
2013	180	58	19%	\$ 140,691	\$ -	\$ 140,691	\$ 183,683	\$ 12,981	\$ 140,691	\$ 9,808	\$ 2,017	\$ 2,426	1%
2014	177	53	18%	\$ 143,467	\$ -	\$ 143,467	\$ 158,998	\$ 16,332	\$ 143,467	\$ 5,490	\$ 2,699	\$ 2,707	0%
Mansfield, Grace Church													
2010	247	83	24%	\$ 268,561	\$ -	\$ 268,561	\$ 670,078	\$ 32,229	\$ 268,561	\$ 48,541	\$ 1,522	\$ 3,236	52%
2011	249	82	24%	\$ 270,971	\$ -	\$ 270,971	\$ 448,050	\$ 31,752	\$ 270,971	\$ 44,910	\$ 1,358	\$ 3,305	58%
2012	326	77	24%	\$ 256,793	\$ -	\$ 256,793	\$ 361,922	\$ 30,020	\$ 256,793	\$ 5,846	\$ 1,470	\$ 3,335	55%
2013	319	79	25%	\$ 256,911	\$ -	\$ 256,911	\$ 256,911	\$ 30,580	\$ 256,911	\$ 6,329	\$ 1,509	\$ 3,252	43%
2014	296	76	23%	\$ 263,435	\$ -	\$ 263,435	\$ 341,077	\$ 30,620	\$ 263,435	\$ 98,854	\$ 1,620	\$ 3,466	46%
Marion, St. Paul's Church													
2010	28	22	21%	\$ 77,136	\$ -	\$ 77,136	\$ 77,136	\$ 1,600	\$ 77,136	\$ -	\$ 1,195	\$ 3,506	41%
2011	25	22	22%	\$ 73,831	\$ -	\$ 73,831	\$ 87,816	\$ 5,011	\$ 73,961	\$ 500	\$ 1,021	\$ 3,362	42%
2012	26	21	21%	\$ 73,676	\$ -	\$ 73,676	\$ 83,676	\$ 8,284	\$ 73,676	\$ 500	\$ 1,097	\$ 3,508	43%
2013	23	26	104%	\$ 78,556	\$ -	\$ 78,556	\$ 78,556	\$ 7,198	\$ 78,556	\$ -	\$ 1,730	\$ 3,021	19%
2014	25	25	100%	\$ 74,600	\$ -	\$ 74,600	\$ 74,600	\$ 7,633	\$ 74,600	\$ -	\$ 1,002	\$ 2,984	47%
Massillon, St. Timothy's Church													
2010	308	110	25%	\$ 216,953	\$ -	\$ 216,953	\$ 241,981	\$ 18,119	\$ 217,282	\$ 19,048	\$ 1,383	\$ 1,975	29%
2011	307	109	25%	\$ 211,709	\$ -	\$ 211,709	\$ 236,985	\$ 15,136	\$ 211,410	\$ 19,568	\$ 1,470	\$ 1,940	24%
2012	311	111	25%	\$ 201,619	\$ -	\$ 201,619	\$ 244,460	\$ 18,215	\$ 201,619	\$ 14,748	\$ 1,533	\$ 1,816	16%
2013	237	103	23%	\$ 211,566	\$ -	\$ 211,566	\$ 261,539	\$ 18,927	\$ 211,566	\$ 13,612	\$ 1,782	\$ 2,054	13%
2014	242	101	23%	\$ 220,025	\$ -	\$ 220,025	\$ 294,083	\$ 24,072	\$ 220,025	\$ 25,201	\$ 1,862	\$ 2,178	15%
Maumee, St. Paul's Church													
2010	590	186	32%	\$ 374,900	\$ -	\$ 374,900	\$ 702,441	\$ 50,513	\$ 374,900	\$ 315,415	\$ 1,552	\$ 2,016	16%
2011	548	186	34%	\$ 397,047	\$ -	\$ 397,047	\$ 784,984	\$ 57,107	\$ 396,547	\$ 337,838	\$ 1,529	\$ 2,132	22%
2012	536	184	34%	\$ 354,522	\$ -	\$ 354,522	\$ 676,759	\$ 45,830	\$ 354,522	\$ 313,465	\$ 1,330	\$ 1,927	22%
2013	523	189	36%	\$ 410,739	\$ -	\$ 410,739	\$ 640,510	\$ 52,166	\$ 410,739	\$ 222,680	\$ 1,645	\$ 2,173	19%
2014	546	165	30%	\$ 463,122	\$ -	\$ 463,122	\$ 698,038	\$ 42,173	\$ 463,122	\$ 402,968	\$ 1,940	\$ 2,807	25%
Mayfield Village, St. Bartholomew Church													
2010	107	69	64%	\$ 106,368	\$ -	\$ 106,368	\$ 119,777	\$ 9,059	\$ 106,793	\$ 6,273	\$ 1,542	\$ 1,548	0%
2011	92	65	62%	\$ 144,084	\$ -	\$ 144,084	\$ 152,748	\$ 15,682	\$ 144,028	\$ 6,083	\$ 1,571	\$ 2,216	0%
2012	108	61	56%	\$ 106,374	\$ -	\$ 106,374	\$ 114,317	\$ 10,480	\$ 106,374	\$ 12,852	\$ 1,676	\$ 1,744	8%
2013	107	66	62%	\$ 119,066	\$ -	\$ 119,066	\$ 129,308	\$ 12,769	\$ 119,066	\$ 11,834	\$ 1,674	\$ 1,804	1%
2014	75	64	59%	\$ 126,928	\$ -	\$ 126,928	\$ 236,810	\$ 12,728	\$ 126,928	\$ 19,318	\$ 1,772	\$ 1,983	0%
Medina, St. Paul's Church													
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%
2014	443	101	19%	\$ 302,747	\$ 1,800	\$ 304,547	\$ 382,172	\$ 32,399	\$ 304,547	\$ 33,162	\$ 2,488	\$ 3,014	8%
Mentor, St. Andrew Episcopal Church													
2010	225	138	59%	\$ 199,077	\$ -	\$ 199,077	\$ 231,932	\$ 23,232	\$ 199,077	\$ 32,855	\$ 1,359	\$ 1,443	3%
2011	218	140	57%	\$ 206,302	\$ -	\$ 206,302	\$ 352,329	\$ 22,753	\$ 206,348	\$ 19,191	\$ 1,333	\$ 1,474	8%
2012	241	130	52%	\$ 200,435	\$ -	\$ 200,435	\$ 357,277	\$ 25,018	\$ 200,435	\$ 22,384	\$ 1,533	\$ 1,542	0%
2013	249	136	53%	\$ 178,199	\$ -	\$ 178,199	\$ 325,505	\$ 18,602	\$ 178,199	\$ 31,006	\$ 1,248	\$ 1,310	0%
2014	241	125	49%	\$ 170,064	\$ -	\$ 170,064	\$ 240,872	\$ 15,555	\$ 168,612	\$ 21,903	\$ 1,259	\$ 1,349	8%
Mount Vernon, St. Paul's Church													
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	\$ -	\$ 150,288	\$ 184,185	\$ 14,994	\$ 150,288	\$ 13,862	\$ 1,797	\$ 2,178	28%
2013	99	63	64%	\$ 171,656	\$ -	\$ 171,656	\$ 226,129	\$ 18,032	\$ 171,656	\$ 9,696	\$ 2,036	\$ 2,725	17%
2014	97	53	55%	\$ 168,598	\$ -	\$ 168,598	\$ 215,637	\$ 18,882	\$ 168,598	\$ 12,769	\$ 2,228	\$ 3,181	18%
Napoleon, St. John the Evangelist													
2010													
2011	26	12	46%	\$ 14,642	\$ -	\$ 14,642	\$ 16,862	\$ 813	\$ 14,642	\$ 1,300	\$ 1,420	\$ 1,220	0%
2012													
2013													
2014													
New Philadelphia, Trinity Church													
2010	76	18	23%	\$ 66,473	\$ -	\$ 66,473	\$ 72,535	\$ 6,420	\$ 66,473	\$ 7,544	\$ 3,323	\$ 3,693	8%
2011	96	40	42%	\$ 69,471	\$ -	\$ 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	\$ 2,369	\$ 2,809	6%
2013	66	26	39%	\$ 61,151	\$ -	\$ 61,151	\$ 62,467	\$ 5,029	\$ 61,151	\$ 1,309	\$ 2,307	\$ 2,352	6%
2014	62	29	47%	\$ 51,262	\$ -	\$ 51,262	\$ 51,262	\$ 4,667	\$ 51,262	\$ 861	\$ 1,768	\$ 1,768	8%
Niles, St. Luke's Church													
2010	130	75	58%	\$ 91,130	\$ -	\$ 91,130	\$ 104,320	\$ 8,741	\$ 91,130	\$ 4,763	\$ 794	\$ 1,215	22%
2011	144	71	51%	\$ 86,765	\$ -	\$ 86,765	\$ 108,001	\$ 9,875	\$ 86,765	\$ 3,857	\$ 833	\$ 1,222	20%
2012	144	56	39%	\$ 88,698	\$ -	\$ 88,698	\$ 113,950	\$ 8,547	\$ 88,698	\$ 3,620	\$ 966	\$ 1,584	29%
2013	118	55	47%	\$ 87,284	\$ -	\$ 87,284	\$ 95,066	\$ 8,736	\$ 87,284	\$ 2,297	\$ 925	\$ 1,587	29%
2014	118	60	51%	\$ 90,603	\$ -	\$ 90,603	\$ 101,043	\$ 8,297	\$ 90,603	\$ 4,332	\$ 846	\$ 1,510	34%

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA + Mbrs	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach Lines 13+16+18	Pledge & Plate + ASA	Oper Exp + ASA	From Inv. + Operating Exp
Norwalk, St. Paul's Church													
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%	\$ 89,066	\$ 6,500	\$ 95,566	\$ 98,315	\$ 7,240	\$ 95,566	\$ 1,446	\$ 1,964	\$ 2,450	5%
2014	56	34	54%	\$ 93,472	\$ 5,500	\$ 98,972	\$ 99,989	\$ 10,378	\$ 98,972	\$ 5,640	\$ 2,164	\$ 2,911	15%
Oberlin, Christ Church													
2010	124	78	59%	\$ 212,743	\$ -	\$ 212,743	\$ 319,085	\$ 23,706	\$ 212,743	\$ 45,067	\$ 2,418	\$ 2,727	1%
2011	111	76	64%	\$ 213,280	\$ -	\$ 213,280	\$ 333,684	\$ 23,492	\$ 213,280	\$ 37,116	\$ 2,477	\$ 2,806	1%
2012	94	55	54%	\$ 230,315	\$ -	\$ 230,315	\$ 372,580	\$ 24,253	\$ 230,315	\$ 84,304	\$ 3,478	\$ 4,188	3%
2013	82	60	67%	\$ 233,547	\$ -	\$ 233,547	\$ 318,068	\$ 28,070	\$ 233,547	\$ 55,992	\$ 3,043	\$ 3,892	3%
2014	90	66	69%	\$ 237,849	\$ -	\$ 237,849	\$ 325,638	\$ 27,407	\$ 237,849	\$ 86,284	\$ 2,921	\$ 3,604	3%
Oregon, St. Paul's Church													
2010	90	52	32%	\$ 71,743	\$ -	\$ 71,743	\$ 96,301	\$ 6,304	\$ 71,743	\$ 8,758	\$ 1,188	\$ 1,380	1%
2011	76	60	39%	\$ 83,590	\$ -	\$ 83,590	\$ 99,032	\$ 7,734	\$ 73,482	\$ 6,074	\$ 1,067	\$ 1,225	0%
2012	91	45	29%	\$ 75,294	\$ -	\$ 75,294	\$ 80,708	\$ 7,168	\$ 75,294	\$ 5,534	\$ 1,451	\$ 1,673	0%
2013	87	42	29%	\$ 76,770	\$ -	\$ 76,770	\$ 101,770	\$ 7,301	\$ 76,770	\$ 3,257	\$ 1,397	\$ 1,828	0%
2014	86	41	28%	\$ 85,084	\$ -	\$ 85,084	\$ 87,100	\$ 8,564	\$ 85,084	\$ 1,080	\$ 1,461	\$ 2,075	0%
Painesville, St. James's Church													
2010	208	115	55%	\$ 224,928	\$ -	\$ 224,928	\$ 285,071	\$ 26,081	\$ 224,928	\$ 23,219	\$ 1,740	\$ 1,956	4%
2011	216	110	51%	\$ 233,187	\$ -	\$ 233,187	\$ 256,194	\$ 26,326	\$ 233,187	\$ 23,935	\$ 1,887	\$ 2,120	4%
2012	209	108	51%	\$ 227,611	\$ -	\$ 227,611	\$ 268,766	\$ 25,437	\$ 227,611	\$ 27,453	\$ 1,916	\$ 2,108	1%
2013	198	99	46%	\$ 231,241	\$ -	\$ 231,241	\$ 269,317	\$ 26,723	\$ 231,241	\$ 22,350	\$ 2,027	\$ 2,336	2%
2014	207	98	47%	\$ 225,854	\$ -	\$ 225,854	\$ 266,200	\$ 25,888	\$ 225,854	\$ 42,122	\$ 1,984	\$ 2,305	4%
Parma, All Saints Church													
2010	269	83	31%	\$ 174,306	\$ -	\$ 174,306	\$ 180,657	\$ 18,607	\$ 174,306	\$ 6,859	\$ 1,416	\$ 2,100	25%
2011	277	84	30%	\$ 149,281	\$ -	\$ 149,281	\$ 154,577	\$ 15,957	\$ 149,281	\$ 3,528	\$ 1,425	\$ 1,777	10%
2012	268	77	29%	\$ 139,928	\$ -	\$ 139,928	\$ 146,360	\$ 15,093	\$ 139,928	\$ 7,239	\$ 1,575	\$ 1,817	4%
2013	272	75	28%	\$ 138,155	\$ -	\$ 138,155	\$ 158,577	\$ 14,337	\$ 138,155	\$ 7,169	\$ 1,439	\$ 1,842	1%
2014	207	98	47%	\$ 225,854	\$ -	\$ 225,854	\$ 266,200	\$ 25,888	\$ 225,854	\$ 42,122	\$ 1,984	\$ 2,305	4%
Perrysburg, St. Timothy's Church													
2010	215	90	33%	\$ 296,461	\$ -	\$ 296,461	\$ 358,485	\$ 32,418	\$ 296,461	\$ 6,968	\$ 2,319	\$ 3,294	13%
2011	231	78	34%	\$ 290,777	\$ -	\$ 290,777	\$ 305,700	\$ 35,747	\$ 291,277	\$ 2,962	\$ 2,492	\$ 3,734	24%
2012	159	84	49%	\$ 212,330	\$ -	\$ 212,330	\$ 284,954	\$ 29,453	\$ 212,330	\$ 891	\$ 2,363	\$ 2,528	13%
2013				\$ 255,975	\$ -	\$ 255,975	\$ 275,975	\$ 32,106	\$ 255,975				10%
2014	210	111	53%	\$ 326,395	\$ -	\$ 326,395	\$ 335,027	\$ 35,414	\$ 326,395	\$ 2,014	\$ 2,223	\$ 2,940	8%
Port Clinton, St. Thomas's Church													
2010	48	31	60%	\$ 76,696	\$ -	\$ 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	\$ -	\$ 82,739	\$ 103,815	\$ 8,743	\$ 83,085	\$ 3,295	\$ 2,099	\$ 2,680	13%
2013	57	28	49%	\$ 77,862	\$ -	\$ 77,862	\$ 156,462	\$ 8,997	\$ 77,862	\$ 2,511	\$ 2,296	\$ 2,781	14%
2014	55	24	44%	\$ 79,564	\$ -	\$ 79,564	\$ 110,773	\$ 8,064	\$ 79,564	\$ 5,979	\$ 3,000	\$ 3,315	0%
Put-in-Bay, St. Paul's Church													
2010	33	28	52%	\$ 88,728	\$ -	\$ 88,728	\$ 120,931	\$ 7,047	\$ 88,728	\$ 8,301	\$ 1,977	\$ 3,169	6%
2011	39	39	87%	\$ 91,430	\$ -	\$ 91,430	\$ 116,033	\$ 10,140	\$ 91,429	\$ 5,943	\$ 1,592	\$ 2,344	19%
2012	30	41	91%	\$ 100,696	\$ -	\$ 100,696	\$ 107,757	\$ 7,342	\$ 100,696	\$ 6,036	\$ 1,948	\$ 2,456	13%
2013	28	34	74%	\$ 89,947	\$ -	\$ 89,947	\$ 107,874	\$ 10,066	\$ 89,947	\$ 7,232	\$ 1,440	\$ 2,646	12%
2014	43	30	64%	\$ 96,397	\$ -	\$ 96,397	\$ 113,757	\$ 6,722	\$ 96,397	\$ 7,610	\$ 1,805	\$ 3,213	9%
Ravenna, Grace Church													
2010	145	74	38%	\$ 161,637	\$ -	\$ 161,637	\$ 193,061	\$ 16,756	\$ 162,037	\$ 7,095	\$ 1,750	\$ 2,190	7%
2011	136	69	37%	\$ 157,531	\$ -	\$ 157,531	\$ 198,951	\$ 17,388	\$ 157,824	\$ 8,994	\$ 1,844	\$ 2,287	4%
2012	122	65	37%	\$ 168,197	\$ -	\$ 168,197	\$ 227,075	\$ 17,402	\$ 168,198	\$ 6,626	\$ 1,938	\$ 2,588	15%
2013	124	65	36%	\$ 172,375	\$ -	\$ 172,375	\$ 185,292	\$ 18,313	\$ 172,375	\$ 7,267	\$ 1,707	\$ 2,652	12%
2014	117	61	35%	\$ 173,522	\$ -	\$ 173,522	\$ 187,641	\$ 18,839	\$ 173,556	\$ 14,153	\$ 2,590	\$ 3,213	25%
Salem, Church of Our Saviour													
2010	28	18	34%	\$ 61,087	\$ 208	\$ 61,295	\$ 65,481	\$ 5,859	\$ 61,295	\$ 878	\$ 1,125	\$ 3,405	35%
2011	29	19	36%	\$ 66,326	\$ -	\$ 66,326	\$ 76,567	\$ 6,103	\$ 66,826	\$ 1,982	\$ 1,156	\$ 3,517	46%
2012	26	18	35%	\$ 66,927	\$ -	\$ 66,927	\$ 71,252	\$ 5,959	\$ 66,927	\$ 946	\$ 1,302	\$ 3,718	40%
2013	29	21	40%	\$ 62,030	\$ -	\$ 62,030	\$ 68,521	\$ 6,301	\$ 62,030	\$ 1,774	\$ 1,121	\$ 2,954	34%
2014	28	22	46%	\$ 60,414	\$ -	\$ 60,414	\$ 62,324	\$ 5,706	\$ 60,414	\$ 1,082	\$ 1,133	\$ 2,746	41%
Sandusky, Grace Church													
2010	185	80	38%	\$ 327,534	\$ -	\$ 327,534	\$ 486,437	\$ 43,404	\$ 327,534	\$ 16,842	\$ 1,779	\$ 4,094	56%
2011	183	97	45%	\$ 385,736	\$ -	\$ 385,736	\$ 447,234	\$ 42,783	\$ 386,236	\$ 47,673	\$ 1,522	\$ 3,982	58%
2012	226	96	42%	\$ 509,611	\$ -	\$ 509,611	\$ 644,431	\$ 52,983	\$ 509,611	\$ 96,444	\$ 1,507	\$ 5,308	58%
2013	244	89	36%	\$ 483,318	\$ -	\$ 483,318	\$ 817,412	\$ 56,834	\$ 483,318	\$ 63,855	\$ 1,659	\$ 5,431	58%
2014	247	97	39%	\$ 478,998	\$ -	\$ 478,998	\$ 535,617	\$ 35,031	\$ 478,998	\$ 75,868	\$ 1,502	\$ 4,938	59%
Shaker Heights, Christ Church													
2010	257	123	45%	\$ 432,331	\$ -	\$ 432,331	\$ 456,052	\$ 62,793	\$ 432,331	\$ 12,814	\$ 1,919	\$ 3,515	28%
2011	261	128	44%	\$ 422,303	\$ -	\$ 422,303	\$ 657,374	\$ 55,413	\$ 422,303	\$ 14,611	\$ 2,096	\$ 3,299	33%
2012	275	122	41%	\$ 438,993	\$ -	\$ 438,993	\$ 478,623	\$ 59,011	\$ 438,993	\$ 14,796	\$ 2,273	\$ 3,598	30%
2013	178	129	42%	\$ 462,779	\$ -	\$ 462,779	\$ 592,988	\$ 59,587	\$ 462,779	\$ 8,458	\$ 2,268	\$ 3,587	25%
2014	184	127	40%	\$ 460,759	\$ -	\$ 460,759	\$ 508,186	\$ 63,932	\$ 460,759	\$ 18,616	\$ 2,473	\$ 3,628	32%
Shelby, St. Mark's Church													
2010	93	28	30%	\$ 54,712	\$ -	\$ 54,712	\$ 55,009	\$ 5,090	\$ 54,712	\$ 14,433	\$ 1,950	\$ 1,954	0%
2011	91	29	32%	\$ 53,078	\$ -	\$ 53,078	\$ 53,709	\$ 2,354	\$ 52,578	\$ 14,265	\$ 2,016	\$ 1,813	0%
2012	88	28	32%	\$ 58,514	\$ -	\$ 58,514	\$ 94,329	\$ 3,076	\$ 58,513	\$ 13,682	\$ 2,090	\$ 2,090	0%
2013	87	25	29%	\$ 67,382	\$ -	\$ 67,382	\$ 121,510	\$ 4,352	\$ 67,382	\$ 13,539	\$ 2,415	\$ 2,695	0%
2014	86	20	23%	\$ 42,706	\$ -	\$ 42,706	\$ 111,077	\$ 4,342	\$ 42,706	\$ 74,945	\$ 2,544	\$ 2,135	12%
Sidney, St. Mark's Church													
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%
2012	57	32	51%	\$ 43,075	\$ 42,000	\$ 85,075	\$ 85,978	\$ 3,800	\$ 85,075	\$ 1,330	\$ 873	\$ 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%
2014													

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA ÷ Mbrs	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach Lines 13+16+18	Pledge & Plate ÷ ASA	Oper Exp ÷ ASA	From Inv. ÷ Operating Exp
Steubenville, St. Paul's Church													
2010	107	30	28%	\$ 75,127	\$ -	\$ 75,127	\$ 75,127	\$ 7,747	\$ 75,127	\$ -	\$ 1,009	\$ 2,504	35%
2011	84	31	29%	\$ 75,860	\$ -	\$ 75,860	\$ 108,860	\$ 7,303	\$ 76,360	\$ -	\$ 994	\$ 2,463	36%
2012	80	30	29%	\$ 77,088	\$ -	\$ 77,088	\$ 77,088	\$ 7,848	\$ 77,088	\$ -	\$ 905	\$ 2,570	34%
2013	70	30	31%	\$ 78,953	\$ -	\$ 78,953	\$ 78,953	\$ 7,579	\$ 78,953	\$ -	\$ 931	\$ 2,632	31%
2014	60	27	29%	\$ 75,721	\$ -	\$ 75,721	\$ 75,721	\$ 5,906	\$ 75,721	\$ -	\$ 1,007	\$ 2,804	35%
Steubenville, St. Stephen's Church													
2010	111	28	25%	\$ 85,228	\$ -	\$ 85,228	\$ 87,425	\$ 7,487	\$ 85,228	\$ 2,197	\$ 1,197	\$ 3,044	61%
2011	110	30	27%	\$ 39,630	\$ -	\$ 39,630	\$ 58,630	\$ 8,084	\$ 15,350	\$ 3,396	\$ 1,211	\$ 512	22%
2012	104	26	25%	\$ 59,194	\$ -	\$ 59,194	\$ 75,494	\$ 5,435	\$ 59,194	\$ 1,838	\$ 1,484	\$ 2,277	45%
2013	30	24	24%	\$ 58,766	\$ -	\$ 58,766	\$ 58,766	\$ 4,883	\$ 58,766	\$ 4,213	\$ 1,439	\$ 2,449	33%
2014													
Tiffin, Old Trinity Church													
2010													
2011	65	40	45%	\$ 127,934	\$ -	\$ 127,934	\$ 127,934	\$ 13,394	\$ 128,434	\$ 371	\$ 1,774	\$ 3,211	41%
2012	53	31	38%	\$ 132,120	\$ -	\$ 132,120	\$ 134,229	\$ 13,703	\$ 132,120	\$ 378	\$ 1,868	\$ 4,262	50%
2013		25	32%	\$ 46,840	\$ -	\$ 46,840	\$ 46,840	\$ 4,825	\$ 46,840	\$ 312	\$ 1,813	\$ 1,874	76%
2014	62	32	40%	\$ 113,228	\$ -	\$ 113,228	\$ 113,228	\$ 10,305	\$ 113,228	\$ 10,865	\$ 1,647	\$ 3,538	47%
Toledo, All Saints Church													
2010													
2011	79	62	41%	\$ 81,048	\$ -	\$ 81,048	\$ 88,108	\$ 3,091	\$ 80,548	\$ 4,275	\$ 1,306	\$ 1,299	0%
2012	126	61	41%	\$ 83,710	\$ -	\$ 83,710	\$ 88,354	\$ 5,289	\$ 83,710	\$ 2,230	\$ 1,287	\$ 1,372	0%
2013	116	55	41%	\$ 81,614	\$ -	\$ 81,614	\$ 84,299	\$ 6,989	\$ 81,614	\$ 677	\$ 1,486	\$ 1,484	0%
2014	91	46	41%	\$ 87,612	\$ -	\$ 87,612	\$ 89,511	\$ 11,274	\$ 87,612	\$ -	\$ 1,967	\$ 1,905	0%
Toledo, St. Andrew's Church													
2010	181	97	54%	\$ 172,310	\$ -	\$ 172,310	\$ 182,647	\$ 17,722	\$ 172,810	\$ 4,810	\$ 1,507	\$ 1,782	0%
2011	182	108	59%	\$ 182,518	\$ -	\$ 182,518	\$ 187,930	\$ 19,597	\$ 183,018	\$ 6,785	\$ 1,287	\$ 1,695	4%
2012	195	105	54%	\$ 180,167	\$ -	\$ 180,167	\$ 227,425	\$ 20,150	\$ 180,167	\$ 15,603	\$ 1,363	\$ 1,716	0%
2013	202	103	51%	\$ 199,284	\$ -	\$ 199,284	\$ 208,730	\$ 21,392	\$ 199,284	\$ 10,290	\$ 1,232	\$ 1,935	0%
2014	214	103	48%	\$ 227,658	\$ 3,613	\$ 231,271	\$ 241,457	\$ 26,190	\$ 231,271	\$ 15,546	\$ 1,662	\$ 2,245	0%
Toledo, St. Matthew's Church													
2010	162	116	40%	\$ 276,100	\$ -	\$ 276,100	\$ 279,773	\$ 35,370	\$ 276,100	\$ 5,407	\$ 2,340	\$ 2,380	1%
2011	198	118	40%	\$ 302,380	\$ -	\$ 302,380	\$ 346,124	\$ 36,852	\$ 302,880	\$ 18,698	\$ 2,120	\$ 2,567	8%
2012	205	126	41%	\$ 280,433	\$ -	\$ 280,433	\$ 280,433	\$ 33,891	\$ 280,433	\$ 2,339	\$ 2,062	\$ 2,226	7%
2013	199	121	39%	\$ 282,594	\$ -	\$ 282,594	\$ 282,594	\$ 36,215	\$ 282,594	\$ 10,142	\$ 1,978	\$ 2,335	8%
2014	202	114	36%	\$ 299,787	\$ -	\$ 299,787	\$ 321,791	\$ 31,640	\$ 299,787	\$ -	\$ 2,439	\$ 2,630	7%
Toledo, St. Michael's-in-the-Hills Church													
2010	423	191	37%	\$ 436,335	\$ -	\$ 436,335	\$ 463,299	\$ 57,049	\$ 436,335	\$ 23,966	\$ 2,025	\$ 2,284	7%
2011	427	198	38%	\$ 463,765	\$ -	\$ 463,765	\$ 497,490	\$ 63,900	\$ 463,765	\$ 20,514	\$ 2,118	\$ 2,342	5%
2012	422	183	35%	\$ 466,738	\$ -	\$ 466,738	\$ 710,851	\$ 60,507	\$ 466,738	\$ 13,883	\$ 2,252	\$ 2,550	9%
2013	444	171	35%	\$ 457,482	\$ -	\$ 457,482	\$ 623,905	\$ 62,364	\$ 457,482	\$ 20,853	\$ 2,570	\$ 2,675	1%
2014	402	143	31%	\$ 429,424	\$ -	\$ 429,424	\$ 555,008	\$ 57,855	\$ 429,424	\$ 1,130	\$ 2,803	\$ 3,003	4%
Toledo, Trinity Church													
2010	105	72	39%	\$ 330,757	\$ -	\$ 330,757	\$ 333,408	\$ 34,600	\$ 330,757	\$ 7,454	\$ 2,034	\$ 4,594	36%
2011	102	77	44%	\$ 324,816	\$ -	\$ 324,816	\$ 327,090	\$ 38,742	\$ 324,816	\$ 6,925	\$ 2,048	\$ 4,218	31%
2012	114	113	62%	\$ 355,717	\$ -	\$ 355,717	\$ 362,046	\$ 45,752	\$ 355,717	\$ 10,992	\$ 1,763	\$ 3,148	24%
2013	161	97	55%	\$ 373,308	\$ -	\$ 373,308	\$ 386,933	\$ 52,226	\$ 373,308	\$ 18,620	\$ 1,918	\$ 3,849	26%
2014	402	143	31%	\$ 429,424	\$ -	\$ 429,424	\$ 555,008	\$ 57,855	\$ 429,424	\$ 1,130	\$ 2,803	\$ 3,003	4%
Uniontown, New Life Episcopal Church													
2010	152	78	51%	\$ 155,680	\$ 4,000	\$ 159,680	\$ 183,162	\$ 17,657	\$ 159,680	\$ 7,761	\$ 1,268	\$ 2,047	35%
2011	129	72	55%	\$ 158,774	\$ -	\$ 158,774	\$ 173,155	\$ 15,894	\$ 158,774	\$ 14,900	\$ 1,264	\$ 2,205	42%
2012	136	69	51%	\$ 129,911	\$ 6,000	\$ 135,911	\$ 155,200	\$ 14,156	\$ 135,911	\$ 13,510	\$ 1,428	\$ 1,970	23%
2013	103	70	53%	\$ 136,304	\$ -	\$ 136,304	\$ 164,259	\$ 14,130	\$ 136,304	\$ 12,332	\$ 1,351	\$ 1,947	30%
2014	95	67	57%	\$ 136,151	\$ 2,500	\$ 138,651	\$ 154,988	\$ 13,761	\$ 138,651	\$ 6,696	\$ 1,420	\$ 2,069	27%
Wadsworth, St. Mark's Church													
2010	57	48	84%	\$ 53,300	\$ -	\$ 53,300	\$ 71,548	\$ 4,370	\$ 53,289	\$ 10,385	\$ 1,082	\$ 1,110	3%
2011	53	38	72%	\$ 59,081	\$ -	\$ 59,081	\$ 81,247	\$ 4,400	\$ 59,081	\$ 10,854	\$ 1,501	\$ 1,555	3%
2012	52	36	69%	\$ 65,298	\$ -	\$ 65,298	\$ 106,558	\$ 4,800	\$ 65,298	\$ 7,241	\$ 1,378	\$ 1,814	24%
2013	52	35	67%	\$ 49,684	\$ -	\$ 49,684	\$ 65,441	\$ 5,057	\$ 49,684	\$ 9,260	\$ 1,348	\$ 1,420	0%
2014	53	33	62%	\$ 47,662	\$ -	\$ 47,662	\$ 59,449	\$ 3,000	\$ 47,662	\$ 6,443	\$ 1,395	\$ 1,444	0%
Warren, Christ Church													
2010	366	93	25%	\$ 280,405	\$ -	\$ 280,405	\$ 316,505	\$ 34,359	\$ 280,405	\$ 14,465	\$ 1,400	\$ 3,015	40%
2011	358	80	22%	\$ 273,246	\$ -	\$ 273,246	\$ 305,655	\$ 32,208	\$ 273,246	\$ 22,042	\$ 1,664	\$ 3,416	41%
2012	349	70	20%	\$ 293,069	\$ -	\$ 293,069	\$ 521,133	\$ 36,326	\$ 293,069	\$ 13,994	\$ 1,897	\$ 4,187	41%
2013	344	84	24%	\$ 272,850	\$ -	\$ 272,850	\$ 312,233	\$ 30,000	\$ 272,850	\$ 19,538	\$ 1,593	\$ 3,248	39%
2014	213	92	26%	\$ 294,884	\$ -	\$ 294,884	\$ 334,806	\$ 34,339	\$ 294,884	\$ 36,602	\$ 1,759	\$ 3,205	40%
Westlake, Church of the Advent													
2010	148	77	52%	\$ 193,820	\$ -	\$ 193,820	\$ 203,294	\$ 18,938	\$ 193,820	\$ 23,394	\$ 1,971	\$ 2,517	18%
2011	146	76	52%	\$ 235,847	\$ -	\$ 235,847	\$ 244,076	\$ 26,272	\$ 236,347	\$ 12,128	\$ 2,016	\$ 3,110	33%
2012	137	78	57%	\$ 216,380	\$ -	\$ 216,380	\$ 235,728	\$ 21,965	\$ 216,380	\$ 6,586	\$ 1,988	\$ 2,774	10%
2013	139	77	55%	\$ 236,010	\$ -	\$ 236,010	\$ 255,733	\$ 23,504	\$ 236,010	\$ 14,710	\$ 2,104	\$ 3,065	0%
2014	141	77	55%	\$ 218,985	\$ -	\$ 218,985	\$ 229,745	\$ 29,737	\$ 218,985	\$ 8,510	\$ 2,336	\$ 2,844	0%
Willoughby, Grace Church													
2010	91	63	69%	\$ 126,353	\$ -	\$ 126,353	\$ 128,328	\$ 13,366	\$ 126,353	\$ 1,762	\$ 1,219	\$ 2,006	28%
2011	90	62	69%	\$ 141,258	\$ -	\$ 141,258	\$ 276,429	\$ 14,351	\$ 141,758	\$ 7,395	\$ 1,222	\$ 2,286	43%
2012	83	62	65%	\$ 153,716	\$ -	\$ 153,716	\$ 228,769	\$ 15,951	\$ 153,716	\$ 3,435	\$ 1,236	\$ 2,479	44%
2013	83	59	63%	\$ 135,690	\$ -	\$ 135,690	\$ 277,662	\$ 15,059	\$ 135,690	\$ 4,477	\$ 1,302	\$ 2,300	49%
2014	94	53	56%	\$ 133,992	\$ -	\$ 133,992	\$ 276,856	\$ 12,111	\$ 133,992	\$ 16,630	\$ 1,312	\$ 2,528	37%
Wooster, St. James's Church													
2010	255	101	39%	\$ 225,070	\$ -	\$ 225,070	\$ 253,550	\$ 27,455	\$ 225,070	\$ 11,953	\$ 2,119	\$ 2,228	2%
2011	249	108	41%	\$ 227,288	\$ -	\$ 227,288	\$ 271,411	\$ 25,851	\$ 226,788	\$ 8,602	\$ 2,032	\$ 2,100	0%
2012	246	101	38%	\$ 226,788	\$ -	\$ 226,788	\$ 250,889	\$ 26,175	\$ 226,788	\$ 10,675	\$ 2,289	\$ 2,245	0%
2013	248	99	37%	\$ 241,633	\$ -	\$ 241,633	\$ 295,085	\$ 27,978	\$ 241,633	\$ 12,001	\$ 2,295	\$ 2,441	0%
2014	238	90	32%	\$ 247,410	\$ -	\$ 247,410	\$ 268,745	\$ 28,690	\$ 247,410	\$ 21,488	\$ 2,389	\$ 2,749	10%

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA + Mbrs	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach Lines 13+16+18	Pledge & Plate + ASA	Oper Exp + ASA	From Inv. + Operating Exp
Youngstown, St. Augustine's Church													
2010													
2011	37	26	70%	\$ 25,357	\$ -	\$ 25,357	\$ 25,357	\$ 2,454	\$ 24,857	\$ -	\$ 966	\$ 956	0%
2012	24	18	45%	\$ 27,780	\$ -	\$ 27,780	\$ 27,780	\$ 3,198	\$ 27,780	\$ 100	\$ 1,227	\$ 1,543	0%
2013	39	18	46%	\$ 22,542	\$ -	\$ 22,542	\$ 22,542	\$ 1,534	\$ 22,542	\$ 271	\$ 1,191	\$ 1,252	0%
2014	39	18	46%	\$ 22,335	\$ -	\$ 22,335	\$ 22,335	\$ 1,534	\$ 22,542	\$ 271	\$ 1,191	\$ 1,252	0%
Youngstown, St. John's Church													
2010	296	92	26%	\$ 397,565	\$ -	\$ 397,565	\$ 466,950	\$ 36,255	\$ 397,565	\$ 41,442	\$ 2,825	\$ 4,321	32%
2011	247	105	32%	\$ 444,549	\$ -	\$ 444,549	\$ 518,834	\$ 62,883	\$ 444,049	\$ 59,953	\$ 2,917	\$ 4,229	28%
2012	336	88	27%	\$ 426,887	\$ -	\$ 426,887	\$ 523,397	\$ 55,561	\$ 426,887	\$ 43,866	\$ 3,083	\$ 4,851	32%
2013	166	82	27%	\$ 324,523	\$ -	\$ 324,523	\$ 603,771	\$ 41,296	\$ 324,523	\$ 44,461	\$ 2,419	\$ 3,958	47%
2014	166	80	25%	\$ 391,277	\$ -	\$ 391,277	\$ 488,364	\$ 48,552	\$ 391,277	\$ 109,340	\$ 3,215	\$ 4,891	41%
Totals													
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	\$ 18,734,579	\$ 2,879,134	\$ 1,895	\$ 2,678	19%
2012	16,996	6,790	34%	\$ 17,608,586	\$ 353,599	\$ 17,962,185	\$ 24,458,826	\$ 2,120,480	\$ 17,960,542	\$ 2,924,993	\$ 1,956	\$ 2,645	17%
2013	16,054	6,545	33%	\$ 18,059,135	\$ 302,969	\$ 18,362,104	\$ 24,368,391	\$ 2,175,069	\$ 18,361,565	\$ 2,802,973	\$ 2,013	\$ 2,805	14%
2014	15,300	6,186	32%	\$ 18,124,487	\$ 111,669	\$ 18,236,157	\$ 24,098,527	\$ 2,181,129	\$ 18,226,020	\$ 2,999,770	\$ 2,130	\$ 2,946	19%



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

**2015
Constitution and
Canons**

Current through 198th
Convention held
November 7-8, 2014

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(Current through 198th Annual Convention, November 7-8, 2014)

CONSTITUTION OF THE EPISCOPAL DIOCESE OF OHIO

(CURRENT THROUGH 198th ANNUAL CONVENTION, NOVEMBER 7-8, 2014)

ARTICLE I

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

ARTICLE II

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

Sec. 2. Members of any Convention shall be:

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

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

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

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

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

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

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

ARTICLE IV

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

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

ARTICLE V

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

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 officers, 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.

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(Current through 1987 Annual Convention, November 7-8, 2014)

(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

Sec. 1. Mode of Voting and Elections
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

Sec. 1. Election to the Episcopate
The election of a Bishop of this Diocese or of a Bishop Coadjutor or of a Bishop Suffragan, thereof, shall take place in an Annual Convention, or in a Special Convention called for that purpose at least sixty 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 Chancellor
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

Sec. 1. Parishes
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

Sec. 1. Amendment of the Constitution
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.

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

CANONS OF THE EPISCOPAL DIOCESE OF OHIO

(CURRENT THROUGH 198TH ANNUAL CONVENTION, NOVEMBER 7-8, 2014)

TITLE I: CANONS RELATING TO DIOCESAN STRUCTURE

CANON 1: Of the Ecclesiastical Authority

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

CANON 2: Of the Convention

Sec. 1. (a) It shall be the duty of all Clergy entitled to vote in the Convention to attend the same, and of each Parish in union with the Convention to send one or more Lay Delegates, not exceeding three, elected by the Vestry, before the meeting of the Convention, from among the adult communicants in good standing qualified to vote, of said Parish. The Clerk of each Parish shall, at least thirty days before the meeting of any Convention, send to the Secretary of the Convention, for each delegate elected as aforesaid, a Certificate in the form prescribed in Section 4 of this Canon.

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

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

(d) Within thirty days before the meeting of every Convention, the Bishop shall cause to be prepared a list of the deacons and priests canonically resident in the Diocese, annexing the name of their respective Parishes, entitled to vote in said Convention. In regard to such clergy not serving a Parish, the nature of the ministry in which the deacon or priest is engaged shall be noted. No member of the clergy, while suspended, shall have a place on such list. The list shall be appended to the Convention Journal and sent to the Secretary of the General Convention.

(e) The decision of the Bishop as to the right of any deacon or priest to a seat and vote in the Convention shall be final.

Sec. 2. Except with respect to elections, consideration of changes in the Constitution and Canons, and procedural questions, all action of the Convention shall be by Resolution. No Resolution shall be considered by the Convention unless the subject matter thereof shall have been embraced within a proposed form of Resolution submitted to the Secretary for advance distribution to the members of Convention and for review by a Resolutions Committee appointed by the Ecclesiastical Authority. The Secretary shall not accept any such submission of a proposed Resolution fewer than forty-five days prior to the date set for the Convention unless, with respect to a Resolution submitted to the Secretary at least five days before such date, it is demonstrated to the satisfaction of the Bishop that there is good cause for such delay and provide to all congregations the proposed diocesan budget and resolutions for the Annual Convention no fewer than two weeks prior to the Convention. Any provision of this Section 2 may be waived in a particular case by the Convention upon a majority vote of the delegates.

Sec. 3. The form printed in Appendix I shall be the form used by a Parish for the Certification of Lay Delegates to an Annual or Special Convention.

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CANON 3: Of the Election of a Bishop

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

CANON 4: Of the Secretary

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

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

CANON 5: Of the Treasurer

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

Sec. 2. The Treasurer of the Diocese shall be the Treasurer of the Diocesan Council and shall receive, disburse, and account for all moneys collected under authority of the Diocesan Council, of which the collection and distribution shall not otherwise be regulated. The Treasurer shall be ex-officio a member of the Diocesan Council and shall render to the Diocesan Council an accounting of all funds for which the Treasurer is responsible.

Sec. 3. Before assuming office, the Treasurer shall file with the Trustees of the Diocese of Ohio a bond or bonds conditioned for the faithful performance of the duties of the Treasurer and persons subordinate to the Treasurer, indemnifying the Diocese of Ohio in the sum of not less than one hundred thousand dollars (\$100,000), the cost of which bond or bonds shall be paid by the Diocese.

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

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

CANON 6: Of the Standing Committee

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

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

(c) All certificates, testimonials, and applications, as required by the Constitution and Canons of The Episcopal Church, to be laid before the Standing Committee shall be forwarded to the Secretary of the Standing Committee at least fifteen days before the known or published date of any meeting at which

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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

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

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

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

- Sec. 4. (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 clergy 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 expired, shall be ineligible for re-election to the Diocesan Council at the Annual Convention next succeeding, and shall remain ineligible for service as members of the Diocesan Council for a period of one Convention year.

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Sec. 5. Each Mission Area is entitled to elect a representative to the Diocesan Council. Such representative may be a lay person, a priest, or a deacon. Mission Area representatives shall be elected as specified in Title II, Canon 3, Section 5, to serve for a term of not more than three years.

Sec. 6. (a) The Bishop shall appoint the chairs and members of each Commission of the Diocesan Council, subject to confirmation by the Diocesan Council. A member of Diocesan Council shall be appointed to full membership on each Commission and shall serve as the Commission's liaison to the Diocesan Council.

- (b) Each Commission shall make to the Diocesan Council annually, and at such other times and in such form as Diocesan Council may require, a report of the work done under its direction.
- Sec. 7. The Diocesan Council shall meet at least six times between meetings of the Annual Convention and at such other times as the Bishop may convene them. Each of the Commissions shall meet at least twice during the same period. Any eleven members of the Council at a regularly scheduled or duly announced special meeting shall constitute a quorum, provided that at least three are lay members and at least three are clerical members of the Council. The Bishop, if present, counts as one of the necessary eleven members of Council. The three clerical members, however, must be either priests or deacons elected by Convention or their Mission Area.
- Sec. 8. The Diocesan Council shall establish, triennially, mission and ministry priorities for the program of the Diocese subject to confirmation by the Annual Convention.
- Sec. 9. The Diocesan Council shall develop a Program and Budget for the work of the Church in the Diocese and shall submit the same to the Annual Convention of the Diocese for its adoption and approval.

CANON 8:

Of the Trustees

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

- Sec. 2. The Trustees are charged with the investment management of endowment funds of the Diocese and funds derived from parishes receiving aid or extinct parishes. The Trustees may, on request, assume investment management of other funds, including other Diocesan funds, and funds of parishes, parish organizations, and other not-for-profit organizations which are affiliated with The Episcopal Church, through the Joint Investment Fund(s). No action of the Convention shall be necessary to validate any act of the Trustees. The Trustees shall report annually to the Convention concerning the actions of the Trustees during the prior year. All accounts shall be audited annually by independent Certified Public Accountants who shall report their findings to the Diocesan Council. The Trustees may contract with third parties for services to the Trustees including custodianship, investment advice, and financial reporting.
- Sec. 3. The Trustees may, from time to time, receive or accept gifts as trustees of the property and shall disburse income and/or principal in accordance with the intentions of the donor.
- Sec. 4. The Trustees shall hold title to real property for Parishes receiving aid. Such title shall be held in trust for the use of 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

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and Treasurer of the Trustees and need not be a member of the Board. The Board shall meet quarterly, or upon the call of the Bishop, or upon the call of any two members of the Board.

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

CANON 9: Of the Deputies to General Convention

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

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 re-election. Each year, the Convention shall elect one member of the clergy and three lay persons, and the Bishop shall appoint one member of the clergy and one lay person. All persons elected or appointed shall be communicants in good standing of the Diocese of Ohio. In addition, the Dean of the Cathedral shall appoint one member to serve as the Cathedral's representative to the Development Council and to represent the interests of The Church Home endowment. The Bishop shall serve as chair of the Development Council, and may appoint a member of the Development Council to chair meetings in the Bishop's absence. The Development Council may invite other persons to serve on subcommittees or assist in its work.

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

CANON 11: Of the Commission on Ministry

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

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

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

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

Sec. 5. The term of office of each member shall be four years. Vacancies occurring in the Commission on Ministry shall be filled by the Bishop after consultation with the Standing Committee, and reported to

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

CANON 12: Of Preparation for Ordination

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

CANON 13: Of the Archivist

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

CANON 14: Of the Diocesan Fund

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

Sec. 2. (a) 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.

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TITLE II: CANONS RELATING TO THE CONGREGATIONS OF THE DIOCESE

CANON 1:

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

Sec. 2. The provisions of this canon shall apply equally to all parishes of the Diocese, except that any parish receiving financial assistance for the support of its program and property shall be subject to the provisions of Section 13 of this Canon, which shall, in all cases of conflict, supersede any provision of the other sections of this Canon. Questions of interpretation arising with respect to this Canon shall be decided by the Ecclesiastical Authority.

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

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

Sec. 4. (a) Every Parish shall establish, in its Articles of Incorporation or By-Laws, provisions for giving public notice of, and for establishing a quorum for the transaction of business at all Annual and Special Meetings. Such notice shall be given no fewer than one nor more than three weeks prior to any meeting. Such quorum shall consist of not fewer than ten qualified electors, provided that a smaller number may adjourn any meeting to a date not fewer than seven, nor more than fourteen days thereafter.

(b) The Rector of the Parish shall, if present, preside at all such meetings. In the absence of the above, an officer of the Parish shall preside, in the following order of priority: (1) the Senior Warden; (2) the Junior Warden; (3) the Clerk. If none of the above is present, the meeting may elect a qualified elector as its presiding officer.

Sec. 5. (a) All members of the Parish who are communicants in good standing as defined by the Canons of The Episcopal Church and being not under sixteen years of age, shall be qualified to vote in its meetings. (The pertinent canon from the Canons of The Episcopal Church is printed in Appendix II of these Canons.)

(b) The presiding officer of any meeting shall be the judge of the qualifications of any person to vote who shall offer to do so, subject, however, to appeal and final determination by a two-thirds majority of the electors present at such meeting.

Sec. 6. (a) Every Parish shall, in its Articles of Incorporation or By-Laws, make provision for a Vestry, to consist of no fewer than five nor more than eighteen members, to be elected from among qualified electors of the Parish, to act as its agent in the care and custody of its property, and in its relations with its clergy, as provided in the Canons of The Episcopal Church.

(b) The Vestry shall meet regularly at least quarterly, at such time and place as it shall by resolution determine. A special meeting shall be called upon the written request of any two members of the Vestry, or by the Rector, or, in the absence of a Rector, by the Senior Warden; or, in the absence of both Rector and Senior Warden, by the Junior Warden.

(c) The Rector of any Parish shall be entitled to receive notice of and to have seat and voice at all meetings of the Vestry, and, when present, shall preside. When no Rector is present, officers of the parish shall preside as provided herein. The presiding officer shall make appointments to all committees, except as otherwise provided by the Articles of Incorporation or By-Laws of the Parish.

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Sec. 7. (a) Members of the Vestry shall be elected by ballot at the Annual Meeting of each Parish, for such terms and in such number as the Articles of Incorporation or By-Laws of the Parish shall, subject to the provisions of Section 4 (a) of this Canon, provide. Members shall serve until the expiration of their terms, and until their successors shall have been elected and qualified. Parish by-laws may provide for removal from office prior to the expiration of a term, for cause. No member of any Vestry shall be elected to more than two consecutive full terms, nor be re-elected or appointed until one year shall have elapsed following the expiration of the second term.

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

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

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

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

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

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

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

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

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

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

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(b) The Secretary of the Vestry shall transmit to the Ecclesiastical Authority of the Diocese minutes of its proceedings, stating fully therein the reason(s) for such alienation or encumbrance, and in the case of a proposed alienation, the price to be obtained and the disposition of the proceeds, and in the case of an encumbrance, the amount, the rate of interest to be paid, a statement of the necessity therefore, and all relevant financial information.

(c) The Ecclesiastical Authority shall solicit from the Treasurer of the Diocese a report of the financial implications of the proposed transaction.

(d) Upon the written approval of the Bishop (if there be one) and the Standing Committee of the Diocese, the Vestry may proceed to give effect to its Resolution.

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

(b) In establishing any related entity, no parish shall list the Diocese of Ohio or the parish itself as an incorporator, agent, guarantor or responsible party without the prior written consent of the Bishop and the Standing Committee.

(c) For purposes of this section, a "related entity" includes, but is not limited to, a daycare center, homeless shelter, school or educational institution, corporation, foundation, trust, nursery, outreach program or similar entity which uses the name of or a variant of the parish's name, and/or uses facilities, resources and/or personnel of the parish, and/or over which the parish exercises some degree of control.

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

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

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

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

(b) The Member of the Clergy in charge shall be nominated by the Vestry, and shall be appointed by and serve at the pleasure of, the Ecclesiastical Authority. Such person shall otherwise have the authority and responsibility of the Rector in any other parish.

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

"We, the undersigned, residents of County or Counties of Diocese of Ohio, being desirous of obtaining the services of The Episcopal Church and being ready, according to our ability, to sustain the same, do hereby request you to inquire into our estate, and provide for us as you may

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

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

CANON 2: Of the Cathedral

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

Sec. 2. There shall be a council of advice to the Cathedral, to be called the Cathedral Chapter, which shall meet at least once per year. The Chapter shall consist of the following:

- (a) The Bishop;
- (b) The Bishop Coadjutor and Bishop(s) Suffragan, if there be any;
- (c) Such members of the Diocese, not to exceed two, as designated by the Bishop
- (d) The Dean;
- (e) The Chancellor;
- (f) The residuary Canon(s);
- (g) One member of the clergy and one member of the laity to be elected biennially by the Diocesan Convention for two-year terms;
- (h) Two or more members of the Greater Cleveland community to be appointed by the Dean in consultation with the Bishop for a term of two years;
- (i) The Chair of the Cathedral Council;
- (j) The Senior Warden, Junior Warden, Clerk, and Treasurer of the Vestry.

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

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

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

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CANON 3: Of Mission Areas

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

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

(b) Two or more congregations within one Mission Area may form a voluntary Mission Partnership for the purpose of collaborative ministry.

(c) Parishes in a shared ministry situated in two Mission Areas may form Mission Partnerships with parishes in either Mission Area.

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

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

(b) Each Mission Area Council shall establish its own requirements for a quorum.

(c) The Council shall elect four officers from its membership. The Council is led by a Chair (lay or ordained), Vice Chair (from the opposite order of the Chair), Treasurer, and Secretary. Each officer shall serve a one-year term and is eligible for reelection, provided that no individual shall serve more than three (3) years consecutively in any single office.

(d) The Bishop shall appoint a Dean. The Dean serves as a liaison between the Bishop and Mission Area. She/He convenes the clergy of the Mission Area for fellowship and professional discussions. Pastorally, the Dean serves as a chaplain to the clergy of the Mission Area and the Mission Area Council. The Dean may not serve as either the Chair or Vice Chair. The Dean shall serve a three-year term.

(e) The Mission Area Episcopal Church Women President shall serve as an ex-officio member of the Mission Area Council with seat and voice.

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

(a) Provide leadership for the Mission Area, nurturing fellowship and collaboration among the parishes.

(b) Meet at least quarterly.

(c) Elect a member of the Mission Area Council to serve as a representative to Diocesan Council. The Diocesan Council representative is the liaison between the Diocesan and Mission Area Councils. She/He reports on Diocesan Council matters at each Mission Area Council meeting. If an individual's term on the Mission Area Council ends before her/his Diocesan Council term ends, she/he remains an ex-officio member of the Mission Area Council.

(d) Support and encourage the development of Mission Partnerships.

(e) When requested by funding sources, the Mission Area Council shall receive, discuss, and recommend grant applications.

(f) Facilitate regional conversations among parishes concerning congregational planting, reorganization, and closing.

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(g) Recruit and recommend individuals to be considered when filling vacancies on diocesan commissions, committees, and leadership positions.

(h) Oversee the allocation and expenditure of all money designated for Mission Area usage.

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

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

(a) Members of Diocesan Council elected as Deanery Representatives in 2007 or 2008 shall continue to serve as Mission Area Representatives until their terms on Diocesan Council conclude.

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

(c) At the first Mission Area Council meeting in 2010, the Central East and Northeast Mission Area Councils will elect representatives to Diocesan Council whose term will begin immediately and conclude on November 30, 2012. Thereafter Mission Area representatives will be elected in the following rotation and their terms will begin on December 1 of the year they are elected:

2010 – Summit, North Central, Youngstown

2011 – Cuyahoga, South Central, West

2012 – Central East, Northeast

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

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

CANON 4: Of Shared and Regional Ministries

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

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

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

(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;

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(e) The method by which individual congregations may associate with or disassociate from the Shared Ministry.

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

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

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

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

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

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

CANON 5:

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

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

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

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

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

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

CANON 6:

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

(a) Any of several conditions which would render a parish liable to action under Article IX of the Constitution of the Diocese; viz., employing a member of the clergy under ecclesiastical censure or process; permitting a church edifice to be used for purposes incompatible with its consecration; any persistent course inconsistent with the doctrine, discipline or worship of this Church.

(b) The parish shall refuse or neglect to assemble and elect a Vestry, as provided in these canons; or shall fail of representation at any Annual Convention of this Diocese; or shall neglect to pay diocesan assessments.

(c) The parish shall have failed to search for and elect a rector after a reasonable period of time.

(d) The parish shall have failed to comply with the provisions of the Canon "Minimum Annual Compensation of Clergy," or the Canon, "Of Lay Pensions;" or shall fail to maintain adequate insurance as required under the provisions of the Canon, "Of Business Methods in the Church."

(e) The parish shall fail to make timely reports or to submit a Certificate of Audit as required by the Canon, "Business Methods in Church Affairs;"

(f) Financial reports reveal invasion of the principal portion of endowment funds, or other evidence of financial instability sufficient, in the judgment of the Bishop and Standing Committee, to warrant action under this canon.

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

(a) The Rector or Vestry of any such congregation may invite the pastoral intervention of the Bishop.

(b) The Bishop, being aware of the conditions enumerated in Section 1 of this Canon, and acting in his or her capacity as Chief Pastor, may appoint a committee of three persons to seek amelioration of the condition(s), and to report to the Bishop thereon.

(c) Such intervention may be initiated upon the affirmative vote of a majority of the members of the Standing Committee.

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

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- (a) appointment of the Bishop of five or more adult communicants of the Parish to govern the affairs of the Parish as the Vestry, during the pendency of these conditions, and notwithstanding any other provisions for such governance, or for the election of a Vestry;
- (b) designation of the Rector of the Parish as Vicar, during the pendency of these conditions;
- (c) conveyance of title of all real property to the Trustees of the Diocese, who shall hold the same in trust during the pendency of these conditions;
- (d) such other measures, during the pendency of these conditions, as the Bishop, with the concurrence of the Standing Committee, shall determine.
- Sec. 4. It shall be the obligation of all parties to labor to restore the Parish to a greater degree of health, setting forth problems to be addressed in an open, honest manner and working toward the resolution of such problems in a climate of respect and charity, and for the greater good of the Church's witness to its Lord.
- Sec. 5. When any parish shall fail to elect a Vestry, the Bishop, with the advice and consent of the Standing Committee, shall appoint 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 annual compensation which is applicable in the situation. If any difference arises in making this determination, it shall be resolved by the Bishop or the Bishop's designee. If a congregation is not providing the minimum annual compensation, the matter shall be referred to the Bishop for review and action as the Bishop deems appropriate.

CANON 9:
Of Clergy Pensions

- Sec. 1. Congregations that on October 1 of any year shall have failed to pay The Church Pension Fund assessment(s) in full shall retain seat and voice at the following Diocesan Convention but forfeit their

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lay representation vote and shall remain thus forfeited until this delinquency shall have been canceled by payment. There is no power entrusted to the Convention or any Committee thereof to waive this fault.

CANON 10:
Of Lay Pensions

- Sec. 1. Every Parish, Diocesan Organization, and Institution shall provide lay employees who work a minimum of 1,000 hours annually retirement benefits through participation in the Episcopal Church Lay Employees' Retirement Plan (ECLERP) or an equivalent plan, the provisions of which are at least equal to those of ECLERP.
- Sec. 2. Every Parish, Diocesan Organization, and Institution shall make a report of compliance relative to Sec. 1 of this Canon for each lay employee. The report shall include eligibility, enrollment, and plan description. A report form provided by the Office of the Treasurer shall be used for this purpose and shall be submitted not later than October 1 of each year, prior to the Annual Convention.
- Sec. 3. Congregations that, on October 1 of any year, have not fully funded a lay pension plan as described herein, shall have seat and voice, but no vote at any Convention of the Diocese until any delinquency has been cured. There is no power entrusted to the Convention or any committee thereof to waive this fault.

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. The Board shall consist of not less than nine persons, five of whom are members of the Clergy and four of whom are Laity. Members of the Disciplinary Board may not serve concurrently on the Diocesan Standing Committee.
- Sec. 2. Clergy Members. The Clergy members of the Board must be canonically resident and geographically serving within the Diocese, have been ordained to the order from which they were elected for five or more years, and not be, either at the time of election nor the five years prior to election, under sentence or pastoral direction.

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

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

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

- (a) Upon the determination that a vacancy exists, the President of the Board shall notify the Bishop of the vacancy and request appointment of a replacement member of the same order as the member to be replaced.
- (b) The Bishop shall, within sixty (60) days, appoint a replacement Board member with the advice and consent of the Standing Committee.
- (c) Persons appointed to fill vacancies on the Board shall meet the same eligibility requirements as apply to elected Board members.
- (d) With respect to a vacancy created for any reason other than pursuant to a challenge as provided below, the term of any person selected as a replacement Board member shall be until the next annual Convention. With respect to a vacancy resulting from a challenge, the replacement Board member shall serve only for the proceedings for which the elected Board member is not serving as a result of the challenge.

Sec. 6. Preserving Impartiality. In any proceeding under this Title, if any member of a Conference Panel or Hearing Panel of the Board shall become aware of a personal conflict of interest or undue bias, that member shall immediately notify the President of the Board and request a replacement member of the Panel. Respondent's Counsel and the Church Attorney shall have the right to challenge any member of a Panel for conflict of interest or undue bias by motion to the Panel, seeking disqualification of the challenged member. The members of the Panel not the subjects of the challenge shall promptly consider the motion and determine whether the challenged Panel member shall be disqualified from participating in that proceeding.

Sec. 7. President. Within sixty (60) days following the annual Convention, the Board shall convene to elect a President to serve for the calendar year following the Convention.

Sec. 8. Intake Officer. The Intake Officer shall be appointed from time to time by the Bishop after consultation with the Board. The Bishop may appoint one or more Intake Officers according to the needs of the Diocese. The Bishop shall publish the name(s) and contact information of the Intake Officer(s) throughout the Diocese.

Sec. 9. Investigator. The Bishop 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. 10. Church Attorney. Within sixty (60) days following each annual Convention, the Bishop with the advice and consent of the Standing Committee shall appoint an attorney to serve as Church Attorney to serve for the calendar year following the Convention. The person so selected must be a duly Ohio-licensed attorney in good standing, but need not reside within or be a member of the Diocese.

Sec. 11. Pastoral Response Coordinator. The Bishop may appoint a Pastoral Response Coordinator, to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral responses provided for in Title IV.8 of the General Canons and this Title. The Pastoral Response Coordinator may not serve in any other appointed or elected capacity under this Title.

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Sec. 12. 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. 13. 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. 14. Intercessor. The Bishop shall appoint in consultation with the Standing Committee an intercessor to pray for all parties involved in the discipline process, for the diocese, and for healing and a just resolution.

CANON 5:

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

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

CANON 6:

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

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

CANON 7:

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

TITLE IV. OTHER CANONS

CANON 1:

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

CANON 2:

Sec. 1. Of Business Methods in Church Affairs
Every Parish, Aided Parish, Diocesan Organization, and Institution shall observe the standard business methods set forth in the applicable Canons of The Episcopal Church.

Sec. 2. The Diocesan Council shall, from time to time, establish by resolution:

- (a) supplementary business practice guidelines; and
- (b) procedures for carrying into effect the Canons of The Episcopal Church relating to business methods in church affairs.

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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 Repeat 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 two-thirds majority vote for approval.

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

Sec. 4. Every proposal to amend a Canon shall set out the entire section(s) of the Canon which is affected by the amendment with the new language clearly delineated. A proposal to enact a new Canon or repeal an existing Canon shall set out the entire Canon to be enacted or repealed.

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APPENDIX I

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

Delegates

1. _____ Alternates

2. _____

3. _____

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

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

Signed,

Clerk of the Vestry

The Canon requires that this certificate be sent 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 Ecclesiastical Authority, in writing, to intervene and assist the parties in their efforts to resolve the disagreement. The Ecclesiastical Authority shall initiate such proceedings as are deemed appropriate under the circumstances for that purpose by the Ecclesiastical Authority, which may include the appointment of a consultant. The parties to the disagreement, following the recommendations of the Ecclesiastical Authority, shall labor in good faith that the parties may be reconciled. Whenever the Standing Committee is the Ecclesiastical Authority, it shall request the Bishop of a neighboring Diocese to perform the duties of the Ecclesiastical Authority under this Canon.

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APPENDIX IV

from the 2003 Constitution and Canons of the Episcopal Church

Title 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 Ecclesiastical Authority of the Diocese. Whenever the Standing Committee is the Ecclesiastical Authority of the Diocese, it shall request the Bishop of another Diocese to perform the duties of the Bishop under this 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.
- (b) If a timely request is made, the President of the Standing Committee shall set a date for the conference, which shall be held within thirty days.
- (c) At the conference each party shall be entitled to representation and to present its position fully.
- (d) Within thirty days after the conference or after the Bishop's notice if no conference is requested, the Bishop shall confer with and receive the recommendation of the Standing Committee; thereafter the Bishop, as final arbiter and judge, shall render a godly judgment.
- (e) Upon the request of either party the Bishop shall explain the reasons for the judgment. If the explanation is in writing, copies shall be delivered to both parties.
- (f) If the pastoral relation is to be continued, the Bishop shall require the parties to agree on definitions of responsibility and accountability for the Rector and the Vestry.
- (g) If the relation is to be dissolved:
 - (1) The Bishop shall direct the Secretary of the Convention to record the dissolution.
 - (2) The judgment shall include such terms and conditions including financial settlements as shall seem to the Bishop just and compassionate.

Sec. 5. In either event the Bishop shall offer appropriate supportive services to the Priest and the Parish.

Sec. 6. In the event of the failure or refusal of either party to comply with the terms of the judgment, the Bishop may impose such penalties as may be set forth in the Constitution and Canons of the Diocese; and in default of any provisions for such penalties therein, the Bishop may act as follows:

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

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(b) In the case of a Vestry, invoke any available sanctions including recommending to the Convention of the Diocese that the Parish be placed under the supervision of the Bishop as a Mission until it has complied with the judgment.

Sec. 7. For cause, the Bishop may extend the time periods specified in this Canon, provided that all be done to expedite these proceedings. All parties shall be notified in writing of the length of any extension.

Sec. 8. (a) Statements made during the course of proceedings under this Canon are not discoverable nor admissible in any proceedings under Title IV provided that this does not require the exclusion of evidence in any proceeding under the Canons which is otherwise discoverable and admissible.

(b) In the course of proceedings under this Canon, if a charge is made by the Vestry against the Rector that could give rise to a disciplinary proceeding under Canon IV.1., all proceedings under this Canon shall be suspended until the charge has been resolved or withdrawn.

Sec. 9. This Canon shall not apply in any Diocese which has made a provision on this subject in its Canons which is consistent with this Canon. This Section 9 shall become effective on January 1, 1990.

APPENDIX V

from the 2003 Constitution and Canons of the Episcopal Church

Title I. Canon 17. Of Regulations Respecting the Laity

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

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