



**The 202<sup>nd</sup> Annual Convention**  
of the Episcopal Church  
in the Diocese of Ohio

**November 10, 2018**  
Cleveland Marriott East  
26300 Harvard Road  
Warrensville Heights, Ohio

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# Convention Handbook



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# Schedule and Location of Events

## Friday, November 9

Trinity Commons, 2230 Euclid Avenue, Cleveland

5:30 p.m. . . . . Convention Eucharist and Episcopal Address . . . . . Trinity Cathedral

7:00 p.m. . . . . Convention Reception . . . . . Trinity Commons

## Saturday, November 10

Cleveland Marriott East, 26300 Harvard Road, Warrensville Heights

8:00 a.m. . . . . Registration Opens . . . . . Atrium Terrace

8:30 a.m. . . . . New Delegate Orientation . . . . . Medina Room

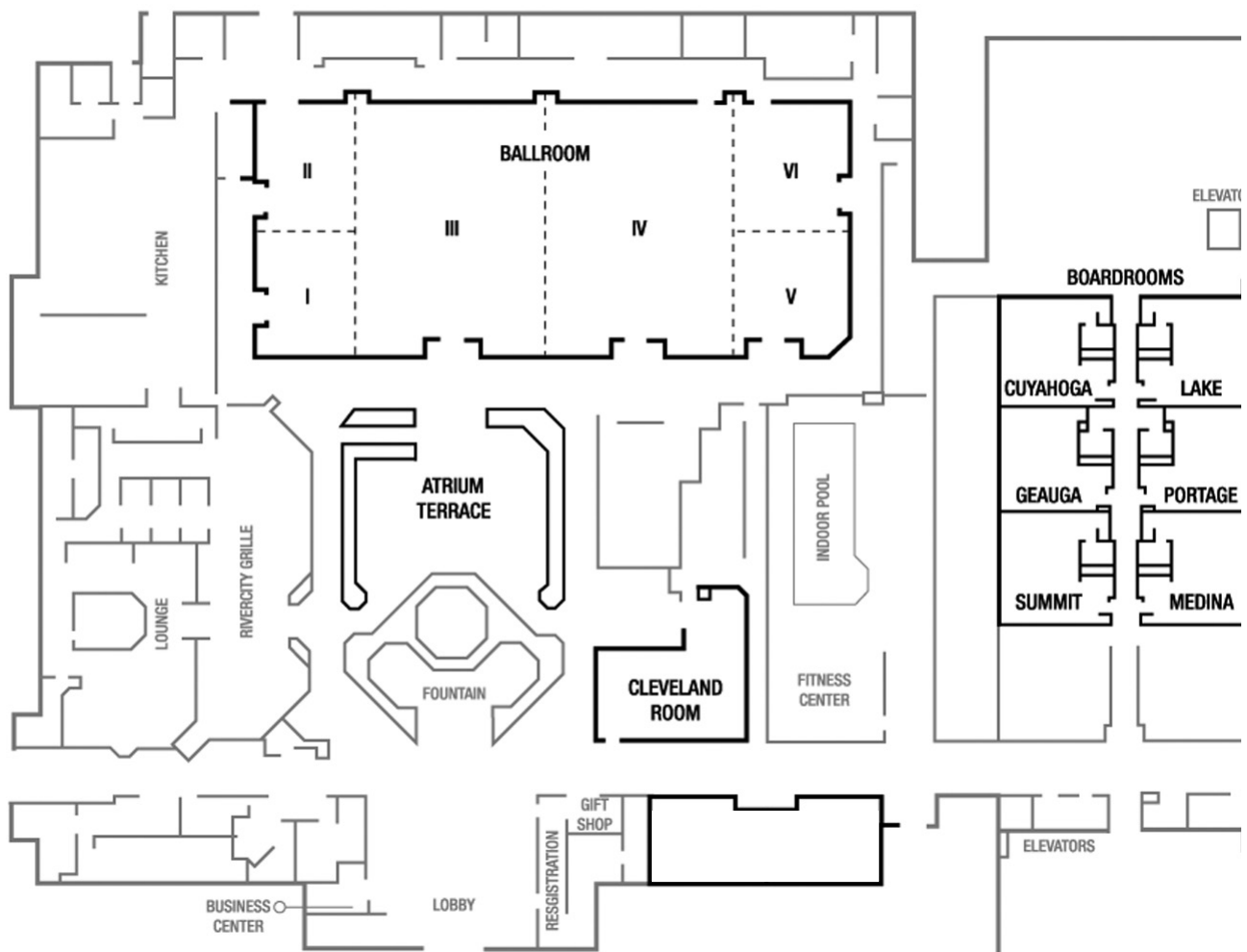
9:00 a.m. . . . . Convention Convenes . . . . . Ballroom

12:00 p.m. . . . . Convention Recesses for Lunch . . . . . Ballroom

12:00 p.m. . . . . Clergy Spouse Luncheon . . . . . Cuyahoga Room

12:45 p.m. . . . . Convention Reconvenes . . . . . Ballroom

4:00 p.m. . . . . Convention Adjourns





# General Information

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## Registration

All registration is in the Atrium Terrace.

Registration will be open on Saturday, November 10 at 8:00 a.m. and will remain open throughout the business sessions of Convention.

Clergy will register alphabetically at the clergy table.

All lay delegates, alternate delegates, seat/voice, and youth representatives register by parish city.

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, he or she will need to have the nametag of the delegate being replaced. Nametags will not be replaced if they are misplaced or lost. If an alternate delegate needs to replace a delegate, the delegate must also give the alternate the electronic voting controller in order to vote.

## Ballots for the Elections

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

If necessary, delegates will also be provided with enough voting ballots for all diocesan position elections when they register.

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

## The Episcopal Address and the Convention Eucharist

The Convention Eucharist will take place at 5:30 p.m. 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 [ecole@dohio.org](mailto: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 19.

# How the Convention Organizes for Business

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## 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.

Guests and visitors are asked to sit at the designated tables.

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 at [ecole@dohio.org](mailto: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 fifteen days prior to Convention.

Delegate certification forms were due in the Office of the Secretary of Convention by Friday, October 26, 2018. 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 10, at 8:30 a.m. in the Medina 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 prayer.

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

The rules of order are on the next page.

# The Order of Business and Other Rules

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## 202<sup>nd</sup> Annual Convention of the Episcopal Church in the Diocese of Ohio

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

#### Rule 1:

The following shall be the order of business:  
Saturday, November 10, 2018

1. Convention is called to Order
2. Opening Prayers
3. Appointment of Parliamentarian
4. Organization of the Convention for Business.  
Report by the Secretary whether or not a quorum is present in the clerical and lay orders.
5. Adoption of the Rules of Order:  
Resolution extending the privileges of the floor to
  - a) Assisting Bishops in the Diocese of Ohio,
  - b) the Chief Financial Officer,
  - c) the Chief Development Officer,
  - d) the Project Director, Bellwether Farm,
  - e) the Director of Communications,
  - f) non-canonically-resident clergy serving as Interim, Priest-In-Charge or Curate in a parish,
  - 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 Provisional 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) Submission of its Parochial Report.  
(Constitution of the Diocese of Ohio, Article IX, Section 1(1))
- b) Payment of diocesan assessments for the periods prior to the current year and current year through June 30th in accordance with Title I, Canon 14. (Constitution & Canons of the Diocese of Ohio)
- c) Payment of all premiums due to the Church Pension Fund (for clergy and lay employees) (Constitution of the Diocese of Ohio, Article IX, Section 1(3))
- d) Completion of its audit report as prescribed by canon (Constitution & Canons of the Episcopal Church, Title I.7.1(f); Constitution of the Diocese of Ohio, Article IX, Section 1(4))
7. Appointment of Assistant Secretaries and Tellers, and Voting Judges.
8. Electronic voting demonstration and trial run
9. Report of the Nominating Committee
  - e) Nominations shall be confined to those who, by capacity and experience, are suited for the office to which elections are to be made. The Nominating Committee will present its recommendations. Thereafter, the Secretary of Convention will place in nomination the names of those who have been nominated to office prior to November 10, 2018. Nominations may also be made from the floor.
  - f) The name of the parish and the city of which a nominee is a member shall be placed on the ballot.
  - g) No one who has allowed his or her name to appear as a candidate for any office may withdraw it during balloting.

**h) Offices to be filled:**

- 1) Trustee of the Diocese (1 person for a 5-year term);
  - 2) Standing Committee (1 lay and 1 clergy for 4-year terms;
  - 3) Diocesan Council (2 laity and 2 clergy for 3-year terms; 1 clergy for unexpired one-year term);
  - 4) Development Council of Episcopal Community Services (3 laity and 1 clergy for 3-year terms); and
  - 5) Diocesan Disciplinary Board (2 laity and 1 clergy for 3-year terms; 1 clergy for unexpired one-year term)
- 10.** Casting of the First ballot and Announcement of results, subject to the rule that all elections shall be decided by a majority vote.
  - 11.** Report of the Treasurer
  - 12.** Election of Treasurer, to assume duties upon the close of Convention
  - 13.** Election of the Secretary, to assume duties upon the close of Convention
  - 14.** 79<sup>th</sup> General Convention: Deputy Reflections
  - 15.** Brief Break
  - 16.** Presentation and Vote on the Proposed 2018 Diocesan Program and Budget
  - 17.** 79<sup>th</sup> General Convention Presentation and Panel Discussion
  - 18.** Liturgical Education: General Convention Resolution D078
  - 19.** Lunch Break
  - 20.** Report from Youth Pilgrimage to Belize and Happening
  - 21.** Report of the Committee on Constitution and Canons concerning proposed amendments to

**the Canons of the Diocese of Ohio**

- 22.** Report of the Trustees
- 23.** Casting of the Second Ballot (if necessary) and announcement of results
- 24.** Report from the Committee on Resolutions
- 25.** Report of the Commission for Global and Domestic Mission
- 26.** Report on Bellwether Farm
- 27.** Break (brief, in place)
- 28.** Table Discussion: The Way of Love
- 29.** Report on Connecting Communities
- 30.** Report on the Bishop's Annual Appeal
- 31.** Introduction of Clergy new to the Diocese, and Retiring Clergy who are present; Recognition of offgoing Commission and Committee leadership
- 32.** Appointment of members to the Commission on Ministry
- 33.** Reports (by title unless reading is called for by a majority of Convention)
- 34.** Disposal of any Unfinished Business
- 35.** Closing Prayers
- 36.** 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:**

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

**Rule 4:**

Whenever any member is about to speak in debate, or deliver any matter to the Convention, the member shall stand, give name and parish, and with due respect, address the Presiding Officer in

an audible voice, confining comments to the point in debate.

Rule 5:

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

Rule 6:

Debate will end following:

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

Rule 7:

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

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

Rule 8:

The Presiding Officer may interrupt the debate to give the delegates an opportunity to consult with one another on the issue currently under consideration for a period not to exceed five minutes. The time required for this exercise is not to be charged against the ten minutes allowed in Rule 5 above.

Rule 9:

While the Presiding Officer is putting any question, the members shall continue in their seats, and not hold any private discourse. Voting shall be by electronic device, by voice, by show of hands, standing, or count of persons, except for elections, which shall be

by ballot. A precise count may be requested by any delegate.

Rule 10:

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

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

The Secretary of Convention shall instruct the delegates as to proper voting procedure. Ballots must be cast according to the instruction of the Secretary of Convention in order to be counted as valid. The amount necessary to pass a matter will be determined by those present and voting. The interpretation of the voting judges as to the validity of any ballot shall be final.

Rule 11:

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

Rule 12:

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

Rule 13:

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

Rule 14:

Motions shall be handled in accordance with the following:

## Motions

### How made:

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

### Types of Motions:

1. Motions that affect the general business of the Convention.

#### a) Adjourn or Recess:

- i. Is used to end (adjourn) a session or take a short recess.
- ii. Has the following characteristics:
  1. No debate is allowed.
  2. No amendments may be made.
  3. A majority vote is required.

#### b) Adjourn and reconvene at a specific time:

- i. Is used to end a session and set a time to reconvene.
- ii. Has the following characteristics:
  1. Debate is only allowed on the time.
  2. Amendments are only allowed on the time.

#### c) Appeal the ruling of the Presiding Officer:

- i. Is used to appeal any decision of the Presiding Officer on any question of procedure.
- ii. Has the following characteristics:
  1. Debate is allowed.
  2. Amendments are not allowed.
  3. A majority vote is required.
  4. Must be made immediately after the Presiding Officer's ruling.

#### d) To Create a Special Order of Business or Change the Order of Business:

- i. Is used to create a Special Order of Business that is not included in the Convention schedule or change an existing Order of Business. It may also include special rules to govern how the order is to be carried out.
- ii. Has the following characteristics:

1. Amendments are allowed.
2. Debate is allowed.
3. A two-thirds vote is required.

#### e) End Debate and Vote Immediately:

- i. Is used to end the debate on a motion, resolution, report, or other action item and force a vote. It is also sometimes known as "moving the previous question."
- ii. Has the following characteristics:
  1. Affects only the matter being debated.
  2. No debate is allowed.
  3. A two-thirds majority vote is required.

#### f) Postpone Debating a Motion or Resolution until a Specific Time:

- i. Is used to postpone debating and considering a motion or resolution until a certain time, after a certain time has elapsed, or after an event has occurred. It cannot be used to postpone action until after the Convention has adjourned.
- ii. Has the following characteristics:
  1. Debate is allowed.
  2. Amendments are allowed.
  3. A majority vote is required.

#### 2. Motions that affect what is done with a matter.

##### a) To refer back to the originating committee, a different committee or commission, or other body.

- i. Is used to refer a matter to a committee, commission, or group to study the matter and report back suggested amendments or actions.
- ii. Has the following characteristics:
  1. May be debated.
  2. May be amended as to the body referred.
  3. A majority vote is required.

##### b) Take No Further Action:

- i. Is used to stop considering a particular resolution and remove it from further consideration at the Convention.

- ii. Has the following characteristics:
  1. Debate is allowed.
  2. No amendments are allowed.
  3. A majority vote is required.

c) To Amend or Substitute:

- i. Is used to modify a change a resolution or motion. This would include a technical change or a substantive change that would alter the meaning or the intent of a resolution or motion. Amendments must be related to the item in the resolution or motion that they are trying to change.
- ii. Secondary Amendments are:
  1. Proposed changes to an amendment. Secondary Amendments must relate to the specific subject of an amendment and may not be used to alter other parts of a resolution or parts not affected by an amendment.
- ii. Has the following characteristics:
  1. Debate is allowed.
  2. Only Secondary Amendments are allowed.
  3. A majority vote is required.

d) Divide the Matter:

- i. Is used to divide a matter or resolution into separate parts and vote separately. If the matter is easily divisible into separate subjects, it may be divided by the Presiding Officer at a request of a member.
- ii. Process to use this motion:
  1. First make the request to divide the question and explain where the question should be divided.

2. The Presiding Officer then rules on the whether the question is divisible or not.
3. If the question is divisible, the Convention proceeds to debate and act on the divided parts of the question.
4. If the Presiding Officer rules the question is not divisible, any member may appeal the ruling.

e) To Reconsider Something Previously Acted Upon:

- i. Is used to reconsider a matter which was previously voted upon by the Convention.
- ii. Has the following characteristics:
  1. Any member may move to reconsider a matter.
  2. No amendments are allowed.
  3. Debate is allowed if the matter being reconsidered is debatable.
  4. A majority vote is required.
  5. A matter may only be reconsidered once.
  6. If the motion for reconsideration is adopted, the resolution is restored to where it was immediately before the previous action being reconsidered was taken by the Convention.

Rule 15:

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

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

# Report of the Committee on Nominations

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

The Committee updated the position descriptions, including a summary of the accomplishments of each committee during the past year. This information was published on the diocesan website, the weekly e-newsletter, and Church Life! magazine. The Committee also consulted the Mission Area Councils and Mission Area Deans to help spread the message throughout the Diocese. As a result, the 21 candidates come from parishes in all eight Mission Areas.

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

The Committee on Nominations is pleased to present to the 202<sup>nd</sup> Convention of the Diocese of Ohio nominees for the following offices: Diocesan Trustee, Standing Committee, Diocesan Council, Episcopal Community Services (ECS) Development Council, and Diocesan Disciplinary Board.

Faithfully submitted by the Nominating Committee:

*The Rev. June Hardy Dorsey, Chair*  
*Mr. James Baker*

*The Rev. David Bargetzi*  
*Ms. Diane Hexter*

*Ms. Rebecca Montague*  
*The Rev. Peter W. Nielsen, III*  
*Ms. Deborah Shamlin*  
*Mr. William A. Powel, III*

*Redeemer, Lorain*  
*Grace, Mansfield*  
*St. Luke's, Cleveland*  
*Trinity Cathedral, Cleveland*  
*Grace, Sandusky*  
*St. Peter's, Ashtabula*  
*St. Paul's, Canton*  
*Diocesan Staff*



# Nominations

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## **Diocesan Trustee**

*One Lay or Clergy for a Five-Year Term*

- The Rev. Dan Schoonmaker - St. Hubert's, Kirtland Hills
- Ms. Sharon Watts - St. Paul's, Cleveland Heights

## **Standing Committee**

*One Lay and One Clergy for a Four-Year Term*

### **Clergy**

- The Rev. Jeff Baker - Christ Church, Warren
- The Rev. Charlotte Reed - Christ Church, Hudson

### **Lay**

- Ms. Jenna Bing - St. Hubert's, Kirtland Hills
- Ms. Pam O'Halloran - St. Paul's, Cleveland Heights

## **Diocesan Council**

*Two Lay and Two Clergy for a Three-Year Term; One Clergy for a One-Year Unexpired Term*

### **Clergy**

- The Rev. Sharon Williams - St. Andrew's, Cleveland
- The Rev. Kelly Aughenbaugh - St. Peter's, Lakewood
- The Rev. Alex Barton - Redeemer, Lorain

### **Lay**

- Ms. Dianne Audrick Smith - St. Andrew's, Cleveland
- Mr. Hugh Grefe - Trinity, Toledo
- Mr. Robert Meyer - St. Timothy's, Massillon

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

*Three lay and One Clergy for a Three-Year Term*

### **Clergy**

- The Rev. Bryan Gillooly - Trinity Cathedral

### **Lay**

- Mr. Jeffry Fowler - All Saints, Parma
- Mr. Tucker Handley - St. Peter's, Lakewood
- Ms. Lindsay Graves - Christ Church, Oberlin
- Ms. Dianne Audrick Smith - St. Andrew's, Cleveland

## **Diocesan Disciplinary Board**

*Two Lay and One Clergy for a Three-Year Term; One Clergy for a One-Year Unexpired Term*

### **Clergy**

- The Rev. George Baum - St. Timothy's, Massillon
- The Rev. Kay Ashby - St. Matthew's, Ashland

### **Lay**

- Ms. Diane Hexter - Trinity Cathedral, Cleveland
- Mr. Paul S. Klug - St. Paul's, Cleveland Heights



# Diocesan Trustee

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## Overview

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:

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

## Real Property of the Diocese

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

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

## Expectations

Diocesan Trustees serve for a five-year term. The Diocese expects that a Trustee will attend all meetings and be prepared to discuss and make decisions, as

appropriate, on agenda items in materials sent to them beforehand or provided at meetings.

Trustee meetings are held quarterly, normally on Tuesdays from 4:00-6:00 p.m., at Trinity Commons in February, May, September and November (other meetings are held as necessary). New members elected at Diocesan Convention attend their first regularly scheduled meeting in November.

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

## 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.

## Recent Accomplishments

The Trustees completed a review of the JIF investment policy, including updating the criteria for socially responsible investments held by the JIF.

## Continuing Diocesan Trustees

Lay

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

Clergy

The Rev. Beth Frank - St. Paul's, Canton

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

The Rev. Jan Smith Wood - Grace, Sandusky

## Candidates for Diocesan Trustee

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

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### Lay or Clergy



#### **The Rev. Daniel Schoonmaker - St. Hubert's, Kirtland Hills**

I have served in many capacities since my arrival in the Diocese of Ohio in 1998. I have chaired the trustees of St. John's Church, Cleveland, and have chaired Episcopal Community Services. In addition, I hold an MBA in International Business which has helped in my financial abilities in ministering at a resourced parish for 18 years. Hartland has done an excellent job in managing the endowment of St. Hubert's and I would be honored to serve as a Trustee. I served for several years as a member of The Socially Responsible Investment Committee.



#### **Ms. Sharon Watts - St. Paul's, Cleveland Heights**

I am a CPA and spent a decade in public accounting before becoming Director of Tax at a Cleveland corporation. I am active at the Diocese providing assistance to the Finance Office and the Ad Hoc Committee on the Bellwether Farm project as well as serving as a member of the Diocesan Finance Committee. I have been a member of the Diocesan Parish Audit Team and treasurer of the Diocesan ECW. I have served as treasurer of St. Paul's, Cleveland Heights and as a member of St. Paul's vestry, investment, and audit committees. I was raised at Christ Church, Shaker Heights and served on the vestry and as treasurer. I have served on the boards and as treasurer of multiple nonprofits in Cleveland and have significant experience working with endowments. I would welcome the opportunity to serve as a Trustee of the Diocese and to continue to serve this community.

# Standing Committee

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## Overview

The Standing Committee:

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

## Expectations

Standing Committee members serve for a four-year term. Members are expected to commit to working collaboratively with the Bishop for the welfare of the Diocese. Members attend an evening meeting during the annual retreat of the Commission on Ministry. 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 a.m. 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 p.m. With the consent of the President of Standing Committee, members who live some distance from Cleveland may, on occasion, join the meeting via conference call.

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

## Gifts, Experiences, and Skills

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

## Recent Accomplishments

Recently, the Standing Committee has discussed the value of regional confirmations; worked with the Commission on Ministry to continue improving the care of those in the ordination process; consented to various episcopal elections throughout The Episcopal Church; and consented to parish requests to alienate church property, created a resource for Standing Committee candidacy and ordination interviews; and developed a parish guide for encumbrances and alienation of real property.

## Continuing Members of the Standing Committee

Lay

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

Mr. Greg Daniels - Christ Church, Hudson

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

Clergy

The Rev. Gayle L. Catinella - St. John's, Youngstown

The Rev. Vanessa E. B. Clark - St. James, Painesville

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

## Candidates for Standing Committee

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

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### Clergy



#### **The Rev. Jeff Baker - Christ Church, Warren**

Freshly back from an enriching sabbatical, I am renewed and refreshed and feeling called to use my enthusiasm and energy to the betterment of the Diocese. I have served in various positions over the past decade and am familiar with the socio-political background of this great diocese. Warren shares the same challenges as many of the congregations outside the Cleveland area which will add perspective to my opinions and concerns. Also, as a BACAM member over the last couple of years, I can add voice to questions pertaining to prospective candidates for ordination. Thank you for your consideration and I look forward to serving God and the people of this Diocese in the years to come.

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#### **The Rev. Charlotte Reed - Christ Church, Hudson**

In the Diocese of Southern Ohio, I was Vice President and President of the Standing Committee, Chair of the Commission on Ministry, and a General Convention Deputy. I am currently on the board of Bexley-Seabury seminary. My experience has given me an understanding of the wider church as well as a deep appreciation for our congregations and an understanding of the ordination process, all of which is needed on the Standing Committee. I enjoy the connection to the Diocese that serving on the Standing Committee affords as well as the opportunity to be part of making critical decisions as we discern God's call on our life together. From my prior experience, I have learned to listen well and understand multiple sides of an issue, serving as an agent of healing when needed. I am the very happy rector of Christ Church, Hudson.

## Candidates for Standing Committee

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

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### Lay



#### **Ms. Jenna Bing - St. Hubert's, Kirtland Hills**

I have held many leadership roles in The Episcopal Church, including Senior Warden, Vestry member, Capital Campaign Co-Chair, Strategic Planning Co-Chair and am very active as an Altar Guild member, a Chalice Bearer, a Lesson Reader, and an adult Acolyte. I recently completed 6 years as a board member for the Consortium of Endowed Episcopal Parishes (CEEP). I've been able to bring my work skills honed from years as a consumer market researcher (interviewing, listening, data analysis) to provide key insights that drive solid strategic planning for my parish and for the CEEP board. I am interested in serving the Diocese and believe my work skills coupled with my love and knowledge of The Episcopal Church would serve the Standing Committee well.

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#### **Ms. Pam O'Halloran - St. Paul's, Cleveland Heights**

Pam has been a member of St. Paul's for 25 years. She has served on the parish staff since 2010, initially as Director of Stewardship and for the last three years as Director of Operations. In her current role she is responsible for all aspects of the facilities and grounds, negotiating service and supply agreements and contracts, overseeing the finance and administrative staff, attending to HR and IT needs, monitoring all expenses and revenue, and supporting stewardship, budgeting, and finance activities. As an active lay member, Pam served as Junior and Senior Warden, co-chaired the most recent capital campaign, served on a rector search committee, and was a delegate to Diocesan Convention for several years. With experience in church facility oversight and maintenance, budgeting and financial management, lay leadership in many capacities, and working closely with numerous clergy members, Pam would offer important perspective to the Standing Committee.



# Diocesan Council

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## Overview

The Diocesan Council:

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

## Expectations

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

Diocesan Council meets approximately eight times each year. The organizing meeting, usually held the first weekend of December, will be held in 2018 on November 30-December 1: a Friday night/Saturday meeting at Bellwether Farm, 4655 N. State Route 60, Wakeman, Ohio. Most other meetings will be held at Trinity Commons, 2230 Euclid Avenue, Cleveland Ohio, usually on the third Thursday of the months of January, February, March, May, June, September, and October from 3:00-6:00 p.m.

## Gifts, Experiences, and Skills

The Diocese will benefit from Diocesan Council members who understand and can develop the mission of the Diocese of Ohio, as well as that of the wider Church; 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, in the past year, Diocesan Council reviewed and approved the curriculum for the anti-racism training program authorized by Diocesan Convention. Council also spent most of several meetings engaging in the work of Becoming Beloved Community. Council has also monitored the progress of construction at Bellwether Farm.

## Continuing Members of Diocesan Council

Lay

Mr. Raymond Cox - Church of Our Saviour, Akron

Mr. Doug Skladan - St. Andrew's, Elyria

Ms. Anna Sutterisch - Church of the Ascension, Lakewood

Ms. Ute Lindenmaier Vilfroy - Trinity Cathedral, Cleveland

Clergy

The Rev. John Drymon - Trinity, Findlay

The Rev. Mike Floyd - Christ Church, Huron

The Rev. Rose Anne Lonsway - Grace Church, Willoughby

## Candidates for Diocesan Council

Elect two lay and two clergy for three-year terms and one clergy for a one-year unexpired term.

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### Clergy



#### **The Rev. Kelly Aughenbaugh - St. John's, Ohio City; St. Peter's, Lakewood**

I grew up in St. James, Wooster, where I learned and served in parish life in a small town. After college and serving with City Year Cleveland, I went to seminary at Church Divinity School of the Pacific in Berkeley, CA. Now I serve in the diocese that raised me! Some gifts I bring with me are: patience with others, openness, and listening, and sharing others' and my ideas. Skills and experiences I have are: working with others in both traditional and non-traditional church contexts, gathering different people together, planning, organizing, and implementing events that focus on community building and worship and trying things that may or may not work. I want to serve as a member of the Diocesan Council to support and encourage our diocese to continue to be open to different kinds of ministries that meet people in their contexts.

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#### **The Rev. Sharon Williams - St. Andrew's, Cleveland**

The Rev. Sharon Williams brings a fresh diverse background and skill set to this diocese. Prior to entering the ordained ministry, the native Floridian was a Miami Dade Public School teacher and administrator for 22 years. She served at Trinity Cathedral in Miami as a Vocational Deacon. A person of many interests and talents, she enjoys ministering to others, especially those who are spiritually broken. She states, "It is through our own brokenness that we are able to heal others." The Rev. Sharon spends her free time utilizing one of her talents which is photography. She believes "there's always something beautiful to capture in God's creation. You just need patience to find it." Her passion to teach extends beyond classrooms. She explains, "teaching is most powerful when it is done through life lived examples." She is a staunch advocate for youth and young adults believing they are indeed our future.

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#### **The Rev. Alex Barton - Church of the Redeemer, Lorain**

I have a strong passion for The Episcopal Church's role in the public sphere. I believe strongly in developing strong relationships to create sustainable initiatives and have done so through my work at St. John's in Ohio City and the parish I now serve, Redeemer in Lorain. My particular interests are racial justice, outreach/mission, and the development of spiritual tools to interpret God's calling. If elected to serve on Diocesan Council I hope to bring my perspective of living and working in Lorain to each decision we make as well as how important it is to be a prophetic witness to the world.

## Candidates for Diocesan Council

Elect two lay and two clergy for three-year terms and one clergy for a one-year unexpired term.

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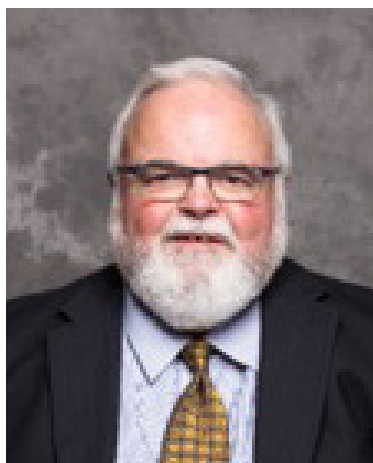
### Lay



**Ms. Dianne Audrick Smith - St. Andrew's, Cleveland**

Over the years I have served as rector search committee chair, Union of Black Episcopalians national officer, Director of Admissions at Church Divinity School of the Pacific, General Theological Seminary Trustee, member of a General Convention appointed interim body, Episcopal Community Services Council member, and Trustee for the St. John's Institute. Most recently I served as the chair for the Ohio deputation to General Convention. My ongoing commitment to The Episcopal Church is exhibited through small and large group coordination and planning; organizational marketing; ecumenical program implementation for young adults discerning lay or ordained ministry; bringing critical attention to priorities for funding at GTS; heightening the focus on Episcopal seminary relationship to General Convention. I am a long range planner and implementer, relationship builder, and communicator, balancing my work in the church and the world.

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**Mr. Hugh Grefe - Trinity, Toledo**

Having served 3 years on the Diocesan Council and its Finance Committee, I hope to serve another term as one way to support our 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. 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. I have served on the vestries of St. Mark's and Trinity parishes and as Junior Warden of Trinity. I have extensive experience at local, state and national levels in boards and commissions of both the Episcopal and Lutheran churches. I will be honored to continue on the Diocesan Council.

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**Mr. Robert Meyer - St. Timothy's, Massillon**

I am a practicing attorney in Canton, Ohio. I have been a member of St. Timothy's, Massillon since 1982 when I returned to Ohio from the U.S. Army. I have been elected to Vestry three times and have served as Junior Warden and twice as Senior Warden. I have been a Lector and Licensed Lay Reader for 25 years. My wife, Jane, served St. Timothy's as DRE for several years in the 1980's.



# Episcopal Community Services (ECS) Development Council

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## Overview

Episcopal Community Services (ECS) Development Council 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 four times each year in full committee at Trinity Commons. Grant review subcommittee teams meet by conference call, as agreed upon by their members, to review grant applications in details and to develop recommendations for review in full committee. 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 advocate for and make a financial contribution to the Bishop's Annual Appeal as they are able.

## Gifts, Experiences, and Skills

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

## Recent Accomplishments

Episcopal Community Services Development Council has recently reassessed its reprioritized its grant criteria with an emphasis on supporting innovation and a renewed focus on building Episcopal identity through strategic grant-making.

## Continuing ECS Development Council Members

### Lay

Mr. Stephen Ashby - Ascension, Lakewood

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

Ms. Charlene Hettinger - Epiphany, Euclid

Ms. Anne Schwan - Our Saviour, Akron

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

Ms. Anne Yug - St. Andrew's, Elyria

### Clergy

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

The Rev. Daniel Orr - St. Mark's, Shelby

## Candidates for Episcopal Community Services Development Council

Elect three lay and one clergy for three-year terms

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### Clergy



#### **The Rev. Bryan Gillooly - Christ Church, Shaker Heights**

God's active presence in the world includes the church but is not limited to the church. I believe where healthy, good, and restorative work takes place in neighborhoods and in communities, God is active there. As I understand the work of ECS, it is to be a place of guidance and support for people in the Diocese of Ohio attending to people at crossroads like these. My secular work is as executive director of an agency that coordinates community development, runs neighborhood services, and established youth development programs in the West Park neighborhoods of Cleveland. I am familiar with seeking, reviewing, and making grant recommendations, developing partnerships, and implementing strategies that advance communities and serve the people in them. I am also a deacon, ordained and active in this diocese for 26 years as of this convention. If elected it would be my honor to serve in this diocesan ministry.

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### Lay



#### **Mr. Jeffrey Fowler - All Saints, Parma**

I have extensive experience working for and with a variety of non-profit organizations involved in efforts to improve the lives of less fortunate families and individuals in our community. For a number of years I was the business manager for an organization that delivered groceries to shut-in seniors with no charge for the service or the food. Seniors are particularly vulnerable because their situation rarely changes when the economy improves. I am currently the Hunger Program Coordinator at The Pantry at All Saints, a hunger program at All Saints Episcopal Church in Parma. We distribute 12,000 pounds of fresh food every month and have partnered with Rise in Love, another non-profit, to provide non-perishable food and household/personal products to our clients. I am familiar the grant writing process and look forward to using my expertise to strengthen our communities and our Episcopal identity.

## Candidates for Episcopal Community Services Development Council

Elect three lay and one clergy for three-year terms

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### Lay



**Mr. Tucker Handley - St. Peter's, Lakewood**

I joined The Episcopal Church in 2003 while a graduate student in Nebraska, and was formerly a member of St. James, Wooster from 2005-2011 when I previously lived in northeast Ohio. In addition to the opportunity to learn more about the good work done by churches throughout the Diocese, I am interested in this position because of my educational and professional experience with non-profits in general and with outcome measures and data collection specifically. If elected, I would use my skills and experience to help select grantees in a fair and unbiased manner, to build mutually beneficial relationships between grantees and the committee, and to help grantees collect data to demonstrate program effectiveness and inform decision-making. I appreciate being nominated for this position, and look forward to serving if elected.

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**Ms. Lindsay Graves - Christ Church, Oberlin**

I am a retired Special Education teacher, and I have participated in many group decision making meetings. I learned early on about the importance of listening respectfully to all points of view. Continuing work on Vestry and committees has helped strengthen my conviction in the importance of careful listening. Last year I was a member of a Discernment Committee, where I was introduced to the kind of consensus style used by the Society of Friends. All of our decisions were made by discerning the sense of the group. This required quiet listening and personal prayer. We came away each time with a shared sense of accomplishment of shared goals. This style of decision making has become my guiding star.

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**Ms. Dianne Audrick Smith - St. Andrew's, Cleveland**

My commitment to serving the needs of the least of these has found expression over the past three years as a member of the ECS Development Council. During the last term I conducted site visits at programs that provide family housing for the homeless, financial literacy training for African American youth, services for families of adoptive children, and programs that provide food for individuals and families in our community. I look forward to continuing that service for the next term as the ECS Development Council refines its efforts to communicate our work broadly throughout the Diocese and surface better ways to take our limited resources into the community.

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# Diocesan Disciplinary Board

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## Overview

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.

All Disciplinary Board members are required to complete training in Title IV matters, including the materials developed on the new website approved by the 79th General Convention: [www.titleiv.org](http://www.titleiv.org).

## Gifts, Experiences, and Skills

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

## Continuing Members of the Diocesan Disciplinary Board

### Lay

Ms. Denise Caywood- St. Philip's, Akron

Mr. Don Reed - Christ Church, Hudson

### Clergy

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

The Rev. Julie Fisher - Christ Church, Kent

The Rev. Albert A. Jennings - St. Timothy's, Macedonia

## Candidates for Diocesan Disciplinary Board

Elect two lay and one clergy for three-year terms and one clergy for an unexpired term.

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### Clergy



**The Rev. George Baum - St. Timothy's, Massillon**

I am interested in serving on the Diocesan Disciplinary Board because I believe my skill set and general disposition fit the role. I consider myself to be clear-thinking and dispassionate in emotionally charged situations, and can express my opinion clearly and calmly when such things are called for.



**The Rev. Kay Ashby - St. Matthew's, Ashland**

I have been a priest for 27 including 12 years in the Diocese of Ohio. I am passionate about being a community that lives into our canons as a way of giving concrete expression to our baptismal vows to seek justice and to promote reconciliation and new life.



## Candidates for Diocesan Disciplinary Board

Elect two lay and one clergy for three-year terms and one clergy for an unexpired term.

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### Lay



#### **Ms. Diane Hexter - Trinity Cathedral, Cleveland**

I have served on the Commission on Ministry, and Diocesan Council for the past 7 years. I have been an EFM Mentor for 6 years. My profession is real estate so I have a good idea of ethics, and a strong value for integrity. I live my faith to the best of my ability and expect that others will do the same. When people are paid and trained to do a job, they are held to a higher standard. Knowing the rules and expectations of a profession and following them is what I do every day. I have a great deal of compassion and help others to do the same. I think I am well suited for this position and hope you will accept my nomination.

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#### **Mr. Paul S. Klug - St. Paul's, Cleveland Heights**

A life long Episcopalian, my early formative years were spent at St. Peter's Church in Lakewood where I sang in the youth choir and served as an acolyte. After graduating from college, I married Cynthia and matriculated at Case Western Reserve law school. At that time we settled on the east side and began attending St. Paul's church, where our children were baptized and confirmed. I continue to practice law and, as a lawyer, bring a skill set to what may be considered quasi judicial proceedings. Several leaders of the Diocese urged me to submit my application for this position. I have listened to their suggestions and I am honored to offer my name for consideration.

# Elections Tally Sheet

	Ballot 1	Ballot 2	Ballot 3
Total Votes to Cast			
Votes Required to Elect			

## Diocesan Trustee

One Lay or Clergy (Five-Year Term)

		Ballot 1	Ballot 2	Ballot 3
Lay or Clergy	The Rev. Daniel Schoonmaker- St. Hubert's, Kirtland Hills			
	Ms. Sharon Watts - St. Paul's, Cleveland Heights			

## Standing Committee

One Lay and One Clergy (Four-Year Term)

		Ballot 1	Ballot 2	Ballot 3
Clergy	The Rev. Jeff Baker - Christ Church, Warren			
	The Rev. Charlotte Reed - Christ Church, Hudson			
Lay	Ms. Jenna Bing - St. Hubert's, Kirtland Hills			
	Ms. Pam O'Halloran - St. Paul's, Cleveland Heights			

## Diocesan Council

Two Lay and Two Clergy (3-Year Term) and  
One Clergy (1-Year Unexpired Term)

		Ballot 1	Ballot 2	Ballot 3
Clergy	The Rev. Sharon Williams - St. Andrew's, Cleveland			
	The Rev. Kelly Aughenbaugh - St. Peter's, Lakewood			
	The Rev. Alex Barton - Redeemer, Lorain			
Lay	Ms. Dianne Audrick Smith - St. Andrew's, Cleveland			
	Mr. Hugh Grefe - Trinity, Toledo			
	Mr. Robert Meyer - St. Timothy's, Massillon			

# Elections Tally Sheet

## Episcopal Community Services (ECS) Development Council

Three Lay and One Clergy (Three-Year Term)

Ballot 1

Ballot 2

Ballot 3

Clergy*	The Rev. Bryan Gilooly - Trinity Cathedral			
Lay	Mr. Jeffry Fowler - All Saints, Parma			
	Mr. Tucker Handley - St. Peter's Lakewood			
	Ms. Lindsay Graves - Christ Church, Oberlin			
	Ms. Dianne Audrick Smith - St. Andrew's, Cleveland			

## Diocesan Disciplinary Board

Two Lay and One Clergy (3-Year Term) and  
One Clergy (1-Year Unexpired Term)

Ballot 1

Ballot 2

Ballot 3

Clergy	The Rev. George Baum - St. Timothy's, Massillon			
	The Rev. Kay Ashby - St. Matthew's, Ashland			
Lay*	Ms. Diane Hexter - Trinity Cathedral			
	Mr. Paul S. Klug - St. Thomas, Berea			

\*Denotes an uncontested election.



# Report of the Committee on Constitution and Canons

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## Proposed Amendments to the Constitution and Canons of the Episcopal Diocese of Ohio to be considered at the 202<sup>nd</sup> Annual Convention of the Diocese of Ohio.

During the past year, the Committee on Constitution and Canons considered how best to update the Model Parish Bylaws (or Regulations), which were last revised by the Committee in 2012. The Committee reviewed several recently-amended parish bylaws from different sized parishes, and determined that it would focus on developing principles for parish bylaws instead of producing a “model” set, mainly due to the differences between smaller and larger parishes. The Committee plans to complete its work prior to the 203<sup>rd</sup> Convention.

The Committee is also proposing five (5) amendments to the Canons of the Diocese of Ohio, as follows:

- Removing a conflict between the Constitution and Canons regarding filling vacancies on Diocesan Council (Title I, Canon 7, Section 4);
- Reducing the membership of the Development Council of Episcopal Community Services (Title I, Canon 10);
- Clarifying the parochial status of the Cathedral (Title II, Canon 1, Section 2);
- Adding language regarding the definition of membership for purposes of electing Vestry (Title II, Canon 1, Section 7(a)); and
- Providing for the use of electronic communication (Title IV, Canon 4).

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

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

The membership of the Constitution and Canons Committee consists of:

*The Rev. John A. Drymon*

*Ms. Jane R. Freeman*

*The Rev. C. Eric Funston*

*Ms. Amy Kellogg, Vice Chancellor*

*Ms. Clare S. Long*

*Ms. Ann Shelly*

*Mr. William A. Powel III, Canon to the Ordinary and Chancellor*

*Trinity, Findlay*

*Trinity Cathedral, Cleveland*

*St. Paul's, Medina*

*St. Andrew's, Elyria*

*St. Barnabas, Bay Village*

*St. Matthew's, Ashland*

*Diocesan Staff*

# First Proposed Amendment to the Canons

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1. **From the Committee on Constitution and Canons:**

2. Adoption of this amendment to the Diocesan Canons would amend Section 4 of Title I, Canon 7: Of  
3. Diocesan Council by making deletions from the content of the current canon as specified below.

4.

5.

6. **Text of the Proposed Amendment:**

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

14.

15. **Rationale:**

16. Article V, Section 6(a) of The Constitution of the Diocese of Ohio provides that "[a]ny vacancies arising  
17. during the recess of Convention among the [offices of Secretary, Treasurer and Diocesan Council] . . . may  
18. be filled by appointment of the Standing Committee with the concurrence of the Bishop, if there be one,  
19. until the next Annual Convention, which shall fill any unexpired term."

20.

21. Since the Constitution provides a method for filling the vacancies among the twelve (12) at-large elected  
22. members of Diocesan Council, the Canons require amendment in order to be consistent with the specific  
23. Constitutional process for filling such vacancies. The amendment will remove the inconsistent language  
24. in the Canons and make clear that the Standing Committee, with the concurrence of the Bishop, has such  
25. authority. The eight (8) Mission Area Council representatives to Diocesan Council are elected by the  
26. Mission Area Councils as specified in Title II, Canon 3, Section 5.

27.

28.

29.

30.

## Second Proposed Amendment to the Canons

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1.     **On behalf of Committee on Constitution and Canons:**

2.     Adoption of this amendment to the Diocesan Canons would amend Section 2 of Title II, Canon 1: Of  
3.     Parishes by making additions to and deletions from the content of the current canon as specified below.

4.

5.     **Text of the Proposed Amendment:**

6.     “The provisions of this canon shall apply equally to all parishes of the Diocese, except that any parish  
7.     receiving financial assistance for the support of its program and property shall be subject to the provisions  
8.     of Section 13 of this Canon, which shall, in all cases of conflict, supersede any provision of the other  
9.     sections of this Canon. The Cathedral operates in all ways as a congregation with parochial status  
10.    and obligations, in all ways as a parish except as otherwise provided in Title II, Canon 2. Questions of  
11.    interpretation arising with respect to this Canon shall be decided by the Ecclesiastical Authority.”

12.

13.    **Rationale:**

14.    In Title II, Canon 1, section 2, the amended language clarifies the ways in which a Cathedral operates as  
15.    a congregation with parochial status and is therefore subject to the obligations and requirements of the  
16.    canons that apply to parishes.

17.

18.    Title II, Canon 2 contains specific provisions relating to the Cathedral.

19.

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30.

# Third Proposed Amendment to the Canons

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1.     **Submitted by the Committee on Constitution and Canons:**

2.     Adoption of this amendment to the Diocesan Canons would amend Section 7(a) of Title II, Canon 1: Of  
3.     Parishes by making additions to the current canon as specified below.

4.

5.     **Text of Proposed Amendment:**

6.     Members of the Vestry shall be elected from among members as defined in Section 5(a) of this Canon  
7.     by ballot at the Annual Meeting of each Parish, for such terms and in such number as the Articles of  
8.     Incorporation or By-Laws of the Parish shall, subject to the provisions of Section 4 (a) of this Canon,  
9.     provide. Members shall serve until the expiration of their terms, and until their successors shall have been  
10.    elected and qualified. Parish by-laws may provide for removal from office prior to the expiration of a term,  
11.    for cause. No member of any Vestry shall be elected to more than two consecutive full terms, nor be re-  
12.    elected or appointed until one year shall have elapsed following the expiration of the second term.

13.

14.    **Rationale:**

15.    Clarifies the criteria for determining membership for purposes of electing Vestry members at an annual  
16.    meeting of a parish.

17.

18.    Section 5(a) of Title II, Canon 1 (referenced in the amendment) provides that “[a]ll members of the Parish  
19.    who are communicants in good standing as defined by the Canons of The Episcopal Church and being not  
20.    under sixteen years of age, shall be qualified to vote in its meetings. (The pertinent canon from the Canons  
21.    of The Episcopal Church is printed in Appendix II of these Canons.)”

22.

23.    The Canons of The Episcopal Church (Title I. Canon 17) provide as follows:

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

26.

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

## Fourth Proposed Amendment to the Canons

1. **Submitted by the Development Council of Episcopal Community Services:**

2. Adoption of this amendment to the Diocesan Canons would amend Title I, Canon 10: Of the  
3. Development Council of Episcopal Community Services by making additions to and deletions from the  
4. content of the current canon as specified below.

5.

6. **Text of the Proposed Amendment:**

7. The Development Council of Episcopal Community Services shall consist of the Diocesan Bishop, and  
8. ~~19~~ 14 (fourteen) additional members who shall each serve a term of three years and shall be eligible for  
9. reappointment or reelection. Each year, the Convention shall elect one member of the clergy and three lay  
10. persons. ~~and the Bishop shall appoint one member of the clergy and one lay person. All persons elected or~~  
11. ~~appointed shall be communicants in good standing of the Diocese of Ohio. In addition, the Bishop shall~~  
12. ~~appoint one (1) member of the Clergy and one (1) lay person.~~

13. ~~The Dean of the Cathedral shall appoint one (1) member to serve as the Cathedral's representative to~~  
14. ~~the Development Council for a three-year term and to represent the interests of The Church Home~~  
15. ~~endowment.~~

16. All persons elected or appointed shall be communicants in good standing of the Diocese of Ohio. The  
17. Bishop shall serve as chair of the Development Council, and may appoint a member of the Development  
18. Council to chair meetings in the Bishop's absence. The Development Council may invite other persons to  
19. serve on subcommittees or assist in its work.

20.

21. **Rationale:**

22. The current size of the Development Council of Episcopal Community Services (ECS) is large (19  
23. members) and unwieldy. The reduction in Bishop's appointees from six to two will still allow for broad  
24. diocesan representation, and, consistent with good governance principles, allow the Development Council  
25. of ECS to function more efficiently with 14 members.

26.

27. Removing the Dean's appointee reflects that the Trustees of the Diocese of Ohio (and not the Development  
28. Council of ECS) have authority over The Church Home Endowment. The requirement that all persons  
29. elected or appointed to the Development Council of ECS be communicants in good standing is existing  
30. language that was moved from paragraph 1 to paragraph 2.

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# Fifth Proposed Amendment to the Canons

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1. From the Committee on Constitution and Canons

2. Addition of new Canon to Title IV: Other Canons.

3.

4. **Text of the Proposed Amendment:**

5. Canon 4. Of Electronic Communication

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

8. Section 2. Participation. Members of any board or committee described in the Constitution and Canons of  
9. this diocese may participate by means of conference telephone, voice over internet protocol, internet video  
10. conferencing, or similar communications equipment by means of which all persons participating in the  
11. meeting can hear each other. Participation in a meeting pursuant to this section shall constitute presence  
12. in person at such meeting.

13.

14. **Rationale:**

15. The amendment recognizes the expanded use of technology to enhance the effectiveness and efficiency of  
16. diocesan governance.

17.

18. New Section 1 permits required notices under the Canons to be communicated through electronic  
19. delivery.

20.

21. New Section 2 permits participation in diocesan meetings through the use of new technology, so long as  
22. all persons participating can hear each other.

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# Report of the Committee on Resolutions

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

The Resolutions submitted this year are:

- R1: Resolutions on Clergy Compensation
- R2: Resolution in Support of Increased Young Adult Outreach and Involvement
- R3: Special Resolution submitted by the Committee on Constitution and Canons

Respectfully submitted,

*Mr. David W. Sloan, Chair*

*Mr. Brent Howard*

*Ms. Amy Kellogg, Vice Chancellor*

*The Rev. Rachel C. Kessler*

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

*St. Paul's, Cleveland Heights*

*Old Trinity, Tiffin*

*St. Andrew's, Elyria*

*Harcourt Parish, Gambier*

*Diocesan Staff*

# R1: On Clergy Compensation

1. *Resolved*, that the minimum standard of full-time pension-based compensation (cash salary, utilities,
2. housing, and Social Security tax reimbursement) for clergy serving congregations in the Diocese of Ohio
3. during 2019 be established as follows:
4.     • At least \$49,960 for assisting clergy
5.     • At least \$60,480 for clergy in charge of congregations with an annual Normal Operating Income
6.         (NOI) of no more than \$186,000
7.     • At least \$60,480+10% of NOI greater than \$186,000 up to \$372,000 for clergy in charge of
8.         congregations with an annual NOI greater than \$186,000.
9.     • At least \$79,080 for clergy in charge of congregations with NOI greater than \$372,000; and be it
10.         further
- 11.
12. *Resolved*, that each congregation prayerfully consider adjusting the current compensation level of their
13. clergy to account for the increase in the cost of living and the clergy person's years of experience; and be it
14. further
- 15.
16. *Resolved*, that each employer of clergy in the Diocese of Ohio be encouraged to:
17.     • Offer additional benefits either fully funded, or on a pre-tax salary reduction basis (e.g., dental
18.         insurance, reimbursement for routine dental care, annual medical examination, child-care allowance,
19.         etc.);
20.     • Provide for sabbatical and parental leave; and be it further
- 21.
22. *Resolved*, that each employer of such clergy in the Diocese of Ohio shall pay a minimum of 97.5% of the
23. health insurance premium of the least expensive plan provided as an option by the Diocese for those clergy
24. being paid less than \$60,480 (or the pro-rated part-time equivalent) and their eligible dependents or 95%
25. of the health insurance premium of the least expensive plan provided as an option by the Diocese for the
26. clergy being paid \$60,480 (or the pro-rated part-time equivalent) or more, and their eligible dependents.
27. If an clergy chooses a health insurance plan that is more expensive, the additional premium is his or her
28. responsibility, unless the Vestry, Diocese or other participating Episcopal institution agrees to pay the
29. additional premium for such coverage. The employer may choose to pay 100% of its clergy's health care plan;
30. and be it further
- 31.
32. *Resolved*, that in addition to the above minimum standards, each employer of such clergy in the Diocese of
33. Ohio shall:
34.     • Make pension assessment payments as the Church Pension Fund shall determine [Note: The
35.         Church Pension Assessment is based on the following elements: Base salary; Social Security tax
36.         reimbursements; Cash housing allowance and utilities; Employer contributions to 403(b) or deferred
37.         compensation plan; Value of church-provided housing; Pre-tax contribution to Health Savings
38.         Account (HSA) – clergy contribution up to IRS limits; and Other cash allowances (i.e., automobile,
39.         cell phone)];



## R1: On Clergy Compensation (Continued)

1.       • Provide appropriate reimbursement for expenses incurred in the course of fulfilling the
2.       responsibilities of the position, including the actual cost of the use of a personal automobile;
3.       • Allow no fewer than four weeks of paid vacation annually;
4.       • Allow no fewer than eight weeks of paid parental leave for the birth or adoption of a child for a
5.       member of the clergy, and encourage parishes to follow the maternity leave benefits provided by
6.       Church Pension Group for members of the clergy (i.e., 12 weeks).-
7.       • Allow annual professional education/development leave of no fewer than two weeks, with a
8.       minimum allowance of \$800; and be it further
- 9.
10.   *Resolved*, that the provisions of this resolution be applied on a pro-rata basis to the minimum
11.   compensation and benefits related to positions that are less than full-time and more than one-quarter
12.   time; and be it further
- 13.
14.   *Resolved*, that every letter of agreement shall be revisited by the Vestry and the Rector with the clergy
15.   member at least once every two years. For parishes in which this has not happened in the last two years it
16.   should be done promptly and by December 31, 2018; and be it further
- 17.
18.   *Resolved*, that every letter agreement shall be submitted to the Bishop's Office in compliance with General
19.   Canon Title III.9.3 along with the most current version of the Compensation Worksheet provided by the
20.   Commission on Ministry (COM) and be it further
- 21.
22.   *Resolved*, that (a) whenever clergy letters of agreement are amended, they should be submitted to
23.   the Bishop's Office in compliance with General Canon Title III.9.3; along with (b) the Compensation
24.   Worksheet provided by the Commission on Ministry to each parish; and be it finally
- 25.
26.   *Resolved*, Without regard to whether a letter of agreement has been amended, the Compensation
27.   Worksheet should be submitted by the parish for each clergy person to the Bishop's Office every two years,
28.   thereafter on or before May 1 in the odd years, for that current year's compensation.
- 29.
30.   *Resolved*, that those congregations/missions areas that are served by the ministry of a vocational deacon,
31.   would consider reimbursement for mileage and/or the costs associated with participation in ministries
32.   done on behalf of the congregations/mission areas, and that those congregations/mission areas that have
33.   long standing relationships with vocational deacons consider contributing to the annual continuing
34.   education costs of said deacon.
- 35.
36.   **Rationale:** The recommended levels of compensation represent a 2.4% Cost of Living Adjustment based
37.   on the change in the Midwest Region CPI-U for the year ending in July 2018.
- 38.
- 39.

## R1: On Clergy Compensation (Continued)

1.		¼ Time	½ Time	¾ Time	Full
2.	Assisting Clergy	\$12,490	\$24,980	\$37,470	\$49,960
3.	Clergy in Charge	\$15,120	\$30,240	\$45,360	\$60,480

- 4.
5. **Rationale:** The reference to the maternity leave benefit provided by the Church Pension Group follows
6. Resolution 2015-D030 of the General Convention to educate parishes that clergy who give birth are
7. eligible for the 12-week short-term disability benefit.\_
- 8.
9. **Rationale:** The work of the vocational deacon is to call all the baptized out into the world; this is by
10. tradition, in this diocese, a non-stipendiary call. This diocese has relatively few vocational deacons and;
11. therefore, they frequently are asked to travel long distances to serve those congregations/mission areas in
12. need of a deacon.
- 13.
14. Submitted by
15. The Commission on Ministry
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## R2: Resolution in Support of Increased Young Adult Outreach and Involvement

1. *Whereas*, the 202nd Convention of the Diocese of Ohio should continue to implement procedures to
2. recruit and include young adults (ages 18 to 30) in church affairs,
- 3.
4. *Now, Therefore, Be it Resolved*, that the Bishop be encouraged to create an intergenerational Young Adult
5. Outreach Task Force to (1) study the success of parishes with high young adult engagement; and (2)
6. propose diocesan-wide recommendations for further outreach and engagement, and be it further
- 7.
8. *Resolved*, that the Convention encourages the Committee on Nominations to actively recruit young adults
9. to participate in the governance of the Diocese, including identification of candidates for Deputies and
10. Alternate Deputies to General Convention, and be it further
- 11.
12. *Resolved*, that this Convention continue to provide financial support for attendance at General Convention
13. (i.e., registration fees, travel costs, hotel expenses, and per diem allowance) for Deputies and the First
14. Alternate Deputies.
- 15.
16. **Rationale:**
17. Young adults exist in the nebulous space between youth ministries and the established community of older
18. congregants. Often lumped in with one or the other, there tends to be very little targeted programming
19. for this demographic. As a result, young adults may feel less connected to their churches and may drift
20. away from church activities. The Office of Young Adult and Campus Ministries of The Episcopal Church
21. supports ministries of, to, and with young adults (ages 18-30) both on and off college campuses through
22. the communities, resources and networks of the Episcopal Church. It is a specific age range that had been
23. markedly absent from church counsels and activities. It covers the spectrum from those who are single
24. and still navigating a search for their first full-time job, to those who are married and have children and
25. full time jobs, as well as post high school students, and those who may have dropped out of high school
26. and everyone else in that age range.
- 27.
28. This resolution seeks to acknowledge and affirm those steps the Diocese already takes to include young
29. adults in church governance. In addition, this resolution plans to build support for parishes looking for
30. outreach ideas through establishing the Outreach Task Force. This will allow the Diocese to build on the
31. strengths already present while offering support to parishes planning to branch out.
- 32.
33. Finally, this resolution hopes to build engagement by young adults in church governance through
34. encouraging the Committee on Nominations to actively recruit young adults. This will ensure that young
35. adults are aware of all the opportunities available to them that they might not have heard of before.
- 36.
37. Including young adults in church life is a necessary part of ensuring the continued vitality of our Church.
38. When young adults leave the Church, they often take their children with them, depriving us of two
39. generations of congregants. With this resolution in place, the Diocese of Ohio will be able to lead the

## R2: Resolution in Support of Increased Young Adult Outreach and Involvement (Continued)

1. charge on young adult outreach, recruitment, engagement, and involvement.

2.

3. Submitted by Evangeline Warren, Kenyon College, Harcourt Parish

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## R3: Special Resolution submitted by the Committee on Constitution and Canons

1. *Be it Resolved*, that this 202<sup>nd</sup> Convention acknowledges the end of the parish ministries of St. Augustine's,  
2. Youngstown and St. Paul's, Marion and that the Convention expresses its deep appreciation to the laity and  
3. clergy of these congregations for their years of faithful service to God and the people of their communities;  
4. and be it further

5.  
6. *Resolved*, that this Convention accepts this recommendation of the Committee on Constitution and  
7. Canons in accordance with Canons of the Diocese of Ohio (Title II, Canon 7), and declares St. Augustine's,  
8. Youngstown and St. Paul's, Marion to be extinct.

9.  
10. **Rationale:**

11. **St. Augustine's Episcopal Church, Youngstown**  
12. Lenora Berry had a dream to establish an Episcopal Church in Youngstown for African-Americans.  
13. Although she was not an Episcopalian herself, she persisted and succeeded in persuading the Rector of  
14. St. John's, Youngstown, the Rev. Abner Lord Fraser, Jr., to support the founding of a mission. In 1908, the  
15. Board of Missions and Bishop William Leonard adopted St. Augustine's Mission, which was followed by  
16. the calling of its first full-time priest, the Rev. J. T. Ogburn. Over the years, the congregation took heed  
17. of Christ's call to serve one's neighbors, offering a variety of functions at the church, including AARP  
18. meetings, free lunch programs, and basketball games. In recognition of their expression that "with God's  
19. help, all things are possible," the Diocese of Ohio gives thanks for the ministries of St. Augustine's Church.

20.  
21. **St. Paul's Episcopal Church, Marion**  
22. Before St. Paul's, Marion became a formal parish, Episcopal worship services took place in Marion as early  
23. as 1828. Recognizing the need for a formal congregation, Susan Baker, wife of the town's founder, urged  
24. Bishop Charles McIlvaine to send the congregation a priest. In 1849, McIlvaine granted this request and  
25. St. Paul's was received into the Diocese at convention that October. In recent history, this congregation  
26. ministered to their community through their Food Pantry, an interfaith collaboration to provide weekly  
27. community meals, and their support of Alcoholics Anonymous. Although the church is formally closed,  
28. the congregation's over 180-year legacy will live on through its influence on the early history of Marion  
29. and the fruits of its ministry.

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# Overview of the 2019 Diocesan Program and Budget

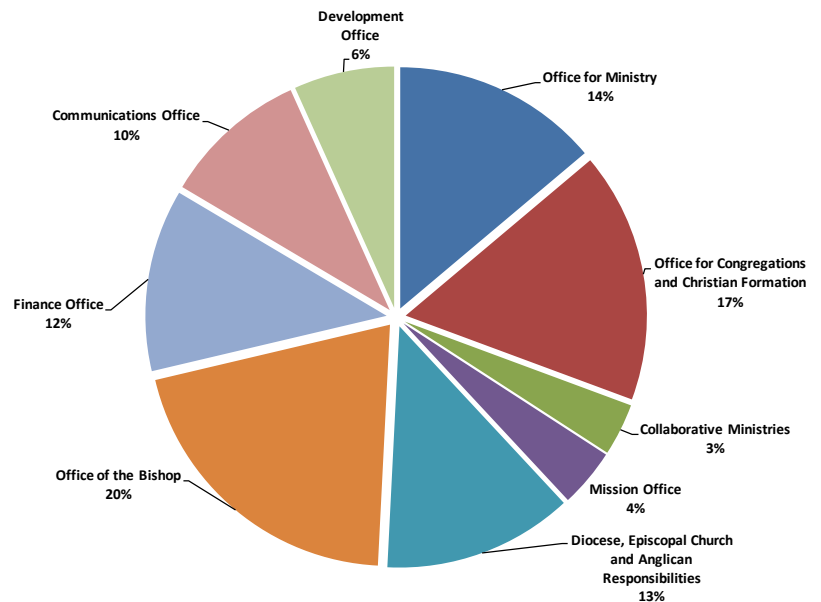
The 2019 program and budget of the Diocese of Ohio is expected to decrease by \$3,211 or about 0.1% under the 2018 budget.

Details of proposed expenditures in each area are further explained in the accompanying narratives. The most significant changes are in the areas of Office Expenses in the Office of the Bishop and Support Offices and Fund Transfers.

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

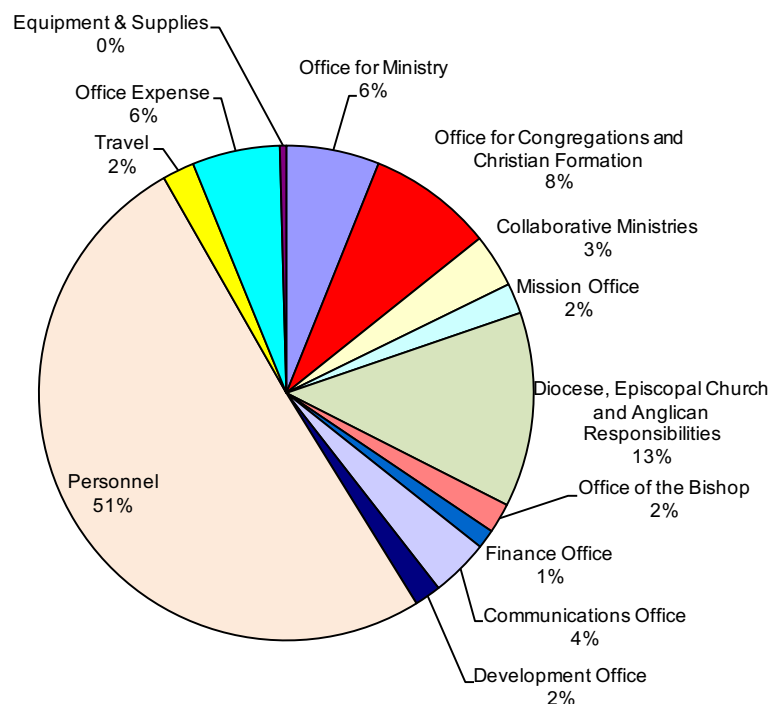
**Figure 1** allocates expenses by ministry area. This chart reflects the current ministry area, and the expenses that support these areas. Personnel and shared operating costs, including office and building expenses, have been allocated to the respective ministry areas.

Expense by Ministry Area \$3,571,291



**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.

EXPENSE BY MANAGEMENT AREA \$3,571,291



	Operating	Special Funds	Total	Increase (Decrease)
RECEIPTS				
SUPPORT FROM CONGREGATIONS				
Assessment Income (current year)	\$2,380,000.00	\$0.00	\$2,380,000.00	\$5,000.00
Assessment Income (prior year(s))	(\$83,000.00)	\$0.00	(\$83,000.00)	(\$48,000.00)
TOTAL SUPPORT FROM CONGREGATIONS	\$2,297,000.00	\$0.00	\$2,297,000.00	(\$43,000.00)
ENDOWMENT INCOME				
Endowment-Episcopate (Distrib.)	\$204,650.42	\$0.00	\$204,650.42	\$2,849.51
Endowment-Missions (Distrib)	\$60,316.86	\$0.00	\$60,316.86	\$266.13
Endowment-Custodial (Distrib.)	\$4,327.94	\$0.00	\$4,327.94	(\$117.74)
Endowment-Lay Pension	\$9,526.24	\$0.00	\$9,526.24	\$133.14
Endowment - Bishop's Office	\$58,333.72	\$0.00	\$58,333.72	\$1,225.75
Endowment Income - Legacy endowments	\$3,536.32	\$0.00	\$3,536.32	\$49.29
Endowment - ECSF - Administration (Actual)	\$51,842.79	\$0.00	\$51,842.79	\$721.93
TOTAL ENDOWMENT INCOME	\$392,534.29	\$0.00	\$392,534.29	\$5,128.01
TOTAL INVESTMENT INCOME - OTHER				
Distribution JIF-General Funds	\$148,735.14	\$0.00	\$148,735.14	\$3,470.04
Distribution JIF-Unrestricted Custodial Accts	\$43,759.97	\$0.00	\$43,759.97	\$17,478.03
TOTAL INVESTMENT INCOME	\$192,495.11	\$0.00	\$192,495.11	\$20,948.07
FEES RECEIVED FOR ADMINISTRATIVE SERVICES				
Darnell Adm. Fees	\$5,306.70	\$0.00	\$5,306.70	\$100.39
Brayton Administration Fees	\$15,328.21	\$0.00	\$15,328.21	\$261.11
Church Home Admin. Fee	\$41,872.65	\$0.00	\$41,872.65	\$713.28
Holy Cross House - Admin. Fee	\$8,015.30	\$0.00	\$8,015.30	(\$6,139.94)
Joint Investment Fund Admin. Fee	\$114,375.84	\$0.00	\$114,375.84	(\$2,609.42)
BLF Loans and Grants Administrative Fee	\$17,802.33	\$0.00	\$17,802.33	(\$2,607.66)
Cooper Administration Fees	\$864.13	\$0.00	\$864.13	\$14.72
Miller Funds Administrative Fee	\$34,209.00	\$0.00	\$34,209.00	\$646.61
Education Funds - Hornby Adm. Fees	\$6,777.03	\$0.00	\$6,777.03	\$333.55
TOTAL FEES RECEIVED FOR ADMINISTRATIVE SERVICES	\$244,551.19	\$0.00	\$244,551.19	(\$9,287.36)
FROM SPECIAL FUNDS				
From Special Funds-BLF Loans and Grants	\$0.00	\$150,000.00	\$150,000.00	\$25,000.00
From Special Funds - Library Fund	\$0.00	\$0.00	\$0.00	(\$2,000.00)
From Special Funds - Youth Scholarship Fund	\$0.00	\$1,500.00	\$1,500.00	\$0.00
From Legacy Endowments-Arthur B. Williams, Jr. Fund	\$0.00	\$21,000.00	\$21,000.00	\$0.00
From Special Funds - Bishop's Discretionary Fund	\$0.00	\$7,000.00	\$7,000.00	\$0.00
From Special Funds - Bishop's Appeal	\$0.00	\$74,000.00	\$74,000.00	\$0.00
From Special Funds-Custodial JIF	\$0.00	\$37,000.00	\$37,000.00	\$0.00
From Special Funds-Education Funds	\$0.00	\$154,210.00	\$154,210.00	\$0.00
TOTAL FROM SPECIAL FUNDS	\$0.00	\$444,710.00	\$444,710.00	\$23,000.00
TOTAL RECEIPTS	\$3,126,580.59	\$444,710.00	\$3,571,290.59	(\$3,211.28)
EXPENSES				
OFFICE OF MINISTRY				
CLERGY FORMATION				
Ordination Process	\$15,000.00	\$0.00	\$15,000.00	\$0.00
Post-Ordination Internships	\$0.00	\$40,000.00	\$40,000.00	\$0.00

	Operating	Special Funds	Total	Increase (Decrease)
Summer Seminarian Internships	\$0.00	\$4,000.00	\$4,000.00	\$0.00
Miller-Scholarships/Formation & Train	\$0.00	\$45,000.00	\$45,000.00	\$0.00
Post-Ordination Internships	\$0.00	\$21,500.00	\$21,500.00	\$0.00
Deacon Formation Program	\$0.00	\$12,500.00	\$12,500.00	\$0.00
TOTAL CLERGY FORMATION	\$15,000.00	\$123,000.00	\$138,000.00	\$0.00
CLERGY SUPPORT				
Clergy & Lay Professional Families Program	\$1,000.00	\$0.00	\$1,000.00	\$0.00
Honorarium -Chaplain for Spouse	\$500.00	\$0.00	\$500.00	\$0.00
D&ICF-Counseling/Clergy & Families	\$0.00	\$12,000.00	\$12,000.00	\$0.00
Fresh Start	\$0.00	\$1,500.00	\$1,500.00	\$0.00
TOTAL CLERGY SUPPORT	\$1,500.00	\$13,500.00	\$15,000.00	\$0.00
CLERGY DEVELOPMENT				
Transitional Deacon Education	\$500.00	\$0.00	\$500.00	\$0.00
Commission on Ministry	\$1,000.00	\$0.00	\$1,000.00	\$0.00
Miller-Clergy Days	\$0.00	\$600.00	\$600.00	\$0.00
Lay Professional Day	\$0.00	\$1,000.00	\$1,000.00	\$0.00
Educ. Fnds-Clergy Cont. Education Grants	\$0.00	\$15,000.00	\$15,000.00	\$0.00
Educ.Fnds-Lay Cont. Education Grants	\$0.00	\$4,000.00	\$4,000.00	\$0.00
Clergy Education Days	\$0.00	\$10,000.00	\$10,000.00	\$0.00
Clergy Conferences	\$0.00	\$20,000.00	\$20,000.00	\$0.00
Miller-Clergy Professional Ed. Prog.	\$0.00	\$1,000.00	\$1,000.00	\$0.00
TOTAL CLERGY DEVELOPMENT	\$1,500.00	\$51,600.00	\$53,100.00	\$0.00
CLERGY DEPLOYMENT				
Search Exp. Assistance/Parish	\$6,000.00	\$0.00	\$6,000.00	\$0.00
Interim Team Training	\$1,000.00	\$0.00	\$1,000.00	\$0.00
Background Checks	\$950.00	\$0.00	\$950.00	\$0.00
TOTAL CLERGY DEPLOYMENT	\$7,950.00	\$0.00	\$7,950.00	\$0.00
PLANNING & ADMINISTRATION				
Admin. Exp./Ordained Ministry	\$2,000.00	\$0.00	\$2,000.00	\$0.00
Admin. Exp./Deployment	\$1,300.00	\$0.00	\$1,300.00	\$0.00
TOTAL CLERGY ADMIN./PLANNINGS	\$3,300.00	\$0.00	\$3,300.00	\$0.00
TOTAL FOR OFFICE FOR MINISTRY	\$29,250.00	\$188,100.00	\$217,350.00	\$0.00
OFFICE FOR CONGREGATIONS AND CHRISTIAN FORMATION				
Administration	\$8,000.00	\$0.00	\$8,000.00	\$0.00
GRANTS FOR CONGREGATIONS				
Ministry Enhancement Grants (Existing Congregations)	\$35,000.00	\$0.00	\$35,000.00	\$0.00
Targeted Revitalization Congegations (Existing Cong.)	\$37,500.00	\$0.00	\$37,500.00	\$0.00
Congregation Development Programs and Training (Existing Con	\$10,000.00	\$0.00	\$10,000.00	\$0.00
Support for New Work	\$37,500.00	\$0.00	\$37,500.00	\$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	\$120,000.00	\$40,000.00	\$160,000.00	\$0.00
FORMATION GRANTS				



	Operating	Special Funds	Total	Increase (Decrease)
Diocesan Youth Programs	\$15,500.00	\$1,500.00	\$17,000.00	\$0.00
Young Adult Formation (18-30)	\$20,000.00	\$0.00	\$20,000.00	\$0.00
Adult Formation Events and Grants (31+)	\$3,000.00	\$0.00	\$3,000.00	\$0.00
<b>TOTAL FORMATION GRANTS</b>	<b>\$38,500.00</b>	<b>\$1,500.00</b>	<b>\$40,000.00</b>	<b>\$0.00</b>
<b>OTHER EXPENSES</b>				
Lay Preaching College	\$3,000.00	\$0.00	\$3,000.00	\$0.00
Winter Convocation	\$35,000.00	\$0.00	\$35,000.00	\$0.00
Education for Ministry	\$6,500.00	\$0.00	\$6,500.00	\$0.00
Resource Center-Materials/Supp	\$2,000.00	\$0.00	\$2,000.00	\$2,000.00
Leadership Development Events	\$7,500.00	\$0.00	\$7,500.00	\$0.00
Additional Opportunities	\$25,000.00	\$0.00	\$25,000.00	\$0.00
Resource Center-Materials/Supp	\$0.00	\$0.00	\$0.00	(\$2,000.00)
<b>TOTAL OTHER EXPENSES</b>	<b>\$79,000.00</b>	<b>\$0.00</b>	<b>\$79,000.00</b>	<b>\$0.00</b>
<b>TOTAL FOR OFFICE CACF</b>	<b>\$245,500.00</b>	<b>\$41,500.00</b>	<b>\$287,000.00</b>	<b>\$0.00</b>
<b>DIOCESAN, EPISCOPAL CHURCH AND ANGLICAN COMMUNION RESP.</b>				
<b>GENERAL CHURCH</b>				
Assessment	\$398,950.00	\$0.00	\$398,950.00	(\$3,090.00)
Provincial Synod	\$5,670.53	\$0.00	\$5,670.53	\$0.00
Travel to Provincial Synod	\$2,000.00	\$0.00	\$2,000.00	\$0.00
<b>TOTAL GENERAL CHURCH</b>	<b>\$406,620.53</b>	<b>\$0.00</b>	<b>\$406,620.53</b>	<b>(\$3,090.00)</b>
<b>DIOCESE OF OHIO</b>				
Diocesan Convention	\$27,500.00	\$0.00	\$27,500.00	\$2,500.00
Diocesan Council	\$2,500.00	\$0.00	\$2,500.00	\$0.00
<b>TOTAL DIOCESE OF OHIO</b>	<b>\$30,000.00</b>	<b>\$0.00</b>	<b>\$30,000.00</b>	<b>\$2,500.00</b>
<b>TOTAL D, EP, and AC RESP.</b>	<b>\$436,620.53</b>	<b>\$0.00</b>	<b>\$436,620.53</b>	<b>(\$590.00)</b>
<b>MISSION OFFICE</b>				
Administrative Expense	\$1,500.00	\$0.00	\$1,500.00	\$0.00
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	\$16,000.00	\$0.00	\$16,000.00	\$0.00
Total Domestic and International Mission & Service Projects	\$27,000.00	\$0.00	\$27,000.00	\$0.00
Commission on Global and Domestic Mission (CGDM)	\$1,000.00	\$0.00	\$1,000.00	\$0.00
Social Concerns/Advocacy	\$1,000.00	\$0.00	\$1,000.00	\$0.00
SDG Expense	\$21,886.06	\$0.00	\$21,886.06	(\$183.48)
Episcopal Community Services	\$2,000.00	\$0.00	\$2,000.00	\$0.00
Additional Opportunities	\$5,000.00	\$0.00	\$5,000.00	\$0.00
Commission for Racial Understanding	\$4,000.00	\$0.00	\$4,000.00	\$4,000.00
Commission for Racial Understanding	\$0.00	\$6,000.00	\$6,000.00	\$0.00
Commission for Racial Understanding	\$0.00	\$0.00	\$0.00	(\$4,000.00)
Community of Deacons	\$0.00	\$1,500.00	\$1,500.00	\$0.00
<b>TOTAL MISSION OFFICE</b>	<b>\$63,386.06</b>	<b>\$7,500.00</b>	<b>\$70,886.06</b>	<b>\$183.48</b>

OFFICE OF THE BISHOP AND SUPPORT OFFICES

	Operating	Special Funds	Total	Increase (Decrease)
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
Ohio Council of Churches	\$4,000.00	\$0.00	\$4,000.00	\$0.00
Community Building/Hospitality	\$0.00	\$5,000.00	\$5,000.00	\$0.00
Community Building/Hospitality	\$0.00	\$5,000.00	\$5,000.00	\$0.00
TOTAL OFFICE OF THE BISHOP	\$51,900.00	\$10,000.00	\$61,900.00	\$0.00

FINANCE OFFICE				
Treasurer's Office Admin. Exp.	\$3,600.00	\$0.00	\$3,600.00	\$0.00
Finance Office Business Exp.	\$500.00	\$0.00	\$500.00	\$0.00
Acctg. System Maintenance Cont	\$14,590.00	\$0.00	\$14,590.00	\$0.00
Archive Expense	\$3,600.00	\$0.00	\$3,600.00	\$0.00
Bank Fees	\$6,600.00	\$0.00	\$6,600.00	\$0.00
Payroll Service	\$2,400.00	\$0.00	\$2,400.00	\$0.00
Audit Fee	\$13,000.00	\$0.00	\$13,000.00	\$0.00
TOTAL FINANCE OFFICE	\$44,290.00	\$0.00	\$44,290.00	\$0.00

DEVELOPMENT OFFICE				
Administrative Expense	\$4,000.00	\$0.00	\$4,000.00	\$0.00
Promotion/Publications	\$3,000.00	\$0.00	\$3,000.00	\$0.00
Gift Tracking - Software Maintenance	\$13,188.00	\$0.00	\$13,188.00	\$0.00
Stewardship Education & Promotion	\$5,000.00	\$0.00	\$5,000.00	\$0.00
Gift Planning - Resources and Promotion	\$6,500.00	\$0.00	\$6,500.00	\$0.00
Expenses of Bishop's Appeal	\$0.00	\$30,000.00	\$30,000.00	\$0.00
TOTAL DEVELOPMENT OFFICE	\$31,688.00	\$30,000.00	\$61,688.00	\$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
Website Maintenance and Hosting	\$4,000.00	\$0.00	\$4,000.00	\$4,000.00
Church Life/Postage	\$15,000.00	\$0.00	\$15,000.00	\$0.00
Directory & Canons	\$0.00	\$0.00	\$0.00	(\$2,000.00)
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 Equipment	\$1,500.00	\$0.00	\$1,500.00	\$0.00
Ongoing Learning & Training	\$4,000.00	\$0.00	\$4,000.00	\$0.00
Video Conferencing	\$5,000.00	\$0.00	\$5,000.00	\$0.00
Website maintenance - No Exceptions.org	\$10,000.00	\$0.00	\$10,000.00	\$0.00
Website marketing - No Exceptions.org	\$10,000.00	\$0.00	\$10,000.00	\$0.00
Diocesan Mailings	\$2,000.00	\$0.00	\$2,000.00	(\$2,000.00)
TOTAL COMMUNICATIONS OFFICE	\$135,000.00	\$0.00	\$135,000.00	\$0.00

PERSONNEL				
SALARIES AND BENEFITS				
Salaries	\$1,261,600.00	\$0.00	\$1,261,600.00	(\$27,046.80)
Less: Reimbursement from Church of the Ascension, Lakewood	\$0.00	\$0.00	\$0.00	\$53,958.00
FICA/Medicare Taxes	\$57,125.00	\$0.00	\$57,125.00	\$4,339.00

	Operating	Special Funds	Total	Increase (Decrease)
Clergy Pension	\$81,585.00	\$0.00	\$81,585.00	(\$10,415.00)
Lay Pension and Long-Term Disability	\$76,736.00	\$0.00	\$76,736.00	\$11,536.00
Employees' Health Insurance	\$280,800.00	\$0.00	\$280,800.00	(\$29,800.00)
Employees' Dental Insurance	\$20,600.00	\$0.00	\$20,600.00	(\$3,400.00)
Group Life Insurance	\$1,920.00	\$0.00	\$1,920.00	\$6.00
Worker's Compensation	\$900.00	\$0.00	\$900.00	(\$565.00)
Flexible Spending Plan	\$1,200.00	\$0.00	\$1,200.00	\$0.00
Professional Education - Diocesan Staff	\$0.00	\$6,000.00	\$6,000.00	\$0.00
Staff Training - Program Staff	\$0.00	\$4,000.00	\$4,000.00	\$0.00
Staff Training - Support Staff	\$0.00	\$5,610.00	\$5,610.00	\$0.00
TOTAL SALARIES AND BENEFITS	\$1,782,466.00	\$15,610.00	\$1,798,076.00	(\$1,387.80)
BENEFIT EXPENSE - RETIREES				
Retirees' Health Insurance Supplement	\$8,000.00	\$0.00	\$8,000.00	\$0.00
Retirees' Group Term Life Insurance	\$300.00	\$0.00	\$300.00	\$0.00
TOTAL BENEFIT EXPENSE - RETIREES	\$8,300.00	\$0.00	\$8,300.00	\$0.00
TOTAL PERSONNEL	\$1,790,766.00	\$15,610.00	\$1,806,376.00	(\$1,387.80)
TRAVEL EXPENSES				
STAFF TRAVEL REIMBURSEMENTS	\$68,500.00	\$0.00	\$68,500.00	\$0.00
MILEAGE REIMBURSEMENTS	\$6,000.00	\$0.00	\$6,000.00	(\$250.00)
TOTAL TRAVEL EXPENSES	\$74,500.00	\$0.00	\$74,500.00	(\$250.00)
OFFICE EXPENSES				
Trinity Commons - T1 Internet Connection	\$7,000.00	\$0.00	\$7,000.00	\$1,000.00
Telephone-Local	\$2,500.00	\$0.00	\$2,500.00	(\$2,000.00)
Telephone-Advertising Exp.	\$480.00	\$0.00	\$480.00	\$0.00
Insurance-Liability, D&O, Bonding	\$14,200.00	\$0.00	\$14,200.00	\$500.00
Building Operating Expenses	\$11,000.00	\$0.00	\$11,000.00	(\$29,000.00)
Real Estate Taxes	\$12,500.00	\$0.00	\$12,500.00	\$0.00
Quadstar - Technology Consultant	\$0.00	\$0.00	\$0.00	(\$11,000.00)
Building Operating Expenses	\$0.00	\$150,000.00	\$150,000.00	\$25,000.00
Hospitality	\$0.00	\$2,000.00	\$2,000.00	\$0.00
TOTAL OFFICE EXPENSES	\$47,680.00	\$152,000.00	\$199,680.00	(\$15,500.00)
EQUIPMENT & SUPPLIES				
Postage Equip. (Lease & Maintenance)	\$2,400.00	\$0.00	\$2,400.00	\$0.00
Postage-Usage	\$9,000.00	\$0.00	\$9,000.00	\$600.00
Postage-Charged Back to Offices/Com.	(\$10,000.00)	\$0.00	(\$10,000.00)	\$0.00
Copiers-Lease Expense	\$12,000.00	\$0.00	\$12,000.00	\$0.00
Copiers-Maintenance Charges	\$5,500.00	\$0.00	\$5,500.00	(\$1,500.00)
Copies - Unreimbursed	\$0.00	\$0.00	\$0.00	(\$300.00)
Copier-Paper	\$1,200.00	\$0.00	\$1,200.00	\$0.00
Copier-Charged Back to Offices/Com.	(\$20,400.00)	\$0.00	(\$20,400.00)	\$0.00
Computer Software	\$6,000.00	\$0.00	\$6,000.00	\$0.00
Computer Equipment Repair/Modification	\$2,400.00	\$0.00	\$2,400.00	\$0.00
Office Supplies	\$4,500.00	\$0.00	\$4,500.00	\$900.00
Stationery/Printing	\$2,400.00	\$0.00	\$2,400.00	\$0.00
EQUIPMENT & SUPPLIES	\$15,000.00	\$0.00	\$15,000.00	(\$300.00)
TOTAL OFFICE OF THE BISHOP AND SUPPORT OFFICES	\$2,190,824.00	\$207,610.00	\$2,398,434.00	(\$17,437.80)

	Operating	Special Funds	Total	Increase (Decrease)
TOTAL EXPENSES	\$2,965,580.59	\$444,710.00	\$3,410,290.59	(\$18,211.28)
FUND TRANSFERS				
INTER FUND TRANSFERS				
INTER FUND TRANSFERS TO OTHER FUNDS				
Transfer to Wakeman - Operating Support	\$125,000.00	\$0.00	\$125,000.00	\$5,000.00
TOTAL INTER FUND TRANSFERS TO OTHER FUNDS	\$125,000.00	\$0.00	\$125,000.00	\$5,000.00
TOTAL INTER FUND TRANSFERS	\$125,000.00	\$0.00	\$125,000.00	\$5,000.00
INTRA FUND TRANSFERS				
INTRA FUND TRANSFERS FROM UNDESIGNATED				
To Reserve General Convention	\$18,000.00	\$0.00	\$18,000.00	\$10,000.00
To Reserve Future Epis. Trans.	\$8,000.00	\$0.00	\$8,000.00	\$0.00
To Reserve - Trinity Commons Capital	\$5,000.00	\$0.00	\$5,000.00	\$0.00
To Reserve - Episcopal Youth Event	\$5,000.00	\$0.00	\$5,000.00	\$0.00
TOTAL INTRA FUND TRANSFERS FROM UNDESIGNATED	\$36,000.00	\$0.00	\$36,000.00	\$10,000.00
TOTAL INTRA FUND TRANSFERS	\$36,000.00	\$0.00	\$36,000.00	\$10,000.00
TOTAL FUND TRANSFERS	\$161,000.00	\$0.00	\$161,000.00	\$15,000.00
NET SURPLUS/(DEFICIT)	\$0.00	\$0.00	\$0.00	\$0.00

# Year-to-Date Budget Report

Eight Months Ended August 31, 2018					
	Operating	Special Funds	Actual	YTD Budget	Favorable (Unfavorable)
RECEIPTS					
SUPPORT FROM CONGREGATIONS					
Assessment Income (current year)	\$1,331,835.91	\$0.00	\$1,331,835.91	\$1,336,175.00	(\$4,339.09)
Assessment Income (prior year(s))	(\$119,664.18)	\$0.00	(\$119,664.18)	(\$35,000.00)	(\$84,664.18)
TOTAL SUPPORT FROM CONGREGATIONS	\$1,212,171.73	\$0.00	\$1,212,171.73	\$1,301,175.00	(\$89,003.27)
ENDOWMENT INCOME					
Endowment-Episcopate (Distrib.)	\$134,534.00	\$0.00	\$134,534.00	\$134,533.92	\$0.08
Endowment-Missions (Distrib)	\$39,651.36	\$0.00	\$39,651.36	\$40,033.81	(\$382.45)
Endowment-Custodial (Distrib.)	\$2,841.16	\$0.00	\$2,841.16	\$2,963.76	(\$122.60)
Endowment-Lay Pension	\$6,262.40	\$0.00	\$6,262.40	\$6,262.06	\$0.34
Endowment - Bishop's Office	\$57,107.97	\$0.00	\$57,107.97	\$57,107.97	\$0.00
Endowment Income - Legacy endowments	\$2,324.72	\$0.00	\$2,324.72	\$2,324.67	\$0.05
Endowment - ECSF - Administration (Actual)	\$34,080.64	\$0.00	\$34,080.64	\$34,080.56	\$0.08
TOTAL ENDOWMENT INCOME	\$276,802.25	\$0.00	\$276,802.25	\$277,306.75	(\$504.50)
TOTAL INVESTMENT INCOME - OTHER					
Distribution JIF-General Funds	\$94,702.61	\$0.00	\$94,702.61	\$96,843.38	(\$2,140.77)
Distribution JIF-Unrestricted Custodial Accts	\$11,456.64	\$0.00	\$11,456.64	\$17,521.28	(\$6,064.64)
TOTAL INVESTMENT INCOME	\$106,159.25	\$0.00	\$106,159.25	\$114,364.66	(\$8,205.41)
FEES RECEIVED FOR ADMINISTRATIVE SERVICES					
Darnell Adm. Fees	\$3,470.88	\$0.00	\$3,470.88	\$3,470.87	\$0.01
Brayton Administration Fees	\$10,044.72	\$0.00	\$10,044.72	\$10,044.72	\$0.00
Church Home Admin. Fee	\$27,439.60	\$0.00	\$27,439.60	\$27,439.57	\$0.03
Holy Cross House - Admin. Fee	\$9,436.80	\$0.00	\$9,436.80	\$9,436.80	\$0.00
Joint Investment Fund Admin. Fee	\$78,000.00	\$0.00	\$78,000.00	\$77,990.16	\$9.84
BLF Loans and Grants Administrative Fee	\$13,606.64	\$0.00	\$13,606.64	\$13,606.64	\$0.00
Cooper Administration Fees	\$566.24	\$0.00	\$566.24	\$566.25	(\$0.01)
Miller Funds Administrative Fee	\$22,374.96	\$0.00	\$22,374.96	\$22,374.91	\$0.05
Education Funds - Hornby Adm. Fees	\$4,295.68	\$0.00	\$4,295.68	\$4,295.64	\$0.04
TOTAL FEES RECEIVED FOR ADMINISTRATIVE SERVICES	\$169,235.52	\$0.00	\$169,235.52	\$169,225.56	\$9.96
OTHER RECEIPTS					
Other Income	\$5,057.50	\$0.00	\$5,057.50	\$0.00	\$5,057.50
TOTAL OTHER RECEIPTS	\$5,057.50	\$0.00	\$5,057.50	\$0.00	\$5,057.50
FROM SPECIAL FUNDS					
From Special Funds-BLF Loans and Grants	\$0.00	\$67,915.36	\$67,915.36	\$83,333.32	(\$15,417.96)
From Special Funds - Library Fund	\$0.00	\$0.00	\$0.00	\$1,333.32	(\$1,333.32)
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	\$11,068.23	\$11,068.23	\$14,000.00	(\$2,931.77)
From Special Funds - Bishop's Discretionary Fund	\$0.00	\$4,586.15	\$4,586.15	\$4,666.64	(\$80.49)
From Special Funds - Bishop's Appeal	\$0.00	\$41,184.44	\$41,184.44	\$49,333.32	(\$8,148.88)
From Special Funds-Custodial JIF	\$0.00	\$17,268.30	\$17,268.30	\$24,666.64	(\$7,398.34)
From Special Funds-Education Funds	\$0.00	\$136,424.92	\$136,424.92	\$102,806.64	\$33,618.28
TOTAL FROM SPECIAL FUNDS	\$0.00	\$278,447.40	\$278,447.40	\$281,139.88	(\$2,692.48)
TOTAL RECEIPTS	\$1,769,426.25	\$278,447.40	\$2,047,873.65	\$2,143,211.85	(\$95,338.20)

# Eight Months Ended August 31, 2018

Operating	Special Funds	Actual	YTD Budget	Favorable (Unfavorable)
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## EXPENSES

### OFFICE OF MINISTRY

#### CLERGY FORMATION

Ordination Process	\$12,393.30	\$0.00	\$12,393.30	\$10,000.00	(\$2,393.30)
Post-Ordination Internships	\$0.00	\$17,916.98	\$17,916.98	\$26,666.64	\$8,749.66
Summer Seminarian Internships	\$0.00	\$1,052.41	\$1,052.41	\$4,000.00	\$2,947.59
Miller-Scholarships/Formation & Training	\$0.00	\$78,333.38	\$78,333.38	\$45,000.00	(\$33,333.38)
Post-Ordination Internships	\$0.00	\$0.00	\$0.00	\$14,333.32	\$14,333.32
Deacon Formation Program	\$0.00	\$8,353.02	\$8,353.02	\$8,333.32	(\$19.70)
<b>TOTAL CLERGY FORMATION</b>	<b>\$12,393.30</b>	<b>\$105,655.79</b>	<b>\$118,049.09</b>	<b>\$108,333.28</b>	<b>(\$9,715.81)</b>

#### CLERGY SUPPORT

Clergy & Lay Professional Families Program	\$0.00	\$0.00	\$0.00	\$666.64	\$666.64
Clergy Group Life Insurance	\$28.00	\$0.00	\$28.00	\$0.00	(\$28.00)
D&ICF-Counseling/Clergy & Families	\$0.00	\$248.28	\$248.28	\$8,000.00	\$7,751.72
Fresh Start	\$0.00	\$1,826.01	\$1,826.01	\$1,500.00	(\$326.01)
<b>TOTAL CLERGY SUPPORT</b>	<b>\$28.00</b>	<b>\$2,074.29</b>	<b>\$2,102.29</b>	<b>\$10,166.64</b>	<b>\$8,064.35</b>

#### CLERGY DEVELOPMENT

Transitional Deacon Education	\$0.00	\$0.00	\$0.00	\$333.32	\$333.32
Commission on Ministry	\$3,347.96	\$0.00	\$3,347.96	\$666.64	(\$2,681.32)
Lay Professional Day	\$0.00	\$0.00	\$0.00	\$1,000.00	\$1,000.00
Educ. Fnds-Clergy Cont. Education Grants	\$0.00	\$12,610.72	\$12,610.72	\$10,000.00	(\$2,610.72)
Educ.Fnds-Lay Cont. Education Grants	\$0.00	\$0.00	\$0.00	\$2,666.64	\$2,666.64
Clergy Education Days	\$0.00	\$0.00	\$0.00	\$6,666.64	\$6,666.64
Clergy Conferences	\$0.00	\$22,754.53	\$22,754.53	\$20,000.00	(\$2,754.53)
Miller-Clergy Professional Ed. Program	\$0.00	\$0.00	\$0.00	\$666.64	\$666.64
<b>TOTAL CLERGY DEVELOPMENT</b>	<b>\$3,347.96</b>	<b>\$35,365.25</b>	<b>\$38,713.21</b>	<b>\$41,999.88</b>	<b>\$3,286.67</b>

#### CLERGY DEPLOYMENT

Search Exp. Assistance/Parish	\$580.65	\$0.00	\$580.65	\$4,000.00	\$3,419.35
Interim Team Training	\$460.00	\$0.00	\$460.00	\$666.64	\$206.64
Background Checks	\$1,257.34	\$0.00	\$1,257.34	\$950.00	(\$307.34)
<b>TOTAL CLERGY DEPLOYMENT</b>	<b>\$2,297.99</b>	<b>\$0.00</b>	<b>\$2,297.99</b>	<b>\$5,616.64</b>	<b>\$3,318.65</b>

#### PLANNING & ADMINISTRATION

Admin. Exp./Ordained Ministry	\$1,855.27	\$0.00	\$1,855.27	\$1,333.32	(\$521.95)
Admin. Exp./Deployment	\$1,852.76	\$0.00	\$1,852.76	\$866.64	(\$986.12)
<b>TOTAL CLERGY ADMIN./PLANNINGS</b>	<b>\$3,708.03</b>	<b>\$0.00</b>	<b>\$3,708.03</b>	<b>\$2,199.96</b>	<b>(\$1,508.07)</b>

#### TOTAL FOR OFFICE FOR MINISTRY

\$21,775.28	\$143,095.33	\$164,870.61	\$168,316.40	\$3,445.79
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### OFFICE FOR CONGREGATIONS AND CHRISTIAN FORMATION

Administration	\$1,656.41	\$0.00	\$1,656.41	\$5,333.32	\$3,676.91
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#### GRANTS FOR CONGREGATIONS

Ministry Enhancement Grants (Existing Congregations)	\$13,000.00	\$0.00	\$13,000.00	\$23,333.32	\$10,333.32
Targeted Revitalization Congregations (Existing Cong.)	\$0.00	\$0.00	\$0.00	\$25,000.00	\$25,000.00
Congregation Development Programs and Training (Existing Cong.)	\$7,034.60	\$0.00	\$7,034.60	\$6,666.64	(\$367.96)



Eight Months Ended August 31, 2018					
	Operating	Special Funds	Actual	YTD Budget	Favorable (Unfavorable)
Support for New Work	\$14,336.50	\$0.00	\$14,336.50	\$25,000.00	\$10,663.50
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	\$16,666.64	\$16,666.64	\$16,666.64	\$0.00
TOTAL GRANTS TO CONGREGATIONS	\$34,371.10	\$26,666.64	\$61,037.74	\$106,666.60	\$45,628.86
FORMATION GRANTS					
Diocesan Youth Programs					
Diocesan Youth Event (DYE)	(\$367.50)	\$0.00	(\$367.50)	\$0.00	\$367.50
Happening	\$4,080.16	\$0.00	\$4,080.16	\$2,500.00	(\$1,580.16)
Spring Youth Gathering	\$1,558.53	\$0.00	\$1,558.53	\$2,000.00	\$441.47
Youth Leadership Training	\$0.00	\$0.00	\$0.00	\$3,000.00	\$3,000.00
Administration - Youth Events	\$1,563.66	\$0.00	\$1,563.66	\$1,333.32	(\$230.34)
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	\$6,834.85	\$0.00	\$6,834.85	\$12,166.64	\$5,331.79
Young Adult Formation (18-30)	\$14,145.55	\$0.00	\$14,145.55	\$13,333.32	(\$812.23)
Adult Formation Events and Grants (31+)	\$4,226.25	\$0.00	\$4,226.25	\$2,000.00	(\$2,226.25)
TOTAL FORMATION GRANTS	\$25,206.65	\$0.00	\$25,206.65	\$27,499.96	\$2,293.31
CCFC COMMITTEES					
CCFC Committees	\$96.94	\$0.00	\$96.94	\$0.00	(\$96.94)
TOTAL CCFC COMMITTEES	\$96.94	\$0.00	\$96.94	\$0.00	(\$96.94)
OTHER EXPENSES					
Lay Preaching College	\$2,659.15	\$0.00	\$2,659.15	\$2,000.00	(\$659.15)
Winter Convocation	\$28,342.66	\$0.00	\$28,342.66	\$35,000.00	\$6,657.34
Education for Ministry	\$3,162.31	\$0.00	\$3,162.31	\$6,500.00	\$3,337.69
Resource Center-Materials/Supplies	\$1,142.15	\$0.00	\$1,142.15	\$0.00	(\$1,142.15)
Leadership Development Events	\$1,049.79	\$0.00	\$1,049.79	\$5,000.00	\$3,950.21
Additional Opportunities	\$7,198.11	\$0.00	\$7,198.11	\$16,666.64	\$9,468.53
Resource Center-Materials/Supplies	\$0.00	\$0.00	\$0.00	\$1,333.32	\$1,333.32
Lay Preaching College	\$0.00	\$103.99	\$103.99	\$0.00	(\$103.99)
TOTAL OTHER EXPENSES	\$43,554.17	\$103.99	\$43,658.16	\$66,499.96	\$22,841.80
TOTAL FOR OFFICE CACF	\$104,885.27	\$26,770.63	\$131,655.90	\$205,999.84	\$74,343.94
DIOCESAN, EPISCOPAL CHURCH AND ANGLICAN COMMUNION RESP.					
GENERAL CHURCH					
Assessment	\$268,026.64	\$0.00	\$268,026.64	\$268,026.64	\$0.00
Provincial Synod	\$5,360.53	\$0.00	\$5,360.53	\$5,670.53	\$310.00
Travel to Provincial Synod	\$1,789.41	\$0.00	\$1,789.41	\$2,000.00	\$210.59
TOTAL GENERAL CHURCH	\$275,176.58	\$0.00	\$275,176.58	\$275,697.17	\$520.59
DIOCESE OF OHIO					
Diocesan Convention	\$1,565.47	\$0.00	\$1,565.47	\$0.00	(\$1,565.47)
Diocesan Council	\$194.62	\$0.00	\$194.62	\$1,666.64	\$1,472.02
TOTAL DIOCESE OF OHIO	\$1,760.09	\$0.00	\$1,760.09	\$1,666.64	(\$93.45)
ANGLICAN RESERVES					

Eight Months Ended August 31, 2018					
	Operating	Special Funds	Actual	YTD Budget	Favorable (Unfavorable)
General Convention-from Reserve	\$60,801.78	\$0.00	\$60,801.78	\$0.00	(\$60,801.78)
Total ANGLICAN RESERVES	\$60,801.78	\$0.00	\$60,801.78	\$0.00	(\$60,801.78)
TOTAL D, EP, and AC RESP.	\$337,738.45	\$0.00	\$337,738.45	\$277,363.81	(\$60,374.64)
MISSION OFFICE					
Administrative Expense	\$958.69	\$0.00	\$958.69	\$1,000.00	\$41.31
Domestic Mission & Service Projects:					
Mission Area Council Mission & Service Projects	\$1,000.00	\$0.00	\$1,000.00	\$5,333.32	\$4,333.32
Domestic Mission & Service Projects	\$0.00	\$0.00	\$0.00	\$2,000.00	\$2,000.00
Total Domestic Mission & Service Projects	\$1,000.00	\$0.00	\$1,000.00	\$7,333.32	\$6,333.32
International Mission & Service Projects					
CGDM-Belize	\$3,417.30	\$0.00	\$3,417.30	\$5,333.32	\$1,916.02
CGDM-Tanga	\$431.50	\$0.00	\$431.50	\$5,333.32	\$4,901.82
Total International Mission & Service Projects	\$3,848.80	\$0.00	\$3,848.80	\$10,666.64	\$6,817.84
Total Domestic and International Mission & Service Projects	\$4,848.80	\$0.00	\$4,848.80	\$17,999.96	\$13,151.16
Commission on Global and Domestic Mission (CGDM)	\$301.52	\$0.00	\$301.52	\$666.64	\$365.12
Social Concerns/Advocacy	\$76.10	\$0.00	\$76.10	\$666.64	\$590.54
SDG Expense	\$7,537.50	\$0.00	\$7,537.50	\$14,713.02	\$7,175.52
Episcopal Community Services	\$1,421.89	\$0.00	\$1,421.89	\$2,000.00	\$578.11
Additional Opportunities	\$2,000.00	\$0.00	\$2,000.00	\$3,333.32	\$1,333.32
Commission for Racial Understanding	\$0.00	\$1,068.23	\$1,068.23	\$4,000.00	\$2,931.77
Commission for Racial Understanding	\$0.00	\$353.38	\$353.38	\$2,666.64	\$2,313.26
Community of Deacons	\$0.00	\$200.00	\$200.00	\$1,000.00	\$800.00
TOTAL MISSION OFFICE	\$17,144.50	\$1,621.61	\$18,766.11	\$48,046.22	\$29,280.11
OFFICE OF THE BISHOP AND SUPPORT OFFICES					
OFFICE OF THE BISHOP					
Bishop's Office Admin. Exp.	\$1,800.85	\$0.00	\$1,800.85	\$2,933.32	\$1,132.47
Bishop's Office Business Exp.	\$174.95	\$0.00	\$174.95	\$0.00	(\$174.95)
Support for Mission Area Councils	\$6,100.00	\$0.00	\$6,100.00	\$16,000.00	\$9,900.00
New Ministry Initiatives	\$3,575.95	\$0.00	\$3,575.95	\$2,333.32	(\$1,242.63)
Reimbursement to Parishes-Time of Deans	\$8,000.00	\$0.00	\$8,000.00	\$8,000.00	\$0.00
Ohio Council of Churches	\$3,000.00	\$0.00	\$3,000.00	\$3,000.00	\$0.00
Community Building/Hospitality	\$0.00	\$3,563.42	\$3,563.42	\$3,333.32	(\$230.10)
Community Building/Hospitality	\$0.00	\$4,075.88	\$4,075.88	\$3,333.32	(\$742.56)
TOTAL OFFICE OF THE BISHOP	\$22,651.75	\$7,639.30	\$30,291.05	\$38,933.28	\$8,642.23
FINANCE OFFICE					
Treasurer's Office Admin. Expense	\$2,053.71	\$0.00	\$2,053.71	\$2,400.00	\$346.29
Finance Office Business Expense	\$918.99	\$0.00	\$918.99	\$333.32	(\$585.67)
Acctg. System Maintenance Contract	\$9,726.63	\$0.00	\$9,726.63	\$9,726.64	\$0.01
Archive Expense	\$1,566.83	\$0.00	\$1,566.83	\$2,400.00	\$833.17
Bank Fees	\$4,383.41	\$0.00	\$4,383.41	\$4,400.00	\$16.59
Payroll Service	\$2,343.88	\$0.00	\$2,343.88	\$1,600.00	(\$743.88)
Audit Fee	\$7,500.00	\$0.00	\$7,500.00	\$13,000.00	\$5,500.00
Parish Audit Team	\$954.36	\$0.00	\$954.36	\$0.00	(\$954.36)
TOTAL FINANCE OFFICE	\$29,447.81	\$0.00	\$29,447.81	\$33,859.96	\$4,412.15

**Eight Months Ended August 31, 2018**

	Operating	Special Funds	Actual	YTD Budget	Favorable (Unfavorable)
<b>DEVELOPMENT OFFICE</b>					
Administrative Expense	\$3,591.14	\$0.00	\$3,591.14	\$2,666.64	(\$924.50)
Promotion/Publications	\$0.00	\$0.00	\$0.00	\$2,000.00	\$2,000.00
Gift Tracking - Software Maintenance	\$8,792.00	\$0.00	\$8,792.00	\$8,792.00	\$0.00
Stewardship Education & Promotion	\$1,187.68	\$0.00	\$1,187.68	\$3,333.32	\$2,145.64
Fundraising Expenses - general	\$752.14	\$0.00	\$752.14	\$0.00	(\$752.14)
Diocesan Stewardship Conference	(\$47.25)	\$0.00	(\$47.25)	\$0.00	\$47.25
Gift Planning - Resources and Promotion	\$608.00	\$0.00	\$608.00	\$4,333.32	\$3,725.32
Expenses of Bishop's Appeal	\$0.00	\$22,215.05	\$22,215.05	\$20,000.00	(\$2,215.05)
TOTAL DEVELOPMENT OFFICE	\$14,883.71	\$22,215.05	\$37,098.76	\$41,125.28	\$4,026.52
<b>COMMUNICATIONS OFFICE</b>					
Communication Admin. Exp.	\$1,379.08	\$0.00	\$1,379.08	\$1,666.64	\$287.56
Internet Website	\$199.00	\$0.00	\$199.00	\$0.00	(\$199.00)
Website Design/Maintenance	\$4,700.00	\$0.00	\$4,700.00	\$0.00	(\$4,700.00)
Flocknote license	\$8,772.00	\$0.00	\$8,772.00	\$0.00	(\$8,772.00)
Church Life/Professional Services (writing)	\$665.00	\$0.00	\$665.00	\$2,000.00	\$1,335.00
Church Life/Professional Services (photos/videos)	\$600.00	\$0.00	\$600.00	\$3,333.32	\$2,733.32
Church Life/Production-printing	\$24,863.35	\$0.00	\$24,863.35	\$26,666.64	\$1,803.29
Church Life/Postage	\$6,005.74	\$0.00	\$6,005.74	\$10,000.00	\$3,994.26
Directory & Canons	\$0.00	\$0.00	\$0.00	\$1,333.32	\$1,333.32
Diocesan Journal/Printing & Distribution	\$1,045.56	\$0.00	\$1,045.56	\$1,000.00	(\$45.56)
Advertising Campaign	\$7,376.82	\$0.00	\$7,376.82	\$21,000.00	\$13,623.18
Communications Department Equipment	\$0.00	\$0.00	\$0.00	\$1,000.00	\$1,000.00
Technology Consulting	\$463.77	\$0.00	\$463.77	\$0.00	(\$463.77)
Ongoing Learning & Training	\$1,189.92	\$0.00	\$1,189.92	\$2,666.64	\$1,476.72
Video Conferencing	\$648.90	\$0.00	\$648.90	\$3,333.32	\$2,684.42
Website maintenance - No Exceptions.org	\$39.98	\$0.00	\$39.98	\$6,666.64	\$6,626.66
Website marketing - No Exceptions.org	\$111.24	\$0.00	\$111.24	\$6,666.64	\$6,555.40
Diocesan Mailings	\$109.10	\$0.00	\$109.10	\$2,666.64	\$2,557.54
TOTAL COMMUNICATIONS OFFICE	\$58,169.46	\$0.00	\$58,169.46	\$89,999.80	\$31,830.34
<b>PERSONNEL</b>					
Salaries and Benefits					
Salaries/Wages-Diocesan Staff	\$829,349.66	\$0.00	\$829,349.66	\$859,097.84	\$29,748.18
Overtime-nonexempt Salaried Dio.Staff	\$1,902.86	\$0.00	\$1,902.86	\$0.00	(\$1,902.86)
FICA/Medicare Taxes	\$35,220.86	\$0.00	\$35,220.86	\$35,190.64	(\$30.22)
Clergy Pension	\$61,799.54	\$0.00	\$61,799.54	\$61,333.32	(\$466.22)
Lay Pension & Long Term Disability	\$47,635.89	\$0.00	\$47,635.89	\$43,466.64	(\$4,169.25)
Employees Health Insurance	\$195,956.00	\$0.00	\$195,956.00	\$207,066.64	\$11,110.64
Employees Dental Insurance	\$15,294.00	\$0.00	\$15,294.00	\$16,000.00	\$706.00
Group Life Insurance	\$1,320.00	\$0.00	\$1,320.00	\$1,276.00	(\$44.00)
Workers Compensation	\$898.11	\$0.00	\$898.11	\$976.64	\$78.53
Flexible Spending Plan	\$700.00	\$0.00	\$700.00	\$800.00	\$100.00
Professional Education-Diocesan Staff	\$686.48	\$0.00	\$686.48	\$0.00	(\$686.48)
Professional Education-Diocesan Staff	\$0.00	\$2,560.75	\$2,560.75	\$4,000.00	\$1,439.25
Staff Training - Senior Staff	\$0.00	\$0.00	\$0.00	\$2,666.64	\$2,666.64
Staff Training-Support Team	\$0.00	\$5,606.64	\$5,606.64	\$3,740.00	(\$1,866.64)
Reimbursement from Ascension, Lakewood	(\$35,947.68)	\$0.00	(\$35,947.68)	(\$35,972.00)	(\$24.32)
Total Salaries and Benefits	\$1,154,815.72	\$8,167.39	\$1,162,983.11	\$1,199,642.36	\$36,659.25

Eight Months Ended August 31, 2018					
	Operating	Special Funds	Actual	YTD Budget	Favorable (Unfavorable)
Benefit Expense - Retirees					
Retirees Health Ins.Supplement	\$5,952.00	\$0.00	\$5,952.00	\$5,333.32	(\$618.68)
Retirees Group Life Insur./Lay	\$64.40	\$0.00	\$64.40	\$200.00	\$135.60
Total Benefit Expense - Retirees	\$6,016.40	\$0.00	\$6,016.40	\$5,533.32	(\$483.08)
TOTAL PERSONNEL	\$1,160,832.12	\$8,167.39	\$1,168,999.51	\$1,205,175.68	\$36,176.17
TRAVEL EXPENSES					
STAFF TRAVEL REIMBURSEMENTS					
TRVL-Bishop	\$4,772.02	\$0.00	\$4,772.02	\$10,666.64	\$5,894.62
TRVL-Assisting Bishops	\$7,437.98	\$0.00	\$7,437.98	\$10,000.00	\$2,562.02
TRVL - Canon to the Ordinary	\$2,453.63	\$0.00	\$2,453.63	\$4,333.32	\$1,879.69
TRVL-Treasurer	\$115.25	\$0.00	\$115.25	\$333.32	\$218.07
TRVL-Chief Financial Officer	\$122.22	\$0.00	\$122.22	\$1,000.00	\$877.78
TRVL-Support Team	\$4,325.54	\$0.00	\$4,325.54	\$2,666.64	(\$1,658.90)
TRVL-Canon for Ministry	\$2,044.21	\$0.00	\$2,044.21	\$3,666.64	\$1,622.43
TRVL-Canon for Congregations	\$3,131.24	\$0.00	\$3,131.24	\$5,000.00	\$1,868.76
TRVL- Chief Development Officer	\$1,300.92	\$0.00	\$1,300.92	\$1,333.32	\$32.40
TRVL-Canon for Christian Formation	\$1,678.14	\$0.00	\$1,678.14	\$2,666.64	\$988.50
TRVL-Canon for Mission	\$1,605.28	\$0.00	\$1,605.28	\$2,666.64	\$1,061.36
TRVL-Communications Director	\$1,537.46	\$0.00	\$1,537.46	\$1,333.32	(\$204.14)
TOTAL STAFF TRAVEL REIMBURSEMENTS	\$30,523.89	\$0.00	\$30,523.89	\$45,666.48	\$15,142.59
MILEAGE REIMBURSEMENTS					
Mileage Reimbursement-Bishop	\$5,158.74	\$0.00	\$5,158.74	\$4,000.00	(\$1,158.74)
Mileage Reimbursement - Volunteers	\$0.00	\$0.00	\$0.00	\$166.64	\$166.64
TOTAL MILEAGE REIMBURSEMENTS	\$5,158.74	\$0.00	\$5,158.74	\$4,166.64	(\$992.10)
TOTAL TRAVEL EXPENSES	\$35,682.63	\$0.00	\$35,682.63	\$49,833.12	\$14,150.49
OFFICE EXPENSES					
Trinity Commons - T1 Internet Connection	\$4,146.20	\$0.00	\$4,146.20	\$4,000.00	(\$146.20)
Telephone-Local	\$1,574.96	\$0.00	\$1,574.96	\$3,000.00	\$1,425.04
Telephone-Advertising Exp.	\$320.00	\$0.00	\$320.00	\$320.00	\$0.00
Insurance-Liability, D&O, Bonding	\$9,203.30	\$0.00	\$9,203.30	\$9,133.32	(\$69.98)
Shared Equipment Repairs and Maintenance	\$2,281.34	\$0.00	\$2,281.34	\$0.00	(\$2,281.34)
Building Operating Expenses	\$23,500.00	\$0.00	\$23,500.00	\$26,666.64	\$3,166.64
Real Estate Taxes	\$7,609.10	\$0.00	\$7,609.10	\$8,333.32	\$724.22
Quadstar - Technology Consultant	\$7,012.51	\$0.00	\$7,012.51	\$7,333.32	\$320.81
Building Operating Expenses	\$0.00	\$67,915.36	\$67,915.36	\$83,333.32	\$15,417.96
Hospitality	\$0.00	\$1,022.73	\$1,022.73	\$1,333.32	\$310.59
TOTAL OFFICE EXPENSES	\$55,647.41	\$68,938.09	\$124,585.50	\$143,453.24	\$18,867.74
EQUIPMENT & SUPPLIES					
Postage Equip. (Lease & Maintenance)	\$402.48	\$0.00	\$402.48	\$1,600.00	\$1,197.52
Postage-Usage	\$4,351.13	\$0.00	\$4,351.13	\$5,600.00	\$1,248.87
Postage-Charged Back to Offices	(\$3,834.12)	\$0.00	(\$3,834.12)	(\$6,666.68)	(\$2,832.56)
Copiers-Lease Expense	\$8,847.33	\$0.00	\$8,847.33	\$8,000.00	(\$847.33)
Copiers-Maintenance Charges	\$2,923.28	\$0.00	\$2,923.28	\$4,666.64	\$1,743.36
Copies - Unreimbursed	\$0.00	\$0.00	\$0.00	\$200.00	\$200.00
Copies-Supplies	\$7.50	\$0.00	\$7.50	\$0.00	(\$7.50)

**Eight Months Ended August 31, 2018**

	Operating	Special Funds	Actual	YTD Budget	Favorable (Unfavorable)
Copier-Paper	\$596.90	\$0.00	\$596.90	\$800.00	\$203.10
Copier-Charged Back to Offices	(\$6,836.29)	\$0.00	(\$6,836.29)	(\$13,600.00)	(\$6,763.71)
Computer Software	\$3,023.48	\$0.00	\$3,023.48	\$4,000.00	\$976.52
Computer Supplies	\$676.88	\$0.00	\$676.88	\$0.00	(\$676.88)
Computer Equipment Repair/Modification	\$547.00	\$0.00	\$547.00	\$1,600.00	\$1,053.00
Computer Equipment-From Technology Reserve	\$5,049.00	\$0.00	\$5,049.00	\$0.00	(\$5,049.00)
Office Supplies	\$3,605.57	\$0.00	\$3,605.57	\$2,400.00	(\$1,205.57)
Stationery/Printing	\$1,001.60	\$0.00	\$1,001.60	\$1,600.00	\$598.40
Office Equipment-misc.	\$26.99	\$0.00	\$26.99	\$0.00	(\$26.99)
EQUIPMENT & SUPPLIES	\$20,388.73	\$0.00	\$20,388.73	\$10,199.96	(\$10,188.77)
TOTAL OFFICE OF THE BISHOP AND SUPPORT OFFICES	\$1,397,703.62	\$106,959.83	\$1,504,663.45	\$1,612,580.32	\$107,916.87
LEGAL FEES AND RELATED EXPENSES					
Legal & Other Expenses/Misconduct-from Reserve	\$560.00	\$0.00	\$560.00	\$0.00	(\$560.00)
TOTAL LEGAL FEES AND RELATED EXPENSES	\$560.00	\$0.00	\$560.00	\$0.00	(\$560.00)
TOTAL EXPENSES	\$1,879,807.12	\$278,447.40	\$2,158,254.52	\$2,312,306.59	\$154,052.07
FUND TRANSFERS					
INTER FUND TRANSFERS					
INTER FUND TRANSFERS TO OTHER FUNDS					
Transfer to Trinity Commons Project	\$3,000.00	\$0.00	\$3,000.00	\$0.00	(\$3,000.00)
Transfer to Other Custodial Funds	\$144,197.64	\$0.00	\$144,197.64	\$0.00	(\$144,197.64)
Transfer to Wakeman - Operating Support	\$80,000.00	\$0.00	\$80,000.00	\$80,000.00	\$0.00
TOTAL INTER FUND TRANSFERS TO OTHER FUNDS	\$227,197.64	\$0.00	\$227,197.64	\$80,000.00	(\$147,197.64)
INTER FUND TRANSFERS FROM OTHER FUNDS					
Transfer From Other Custodial Funds	(\$112.82)	\$0.00	(\$112.82)	\$0.00	\$112.82
TOTAL INTERFUND TRANSFERS FROM OTHER FUNDS	(\$112.82)	\$0.00	(\$112.82)	\$0.00	\$112.82
TOTAL INTER FUND TRANSFERS	\$227,084.82	\$0.00	\$227,084.82	\$80,000.00	(\$147,084.82)
INTRA FUND TRANSFERS					
INTRA FUND TRANSFERS FROM UNDESIGNATED					
To Reserve General Convention	\$5,333.28	\$0.00	\$5,333.28	\$5,333.32	\$0.04
To Reserve Future Epis. Transition	\$5,333.28	\$0.00	\$5,333.28	\$5,333.32	\$0.04
To Reserve - Trinity Commons Capital	\$3,333.36	\$0.00	\$3,333.36	\$3,333.32	(\$0.04)
To Reserve - Episcopal Youth Event	\$3,333.31	\$0.00	\$3,333.31	\$3,333.32	\$0.01
TOTAL INTRA FUND TRANSFERS FROM UNDESIGNATED	\$17,333.23	\$0.00	\$17,333.23	\$17,333.28	\$0.05
INTRA FUND TRANSFERS TO UNDESIGNATED					
From Reserve for New Website	(\$4,899.00)	\$0.00	(\$4,899.00)	\$0.00	\$4,899.00
From Reserve for General Convention	(\$55,229.61)	\$0.00	(\$55,229.61)	\$0.00	\$55,229.61
From Reserve for New Initiatives	(\$8,772.00)	\$0.00	(\$8,772.00)	\$0.00	\$8,772.00
From Reserve for International Development	(\$11,386.30)	\$0.00	(\$11,386.30)	\$0.00	\$11,386.30
From Reserve for Trinity Commons Capital	(\$3,000.00)	\$0.00	(\$3,000.00)	\$0.00	\$3,000.00
From Reserve Computer Equipment Acquisition & Replacement	(\$5,049.00)	\$0.00	(\$5,049.00)	\$0.00	\$5,049.00
From Reserve for Investment Gain Balance	(\$144,757.64)	\$0.00	(\$144,757.64)	\$0.00	\$144,757.64
From Reserve for Diocesan Journals	(\$1,045.56)	\$0.00	(\$1,045.56)	\$0.00	\$1,045.56
Transfer from Reserve for Parish Technology Assistance	(\$463.77)	\$0.00	(\$463.77)	\$0.00	\$463.77

	Eight Months Ended August 31, 2018				
	Operating	Special Funds	Actual	YTD Budget	Favorable (Unfavorable)
TOTAL INTRA FUND TRANSFERS TO UNDESIGNATED	(\$234,602.88)	\$0.00	(\$234,602.88)	\$0.00	\$234,602.88
TOTAL INTRA FUND TRASFERS	(\$217,269.65)	\$0.00	(\$217,269.65)	\$17,333.28	\$234,602.93
TOTAL FUND TRANSFERS	\$9,815.17	\$0.00	\$9,815.17	\$97,333.28	\$87,518.11
NET SURPLUS/(DEFICIT)	(\$120,196.04)	\$0.00	(\$120,196.04)	(\$266,428.02)	\$146,231.98

# Diocesan Funding Sources for the 2019 Budget

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

Support from congregations (also known as assessments) continues to fund the largest share of the budget. In 2019, almost 2/3 of the budget, or 64.3% comes from support from parishes.

This line item is \$43,000 or about 1.84% less than the year 2018.

## **Endowment and Investment Income**

These sections of the budget comprise about 16.4% of the revenue for the 2019 budget. Almost all of the income in these sections come from amounts invested in the Joint Investment Fund of the Trustees of the Diocese of Ohio (JIF). The Trustees authorize the spending rate for JIF funds on an annual basis. For 2019, the spending rate continues to be 4.5% annually. The income from these funds reflects an increase of 1.4% for 2019, due to the increased unit value of the JIF portfolio, using a rolling 12-quarter average. The endowment supporting the Bishop's Office is invested separately from the JIF, based on the donor's restriction. This endowment uses a 4% spending rule based on a rolling 3-year annual average.

## **Fees Received for Administrative Services**

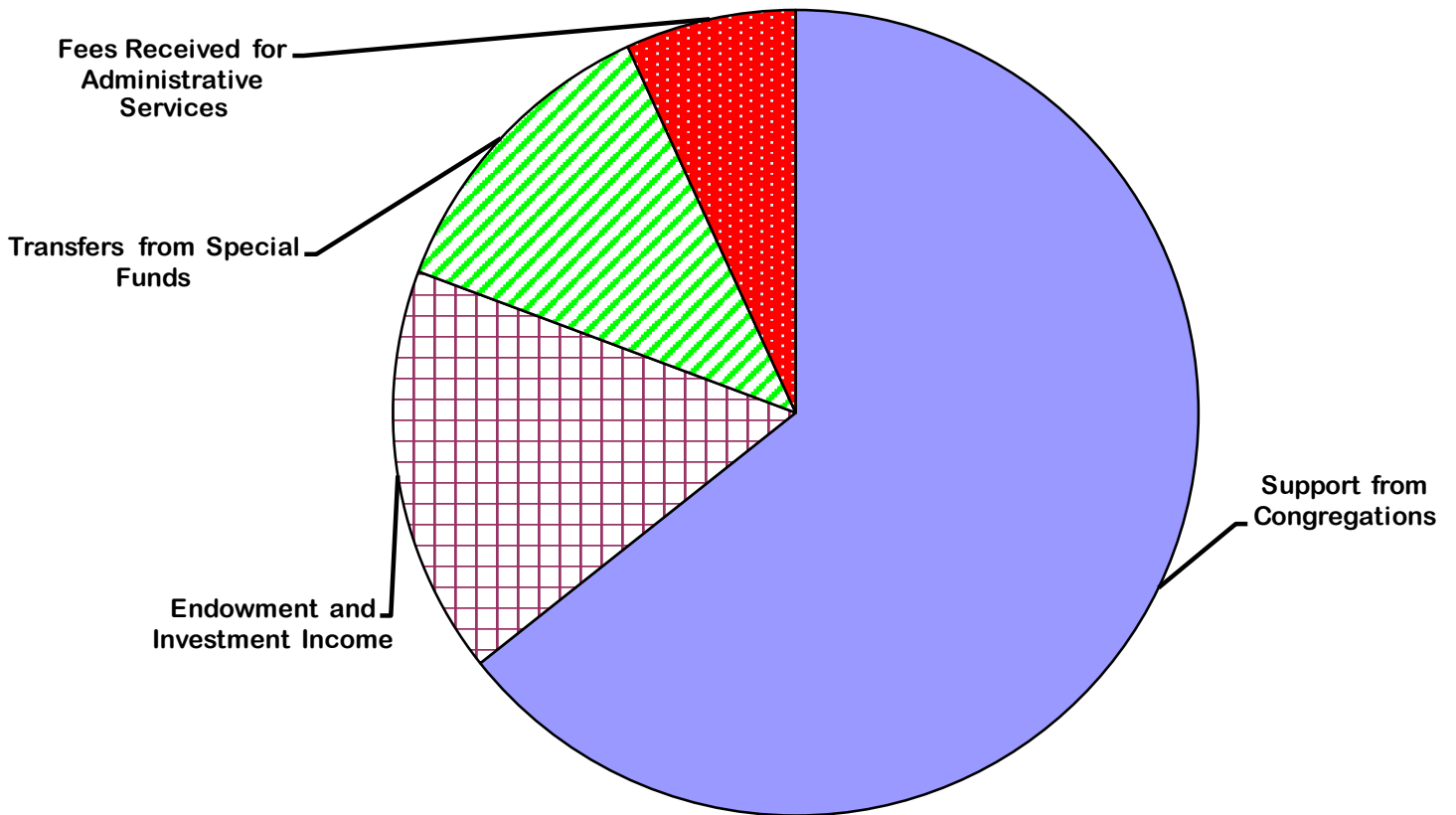
These amounts represent fees for administering certain endowments and accounting and administrative services provided to the JIF. In 2014, the Diocesan Council authorized these fees to be based on a June 30<sup>th</sup> annual valuation for the endowments. In general, these fees decreased due to a lower value for the JIF at June 30, 2018 versus June 30, 2017. Fees for administrative services fund about 6.8% of the 2019 budget.

## **Transfers from Special Funds**

The transfers from special funds represent the reimbursement of expenses paid from non-operating or custodial funds. Without these special funds, important Diocesan programs and ministries might otherwise not take place. These amounts are offset by expenses in various areas of the budget. In 2019, the amount from special funds increases by \$23,000 to \$444,710, which is 12.5% of the total budget.



## 2019 Diocesan Budget - Funding Sources



	<u>Amount</u>	<u>Percent</u>
Support from Congregations	\$ 2,297,000	64.3%
Endowment and Investment Income	585,029	16.4%
Transfers from Special Funds	444,710	12.5%
Fees Received for Administrative Services	<u>244,551</u>	<u>6.8%</u>
<b>Total Revenues</b>	<b><u>\$ 3,571,291</u></b>	<b><u>100.0%</u></b>

# Proposed Program and Budget Narratives

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## *The Office of Ministry*

### **Transition Ministry**

The Office of Transition Ministry, working alongside the Bishop, assists parishes and individuals (lay and ordained) through a time of discernment and call. This year 15 congregations, including the Cathedral, have been or are currently in transition. Services provided to parishes include: assisting the wardens and vestries in planning during the interim period; providing interim consultants and names of potential interim clergy; coordinating with the national Office of Transition Ministry; publicizing openings in various venues; referencing and consulting with the Bishop about prospective candidates; providing resources and training for interim consultants and interim pastors; informing parishes of the progress of all searches; assisting in the final call and in the negotiation of a letter of agreement with the clergy person; and finally assisting in the start-up of the new ministry.

Meetings with the Diocesan Transition Officers across the country help match priests with parishes in the Diocese of Ohio. Training and continuing education for interim priests and interim consultants is imperative during the search process.

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

### **Commission on Ministry**

The primary purposes of the Commission on Ministry are to advise and assist the Bishop in the work of discernment and formation, and offer support for persons in Holy Orders, as well as to support the ministries of Lay Professionals in the Diocese of Ohio. The Commission works together with the Bishop on: the present and future needs of the diocese; recruiting

and assisting in the selection of personnel for Holy Orders; providing for the guidance, pastoral care, and continuing education of clergy and lay professionals; determining clergy compensation standards; and attending to the professional and personal needs of the clergy and lay professionals and their families.

### **Clergy Formation**

#### **Deacon Formation Program**

This year the Deacon formation program is working with 7 people seeking ordination to the diaconate. The three-year program has four candidates in their third year and three people in their first year. The program will meet nine times at three-day retreats and several one day meetings in order to study and form community. Their formation also includes field placement in local churches and mission areas.

#### **Priest Formation**

Scholarship Assistance: The Diocese of Ohio has been fortunate to be able to provide substantial financial assistance to individuals who are in the process of education and formation for ordained ministry. The Diocese's ability to offer scholarships for theological education is a result of the generosity of a number of benefactors who over the years have made provisions in their wills for such endowments. The Diocese of Ohio was able to offer up to \$5,000.00 per semester to each seminarian this year. \$29,000.00 went to eight seminarians in the spring and \$36,000 went to eight this fall. The Diocese of Ohio is providing scholarships for 11 seminarians during the 2018-2019 academic year.

#### **Special Ministries**

Monies given to *Develop and Employ Creative Models for Congregational Ministry* is generated through donations to the Bishop's Annual Appeal and the income earned from the Miller Endowment Fund. This year these funds were used to supplement a Priest-in-Charge placement, for the Rev. Alexander Barton at Church of the Redeemer in Lorrain.

This is the third year of the Ohio Cohort program with Bexley Seabury Federation's low residency Masters of Divinity program for formation and fieldwork for

those discerning a call to the priesthood. This year, there are four new students joining four others. All reside in the diocese of Ohio while attending school in Chicago. Some of the students will intern at a local parish for 10-15 hours a week and receive a stipend to offset tuition and living expenses, while others will work in congregations or non-parochial positions.

### **Clergy Development**

In an effort to assist in the ongoing development of clergy, a variety of programs are offered. Clergy Days provide opportunities for clergy to gather with their Bishop. The annual Clergy Conference in May provides significant continuing education opportunities in addition to time for worship and building collegial relationships. At this year's conference were, the Rev. Charles Wynder, Staff Officer, Social Justice and Advocacy Engagement for the Episcopal Church, and musician Dr. Sandra Montes and her accompanying musician James Graves, leading the clergy in discussions about "Becoming Beloved Community." Clergy development also includes continuing education and sabbatical grants for clergy and lay professionals, which are funded from two endowment funds. Partnerships to provide continuing education programs on an ecumenical basis have allowed continuing education funds to be used more effectively in recent years.

### **Fresh Start**

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

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

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

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

- **Administration:** (\$8,000) – This includes office, travel, and related expenses. This represents 3% of our expenditures.
- **Grants for Congregations:** (\$160,000) – The largest expense for this office consists of direct grants and other support to congregations for new and/or strategic ministries. The budget includes four types of grants for existing congregations (Ministry Enhancement, Targeted Revitalization, Congregational Development Programs and Training, and Strategic Mission Support). It also includes support for New Work outside of a traditional congregational space. These grants represent 56% of our expenditures.
- **Youth and Children Formation Program and Grants:** (\$17,000) – Diocesan Youth programming remains the same as last year. The total budget is 8% of our expenditures.
- **College and Young Adult Formation Program and Grants:** (\$20,000) – This line item is to support parishes in direct college ministry and in more broadly focused young adult ministry. The total budget is 8% of our expenditures.
- **Adult Formation Program and Grants:** (\$3,000) – These funds support direct grants to congregations for Adult Formation programming primarily focused on their own members. The total budget is 1% of our expenditures.
- **Congregations and Christian Formation Commission:** (\$1,000) – The CFC has its own budget for expenses. This represents 0.3% of our expenditures.
- **Other Expenses:** (\$79,000) – This category includes an additional line item for Education for Ministry (\$6,500). Winter Convocation is budgeted at (\$35,000). Other components include: (\$7,500) for Leadership Development Events, (\$25,000) for Additional Opportunities, (\$3,000) for Lay Preaching College, and (\$2,000) for Diocesan Resource Center. The total is 27.5% of our expenditures.

## ***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 \$398,950 is the Diocese of Ohio's share of The Episcopal Church's budget, as adopted by General Convention in 2018. The 2019 figure is \$3,090 less than the 2018 amount. Full payment of our calculated share is a long-standing commitment of the diocese. The support for the 2019 DFMS budget is calculated as follows:

$$(2017 \text{ Operating Income less } \$140,000) \times 15\%$$

The 2018 General Convention lowered the exemption amount from \$150,000 to \$140,000 for the years 2019 to 2021. The assessment rate is unchanged at 15%.

The provincial synod assessment of \$5,671 is unchanged from 2018. This amount of support for the Province V budget is .2% of our 2017 operating income reported to The Episcopal Church.

Expenses of the annual Diocesan Convention are budgeted at \$27,500, \$2,500 higher than 2018. The 2019 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 2019.

The allocation for Reserve for Travel to General Convention is increased \$10,000 to \$18,000 for 2019 to begin funding for the 2021 General Convention in Baltimore, MD. The amount for Reserve for Future Episcopal Transition is unchanged at \$8,000 for 2019.

## ***Collaborative Ministries***

### ***Bellwether Farm***

In 2019, Bellwether Farm will be in full operation, with a few construction items still underway, including the new camp director's house. Like 2018, the largest impact in next year's operating budget will be human resources. The Bellwether Farm staff currently includes

a full-time camp director, a full-time farm manager, and a part-time cook who is helping us in the interim. We expect to hire a part-time chef/kitchen manager before the start of 2019. That position will be full-time during the camp season and may stay full time, depending upon how many groups and events we can book for the fall and early winter. We also plan to hire a part-time housekeeping staff member to clean buildings and the overnight retreat rooms. We expect to hire another part-time staff member to schedule field trips and overnight programs with local schools. By early next summer, we will hire camp counselors and a nurse for an eight-week camp program. Other major operating expenses include: utilities; program, landscaping, and farm supplies; food; and kitchen and housekeeping supplies. Because the buildings are new, we expect repair and maintenance costs to be relatively low this first full year of operations.

Support from the diocesan operating budget for 2019 is allocated at \$125,000 and will cover some of the staff costs. Camp, event and space rental fees will provide additional revenue to support operations. We also expect to work with the Development Office on fundraising activities. The monies for Bellwether Farm are listed under Fund Transfers in the diocesan budget.

The Finance Office and Bellwether Farm staff have not finalized the operations plan for 2019. So, Diocesan Council will approve the budget at its December 2018 meeting.

## ***Office for Mission***

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

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



Global Episcopal Mission Network. Margaret D'Anieri, the Canon for Mission, also serves as the Jubilee officer.

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

The Commission for Global and Domestic Mission (CGDM) serves as a resource to parishes in ministry locally, and by developing and supporting international partnerships that enable individuals and parishes to be in relationship with others overseas. Since 2006, Diocesan Council has delegated to CGDM the responsibility for soliciting, reviewing and making recommendations on grant requests for ministry initiatives aimed at fulfilling the 17 United Nations Sustainable Development Goals. The Diocese designates 0.7% of its annual budget toward projects that fulfill one or more of the goals, in accordance with the UN Resolution and the endorsing resolution of General Convention in 2015. Corresponding to the overall decrease in operating income, the amount designated for 2019 will decrease slightly to \$21,886.

The Commission for Global and Domestic Mission is also the focal point for our Diocesan partnerships with Belize and Tanga. The total budget amount for these areas is unchanged at \$16,000; however, for 2019 \$12,000 is allocated to Belize and \$4,000 for Tanga, recognizing that Tanga will have funds remaining from 2018, and that the several streams of mission in Belize continue to flourish. Our relationship with Belize continues to be strengthened by considerable contact and conversation, including Happening Belize, the Belize pilgrimage, a seminarian internship, and the ongoing work of project Science Success. The election of Tanga Bishop Maimbo Mdolwa as Archbishop of Tanga has delayed our work there as he assumes his new duties while continuing as Bishop of Tanga.

#### **Commission for Racial Understanding (CRU)**

The Commission for Racial Understanding is working to bring anti-racism training to the Diocese, and to offer and publicize events that educate around issues of racism. Several people represented the Diocese at “A National Conversation” at the Absalom Jones Center for Racial Healing in Atlanta in February, 2018. We are working to offer a provincial conversation in 2019 on “Becoming Beloved Community”, the Episcopal Church initiative designed to support a long-term

commitment to racial healing, reconciliation and justice.

#### **Support of Episcopal Community Services/Bishop's Appeal Grants**

While the funds are not in our budget, the Office for Mission supports the grant-making work of Episcopal Community Services and our budget covers the administrative costs of that work. This year, we have moved to an online format for grant applications that streamlines the process and allows for more consistent comparisons. We evaluate and administer grants from the Bishop's Annual Appeal for youth mission trips and summer youth education programs. The Office for Mission manages the Summer Internship program, funded through the Bishop's Appeal. We had four interns over the summer, working in Archives, Development, Communications and Mission, and participating in three formation days.

#### **Community of Deacons and Social Advocacy**

The Office of Mission has \$1,500 to support continuing education for Deacons, and for the Diocesan membership in the Association of Episcopal Deacons. We also have \$1,000 in funds budgeted for efforts around Social Advocacy.

#### **Administrative and Additional Opportunities**

The budget of \$1,500 for administrative expenses has provided modest hospitality at some meetings; books, materials and conference fees. Our budget includes \$5,000 for “Additional Opportunities,” a way to provide seed money toward proposals that do not fit within existing categories or timing.

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

#### **Office of the Bishop**

This budget amount remains unchanged from the 2018 level.

Each Mission Area Council will continue to have access to \$3,000 from the Diocesan Operating Budget for its unrestricted use (i.e., administrative, event underwriting, educational, and service, etc.). Each Mission Area is also allocated an additional \$1,000 (from the Mission Office section of the Budget)

that may be used only for outreach/service projects (domestic or international). Under Diocesan Council guidelines, Mission Area Councils must request funding based on their actual or planned spending. Mission Area Council funds are replenished only up to the level of the annual funding maximum.

### **Finance Office**

The total of \$44,290 for the Finance Office represents no increase from the 2018 budget.

The budget consists of administrative expenses and financial resource costs of \$4,100, maintenance costs for accounting software of \$14,590, bank fees of \$6,600, archive expenses of \$3,600, payroll preparation costs of \$2,400, and the fee for the Diocesan audit of \$13,000.

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

- Administers the Joint Investment Fund for The Trustees of the Diocese (investments of about \$53 million and 291 Diocesan and parish accounts);
- Administers the health and dental insurance programs for about 80 lay and clergy employees and their families;
- Administers the Capital Loans and Grants program;
- Maintains records of all gifts and grants to the Bishop's Annual Appeal, ECS, and Planting for Tomorrow;
- Provides training for parish treasurers and bookkeepers in accounting and internal controls;
- Coordinates the CPA audits of the Diocese and the Joint Investment Fund;
- Coordinates audits of 85 parishes using the Diocesan audit team, committee and CPA audits;
- Works with parishes in meeting their canonical requirements for reporting in the areas of assessments, insurance, lay pensions, and parochial reports; and
- Provides accounting, payroll, financial reporting and budgeting for all diocesan operations (Council, Trustees, ECS, the Church Home,

Holy Cross and camp and retreat ministry).

### **Development Office**

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

The development office raises funds to advance the work of the diocese from individuals, foundations, and other sources. The office helps to link parishes with funding opportunities, including grants available through the Episcopal Church. Annually, it invites every parishioner to give to the Bishop's Annual Appeal, which supports a diversity of programs across the diocese. The office also raises funds to support major initiatives in the diocese, including Bellwether Farm, leadership development, lay and clergy education, outreach activities, and spiritual formation.

### **Stewardship Education**

The development office strives to conduct consistent and regular visits to parishes, to put on mission area and diocese-wide educational programs, and to provide toolkits for parishes to help advance their stewardship, fundraising, and leadership development. Through resources, education, workshops, and training, the development office endeavors to educate all the members of the diocese, including adults, youth, and clergy about the spiritual discipline of giving.

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

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

- **Episcopal Community Services (ECS).** ECS supports a network of parish-sponsored programs that respond to community needs and opportunities

in the areas of health and homelessness, the fight against hunger, youth and education, and other social services. The goal of Episcopal Community Services is to make grants to strengthen communities through citizen involvement and leadership in local programs that combat poverty, illness, nutritional deficit, and low educational achievement while increasing a sense of ownership, leadership, and competence among those who serve and are served.

- **Servant Leader Development.** The Bishop's Appeal raises funds to employ recently ordained clergy in our parishes; support seminarians and internships for young adults; and support college and university ministries to form and inspire new generations of servant leaders.
- **Youth Formation and Mission Experiences.** The Bishop's Appeal makes possible camp, retreat, convention, and mission experiences for youth across the diocese regardless of parish size or resources.

In 2017, 560 households contributed a record \$300,000 through **The Bishop's Annual Appeal**. \$100,000 was directed to Episcopal Community Services and more than \$100,000 was provided for youth formation, ministry to the newly ordained, and leadership opportunities.

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

### **Planned Giving**

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

The office works with a group of volunteers who make up the Diocesan Planned Giving Council. The Planned Giving Council's role is to help parishes implement all aspects of planned giving development and gift management. The Council organizes educational

seminars and creates tools and materials to help parishes in the Diocese start or maintain a planned giving program.

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

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

### **Summary**

The Budget of the Development Office provides for the development, printing, and distribution of materials for the Bishop's Annual Appeal; stewardship education and development; and planned giving resources and education for all individuals and parishes in the Diocese. The proposed 2019 budget does not increase the 2018 budget.

### **Office of Communications**

The Office of Communications creates and maintains channels for the people and parishes of the Diocese of Ohio to share information with one another and with those in the community. The 2019 budget has a few minor changes from 2018. There is an added expense for hosting the websites that was not budgeted in previous years. Since we are no longer printing the Directory (Clergy Finder is located on website) and we are limiting the number of mailings we do, those budgeted funds have reallocated to support website maintenance and hosting. The rest of the line items remain the same.

In 2018, we worked on a number of projects including, but not limited to:



- The launch of new websites for the Diocese of Ohio and Bellwether Farm. The new websites were built with responsive design to allow the best user experience on phones and tablets as well as desktops. The new design and structure was based on feedback from members of the Diocese. One of our primary goals is to increase ease of navigation for all users.
- We are in the process of building a website based on the trademarked phrase: God Loves You. No Exceptions. The current plan is for the website (noexceptions.org) to feature stories about how individuals experience God's love in their lives. It will also include meditations and reflections about where we see God in current events. Screener questionnaires have been created and a number of individuals have participated in answering questions to create a focus group to help guide how the website can be best utilized. Photos, videos, stories, meditations, and reflections are still being created.
- We have started a partnership with an external vendor to help parishes acquire new, responsive websites at an affordable price. Additionally, a survey was sent to parishes and rectors asking for additional input on ways we can better assist our parishes in this way.
- A Brand Guidelines packet has been developed to help establish standardized color schemes, fonts, etc. for the Diocese of Ohio brand. Many of these pull from our existing crest with some additional tertiary colors for balance. We hope to work on a second edition for next year.
- We continue the work of building our social media pages for the Diocese of Ohio and Bellwether Farm on Facebook, Instagram and Twitter. Some examples include photos of Bishops' visitations, progress at Bellwether, photos of indigenous animals and plants with short feature pieces, and photos pulled from our photo banks that tie into trending hashtags.
- Promotional items for Bellwether Farm continue to be created and sold: t-shirts, ball caps, keychains, fleece vests and jackets, and winter watch caps and beanies, lollipops, pull-up banners, table covers, etc.
- Church Life is designed and mailed out quarterly. This year, we did a redesign on the

layout.

- We send out the weekly e-bulletin that features events around the diocese. We have a monthly e-blast titled "Articles & Announcements" that showcases one major announcement or story.
- This office is also responsible for Convention handbooks, journals, and A/V.

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

### **Personnel**

Expenses for Personnel in 2019 are \$1,388 (.08%) lower than the 2018 budget. Salaries decrease from the 2018 budget, based on the restructuring of Rev. Vincent Black's compensation arrangement with Church of the Ascension. Personnel expenses include provision for possible cost-of-living and/or merit increases for the staff. The Bishop's Appeal funds summer internships for high school and college students. Reimbursements from diocesan trusts administered by diocesan staff fund about 13.6% percent (\$244,551 of the \$1,798,076) of the personnel budget.

The budget includes funding for Bishop Hollingsworth, 6 full-time program staff positions, 2 half-time program staff, 7 full-time support staff, two part-time assisting bishops, one part-time position in the archives, one part-time position in the Resource Center, and a part-time ecumenical officer.

Salaries and benefits are 50.3% of the Diocesan budget in 2019 and 50.6% in 2018.

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

### **Travel**

The 2019 budget for travel expenses represents reimbursement for all business-related travel expenses of the Diocesan staff. The \$74,750 represents no change from the 2018 budget.

**Office Equipment and Supplies**

Office expenses are \$199,680 for 2019, a decrease of \$15,500 from 2018 that is attributable to a decrease in the Diocesan share of Trinity Commons' expenses, including a provision for contracted information technology support. The reserve for Trinity Commons' capital remains constant at \$5,000 for 2019. There are several minor changes to other line items: insurance

expense (-\$500), local phone charges (-\$2,000), and the Internet connection service (\$1,000).

Equipment and supplies are \$15,000 in the 2019 budget. This amount is \$300 less than the 2018 amount. The budget includes funding for postage, copies, computer software, supplies and network maintenance; and office supplies and stationery.

City, Parish	Position	2018 Compensation	2018 Estimated NOE	2017 NOI
Akron, Church of Our Saviour	Rector	\$87,991.52	\$338,919.00	\$417,820.00
Akron, St. Andrew's Church	Sunday Supply		\$42,285.00	\$55,653.00
Akron, St. Paul's Church	Rector	\$121,825.68	\$1,027,116.00	\$990,139.00
Akron, St. Paul's Church	Associate Rector	\$57,592.80		
Akron, St. Philip's Church	Sunday Supply		\$33,600.00	\$47,853.00
Alliance, Trinity Church	Rector, <i>See Our Saviour, Salem</i>	\$41,250.00	\$80,000.00	\$89,056.00
Ashland, St. Matthew's Church	Rector	\$25,426.00	\$58,779.00	
Ashtabula, St. Peter's Church	Rector	\$72,834.00	\$192,092.00	\$200,895.00
Barberton, St. Andrew's Church	Rector	\$17,640.00	\$61,238.00	\$73,190.00
Bay Village, St. Barnabas Church	Rector	\$70,860.00	\$129,350.00	\$130,941.00
Bellevue, St. Paul's Church	Sunday Supply		\$21,990.00	
Berea, St. Thomas's Church	Rector	\$48,795.00	\$181,858.00	\$205,450.00
Boardman, St. James's Church	Priest-in-Charge	\$64,834.91	\$129,795.00	\$146,472.00
Bowling Green, St. John the Baptist's Church	Sunday Supply		\$40,701.00	\$42,264.00
Brecksville, St. Matthew's Church	Rector	\$54,434.92	\$128,993.00	\$150,947.00
Brunswick, St. Patrick's Church	Sunday Supply		\$48,150.00	\$58,291.00
Canton, St. Mark's Church	Interim Rector	\$63,165.00	\$215,971.00	\$236,498.00
Canton, St. Paul's Church	Interim Rector		\$123,600.00	\$194,130.00
Chagrin Falls, St. Martin's Church	Rector	\$100,000.00	\$250,020.00	\$285,855.00
Chardon, St. Luke's Church	Rector	\$40,635.00	\$104,071.00	\$117,602.00
Cleveland, Diocese of Ohio	Bishop	\$190,114.17		
Cleveland, Diocese of Ohio	Canon for Congregations	\$103,000.00		
Cleveland, Diocese of Ohio	Canon for Christian Formation	\$71,271.92		
Cleveland, Diocese of Ohio	Canon for Ministry	\$103,000.00		
Cleveland, Diocese of Ohio	Canon for Mission	\$41,200.00		
Cleveland, Diocese of Ohio	Ecumenical	\$5,000.00		
Cleveland, St. Andrew's Church	Priest-in-Charge	\$6,500.00	\$177,000.00	\$149,434.00
Cleveland, Historic St. John's Church	Vicar, <i>See St. Peter's, Lkwd</i>			
Cleveland, St. Luke's Church	Rector	\$61,800.00	\$127,651.00	\$131,121.00
Cleveland, Trinity Cathedral	Acting Dean		\$1,348,569.00	\$1,408,285.00
Cleveland, Trinity Cathedral	Priest Associate	\$75,000.00		
Cleveland, Trinity Cathedral	Canon	\$79,543.00		
Cleveland Heights, St. Alban's Church	Sunday Supply		\$21,571.00	\$20,215.00
Cleveland Heights, St. Paul's Church	Rector	\$126,096.00	\$1,513,582.00	\$1,823,280.00
Cleveland Heights, St. Paul's, Church	Assistant Rector	\$57,500.00		
Cleveland Heights, St. Paul's Church	Assistant Rector	\$57,500.00		
Coshocton, Trinity Church	Extended Supply		\$31,708.00	\$40,484.00
Cuyahoga Falls, St. John's Church	Rector	\$59,716.30	\$225,228.00	\$288,629.00
Defiance, Grace Church	Sunday Supply		\$56,202.00	\$65,119.00
East Liverpool, St. Stephen's Church	Sunday Supply		\$74,055.00	\$84,729.00
Elyria, St. Andrew's Church	Rector	\$71,400.00	\$236,538.00	\$304,227.00
Elyria, St. Andrew's Church	Curate, & <i>Christ Church, Oberlin</i>	\$54,500.00		
Euclid, Church of the Epiphany	Rector	\$45,764.60	\$133,908.00	\$148,542.00
Findlay, Trinity Church	Rector	\$70,929.95	\$142,440.00	\$155,655.00
Fremont, St. Paul's Church	Priest-in-Charge	\$59,064.00	\$173,899.00	\$154,234.00
Gambier, Harcourt Parish	Priest-in-Charge	\$76,500.00	\$149,113.00	\$165,096.00
Gates Mills, St. Christopher's by the River Church	Rector	\$104,958.75	\$337,445.00	\$374,711.00
Geneva, Christ Church	Interim Supply		\$57,721.00	\$61,740.00
Hudson, Christ Church	Rector	\$99,038.00	\$391,120.00	\$489,307.00
Huron, Christ Church	Priest-in-Charge	\$76,219.00	\$144,650.00	\$148,662.00
Kent, Christ Church	Rector	\$60,374.60		
Kirtland Hills, St. Hubert's Church	Rector	\$96,162.00	\$284,863.00	\$287,967.00
Lakewood, St. Peter's Church	Rector	\$89,600.00	\$521,565.00	\$588,572.00
Lakewood, St. Peter's Church	Curate	\$48,645.00		
Lakewood, Church of the Ascension	Priest-in-Charge, part-time	\$71,271.92	\$135,544.00	\$107,739.00
Lisbon, Trinity Church	Extended Supply		\$21,725.00	\$24,667.00
Lorain, Church of the Redeemer	Priest-in-Charge	\$59,060.00	\$114,939.00	\$128,777.00
Lyndhurst, Church of the Good Shepherd	Rector	\$67,000.00	\$168,969.00	\$190,076.00
Macedonia, St. Timothy's Church	Rector	\$59,060.00	\$132,306.00	\$142,044.00
Mansfield, Grace Church	Rector	\$84,685.00	\$245,978.00	\$278,689.00
Mansfield, Grace Church	Associate Rector	\$59,112.00		
Massillon, St. Timothy's Church	Rector	\$72,600.00	\$198,289.00	\$219,618.00
Maumee, St. Paul's Church	Rector	\$150,560.80	\$283,934.00	\$426,588.00
Mayfield Village, St. Bartholomew Church	Priest-in-Charge	\$37,200.00	\$132,000.00	\$135,550.00

City, Parish	Position	2018 Compensation	2018 Estimated NOE	2017 NOI
Medina, St. Paul's Church	Rector	\$80,252.00	\$249,202.00	\$314,172.00
Mentor, St. Andrew Episcopal Church	Rector	\$49,153.00	\$145,956.00	\$190,166.00
Mount Vernon, St. Paul's Church	Rector	\$50,090.00	\$145,940.00	\$169,684.00
Napoleon, St. John the Evangelist Church	Sunday Supply			
New Philadelphia, Trinity Church	Sunday Supply		\$35,530.00	\$42,114.00
Niles, St. Luke's Church	Rector	\$49,275.00		\$0.00
Norwalk, St. Paul's Church	Rector	\$29,530.00	\$92,945.00	\$95,300.00
Oberlin, Christ Church	Rector	\$79,592.00	\$248,161.00	\$265,815.00
Oberlin, Christ Church	Curate, & St. Andrew, Elyria	\$54,500.00		
Oregon, St. Paul's Church	Priest-in-Charge	\$29,900.00	\$69,454.00	\$45,396.00
Painesville, St. James's Church	Rector	\$63,864.00	\$192,068.00	\$236,703.00
Parma, All Saints Church	Interim Rector	\$53,700.00	\$84,660.00	\$124,092.00
Perrysburg, St. Timothy's Church	Rector	\$90,181.00	\$295,222.00	\$339,823.00
Port Clinton, St. Thomas/Peace Lutheran	Rector	\$34,000.00	\$57,853.00	\$65,420.00
Put-in-Bay, St. Paul's Church	Priest-in-Charge	\$60,297.80	\$106,249.00	\$109,018.00
Ravenna, Grace Church	Rector	\$74,430.20	\$156,570.00	\$176,309.00
Salem, Church of Our Saviour	See Trinity, Alliance		\$65,370.00	
Sandusky, Grace Church	Rector	\$89,737.84	\$419,950.00	\$481,655.00
Shaker Heights, Christ Church	Rector	\$104,213.00	\$467,326.00	\$417,670.00
Shelby, St. Mark's Church	Share priest w/ Grace, Mansfield		\$74,700.00	\$74,145.00
Sidney, St. Mark's Church	Priest-in-Charge, Share w/ So Oh		\$17,131.00	\$20,360.00
Steubenville, St. Paul's Church	Interim Supply		\$64,893.00	\$79,012.00
Steubenville, St. Stephen's Church	Extended Supply		\$26,627.00	\$29,414.00
Tiffin, Old Trinity Church	Rector	\$64,000.00	\$139,763.00	\$162,585.00
Toledo, All Saints Church	Sunday Supply		\$63,000.00	
Toledo, St. Andrew's Church	Rector	\$72,917.00	\$175,979.00	\$188,609.00
Toledo, St. Matthew's Church			\$227,572.00	\$217,211.00
Toledo, St. Michael's-in-the-Hills Church	Long term Supply		\$358,916.00	\$337,107.00
Toledo, Trinity Church	Rector	\$107,650.00	\$460,197.00	\$464,705.00
Uniontown, New Life Episcopal Church	Interim Rector		\$99,440.00	\$172,570.00
Wadsworth, St. Mark's Church	Priest-in-Charge	\$12,00.00	\$44,504.00	\$50,325.00
Warren, Christ Church	Rector	\$77,997.00	\$265,350.00	\$274,082.00
Westlake, Church of the Advent			\$101,035.00	\$121,007.00
Willoughby, Grace Church	Rector	\$71,814.60	\$185,424.00	\$227,647.00
Wooster, St. James Church	Rector	\$69,349.00	\$187,500.00	\$223,069.00
Youngstown, St. John's Church	Rector	\$76,000.00	\$412,061.00	\$457,608.00

# Appendix: Parochial Report Data

Year	Comm in Good Stg	Avg Sunday Att ASA	ASA + Mbrs	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach (Line 13+16+18)	Pledge & Plate + ASA	Oper Exp + ASA	From Inv. + Operating Exp
<b>Akron, Church of Our Saviour</b>													
2013	225	84	37%	\$348,026	\$0	\$348,026	\$354,246	\$41,255	\$348,026	\$22,727	\$1,538	\$4,143	37%
2014	232	70	30%	\$382,131	\$0	\$382,131	\$388,122	\$55,375	\$382,131	\$26,138	\$1,955	\$5,459	51%
2015	230	62	27%	\$425,164	\$0	\$425,164	\$442,823	\$54,009	\$425,164	\$15,856	\$2,224	\$6,857	54%
2016	228	62	27%	\$455,460	\$0	\$455,460	\$522,827	\$60,382	\$455,460	\$14,063	\$2,125	\$7,346	49%
2017	228	55	24%	\$417,820	\$0	\$417,820	\$690,853	\$54,433	\$417,820	\$20,487	\$2,242	\$7,597	68%
<b>Akron, St. Andrew's Church</b>													
2013	35	25	71%	\$50,682	\$0	\$50,682	\$50,682	\$4,756	\$50,682	\$0	\$1,204	\$2,027	10%
2014	32	18	56%	\$45,679	\$0	\$45,679	\$45,679	\$3,901	\$45,679	\$0	\$1,617	\$2,538	3%
2015	25	20	80%	\$47,352	\$0	\$47,352	\$50,905	\$4,279	\$47,352	\$1,642	\$1,354	\$2,368	16%
2016	26	21	81%	\$44,166	\$0	\$44,166	\$46,880	\$3,730	\$44,166	\$4,083	\$1,377	\$2,103	15%
2017	22	22	100%	\$55,653	\$0	\$55,653	\$55,653	\$5,459	\$55,653	\$3,773	\$1,400	\$2,530	20%
<b>Akron, St. Paul's Church</b>													
2013	1,775	313	18%	\$1,073,518	\$0	\$1,073,518	\$1,495,325	\$161,932	\$1,073,518	\$365,710	\$2,674	\$3,430	0%
2014	1,780	334	19%	\$1,097,178	\$0	\$1,097,178	\$1,779,148	\$169,889	\$1,097,178	\$586,986	\$2,542	\$3,285	0%
2015	1,378	314	23%	\$1,027,519	\$0	\$1,027,519	\$1,970,310	\$144,467	\$1,027,519	\$349,122	\$2,392	\$3,272	0%
2016	1,370	296	22%	\$991,261	\$0	\$991,261	\$1,710,025	\$153,308	\$991,261	\$437,633	\$2,702	\$3,349	0%
2017	975	246	25%	\$990,139	\$0	\$990,139	\$1,674,716	\$144,917	\$990,139	\$331,330	\$3,190	\$4,025	0%
<b>Akron, St. Philip's Church</b>													
2013	41	33	80%	\$43,661	\$0	\$43,661	\$47,261	\$3,615	\$43,661	\$490	\$1,251	\$1,323	0%
2014	68	31	46%	\$34,152	\$0	\$34,152	\$34,152	\$3,564	\$34,152	\$400	\$1,238	\$1,102	0%
2015	59	28	47%	\$34,377	\$0	\$34,377	\$36,486	\$3,314	\$34,377	\$1,050	\$1,329	\$1,228	0%
2016	56	25	45%	\$45,833	\$0	\$45,833	\$46,585	\$3,555	\$45,833	\$802	\$1,462	\$1,833	20%
2017	53	25	47%	\$47,853	\$0	\$47,853	\$48,106	\$3,795	\$47,853	\$1,706	\$1,560	\$1,914	18%
<b>Alliance, Trinity Church</b>													
2013	60	30	50%	\$49,121	\$0	\$49,121	\$57,858	\$5,027	\$49,121	\$2,336	\$1,298	\$1,637	16%
2014	59	25	42%	\$61,268	\$0	\$61,268	\$66,106	\$5,789	\$61,268	\$936	\$1,565	\$2,451	16%
2015				\$58,448	\$0	\$58,448	\$62,699	\$6,883	\$58,448	\$1,469			17%
2016	54	27	50%	\$85,348	\$0	\$85,348	\$110,274	\$6,288	\$85,348	\$1,423	\$1,633	\$3,161	42%
2017	53	23	43%	\$89,056	\$0	\$89,056	\$170,083	\$7,997	\$89,056	\$1,186	\$1,718	\$3,872	51%
<b>Ashland, St. Matthew's Church</b>													
2013	94	49	52%	\$64,713	\$8,500	\$73,213	\$73,213	\$5,581	\$73,213	\$605	\$1,409	\$1,494	0%
2014	180	49	27%	\$66,912	\$10,000	\$76,912	\$76,912	\$6,261	\$76,912	\$156	\$1,378	\$1,570	0%
2015	91	49	54%	\$92,989	\$9,150	\$102,139	\$102,139	\$6,755	\$102,139	\$120	\$1,706	\$2,084	0%
2016	52	44	85%	\$62,750	\$0	\$62,750	\$125,608	\$7,520	\$62,750	\$0	\$1,154	\$1,426	0%
2017													
<b>Ashtabula, St. Peter's Church</b>													
2013	268	90	34%	\$151,500	\$0	\$151,500	\$151,500	\$21,209	\$151,500	\$1,967	\$1,438	\$1,683	6%
2014	113	79	70%	\$125,784	\$0	\$125,784	\$237,430	\$29,038	\$125,784	\$26,869	\$1,425	\$1,592	0%
2015	141	66	47%	\$189,776	\$5,000	\$194,776	\$250,491	\$22,522	\$194,776	\$20,597	\$2,116	\$2,951	0%
2016	130	37	28%	\$212,539	\$0	\$212,539	\$271,929	\$23,670	\$212,539	\$56,758	\$3,544	\$5,744	5%
2017	88	62	70%	\$200,895	\$0	\$200,895	\$247,505	\$23,986	\$200,895	\$48,201	\$2,070	\$3,240	0%
<b>Barberton, St. Andrew's Church</b>													
2013	121	44	36%	\$48,721	\$0	\$48,721	\$79,111	\$4,477	\$48,721	\$34,697	\$1,317	\$1,107	0%
2014	119	50	42%	\$67,936	\$0	\$67,936	\$110,262	\$6,199	\$67,936	\$21,191	\$1,226	\$1,359	0%
2015	114	44	39%	\$63,937	\$0	\$63,937	\$99,650	\$6,207	\$63,937	\$50,661	\$1,730	\$1,453	0%
2016	111	48	43%	\$67,167	\$0	\$67,167	\$94,616	\$6,432	\$67,167	\$19,704	\$1,369	\$1,399	0%
2017	111	52	47%	\$73,190	\$0	\$73,190	\$92,464	\$6,280	\$73,190	\$17,292	\$1,380	\$1,408	0%
<b>Bay Village, St. Barnabas Church</b>													
2013	37	55	149%	\$67,540	\$162,740	\$230,281	\$255,678	\$5,850	\$230,281	\$6,586	\$1,682	\$4,187	0%
2014	124	53	43%	\$92,464	\$32,000	\$124,464	\$175,800	\$4,615	\$124,464	\$7,648	\$1,331	\$2,348	0%
2015	105	56	53%	\$109,395	\$16,000	\$125,395	\$185,425	\$5,383	\$125,395	\$8,289	\$1,530	\$2,239	0%
2016	102	60	59%	\$135,984	\$0	\$135,984	\$172,018	\$7,000	\$135,984	\$7,046	\$1,566	\$2,266	0%
2017	117	51	44%	\$130,941	\$0	\$130,941	\$157,093	\$0	\$129,660	\$7,824	\$1,773	\$2,542	0%
<b>Bellevue, St. Paul's Church</b>													
2013	26	18	69%	\$45,370	\$0	\$45,370	\$62,166	\$3,248	\$45,370	\$8,478	\$1,427	\$2,521	32%
2014	22	16	73%	\$38,304	\$1,600	\$39,904	\$39,924	\$3,786	\$39,904	\$4,276	\$1,534	\$2,494	27%
2015	26	14	54%	\$33,963	\$1,200	\$35,163	\$46,644	\$2,445	\$35,163	\$5,228	\$1,462	\$2,512	30%
2016	27	11	41%	\$26,646	\$1,400	\$28,046	\$28,046	\$1,522	\$28,046	\$150	\$1,762	\$2,550	26%
2017													
<b>Berea, St. Thomas's Church</b>													
2013	294	112	38%	\$242,884	\$0	\$242,884	\$296,867	\$27,613	\$242,884	\$48,409	\$1,671	\$2,169	11%
2014	282	102	36%	\$221,759	\$0	\$221,759	\$294,975	\$25,790	\$221,759	\$38,612	\$1,591	\$2,174	14%
2015	248	101	41%	\$173,106	\$0	\$173,106	\$222,703	\$18,500	\$173,106	\$13,398	\$1,453	\$1,714	20%
2016	248	86	35%	\$161,497	\$0	\$161,497	\$237,654	\$17,386	\$161,497	\$35,431	\$1,559	\$1,878	17%
2017	257	91	35%	\$205,450	\$0	\$205,450	\$295,425	\$21,855	\$205,450	\$41,178	\$1,397	\$2,258	28%
<b>Boardman, St. James's Church</b>													
2013	77	63	82%	\$99,431	\$20,000	\$119,431	\$417,300	\$12,649	\$119,431	\$1,762	\$1,578	\$1,896	0%
2014	99	63	64%	\$96,110	\$0	\$96,110	\$119,722	\$5,966	\$96,110	\$866	\$1,526	\$1,526	0%
2015	102	60	59%	\$138,235	\$9,999	\$148,234	\$149,623	\$16,175	\$148,234	\$1,630	\$1,620	\$2,471	3%
2016	99	56	57%	\$161,268	\$7,000	\$168,268	\$169,133	\$15,106	\$168,268	\$1,157	\$2,362	\$3,005	17%
2017	72	55	76%	\$146,472	\$5,000	\$151,472	\$154,808	\$16,214	\$151,472	\$479	\$2,166	\$2,754	4%
<b>Bowling Green, St. John the Baptist's</b>													
2013	22	25	114%	\$43,443	\$33,405	\$76,848	\$77,616	\$4,807	\$76,848	\$3,278	\$1,530	\$3,074	0%
2014	22	18	82%	\$43,202	\$0	\$43,202	\$44,760	\$2,663	\$43,202	\$1,727	\$2,029	\$2,400	0%
2015	21	16	76%	\$46,462	\$0	\$46,462	\$46,724	\$3,996	\$46,462	\$4,429	\$2,632	\$2,904	0%
2016	16	13	81%	\$44,675	\$0	\$44,675	\$66,437	\$3,998	\$44,675	\$3,475	\$3,310	\$3,437	4%
2017	20	15	75%	\$42,264	\$0	\$42,264	\$43,813	\$3,953	\$42,264	\$1,752	\$2,105	\$2,818	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 (Line 13+16+18)	Pledge & Plate ÷ ASA	Oper Exp ÷ ASA	From Inv. ÷ Operating Exp
<b>Brecksville, St. Matthew's Church</b>													
2013	227	103	45%	\$151,892	\$0	\$151,892	\$151,892	\$16,102	\$151,892	\$1,893	\$1,455	\$1,475	22%
2014	228	96	42%	\$169,982	\$0	\$169,982	\$186,221	\$15,560	\$169,982	\$1,325	\$1,704	\$1,771	0%
2015	186	95	51%	\$168,984	\$0	\$168,984	\$172,884	\$18,628	\$168,984	\$5,752	\$1,830	\$1,779	0%
2016	187	86	46%	\$152,118	\$0	\$152,118	\$152,118	\$15,232	\$152,118	\$1,654	\$1,763	\$1,769	0%
2017	164	79	48%	\$150,947	\$0	\$150,947	\$187,561	\$17,860	\$150,947	\$2,952	\$1,895	\$1,911	0%
<b>Brunswick, St. Patrick's Church</b>													
2013	74	42	57%	\$34,351	\$39,298	\$73,649	\$74,834	\$6,184	\$73,649	\$911	\$913	\$1,754	0%
2014	65	35	54%	\$46,245	\$56,657	\$102,902	\$104,059	\$1,925	\$102,902	\$963	\$1,119	\$2,940	0%
2015	39	45	115%	\$51,785	\$18,018	\$69,803	\$69,819	\$4,686	\$69,803	\$902	\$1,092	\$1,551	0%
2016	42	37	88%	\$37,136	\$0	\$37,136	\$37,264	\$3,731	\$37,136	\$2,615	\$1,107	\$1,004	0%
2017	38	43	113%	\$58,291	\$0	\$58,291	\$61,085	\$5,296	\$58,291	\$3,411	\$1,129	\$1,356	17%
<b>Canton, St. Mark's Church</b>													
2013	223	107	48%	\$204,182	\$0	\$204,182	\$226,282	\$19,494	\$204,182	\$3,829	\$1,671	\$1,908	9%
2014	225	107	48%	\$221,603	\$0	\$221,603	\$235,376	\$23,728	\$221,603	\$8,167	\$1,827	\$2,071	9%
2015	206	101	49%	\$242,797		\$242,797	\$253,528	\$30,736	\$242,797	\$6,141	\$2,008	\$2,404	14%
2016	201	96	48%	\$226,554	\$0	\$226,554	\$237,921	\$24,442	\$226,554	\$8,939	\$2,104	\$2,360	9%
2017	201	92	46%	\$236,498		\$236,498	\$310,738	\$26,667	\$236,498	\$13,233	\$2,255	\$2,571	11%
<b>Canton, St. Paul's Church</b>													
2013	126	80	63%	\$278,341	\$0	\$278,341	\$338,754	\$29,518	\$278,341	\$17,147	\$2,187	\$3,479	35%
2014	133	76	57%	\$296,858	\$0	\$296,858	\$326,945	\$23,999	\$296,858	\$7,344	\$2,429	\$3,906	34%
2015	115	66	57%	\$273,295		\$273,295	\$284,396	\$28,981	\$273,295	\$41,302	\$3,084	\$4,141	24%
2016	115	57	50%	\$233,433	\$0	\$233,433	\$256,539	\$28,853	\$233,433	\$59,112	\$3,008	\$4,095	25%
2017	115	57	50%	\$194,130	\$0	\$194,130	\$248,034	\$19,073	\$194,134	\$46,174	\$3,152	\$3,406	7%
<b>Chagrin Falls, St. Martin's Church</b>													
2013	538	190	35%	\$320,710	\$0	\$320,710	\$354,982	\$40,176	\$320,710	\$3,548	\$1,585	\$1,688	1%
2014	362	156	43%	\$271,575		\$271,575	\$306,121	\$35,567	\$271,575	\$2,346	\$1,628	\$1,741	1%
2015	266	105	39%	\$293,313	\$0	\$293,313	\$365,919	\$31,500	\$293,313	\$1,730	\$2,047	\$2,793	4%
2016	263	109	41%	\$290,121	\$0	\$290,121	\$365,069	\$35,848	\$290,121	\$6,353	\$2,248	\$2,662	11%
2017	264	107	41%	\$285,855	\$0	\$285,855	\$369,952	\$35,835	\$285,855	\$37,818	\$2,210	\$2,672	14%
<b>Chardon, St. Luke's Church</b>													
2013	227	49	22%	\$119,705	\$2,000	\$121,705	\$127,639	\$12,284	\$121,705	\$7,666	\$2,167	\$2,484	0%
2014	66	35	53%	\$117,826	\$2,000	\$119,826	\$128,223	\$12,035	\$119,826	\$1,329	\$2,840	\$3,424	0%
2015	73	40	55%	\$120,555	\$2,000	\$122,555	\$168,704	\$17,817	\$122,555	\$7,177	\$2,661	\$3,064	0%
2016	82	42	51%	\$120,143	\$2,000	\$122,143	\$127,386	\$12,291	\$122,143	\$1,630	\$2,561	\$2,908	0%
2017	70	47	67%	\$117,602	\$2,000	\$119,602	\$126,331	\$12,336	\$119,602	\$1,195	\$2,282	\$2,545	0%
<b>Cleveland, St. Andrew's Church</b>													
2013	142	67	47%	\$225,009	\$0	\$225,009	\$241,847	\$26,638	\$225,009	\$20,237	\$2,270	\$3,358	0%
2014	138	67	49%	\$226,203	\$0	\$226,203	\$246,043	\$34,489	\$226,203	\$17,535	\$2,297	\$3,376	0%
2015	125	65	52%	\$205,956	\$0	\$205,956	\$239,015	\$20,188	\$205,956	\$20,178	\$2,198	\$3,169	0%
2016	99	54	55%	\$178,578	\$0	\$178,578	\$222,956	\$25,389	\$178,578	\$15,746	\$2,468	\$3,307	0%
2017	121	53	44%	\$149,434	\$0	\$149,434	\$168,378	\$21,450	\$149,434	\$11,645	\$2,565	\$2,820	0%
<b>Cleveland, St. Luke's Church</b>													
2013	130	80	62%	\$77,093	\$0	\$77,093	\$98,179	\$6,917	\$77,093	\$22,326	\$918	\$964	3%
2014	110	71	65%	\$77,637	\$0	\$77,637	\$90,978	\$7,241	\$77,637	\$14,962	\$1,037	\$1,093	3%
2015	61	62	102%	\$79,591	\$0	\$79,591	\$97,081	\$6,983	\$79,591	\$19,111	\$1,205	\$1,284	4%
2016	69	59	86%	\$93,061	\$0	\$93,061	\$120,713	\$8,081	\$93,061	\$10,003	\$1,506	\$1,577	3%
2017	42	45	107%	\$131,121	\$44,349	\$175,470	\$288,516	\$7,819	\$175,470	\$108,537	\$2,080	\$3,899	20%
<b>Cleveland, Trinity Cathedral</b>													
2013	1,035	376	36%	\$1,457,783	\$0	\$1,457,783	\$2,049,078	\$194,090	\$1,457,783	\$716,482	\$1,765	\$3,877	50%
2014	1,023	371	36%	\$1,438,953	\$0	\$1,438,953	\$1,930,076	\$222,611	\$1,438,953	\$490,123	\$1,858	\$3,879	48%
2015	1,010	371	37%	\$1,520,354	\$0	\$1,520,354	\$1,963,570	\$228,114	\$1,520,354	\$476,266	\$1,833	\$4,098	56%
2016	854	388	45%	\$1,425,017	\$0	\$1,425,017	\$3,272,825	\$224,915	\$1,425,017	\$549,791	\$1,922	\$3,673	41%
2017	822	275	33%	\$1,408,285	\$0	\$1,408,285	\$2,340,817	\$228,170	\$1,408,285	\$474,742	\$2,347	\$5,121	50%
<b>Cleveland Heights, St. Alban's Church</b>													
2013	32	30	94%	\$24,034	\$0	\$24,034	\$32,344	\$2,936	\$24,034	\$3,697	\$769	\$801	0%
2014	31	27	87%	\$31,613	\$0	\$31,613	\$43,897	\$1,944	\$31,613	\$9,898	\$947	\$1,171	0%
2015	29	16	55%	\$19,237	\$0	\$19,237	\$20,252	\$1,989	\$19,237	\$4,321	\$942	\$1,202	0%
2016	17	13	76%	\$16,311	\$0	\$16,311	\$16,426	\$1,463	\$16,311	\$297	\$1,176	\$1,255	0%
2017	29	16	55%	\$20,215	\$0	\$20,215	\$25,579	\$1,618	\$20,215	\$674	\$1,138	\$1,263	10%
<b>Cleveland Heights, St. Paul's Church</b>													
2013	1,917	411	21%	\$1,824,594	\$0	\$1,824,594	\$3,244,090	\$243,000	\$1,824,594	\$426,682	\$3,735	\$4,439	16%
2014	1,750	390	22%	\$1,850,257	\$0	\$1,850,257	\$2,875,833	\$255,000	\$1,850,257	\$583,053	\$4,067	\$4,744	14%
2015	1,507	357	24%	\$1,836,891	\$0	\$1,836,891	\$2,424,321	\$247,649	\$1,836,891	\$337,621	\$4,156	\$5,145	19%
2016	1,444	378	26%	\$1,800,850	\$0	\$1,800,850	\$2,454,726	\$249,402	\$1,800,850	\$261,787	\$4,258	\$4,764	11%
2017	1,414	377	27%	\$1,823,280	\$0	\$1,823,280	\$2,103,010	\$249,430	\$1,823,280	\$348,365	\$4,286	\$4,836	11%
<b>Coshocton, Trinity Church</b>													
2013	76	23	30%	\$117,501	\$0	\$117,501	\$117,718	\$12,075	\$117,501	\$584	\$1,271	\$5,109	74%
2014	66	21	32%	\$128,516	\$0	\$128,516	\$174,116	\$13,273	\$128,516	\$0	\$1,255	\$6,120	81%
2015	80	20	25%	\$81,123	\$0	\$81,123	\$81,123	\$8,998	\$81,123	\$0	\$1,004	\$4,056	145%
2016	80	18	23%	\$37,196	\$0	\$37,196	\$37,196	\$2,597	\$37,196	\$0	\$407	\$2,066	30%
2017	79	17	22%	\$40,484	\$0	\$40,484	\$40,484	\$3,888	\$40,484	\$0	\$892	\$2,381	63%
<b>Cuyahoga Falls, St. John's Church</b>													
2013	141	65	46%	\$183,031	\$0	\$183,031	\$271,567	\$20,211	\$183,031	\$3,047	\$2,170	\$2,816	14%
2014	155	68	44%	\$198,138	\$0	\$198,138	\$206,991	\$19,749	\$198,138	\$8,753	\$2,040	\$2,914	27%
2015	140	84	60%	\$200,130		\$200,130	\$235,785	\$23,970	\$200,130	\$4,810	\$2,092	\$2,383	9%
2016	129	94	73%	\$223,806	\$0	\$223,806	\$255,241	\$25,790	\$223,806	\$4,743	\$2,227	\$2,381	5%
2017	164	95	58%	\$288,629	\$0	\$288,629	\$288,629	\$30,543	\$288,629	\$850	\$2,321	\$3,038	13%
<b>Defiance, Grace Church</b>													
2013	55	31	56%	\$54,716	\$2,000	\$56,716	\$59,506	\$4,932	\$56,716	\$6,732	\$1,595	\$1,830	0%
2014	37	26	70%	\$52,807	\$1,500	\$54,307	\$58,478	\$5,223	\$54,307	\$7,293	\$1,893	\$2,089	0%
2015	35	22	63%	\$63,382	\$0	\$63,382	\$80,276	\$4,899	\$63,382	\$1,555	\$1,709	\$2,881	0%
2016	34	23	68%	\$56,377	\$0	\$56,377	\$65,231	\$6,470	\$56,377	\$1,108	\$1,915	\$2,451	0%
2017	37	22	59%	\$65,119	\$0	\$65,119	\$70,571	\$6,894	\$65,119	\$1,521	\$2,283	\$2,960	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 (Line 13+16+18)	Pledge & Plate ÷ ASA	Oper Exp ÷ ASA	From Inv. ÷ Operating Exp
<b>East Liverpool, St. Stephen's Church</b>													
2013	109	38	35%	\$77,274	\$2,000	\$79,274	\$114,681	\$7,483	\$79,274	\$9,121	\$1,269	\$2,086	33%
2014	112	37	33%	\$90,376	\$1,500	\$91,876	\$132,391	\$8,212	\$91,876	\$7,669	\$1,393	\$2,483	39%
2015	65	42	65%	\$115,815	\$0	\$115,815	\$146,365	\$12,064	\$115,815	\$10,700	\$1,289	\$2,758	25%
2016	75	36	48%	\$92,049	\$0	\$92,049	\$114,881	\$10,404	\$92,049	\$9,222	\$1,371	\$2,557	45%
2017	60	40	67%	\$84,729	\$0	\$84,729	\$112,285	\$8,048	\$84,729	\$6,674	\$1,088	\$2,118	17%
<b>Elyria, St. Andrew's Church</b>													
2013	225	59	26%	\$146,664	\$0	\$146,664	\$175,688	\$15,022	\$146,664	\$34,736	\$2,259	\$2,486	9%
2014	210	71	34%	\$232,491	\$1,000	\$233,491	\$266,977	\$22,330	\$233,491	\$28,356	\$2,410	\$3,289	26%
2015	187	74	40%	\$240,723	\$1,250	\$241,973	\$324,498	\$25,112	\$241,973	\$31,164	\$2,440	\$3,270	25%
2016	202	77	38%	\$252,924	\$0	\$252,924	\$341,207	\$29,185	\$252,924	\$55,071	\$2,563	\$3,285	22%
2017	211	81	38%	\$304,227	\$0	\$304,227	\$493,133	\$28,003	\$304,227	\$22,857	\$2,267	\$3,756	9%
<b>Euclid, Church of the Epiphany</b>													
2013	204	68	33%	\$144,501	\$0	\$144,501	\$146,946	\$15,188	\$144,501	\$1,128	\$1,870	\$2,125	2%
2014	198	69	35%	\$148,915	\$0	\$148,915	\$152,422	\$15,297	\$148,915	\$3,661	\$1,663	\$2,158	2%
2015	197	59	30%	\$145,722	\$0	\$145,722	\$257,813	\$15,213	\$145,722	\$5,059	\$2,054	\$2,470	3%
2016	195	61	31%	\$148,602	\$0	\$148,602	\$266,957	\$15,522	\$148,602	\$3,936	\$1,886	\$2,436	3%
2017	196	57	29%	\$148,542	\$0	\$148,542	\$173,622	\$15,445	\$148,542	\$3,764	\$2,062	\$2,606	7%
<b>Findlay, Trinity Church</b>													
2013	174	74	43%	\$132,853	\$0	\$132,853	\$139,312	\$13,843	\$132,853	\$5,804	\$1,606	\$1,795	7%
2014	170	60	35%	\$136,753	\$0	\$136,753	\$139,731	\$14,115	\$136,753	\$3,593	\$2,160	\$2,279	2%
2015	173	34	20%	\$106,986	\$0	\$106,986	\$145,757	\$11,820	\$106,986	\$4,332	\$3,020	\$3,147	2%
2016	131	68	52%	\$114,169	\$0	\$114,169	\$156,073	\$10,249	\$114,169	\$2,265	\$1,588	\$1,679	1%
2017	140	71	51%	\$155,655	\$0	\$155,655	\$266,545	\$15,541	\$155,655	\$9,945	\$2,115	\$2,192	1%
<b>Fremont, St. Paul's Church</b>													
2013	62	33	53%	\$155,678	\$0	\$155,678	\$162,109	\$14,450	\$155,678	\$6,523	\$2,406	\$4,718	44%
2014	52	30	58%	\$156,255	\$0	\$156,255	\$166,079	\$16,464	\$156,255	\$6,013	\$1,951	\$5,209	58%
2015	50	25	50%	\$108,680	\$0	\$108,680	\$147,912	\$12,659	\$108,680	\$19,629	\$2,781	\$4,347	14%
2016	46	25	54%	\$104,522	\$0	\$104,522	\$113,916	\$10,916	\$104,522	\$6,062	\$3,264	\$4,181	21%
2017	51	29	57%	\$154,234	\$0	\$154,234	\$176,264	\$15,446	\$154,234	\$9,992	\$2,967	\$5,318	41%
<b>Gambier, Harcourt Parish</b>													
2013	133	57	43%	\$178,710	\$0	\$178,710	\$222,967	\$19,863	\$178,710	\$35,054	\$2,254	\$3,135	9%
2014	132	49	37%	\$143,980	\$0	\$143,980	\$227,223	\$15,734	\$143,980	\$28,699	\$2,685	\$2,938	0%
2015	102	52	51%	\$126,957	\$0	\$126,957	\$196,203	\$12,163	\$126,957	\$19,923	\$2,089	\$2,441	0%
2016	91	67	74%	\$156,591	\$0	\$156,591	\$216,006	\$16,933	\$156,591	\$28,566	\$1,857	\$2,337	3%
2017	86	73	85%	\$165,096	\$0	\$165,096	\$194,030	\$17,840	\$165,096	\$31,159	\$1,791	\$2,262	7%
<b>Gates Mills, St. Christopher's by the River</b>													
2013	149	82	55%	\$341,203	\$0	\$341,203	\$342,298	\$43,133	\$341,203	\$1,095	\$2,682	\$4,161	35%
2014	143	81	57%	\$281,197	\$0	\$281,197	\$402,940	\$33,561	\$281,197	\$1,680	\$2,303	\$3,472	33%
2015	176	87	49%	\$385,036	\$0	\$385,036	\$509,441	\$49,937	\$385,036	\$2,735	\$2,278	\$4,426	48%
2016	183	76	42%	\$353,809	\$0	\$353,809	\$451,771	\$44,901	\$353,809	\$3,030	\$2,835	\$4,655	39%
2017	186	81	44%	\$374,711	\$0	\$374,711	\$376,368	\$44,673	\$374,711	\$1,657	\$3,101	\$4,626	3%
<b>Geneva, Christ Church</b>													
2013	103	40	39%	\$55,553	\$0	\$55,553	\$73,610	\$5,020	\$55,553	\$7,974	\$1,378	\$1,389	0%
2014	99	41	41%	\$55,502	\$0	\$55,502	\$116,611	\$5,093	\$55,502	\$6,311	\$1,335	\$1,354	0%
2015	69	37	54%	\$61,247	\$0	\$61,247	\$73,977	\$5,070	\$61,247	\$9,379	\$1,634	\$1,655	0%
2016	67	38	57%	\$61,248	\$0	\$61,248	\$84,801	\$5,160	\$61,248	\$12,497	\$1,586	\$1,612	0%
2017	59	34	58%	\$61,740	\$0	\$61,740	\$76,133	\$6,460	\$61,740	\$9,260	\$1,594	\$1,816	0%
<b>Hudson, Christ Church</b>													
2013	288	115	40%	\$445,257	\$0	\$445,257	\$639,978	\$80,381	\$445,257	\$1,658	\$2,759	\$3,872	13%
2014	293	116	40%	\$448,201	\$0	\$448,201	\$458,355	\$64,491	\$448,201	\$39,381	\$3,117	\$3,864	11%
2015	319	103	32%	\$479,520	\$0	\$479,520	\$636,656	\$51,818	\$422,580	\$10,299	\$3,491	\$4,103	7%
2016	281	139	49%	\$446,676	\$0	\$446,676	\$499,032	\$55,530	\$446,643	\$38,362	\$3,005	\$3,213	2%
2017	302	151	50%	\$489,307	\$0	\$489,307	\$602,087	\$61,167	\$489,307	\$59,401	\$2,834	\$3,240	7%
<b>Huron, Christ Church</b>													
2013	247	53	21%	\$128,441	\$0	\$128,441	\$129,441	\$11,197	\$128,441	\$2,980	\$1,647	\$2,423	1%
2014	241	39	16%	\$109,610	\$0	\$109,610	\$191,591	\$13,044	\$109,610	\$3,342	\$2,287	\$2,811	3%
2015	225	37	16%	\$68,285	\$0	\$68,285	\$124,671	\$8,530	\$68,285	\$6,089	\$1,656	\$1,846	0%
2016	35	44	126%	\$122,207	\$10,000	\$132,207	\$137,067	\$6,644	\$132,207	\$8,101	\$2,481	\$3,005	0%
2017	204	47	23%	\$148,662	\$5,647	\$154,309	\$177,464	\$16,935	\$154,309	\$15,823	\$3,099	\$3,283	0%
<b>Kent, Christ Church</b>													
2013	171	73	43%	\$160,249	\$0	\$160,249	\$166,370	\$16,837	\$160,249	\$7,038	\$1,921	\$2,195	11%
2014	181	71	39%	\$168,455	\$0	\$168,455	\$176,182	\$17,963	\$168,455	\$10,627	\$1,848	\$2,373	20%
2015	164	70	43%	\$166,499	\$0	\$166,499	\$280,689	\$17,148	\$166,499	\$15,346	\$2,069	\$2,379	11%
2016	165	70	42%	\$170,245	\$0	\$170,245	\$193,492	\$19,053	\$170,245	\$8,589	\$2,051	\$2,432	19%
2017													
<b>Kirtland Hills, St. Hubert's Church</b>													
2013	320	96	30%	\$267,162	\$0	\$267,162	\$309,508	\$30,755	\$267,162	\$14,707	\$2,004	\$2,783	24%
2014	314	97	31%	\$277,130	\$0	\$277,130	\$294,001	\$32,664	\$277,130	\$17,331	\$2,083	\$2,857	23%
2015	253	95	38%	\$280,453	\$0	\$280,453	\$503,869	\$33,231	\$280,453	\$7,649	\$2,274	\$2,952	27%
2016	235	87	37%	\$291,784	\$0	\$291,784	\$743,403	\$33,570	\$291,784	\$14,739	\$2,400	\$3,354	28%
2017	296	81	27%	\$287,967	\$0	\$287,967	\$600,265	\$34,843	\$287,967	\$12,201	\$2,572	\$3,555	28%
<b>Lakewood, Church of the Ascension</b>													
2013	86	40	47%	\$77,318	\$25,000	\$102,318	\$122,243	\$7,515	\$102,318	\$5,098	\$1,801	\$2,558	0%
2014	100	55	55%	\$96,757	\$0	\$96,757	\$155,989	\$9,802	\$96,757	\$9,259	\$1,520	\$1,759	0%
2015	94	60	64%	\$100,040	\$39,691	\$139,731	\$249,300	\$10,800	\$139,731	\$10,260	\$1,533	\$2,329	0%
2016	105	69	66%	\$102,493	\$50,564	\$153,057	\$286,681	\$10,873	\$153,057	\$2,533	\$1,430	\$2,218	0%
2017	116	62	53%	\$107,739	\$45,030	\$152,769	\$297,042	\$11,126	\$152,769	\$7,964	\$1,475	\$2,464	0%
<b>Lakewood, St. Peter's Church</b>													
2013	694	179	26%	\$481,310	\$0	\$481,310	\$706,373	\$64,568	\$481,310	\$201,749	\$2,569	\$2,689	0%
2014	556	167	30%	\$468,617	\$0	\$468,617	\$620,225	\$60,666	\$468,617	\$77,903	\$2,668	\$2,806	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 (Line 13+16+18)	Pledge & Plate ÷ ASA	Oper Exp ÷ ASA	From Inv. ÷ Operating Exp
2015	503	164	33%	\$506,229	\$0	\$506,229	\$843,507	\$69,106	\$506,229	\$132,630	\$2,941	\$3,087	0%
2016	539	170	32%	\$581,361	\$10,904	\$592,265	\$960,028	\$76,253	\$592,265	\$98,661	\$3,193	\$3,484	0%
2017	398	168	42%	\$588,572	\$24,911	\$613,483	\$932,142	\$77,158	\$613,483	\$78,595	\$3,192	\$3,652	0%
<b>Lisbon, Holy Trinity Church</b>													
2013	43	14	33%	\$22,645	\$0	\$22,645	\$25,562	\$2,029	\$22,645	\$1,320	\$906	\$1,618	42%
2014	45	16	36%	\$24,079	\$0	\$24,079	\$26,024	\$2,122	\$24,079	\$500	\$833	\$1,505	43%
2015	46	15	33%	\$22,196	\$0	\$22,196	\$30,107	\$2,098	\$22,196	\$1,958	\$854	\$1,480	41%
2016	46	15	33%	\$24,232	\$0	\$24,232	\$33,841	\$2,166	\$24,232	\$1,207	\$823	\$1,615	49%
2017	44	14	32%	\$24,667	\$0	\$24,667	\$32,886	\$2,277	\$24,667	\$3,205	\$1,052	\$1,762	39%
<b>Lorain, Church of the Redeemer</b>													
2013	144	49	34%	\$121,559	\$0	\$121,559	\$132,385	\$12,441	\$121,559	\$16,631	\$1,952	\$2,481	10%
2014	146	55	38%	\$141,210	\$0	\$141,210	\$149,458	\$14,704	\$141,210	\$3,437	\$1,936	\$2,567	9%
2015	112	52	46%	\$147,675	\$5,505	\$153,180	\$161,306	\$15,702	\$153,180	\$6,834	\$2,097	\$2,946	9%
2016	112	52	46%	\$158,835	\$0	\$158,835	\$158,835	\$15,703	\$158,835	\$8,191	\$1,765	\$3,055	14%
2017	112	40	36%	\$128,777	\$14,449	\$143,226	\$144,533	\$10,215	\$143,226	\$3,623	\$1,982	\$3,581	16%
<b>Lyndhurst, Church of the Good Shepherd</b>													
2013	158	75	47%	\$226,894	\$0	\$226,894	\$238,517	\$24,563	\$226,894	\$6,629	\$2,480	\$3,025	0%
2014	148	63	43%	\$205,386	\$0	\$205,386	\$345,660	\$23,569	\$205,386	\$2,855	\$2,550	\$3,260	0%
2015	148	61	41%	\$193,905	\$0	\$193,905	\$221,870	\$22,121	\$193,905	\$4,171	\$2,348	\$3,179	0%
2016	148	60	41%	\$191,614	\$0	\$191,614	\$200,499	\$21,160	\$191,614	\$4,127	\$2,277	\$3,194	0%
2017	140	43	31%	\$190,076	\$0	\$190,076	\$197,000	\$20,692	\$190,076	\$3,604	\$3,219	\$4,420	0%
<b>Macedonia, St. Timothy's Church</b>													
2013	196	58	30%	\$140,691	\$0	\$140,691	\$183,683	\$12,981	\$140,691	\$9,808	\$2,017	\$2,426	1%
2014	193	53	27%	\$143,467	\$0	\$143,467	\$158,998	\$16,332	\$143,467	\$7,176	\$2,699	\$2,707	0%
2015	177	53	30%	\$142,930	\$0	\$142,930	\$187,482	\$14,726	\$142,930	\$8,047	\$2,501	\$2,697	0%
2016	174	48	28%	\$141,479	\$0	\$141,479	\$214,470	\$15,374	\$141,479	\$6,062	\$2,676	\$2,947	1%
2017	173	49	28%	\$142,044	\$3,000	\$145,044	\$216,372	\$13,844	\$145,044	\$6,672	\$2,795	\$2,960	2%
<b>Mansfield, Grace Church</b>													
2013	340	79	23%	\$256,911	\$0	\$256,911	\$256,911	\$30,580	\$256,911	\$6,329	\$1,509	\$3,252	43%
2014	325	76	23%	\$263,435	\$0	\$263,435	\$341,077	\$30,620	\$263,435	\$50,605	\$1,620	\$3,466	46%
2015	335	75	22%	\$269,480	\$0	\$269,480	\$439,970	\$31,363	\$269,480	\$133,273	\$1,914	\$3,593	51%
2016	330	71	22%	\$276,021	\$0	\$276,021	\$448,070	\$31,642	\$276,021	\$118,215	\$2,004	\$3,888	43%
2017	203	65	32%	\$278,689	\$0	\$278,689	\$418,114	\$32,498	\$278,689	\$126,859	\$2,294	\$4,288	45%
<b>Marion, St. Paul's Church</b>													
2013	23	26	113%	\$78,556	\$0	\$78,556	\$78,556	\$7,198	\$78,556	\$0	\$1,730	\$3,021	19%
2014	25	25	100%	\$74,600	\$0	\$74,600	\$74,600	\$7,633	\$74,600	\$0	\$1,002	\$2,984	47%
2015	25	20	80%	\$73,298	\$0	\$73,298	\$73,298	\$5,754	\$73,298	\$20,016	\$1,068	\$3,665	42%
2016													
2017													
<b>Massillon, St. Timothy's Church</b>													
2013	264	103	39%	\$211,566	\$0	\$211,566	\$261,539	\$18,927	\$211,566	\$13,612	\$1,782	\$2,054	13%
2014	276	101	37%	\$220,025	\$0	\$220,025	\$294,083	\$24,072	\$220,025	\$21,023	\$1,862	\$2,178	15%
2015	272	83	31%	\$205,006	\$0	\$205,006	\$213,126	\$22,807	\$205,006	\$13,712	\$2,157	\$2,470	13%
2016	250	79	32%	\$186,294	\$0	\$186,294	\$195,146	\$19,777	\$186,294	\$8,046	\$2,118	\$2,358	10%
2017	253	87	34%	\$219,618	\$0	\$219,618	\$257,356	\$24,205	\$219,618	\$11,708	\$1,941	\$2,524	13%
<b>Maumee, St. Paul's Church</b>													
2013	608	189	31%	\$410,739	\$0	\$410,739	\$640,510	\$52,166	\$410,739	\$222,680	\$1,645	\$2,173	19%
2014	620	165	27%	\$463,122	\$0	\$463,122	\$698,038	\$42,173	\$463,122	\$215,484	\$1,940	\$2,807	25%
2015	526	140	27%	\$534,660	\$0	\$534,660	\$771,682	\$95,260	\$534,660	\$225,400	\$1,638	\$3,819	55%
2016	500	137	27%	\$504,086	\$0	\$504,086	\$1,090,523	\$41,777	\$504,086	\$271,372	\$1,916	\$3,679	24%
2017	486	131	27%	\$426,588	\$0	\$426,588	\$690,521	\$60,229	\$426,588	\$429,058	\$2,056	\$3,256	35%
<b>Mayfield Village, St. Bartholomew Church</b>													
2013	118	66	56%	\$119,066	\$0	\$119,066	\$129,308	\$12,769	\$119,066	\$11,834	\$1,674	\$1,804	1%
2014	81	64	79%	\$126,928	\$0	\$126,928	\$236,810	\$12,728	\$126,928	\$11,756	\$1,772	\$1,983	0%
2015	81	60	74%	\$126,928	\$0	\$126,928	\$159,979	\$12,728	\$126,928	\$6,845	\$1,884	\$2,115	9%
2016	79	59	75%	\$140,348	\$0	\$140,348	\$152,613	\$15,897	\$140,348	\$7,856	\$1,900	\$2,379	4%
2017	81	59	73%	\$135,550	\$0	\$135,550	\$146,412	\$10,734	\$135,550	\$5,597	\$1,997	\$2,297	7%
<b>Medina, St. Paul's Church</b>													
2013	491	109	22%	\$269,813	\$4,100	\$273,913	\$368,555	\$28,604	\$273,913	\$25,069	\$1,986	\$2,513	5%
2014	481	101	21%	\$302,747	\$1,800	\$304,547	\$382,172	\$32,399	\$304,547	\$33,162	\$2,488	\$3,015	8%
2015	460	105	23%	\$303,308	\$3,000	\$306,308	\$395,878	\$32,803	\$306,308	\$39,243	\$2,541	\$2,917	1%
2016	498	100	20%	\$309,042	\$3,500	\$312,542	\$393,172	\$34,636	\$312,542	\$37,095	\$2,415	\$3,125	5%
2017	496	100	20%	\$314,172	\$3,500	\$317,672	\$434,617	\$35,412	\$317,672	\$47,367	\$2,836	\$3,177	3%
<b>Mentor, St. Andrew Episcopal Church</b>													
2013	291	136	47%	\$178,199	\$0	\$178,199	\$325,505	\$18,602	\$178,199	\$31,006	\$1,248	\$1,310	0%
2014	250	125	50%	\$168,612	\$0	\$168,612	\$239,420	\$15,555	\$168,612	\$21,903	\$1,259	\$1,349	0%
2015	254	99	39%	\$162,757	\$0	\$162,757	\$184,887	\$15,726	\$162,757	\$13,574	\$1,642	\$1,644	0%
2016	250	97	39%	\$168,324	\$0	\$168,324	\$202,916	\$20,927	\$168,324	\$16,554	\$1,570	\$1,735	0%
2017	249	76	31%	\$190,166	\$0	\$190,166	\$219,735	\$19,394	\$190,166	\$29,388	\$1,928	\$2,502	6%
<b>Mount Vernon, St. Paul's Church</b>													
2013	111	63	57%	\$171,656	\$0	\$171,656	\$226,129	\$18,032	\$171,656	\$9,696	\$2,036	\$2,725	17%
2014	111	53	48%	\$168,598	\$0	\$168,598	\$215,637	\$18,882	\$168,598	\$13,181	\$2,228	\$3,181	18%
2015	73	45	62%	\$161,098	\$0	\$161,098	\$202,882	\$16,435	\$161,098	\$8,394	\$2,733	\$3,580	17%
2016	78	45	58%	\$163,724	\$0	\$163,724	\$244,712	\$17,117	\$163,724	\$14,861	\$2,409	\$3,638	27%
2017	77	54	70%	\$169,684	\$0	\$169,684	\$188,042	\$18,827	\$169,684	\$15,084	\$2,199	\$3,142	28%
<b>Napoleon, St. John the Evangelist</b>													
2013	28	12	43%	\$14,642	\$0	\$14,642	\$16,862	\$813	\$14,642	\$1,300	\$1,420	\$1,220	0%
2014													
2015													
2016													
2017													

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 (Line 13+16+18)	Pledge & Plate ÷ ASA	Oper Exp ÷ ASA	From Inv. ÷ Operating Exp
<b>New Philadelphia, Trinity Church</b>													
2013	67	26	39%	\$61,151	\$0	\$61,151	\$62,467	\$5,029	\$61,151	\$1,309	\$2,307	\$2,352	6%
2014	62	29	47%	\$51,262	\$0	\$51,262	\$51,262	\$4,667	\$51,262	\$861	\$1,768	\$1,768	8%
2015	61	23	38%	\$36,365	\$0	\$36,365	\$36,365	\$3,054	\$36,365	\$1,463	\$2,083	\$1,581	10%
2016	62	24	39%	\$34,445	\$0	\$34,445	\$54,885	\$3,066	\$34,445	\$540	\$1,435	\$1,435	0%
2017	62	27	44%	\$42,114	\$0	\$42,114	\$43,106	\$3,738	\$42,114	\$1,000	\$1,560	\$1,560	0%
<b>Niles, St. Luke's Church</b>													
2013	133	55	41%	\$87,284	\$0	\$87,284	\$95,066	\$8,736	\$87,284	\$2,297	\$925	\$1,587	29%
2014	133	60	45%	\$90,603	\$0	\$90,603	\$101,043	\$8,297	\$90,603	\$2,904	\$846	\$1,510	34%
2015	130	50	38%	\$91,013	\$0	\$91,013	\$106,897	\$9,910	\$91,013	\$4,090	\$996	\$1,820	33%
2016	117	49	42%	\$90,230	\$0	\$90,230	\$95,201	\$9,229	\$90,230	\$3,397	\$1,150	\$1,841	25%
2017													
<b>Norwalk, St. Paul's Church</b>													
2013	62	39	63%	\$89,066	\$6,500	\$95,566	\$98,315	\$7,240	\$95,566	\$1,446	\$1,964	\$2,450	5%
2014	66	34	52%	\$93,472	\$5,500	\$98,972	\$99,989	\$10,378	\$98,972	\$2,820	\$2,164	\$2,911	15%
2015	48	31	65%	\$94,442	\$2,000	\$96,442	\$96,557	\$9,831	\$96,442	\$650	\$2,446	\$3,111	20%
2016	44	31	70%	\$91,940	\$1,000	\$92,940	\$92,940	\$9,402	\$92,940	\$896	\$2,120	\$2,998	14%
2017	49	31	63%	\$95,300	\$0	\$95,300	\$95,300	\$9,575	\$95,300	\$1,470	\$2,432	\$3,074	6%
<b>Oberlin, Christ Church</b>													
2013	92	60	65%	\$233,547	\$0	\$233,547	\$318,068	\$28,070	\$233,547	\$55,992	\$3,043	\$3,892	3%
2014	100	66	66%	\$237,849	\$0	\$237,849	\$325,638	\$27,407	\$237,849	\$53,433	\$2,921	\$3,604	3%
2015	95	64	67%	\$206,046	\$0	\$206,046	\$382,526	\$24,061	\$206,046	\$73,374	\$2,935	\$3,219	4%
2016	98	70	71%	\$226,472	\$0	\$226,472	\$393,592	\$22,343	\$226,472	\$98,233	\$2,635	\$3,235	5%
2017	95	62	65%	\$265,815	\$0	\$265,815	\$401,171	\$28,251	\$265,815	\$56,213	\$3,043	\$4,287	23%
<b>Oregon, St. Paul's Church</b>													
2013	93	42	45%	\$76,770	\$0	\$76,770	\$101,770	\$7,301	\$76,770	\$3,257	\$1,397	\$1,828	0%
2014	94	41	44%	\$85,084	\$0	\$85,084	\$87,100	\$8,564	\$85,084	\$974	\$1,461	\$2,075	0%
2015	-	36	0%	\$72,778	\$0	\$72,778	\$73,648	\$7,506	\$72,778	\$2,030	\$1,681	\$2,022	0%
2016	45	29	64%	\$51,055	\$0	\$51,055	\$54,557	\$4,061	\$51,055	\$3,991	\$1,663	\$1,761	0%
2017	41	23	56%	\$45,396	\$0	\$45,396	\$61,842	\$3,930	\$45,396	\$2,951	\$1,696	\$1,974	0%
<b>Painesville, St. James's Church</b>													
2013	229	99	43%	\$231,241	\$0	\$231,241	\$269,317	\$26,723	\$231,241	\$22,350	\$2,027	\$2,336	2%
2014	238	98	41%	\$225,854	\$0	\$225,854	\$266,200	\$25,888	\$225,854	\$32,394	\$1,984	\$2,305	4%
2015	184	94	51%	\$233,981	\$0	\$233,981	\$427,641	\$26,617	\$233,981	\$18,503	\$2,046	\$2,489	9%
2016	172	77	45%	\$228,012	\$0	\$228,012	\$690,656	\$25,362	\$228,012	\$22,627	\$2,412	\$2,961	7%
2017	163	67	41%	\$236,703	\$0	\$236,703	\$340,278	\$24,869	\$236,703	\$48,362	\$2,903	\$3,533	7%
<b>Parma, All Saints Church</b>													
2013	306	75	25%	\$138,155	\$0	\$138,155	\$158,577	\$14,337	\$138,155	\$7,169	\$1,439	\$1,842	1%
2014	323	77	24%	\$135,764	\$0	\$135,764	\$137,603	\$14,148	\$135,764	\$415	\$1,444	\$1,763	1%
2015	298	76	26%	\$137,100	\$0	\$137,100	\$137,420	\$14,509	\$137,100	\$650	\$1,418	\$1,804	1%
2016	306	76	25%	\$136,019	\$0	\$136,019	\$197,154	\$14,257	\$136,019	\$2,760	\$1,369	\$1,790	1%
2017	186	65	35%	\$124,092	\$0	\$124,092	\$346,356	\$12,925	\$124,092	\$16,558	\$1,632	\$1,909	4%
<b>Perrysburg, St. Timothy's Church</b>													
2013	-	-	0%	\$255,975	\$0	\$255,975	\$275,975	\$32,106	\$255,975	\$0	\$0	\$0	10%
2014	240	111	46%	\$326,395	\$0	\$326,395	\$335,027	\$35,414	\$326,395	\$2,014	\$2,223	\$2,940	8%
2015	279	120	43%	\$326,129	\$0	\$326,129	\$493,502	\$39,042	\$323,063	\$10,589	\$2,359	\$2,692	9%
2016	232	109	47%	\$329,542	\$0	\$329,542	\$449,879	\$43,451	\$329,542	\$24,150	\$2,712	\$3,023	9%
2017	259	102	39%	\$339,823	\$0	\$339,823	\$463,491	\$37,975	\$339,823	\$30,508	\$2,752	\$3,332	16%
<b>Port Clinton, St. Thomas's Church</b>													
2013	62	28	45%	\$77,862	\$0	\$77,862	\$156,462	\$8,997	\$77,862	\$2,511	\$2,296	\$2,781	14%
2014	58	24	41%	\$79,564	\$0	\$79,564	\$110,773	\$8,064	\$79,564	\$5,479	\$3,000	\$3,315	0%
2015	53	29	55%	\$67,560	\$0	\$67,560	\$77,524	\$8,630	\$67,560	\$3,535	\$2,204	\$2,330	1%
2016	51	25	49%	\$80,652	\$0	\$80,652	\$96,385	\$6,537	\$80,652	\$15,668	\$2,493	\$3,226	0%
2017	52	23	44%	\$65,420	\$0	\$65,420	\$71,245	\$7,402	\$65,420	\$3,277	\$1,704	\$2,844	31%
<b>Put-in-Bay, St. Paul's Church</b>													
2013	33	34	103%	\$89,947	\$0	\$89,947	\$107,874	\$10,066	\$89,947	\$7,232	\$1,440	\$2,646	12%
2014	54	30	56%	\$96,397	\$0	\$96,397	\$113,757	\$6,722	\$96,397	\$6,481	\$1,805	\$3,213	9%
2015	43	31	72%	\$118,550	\$0	\$118,550	\$149,922	\$10,102	\$118,550	\$26,832	\$2,146	\$3,824	13%
2016	41	29	71%	\$103,458	\$0	\$103,458	\$122,209	\$9,923	\$103,458	\$6,568	\$2,037	\$3,568	0%
2017	34	29	85%	\$109,018	\$0	\$109,018	\$138,673	\$10,636	\$109,018	\$4,227	\$2,500	\$3,759	25%
<b>Ravenna, Grace Church</b>													
2013	139	65	47%	\$172,375	\$0	\$172,375	\$185,292	\$18,313	\$172,375	\$7,267	\$1,707	\$2,652	12%
2014	130	61	47%	\$173,556	\$0	\$173,556	\$187,675	\$18,839	\$173,556	\$14,153	\$1,826	\$2,845	25%
2015	115	61	53%	\$180,848	\$0	\$180,848	\$196,196	\$19,111	\$180,848	\$15,348	\$1,697	\$2,965	37%
2016	111	62	56%	\$176,418	\$0	\$176,418	\$185,224	\$20,373	\$176,418	\$8,806	\$1,672	\$2,845	34%
2017	106	60	57%	\$176,309	\$0	\$176,309	\$178,129	\$19,034	\$176,309	\$1,820	\$1,790	\$2,938	33%
<b>Salem, Church of Our Saviour</b>													
2013	29	21	72%	\$62,030		\$62,030	\$68,521	\$6,301	\$62,030	\$1,774	\$1,121	\$2,954	34%
2014	28	22	79%	\$60,414	\$0	\$60,414	\$586,640	\$5,706	\$60,414	\$1,732	\$1,133	\$2,746	41%
2015	25	22	88%	\$62,010		\$62,010	\$62,685	\$5,699	\$62,010	\$1,176	\$1,199	\$2,819	37%
2016	28	22	79%	\$70,123	\$0	\$70,123	\$70,423	\$6,687	\$70,123	\$300	\$1,652	\$3,187	43%
2017													
<b>Sandusky, Grace Church</b>													
2013	262	89	34%	\$483,318	\$0	\$483,318	\$817,412	\$56,834	\$483,318	\$63,855	\$1,659	\$5,431	58%
2014	273	97	36%	\$478,998	\$0	\$478,998	\$535,617	\$35,031	\$478,998	\$77,327	\$1,502	\$4,938	59%
2015	212	97	46%	\$457,505	\$0	\$457,505	\$1,297,841	\$57,995	\$457,505	\$72,777	\$1,472	\$4,717	34%
2016	185	95	51%	\$460,402	\$0	\$460,402	\$853,570	\$58,447	\$460,402	\$90,161	\$1,478	\$4,846	40%
2017	156	90	58%	\$481,655	\$0	\$481,655	\$1,643,958	\$58,371	\$481,655	\$95,057	\$1,218	\$5,352	48%
<b>Shaker Heights, Christ Church</b>													
2013	238	129	54%	\$462,779		\$462,779	\$592,988	\$59,587	\$462,779	\$8,458	\$2,268	\$3,587	25%
2014	246	127	52%	\$460,759	\$0	\$460,759	\$508,186	\$63,932	\$460,759	\$17,976	\$2,473	\$3,628	32%

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 (Line 13+16+18)	Pledge & Plate ÷ ASA	Oper Exp ÷ ASA	From Inv. ÷ Operating Exp
2015	216	122	56%	\$455,182	\$0	\$455,182	\$747,754	\$59,292	\$455,182	\$15,683	\$2,392	\$3,731	29%
2016	214	135	63%	\$501,536	\$0	\$501,536	\$684,141	\$66,462	\$501,536	\$13,065	\$2,238	\$3,715	25%
2017	214	125	58%	\$417,670	\$3,500	\$421,170	\$586,902	\$70,464	\$421,170	\$29,643	\$2,930	\$3,369	2%
<b>Shelby, St. Mark's Church</b>													
2013	97	25	26%	\$67,382	\$0	\$67,382	\$121,510	\$4,352	\$67,382	\$13,539	\$2,415	\$2,695	0%
2014	90	20	22%	\$42,706	\$0	\$42,706	\$111,077	\$4,342	\$42,706	\$74,945	\$2,544	\$2,135	12%
2015	31	21	68%	\$70,268	\$0	\$70,268	\$77,839	\$5,603	\$70,268	\$45,088	\$2,606	\$3,346	0%
2016	32	22	69%	\$70,826	\$2,500	\$73,326	\$96,509	\$5,807	\$73,326	\$32,529	\$2,269	\$3,333	21%
2017	32	22	69%	\$74,145	\$0	\$74,145	\$74,145	\$5,969	\$74,145	\$48,354	\$2,309	\$3,370	24%
<b>Sidney, St. Mark's Church</b>													
2013	47	27	57%	\$29,488	\$30,000	\$59,488	\$59,488	\$2,846	\$58,949	\$127	\$1,030	\$2,183	0%
2014	46	26	57%	\$12,566	\$25,000	\$37,566	\$37,566	\$1,159	\$37,566	\$55	\$1,054	\$1,445	0%
2015	40	18	45%	\$19,873	\$10,000	\$29,873	\$30,106	\$1,749	\$29,873	\$138	\$1,173	\$1,660	0%
2016	42	25	60%	\$29,576	\$0	\$29,576	\$29,920	\$3,083	\$29,576	\$98	\$727	\$1,183	38%
2017	33	13	39%	\$20,360	\$0	\$20,360	\$20,360	\$1,697	\$20,360	\$2,678	\$1,446	\$1,566	8%
<b>Steubenville, St. Paul's Church</b>													
2013	70	30	43%	\$78,953	\$0	\$78,953	\$78,953	\$7,579	\$78,953	\$0	\$931	\$2,632	31%
2014	60	27	45%	\$75,721	\$0	\$75,721	\$75,721	\$5,906	\$75,721	\$0	\$1,007	\$2,804	35%
2015	50	25	50%	\$79,115	\$0	\$79,115	\$79,115	\$9,350	\$79,115	\$0	\$1,175	\$3,165	34%
2016	50	25	50%	\$72,939	\$0	\$72,939	\$72,939	\$6,495	\$72,939	\$75	\$1,136	\$2,918	34%
2017	68	25	37%	\$79,012	\$0	\$79,012	\$79,012	\$7,693	\$79,012	\$0	\$1,375	\$3,160	23%
<b>Steubenville, St. Stephen's Church</b>													
2013	30	24	80%	\$58,766	\$0	\$58,766	\$58,766	\$4,883	\$58,766	\$4,213	\$1,439	\$2,449	33%
2014	30	22	73%	\$63,528	\$0	\$63,528	\$63,578	\$5,092	\$63,528	\$3,710	\$1,655	\$2,888	20%
2015													
2016	36	24	67%	\$44,705	\$0	\$44,705	\$45,946	\$6,444	\$44,705	\$0	\$1,562	\$1,863	47%
2017	27	26	96%	\$29,414	\$0	\$29,414	\$29,994	\$2,788	\$29,414	\$152	\$1,131	\$1,131	0%
<b>Tiffin, Old Trinity Church</b>													
2013	-	25	0%	\$46,840	\$0	\$46,840	\$46,840	\$4,825	\$46,840	\$312	\$1,813	\$1,874	76%
2014	70	32	46%	\$113,228	\$0	\$113,228	\$113,464	\$10,305	\$113,228	\$10,685	\$1,647	\$3,538	47%
2015	58	27	47%	\$125,588	\$15,000	\$140,588	\$140,611	\$14,141	\$140,588	\$1,317	\$1,853	\$5,207	43%
2016	60	35	58%	\$140,391	\$0	\$140,391	\$140,391	\$13,804	\$140,391	\$252	\$2,254	\$4,011	51%
2017	51	32	63%	\$162,585	\$0	\$162,585	\$154,075	\$15,977	\$162,585	\$29,581	\$1,524	\$5,081	68%
<b>Toledo, All Saints Church</b>													
2013	140	55	39%	\$81,614	\$0	\$81,614	\$84,299	\$6,989	\$81,614	\$677	\$1,486	\$1,484	0%
2014	112	46	41%	\$87,612	\$0	\$87,612	\$89,511	\$11,274	\$87,612	\$254	\$1,967	\$1,905	0%
2015	107	43	40%	\$81,949	\$0	\$81,949	\$123,256	\$11,018	\$81,949	\$1,166	\$1,893	\$1,906	0%
2016	53	34	64%	\$59,368	\$0	\$59,368	\$71,875	\$7,492	\$59,368	\$5,670	\$2,042	\$1,746	0%
2017													
<b>Toledo, St. Andrew's Church</b>													
2013	239	103	43%	\$199,284	\$0	\$199,284	\$208,730	\$21,392	\$199,284	\$10,290	\$1,232	\$1,935	0%
2014	214	103	48%	\$234,204	\$0	\$234,204	\$244,390	\$26,190	\$234,204	\$4,556	\$1,662	\$2,274	0%
2015	222	118	53%	\$194,460	\$0	\$194,460	\$200,676	\$12,957	\$194,460	\$5,257	\$1,202	\$1,648	1%
2016	188	104	55%	\$152,259	\$10,450	\$162,709	\$216,199	\$23,695	\$162,709	\$10,348	\$1,191	\$1,565	0%
2017	152	105	69%	\$188,609	\$350	\$188,959	\$190,625	\$21,461	\$188,959	\$6,005	\$1,375	\$1,800	11%
<b>Toledo, St. Matthew's Church</b>													
2013	234	121	52%	\$282,594	\$0	\$282,594	\$282,594	\$36,215	\$282,594	\$10,142	\$1,978	\$2,335	8%
2014	247	114	46%	\$299,787	\$0	\$299,787	\$321,791	\$31,640	\$299,787	\$10,082	\$2,439	\$2,630	7%
2015	200	115	58%	\$296,094	\$0	\$296,094	\$314,869	\$36,725	\$296,094	\$37,550	\$2,196	\$2,575	7%
2016	184	110	60%	\$285,275	\$0	\$285,275	\$290,817	\$31,966	\$285,275	\$11,084	\$2,292	\$2,593	8%
2017	-	109	0%	\$217,211	\$0	\$217,211	\$280,816	\$28,229	\$217,211	\$8,102	\$1,993	\$1,993	0%
<b>Toledo, St. Michael's-in-the-Hills Church</b>													
2013	508	171	34%	\$457,482	\$0	\$457,482	\$623,905	\$62,364	\$457,482	\$20,853	\$2,570	\$2,675	1%
2014	452	143	32%	\$429,424	\$0	\$429,424	\$555,008	\$57,855	\$429,424	\$15,016	\$2,803	\$3,003	4%
2015	277	130	47%	\$385,670	\$0	\$385,670	\$615,372	\$48,948	\$385,670	\$16,000	\$2,863	\$2,967	1%
2016	277	132	48%	\$401,119	\$0	\$401,119	\$550,698	\$53,011	\$401,119	\$11,459	\$2,797	\$3,039	1%
2017	275	100	36%	\$337,107	\$0	\$337,107	\$873,797	\$44,740	\$337,107	\$11,567	\$3,346	\$3,371	1%
<b>Toledo, Trinity Church</b>													
2013	179	97	54%	\$373,308	\$0	\$373,308	\$386,933	\$52,226	\$373,308	\$18,620	\$1,918	\$3,849	26%
2014	183	84	46%	\$329,187	\$0	\$329,187	\$662,973	\$47,000	\$329,187	\$13,559	\$2,155	\$3,919	24%
2015	75	75	100%	\$385,439	\$0	\$385,439	\$389,804	\$45,000	\$385,439	\$4,952	\$2,274	\$5,139	31%
2016	70	76	109%	\$460,145	\$0	\$460,145	\$469,197	\$65,000	\$460,145	\$14,137	\$2,220	\$6,055	56%
2017	123	93	76%	\$464,705	\$0	\$464,705	\$950,445	\$60,000	\$464,705	\$5,633	\$1,791	\$4,997	47%
<b>Uniontown, New Life Episcopal Church</b>													
2013	114	70	61%	\$136,304	\$0	\$136,304	\$164,259	\$14,130	\$136,304	\$12,332	\$1,351	\$1,947	30%
2014	110	67	61%	\$136,151	\$2,500	\$138,651	\$154,988	\$13,761	\$138,651	\$10,661	\$1,420	\$2,069	27%
2015	83	54	65%	\$142,173	\$0	\$142,173	\$150,908	\$14,433	\$142,173	\$9,841	\$1,661	\$2,633	37%
2016	79	36	46%	\$156,846	\$200	\$157,046	\$161,091	\$15,690	\$157,046	\$8,344	\$2,241	\$4,362	55%
2017	79	34	43%	\$172,570	\$0	\$172,570	\$174,434	\$18,442	\$172,570	\$3,445	\$2,361	\$5,076	53%
<b>Wadsworth, St. Mark's Church</b>													
2013	58	35	60%	\$49,684	\$0	\$49,684	\$65,441	\$5,057	\$49,684	\$9,260	\$1,348	\$1,420	0%
2014	59	33	56%	\$47,662	\$0	\$47,662	\$59,449	\$3,000	\$47,662	\$7,265	\$1,395	\$1,444	0%
2015	51	34	67%	\$65,206	\$6,639	\$71,845	\$75,386	\$6,132	\$71,845	\$6,227	\$1,476	\$2,113	17%
2016	48	26	54%	\$52,693	\$0	\$52,693	\$53,512	\$5,500	\$52,693	\$3,879	\$1,595	\$2,027	15%
2017	47	24	51%	\$50,325	\$0	\$50,325	\$53,992	\$4,100	\$50,325	\$3,794	\$1,976	\$2,097	2%
<b>Warren, Christ Church</b>													
2013	360	84	23%	\$272,850	\$0	\$272,850	\$312,233	\$30,000	\$272,850	\$19,538	\$1,593	\$3,248	39%
2014	233	92	39%	\$294,884	\$0	\$294,884	\$334,806	\$34,339	\$294,884	\$24,597	\$1,759	\$3,205	40%
2015	219	86	39%	\$301,384	\$0	\$301,384	\$326,944	\$36,440	\$301,384	\$20,574	\$1,800	\$3,504	41%
2016	206	72	35%	\$292,476	\$0	\$292,476	\$563,447	\$35,237	\$292,476	\$43,133	\$2,135	\$4,062	40%
2017	196	78	40%	\$274,082	\$0	\$274,082	\$359,838	\$32,405	\$274,082	\$22,979	\$1,808	\$3,514	40%

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 (Line 13+16+18)	Pledge & Plate ÷ ASA	Oper Exp ÷ ASA	From Inv. + Operating Exp
<b>Westlake, Church of the Advent</b>													
2013	165	77	47%	\$236,010	\$0	\$236,010	\$255,733	\$23,504	\$236,010	\$14,710	\$2,104	\$3,065	0%
2014	167	77	46%	\$218,985	\$0	\$218,985	\$229,745	\$29,737	\$218,985	\$8,510	\$2,336	\$2,844	0%
2015	139	70	50%	\$224,401	\$0	\$224,401	\$239,001	\$23,276	\$224,401	\$8,364	\$2,966	\$3,206	0%
2016	141	66	47%	\$226,069	\$0	\$226,069	\$236,534	\$25,201	\$226,069	\$8,356	\$2,795	\$3,425	0%
2017	140	53	38%	\$121,007	\$0	\$121,007	\$121,007	\$12,775	\$121,007	\$9,759	\$1,997	\$2,283	0%
<b>Willoughby, Grace Church</b>													
2013	94	59	63%	\$135,690		\$135,690	\$277,662	\$15,059	\$135,690	\$4,477	\$1,302	\$2,300	49%
2014	104	53	51%	\$133,992	\$0	\$133,992	\$276,856	\$12,111	\$133,992	\$18,091	\$1,312	\$2,528	37%
2015	93	54	58%	\$201,956	\$0	\$201,956	\$357,840	\$18,972	\$201,956	\$19,642	\$1,267	\$3,740	59%
2016	102	63	62%	\$239,178	\$0	\$239,178	\$262,078	\$23,737	\$239,178	\$34,183	\$1,244	\$3,796	62%
2017	108	62	57%	\$227,647	\$0	\$227,647	\$235,506	\$24,434	\$227,647	\$20,368	\$1,437	\$3,672	58%
<b>Wooster, St. James's Church</b>													
2013	267	99	37%	\$241,633	\$0	\$241,633	\$295,085	\$27,978	\$241,633	\$12,001	\$2,295	\$2,441	0%
2014	255	90	35%	\$247,410	\$0	\$247,410	\$268,745	\$28,690	\$247,410	\$24,764	\$2,389	\$2,749	10%
2015	258	88	34%	\$237,056	\$0	\$237,056	\$526,112	\$27,462	\$237,056	\$26,707	\$2,679	\$2,694	0%
2016	116	89	77%	\$244,220	\$0	\$244,220	\$575,410	\$27,795	\$244,220	\$36,304	\$2,436	\$2,744	10%
2017	97	64	66%	\$223,069		\$223,069	\$594,818	\$26,317	\$223,069	\$17,908	\$3,155	\$3,485	3%
<b>Youngstown, St. Augustine's Church</b>													
2013	26	18	69%	\$27,780	\$0	\$27,780	\$27,780	\$3,198	\$27,780	\$100	\$1,227	\$1,543	0%
2014	43	18	42%	\$22,542	\$0	\$22,542	\$22,542	\$1,534	\$22,542	\$271	\$1,191	\$1,252	0%
2015	21		0%	\$29,953	\$0	\$29,953	\$29,953	\$1,944	\$29,953	\$150	\$0	\$0	0%
2016													
2017													
<b>Youngstown, St. John's Church</b>													
2013	185	82	44%	\$324,523	\$0	\$324,523	\$603,771	\$41,296	\$324,523	\$44,461	\$2,419	\$3,958	47%
2014	188	80	43%	\$391,277	\$0	\$391,277	\$488,364	\$48,552	\$391,277	\$60,171	\$3,215	\$4,891	41%
2015	210	91	43%	\$460,786	\$0	\$460,786	\$538,316	\$60,529	\$460,786	\$60,389	\$3,108	\$5,064	41%
2016	237	105	44%	\$447,201	\$0	\$447,201	\$651,551	\$58,685	\$447,201	\$78,809	\$2,463	\$4,259	43%
2017	275	100	36%	\$457,608	\$0	\$457,608	\$684,029	\$60,584	\$457,608	\$85,484	\$2,650	\$4,576	38%
<b>Totals</b>													
2013	16,054	6,545	41%	\$18,038,347	\$335,544	\$18,373,891	\$24,405,165	\$2,175,069	\$18,373,891	\$2,802,973	\$2,013	\$2,807	18%
2014	15,538	6,338	41%	\$18,394,376	\$141,057	\$18,535,433	\$24,546,128	\$2,210,949	\$18,535,433	\$2,999,957	\$2,114	\$2,924	19%
2015	12,959	5,828	45%	\$18,194,908	\$144,452	\$18,339,360	\$25,472,349	\$2,210,486	\$18,339,360	\$2,666,781	\$2,197	\$3,147	21%
2016	12,571	5,907	47%	\$18,603,563	\$99,518	\$18,703,081	\$27,652,362	\$2,264,012	\$18,703,081	\$2,880,545	\$2,269	\$3,166	19%
2017	11,671	5,359	46%	\$18,159,605	\$151,736	\$18,311,341	\$27,290,516	\$2,211,561	\$18,311,341	\$3,044,678	\$2,418	\$3,417	19%



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

## **2018 Constitution and Canons**

Revised through 201<sup>st</sup> Convention held  
November 10-11, 2017

# Constitution and Canons of the Episcopal Church in the Diocese of Ohio

## (Revised through 201st Annual Convention, November 10-11, 2017)

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# CONSTITUTION OF THE EPISCOPAL DIOCESE OF OHIO

(REVISED THROUGH 201<sup>ST</sup> ANNUAL CONVENTION, NOVEMBER 10-11, 2017)

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## ARTICLE I Diocese of Ohio

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

## ARTICLE II The Convention

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

Sec. 2. Members of any Convention shall be:

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

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

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

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

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

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio**  
**(Revised through 201<sup>st</sup> Annual Convention, November 10-11, 2017)**

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**ARTICLE III The President of the Convention**

- Sec. 1. The Bishop of the Diocese shall have a seat and vote in the Convention, and shall be its presiding officer. The Bishop Coadjutor, if there be one, shall also have a seat and vote in the Convention, and in the absence of the Bishop, shall preside. The Bishop Suffragan, if there be one, shall also have a seat and vote in the Convention, and in the absence of the Bishop or Bishop Coadjutor, shall preside.
- Sec. 2. If there be no Bishop, Bishop Coadjutor, or Bishop Suffragan of the Diocese in attendance upon the Convention, the President of the Standing Committee shall call the Convention to order for the purpose of electing a President pro tempore from among the Members of Convention.

**ARTICLE IV Convention Quorum**

- Sec. 1. The presence of one-half of all the members of the clergy entitled to vote in any Convention, and of representation from one-half of all Parishes entitled to be represented in the Convention, shall be necessary to constitute a quorum for the transaction of business thereat, provided, that any lesser number shall have power to meet, to receive reports, and to adjourn to a time certain; and provided further, that no Convention, once properly constituted, shall thereafter be in default of a quorum.
- Sec. 2. Notwithstanding the provisions of Sec. 1 above, those Conventions electing a Bishop shall maintain a quorum for every ballot of such election.

**ARTICLE V Convention Elections**

- Sec. 1. There shall be a Nominating Committee for each Annual Convention, appointed by the Bishop, which shall, at least thirty days before the Convention, present a slate of candidates for all vacancies in elected offices, including unexpired terms. The Nominating Committee, in addition to considering experience and other qualifications of service, is charged to nominate so as to further Christian policies of, and concerns for, fairness, justice, and inclusiveness in regard to race, color, ethnic origin, national origin, marital status, sex, sexual orientation, gender identity and expression, disabilities or age, except as otherwise specified by Canons. Elected office holders shall be lay members in good standing or clergy canonically resident in this Diocese. Full-time members of the Diocesan Staff shall not be eligible by election or appointment to serve in the offices listed in Section 2.
- Sec. 2. The Convention shall elect annually:
- (a) a Secretary of the Diocese;
  - (b) a Treasurer of the Diocese;
  - (c) one member of the Board of Trustees to serve for five years;
  - (d) one member of the clergy entitled to a seat in the Convention, and one lay person who shall be an adult communicant in good standing of the Church in the Diocese, to be members of the Standing Committee for a term of four years;

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(Revised through 201st Annual Convention, November 10-11, 2017)**

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- (e) two members of the clergy canonically resident in the Diocese, and two lay persons who shall be adult communicants in good standing of the Church in the Diocese to be members of the Diocesan Council for a term of three years;
  - (f) one member of the clergy canonically resident in the Diocese, and three lay persons who shall be adult communicants in good standing in the Diocese to be members of the Development Council of the Diocese of Ohio Episcopal Community Services for a term of three years;
- Sec. 3. When required, the Convention shall elect clerical and lay deputies and provisional deputies to the General Convention, clerical and lay delegates to the Provincial Synod, a clerical and a lay member to the Cathedral Chapter, and clerical and lay members to the Diocesan Disciplinary Board.
- Sec. 4. The foregoing officers shall respectively perform the duties which by Canon or general usage may be prescribed for them; and each shall continue in office until a successor is elected.
- Sec. 5. Those elected to the Standing Committee when their terms have expired, shall be ineligible for re-election to the same office for a period of one Convention year.
- Sec. 6. Vacancies occurring in foregoing offices shall be filled as follows:
- (a) Any vacancies arising during the recess of Convention among the foregoing offices, excepting Trustees of the Diocese, members of the Development Council of the Diocese of Ohio Episcopal Community Services, and Deputies to the General Convention so long as Provisional Deputies are elected and available, may be filled by appointment of the Standing Committee with the concurrence of the Bishop, if there be one, until the next Annual Convention, which shall fill any unexpired term.
  - (b) If a vacancy shall occur in the Trustees of the Diocese of Ohio or members of the Development Council of the Diocese of Ohio Episcopal Community Services, the Bishop shall appoint a person to fill such vacancy until the next Annual Convention, which shall fill any unexpired term.

**ARTICLE VI Mode of Voting and Elections**

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

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**ARTICLE VII Election to the Episcopate**

Sec. 1. The election of a Bishop of this Diocese or of a Bishop Coadjutor or of a Bishop Suffragan, thereof, shall take place in an Annual Convention, or in a Special Convention called for that purpose at least sixty (60) days before the time appointed, the purpose being stated by a notice in writing and sent by the Secretary of the Standing Committee to every member of the clergy entitled to vote, and the Clerk of every Vestry in the Diocese.

Sec. 2. The election shall be by written or electronic ballot and the voting shall be by orders. Each member of the clergy and each lay delegate seated by Convention shall have one vote as provided by Article VI. A concurrent majority vote in both orders shall constitute an election. If less than two-thirds of either order be present, a concurrence of two-thirds present in that order shall be necessary for election.

**ARTICLE VII The Chancellor**

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

**ARTICLE IX Parishes**

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

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

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

**ARTICLE X Amendment of the Constitution**

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

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

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# CANONS OF THE EPISCOPAL DIOCESE OF OHIO

(REVISED THROUGH 201<sup>ST</sup> ANNUAL CONVENTION, NOVEMBER 10-11, 2017)

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## TITLE I: CANONS RELATING TO DIOCESAN STRUCTURE

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### CANON 1: Of the Ecclesiastical Authority

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

### CANON 2: Of the Convention

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

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

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

(d) Within thirty (30) days before the meeting of every Convention, the Bishop shall cause to be prepared a list of the deacons and priests canonically resident in the Diocese, annexing the name of their respective Parishes, entitled to vote in said Convention. In regard to such clergy not serving a Parish, the nature of the ministry in which the deacon or priest is engaged shall be noted. No member of the clergy, while suspended, shall have a place on such list. The list shall be appended to the Convention Journal and sent to the Secretary of the General Convention.

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

Sec. 2. Except with respect to elections, consideration of changes in the Constitution and Canons, and procedural questions, all action of the Convention shall be by Resolution. No Resolution shall be considered by the Convention unless the subject matter thereof

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shall have been embraced within a proposed form of Resolution submitted to the Secretary for advance distribution to the members of Convention and for review by a Resolutions Committee appointed by the Ecclesiastical Authority. The Secretary shall not accept any such submission of a proposed Resolution fewer than forty-five (45) days prior to the date set for the Convention unless, with respect to a Resolution submitted to the Secretary at least five days before such date, it is demonstrated to the satisfaction of the Bishop that there is good cause for such delay and provide to all congregations the proposed diocesan budget and resolutions for the Annual Convention no fewer than two weeks prior to the Convention. Any provision of this Section 2 may be waived in a particular case by the Convention upon a majority vote of the delegates.

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

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

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

**CANON 4: Of the Secretary**

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

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

**CANON 5: Of the Treasurer**

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

Sec. 2. The Treasurer of the Diocese shall be the Treasurer of the Diocesan Council and shall receive, disburse, and account for all moneys collected under authority of the Diocesan Council, of which the collection and distribution shall not otherwise be regulated. The



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

- Sec. 3. The Treasurer shall be covered as an officer under the insurance policy issued to the Trustees of the Diocese of Ohio for all duties of the Treasurer.
- Sec. 4. All monies belonging to the Diocese or to the Diocesan Council shall be deposited in such banking institutions or invested in such manner as shall be selected by the Treasurer and approved by the Finance and Audit Committee or other appropriate diocesan authority and in the name of the Diocese of Ohio, but subject to the order of the Treasurer, all interest accruing thereon shall inure to the sole use and benefit of the Diocese of Ohio.
- Sec. 5. The accounts of the Treasurer shall be audited annually by an independent Certified Public Accountant who shall report the findings to the Diocesan Council.

**CANON 6: Of the Standing Committee**

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

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race, color, ethnic origin, national origin, marital status, sex, sexual orientation, gender identity and expression, disabilities or age, except as otherwise specified by Canons, and to ensure fair representation on Diocesan governing bodies. Full-time members of the Diocesan staff shall not be eligible to serve by election or by appointment.

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

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

**CANON 7: Of the Diocesan Council**

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

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

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

Sec. 4. At-large members of Council shall be elected by an annual meeting of the Diocesan Convention. At each Annual Convention of the Diocese there shall be elected two members of the clergy and two members of the laity to serve for a term of three years and until their successors are elected. Members may be elected to one successive term in office. No member of the Diocesan Council shall hold concurrent membership on

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the Standing Committee, and no full-time member of the Bishop's staff shall serve on the Diocesan Council except as provided in Section 2. Vacancies occurring in the at-large membership shall be filled by vote of the remaining members.

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

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

(b) Each Commission shall make to the Diocesan Council annually, and at such other times and in such form as Diocesan Council may require, a report of the work done under its direction.

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

Sec. 8. The Diocesan Council shall establish, triennially, mission and ministry priorities for the program of the Diocese subject to confirmation by the Annual Convention.

Sec. 9. The Diocesan Council shall develop a Program and Budget for the work of the Church in the Diocese and shall submit the same to the Annual Convention of the Diocese for its adoption and approval.

**CANON 8: Of the Trustees**

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

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

**CANON 9: Of the Deputies to General Convention**

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

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

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

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

**CANON 11: Of the Commission on Ministry**

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

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**CANON 12: Of Preparation for Ordination**

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

**CANON 13: Of the Archivist**

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

**CANON 14: Of the Diocesan Fund**

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

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

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

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

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

- (b) On the 20th day of each month thereafter, each parish shall pay to the Diocese a monthly payment determined by applying the average annual percentage rate of assessment for the parish to the parish’s Normal Operating Expenses for the preceding month.

- (c) No later than March 1, each year, each parish will determine its final assessment for the preceding year by performing an end-of-year reconciliation of its assessment due

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using the formula set forth in Section 2 above and the final Parochial Report data for the same year, to the total assessment payments made for the calendar year. Any overpayments may be applied to the parish's assessment for the following year and/or may be recorded as additional support of diocesan program at the discretion of the parish.

- Sec. 4. Parishes in arrears on the day delegate certificates are canonically due shall retain seat and voice at Diocesan Convention but forfeit their lay representation vote. Parishes are deemed in arrears when they fail to pay their Diocesan assessments in full for all months up to and including the last day of the fifth month prior to Diocesan Convention. There is no power entrusted to the Convention or any Committee thereof to waive this fault.

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

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**CANON 1: Of Parishes**

- Sec. 1. Parishes are constituent parts of the Diocese of Ohio. Each Parish shall make provision in its By-Laws or Articles of Incorporation acknowledging its accession to the doctrine, discipline, and worship of the Episcopal Church and to the canons of General Convention and of the Diocese of Ohio. As provided in the canons of General Convention, parishes hold title to all real and other property in their care and custody in trust for the Diocese.
- Sec. 2. The provisions of this canon shall apply equally to all parishes of the Diocese, except that any parish receiving financial assistance for the support of its program and property shall be subject to the provisions of Section 13 of this Canon, which shall, in all cases of conflict, supersede any provision of the other sections of this Canon. 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:



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(1) the Senior Warden; (2) the Junior Warden; (3) the Clerk. If none of the above is present, the meeting may elect a qualified elector as its presiding officer.

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

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

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

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

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

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

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Warden, both of whom shall be elected from its own number; a Clerk and a Treasurer from among qualified electors of the Parish.

- Sec. 9. (a) The Rector shall, in addition to such duties as shall be prescribed by the Book of Common Prayer and by Canon, have exclusive direction of all spiritual concerns of the Parish, in subordination to the Ecclesiastical Authority and Canon law, and have full direction and control of all guilds, societies, and associations within the Parish.
- (b) It shall be the duty of the Vestry to take charge of the property of the Parish and its business interests except those reserved to the Rector. It shall also be the duty of the Vestry to provide said Rector with compensation consistent with the provisions of the Canon "Of Minimum Clergy Compensation," to pay all lawful assessments on the parish, to keep order in the Church during Divine Service, and in general, to assist in the furtherance of the Gospel and the well-being of the Parish.
- (c) It shall be the duty of the Wardens to work with the Rector in establishing a climate of mutual trust and honesty within which the Parish can be provided with effective leadership and its problems addressed and mission furthered. It shall be the duty of the Wardens to work with the Rector to identify and hear the concerns and ideas of the Parish, and to communicate the concerns and ideas of the parish leadership to the Parish at large. It shall also be the duty of the Wardens to collect the alms and to disburse such alms in case the Parish is without a Rector; and to provide for the celebration of public worship and the instruction of the Parish, as circumstances may permit.
- (d) The Clerk of the Parish shall also act as Secretary of the Vestry, and it shall be the duty of the Clerk to take, record, and preserve minutes of the proceedings of any Regular or Special meeting of the Parish and of the Vestry, to attest to its public acts, to preserve all records and papers belonging to the Parish not otherwise provided for, to perform such other duties as are usual and customary to this office, and to transmit promptly to the successor Clerk all of the Parish's documents in the Clerk's possession.
- (e) It shall be the duty of the Treasurer to receive, deposit, disburse, and account for all monies collected for any and all church purposes, subject to the provisions of the Canon "Of Business Methods in Church Affairs" and such By-Laws as the Parish shall adopt. The Vestry may, in its discretion, appoint treasurers for funds raised for special purposes, provided that the provisions of the Canon "Of Business Methods in Church Affairs" be faithfully observed.
- Sec. 10. No Vestry shall alienate or encumber any real property of the Parish whose agents they are except as hereinafter provided:
- (a) A resolution approving any alienation or encumbrance of real property shall first be adopted by the affirmative vote of a majority of the number of members of the entire Vestry who are (in accordance with the laws of the State of Ohio) eighteen years of age or older, with only such members voting.
- (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

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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.

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

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

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

**CANON 2: Of the Cathedral**

- Sec. 1. Trinity Cathedral, an Ohio corporation, is hereby recognized as the Cathedral Church of the Diocese of Ohio. Use of the Cathedral property by the Diocese shall be agreed upon, from time to time, by the Ecclesiastical Authority, the Dean, and the Vestry.
- Sec. 2. There shall be a council of advice to the Cathedral, to be called the Cathedral Chapter, which shall meet at least two times per year, to be convened by the Bishop with the Agenda of the meetings set by the Dean of the Cathedral. The Chapter shall consist of the following:
  - (a) The Bishop;
  - (b) The Bishop Coadjutor and Bishop(s) Suffragan, if there be any;
  - (c) Such members of the Diocese, not to exceed two, as designated by the Bishop
  - (d) The Dean;
  - (e) A member of the Diocesan staff, as designated by the Bishop;

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- (f) The residentiary Canon(s);
  - (g) One member of the clergy and one member of the laity to be elected biennially by the Diocesan Convention for two-year terms;
  - (h) Two or more members of the Greater Cleveland community to be appointed by the Dean in consultation with the Bishop for a term of two years;
  - (i) The Chair of the Cathedral Council;
  - (j) The Senior Warden, Junior Warden, Clerk, and Treasurer of the Vestry.
- Sec. 3. The Vestry shall elect a Dean upon nomination of the Bishop of the Diocese in consultation with a search committee of the Cathedral Parish. The Dean may appoint residentiary Canons and Assistant Clergy upon the nomination of the Bishop.
- Sec. 4. The Cathedral shall be entitled to have the same representation in the Diocesan Convention as is provided by Canon for a Parish.
- Sec. 5. The Cathedral may, by specific provisions in its Articles of Incorporation, delegate investment management of the assets of the Cathedral to a Board of Trustees. Any such delegation shall be subject to all applicable Canons of The Episcopal Church.

**CANON 3: Of Mission Areas**

- Sec. 1. Congregations in the Diocese of Ohio shall be organized into eight Mission Areas by action of Diocesan Council. The areas shall be known as: Central East, Cuyahoga, North Central, Northeast, South Central, Southeast, Summit, and West.
- (a) Mission areas shall be divided in order to assist in communication and the sharing of programs and resources, to provide mutual support among congregations, and to identify and implement opportunities for collaborative ministry. A Congregation may petition the Diocesan Council to be changed from one Mission Area to another Mission Area.
  - (b) Two or more congregations within one Mission Area may form a voluntary Mission Partnership for the purpose of collaborative ministry.
  - (c) Parishes in a shared ministry situated in two Mission Areas may form Mission Partnerships with parishes in either Mission Area.
- Sec. 2. Each Mission Area shall form a Mission Area Council comprised of all active parochial clergy of the Mission Area and two laypersons from each parish.
- (a) Each parish shall annually elect one lay representative, who is an adult communicant in good standing according to the Canons of the Episcopal Church, to serve on the Mission Area Council. Each of the parish's two lay representatives shall serve a two-year term and be eligible for reelection.

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

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

- (a) Provide leadership for the Mission Area, nurturing fellowship and collaboration among the parishes.
- (b) Meet at least quarterly.
- (c) Elect a member of the Mission Area Council to serve as a representative to Diocesan Council. The Diocesan Council representative is the liaison between the Diocesan and Mission Area Councils. She/He reports on Diocesan Council matters at each Mission Area Council meeting. If an individual's term on the Mission Area Council ends before her/his Diocesan Council term ends, she/he remains an ex-officio member of the Mission Area Council.
- (d) Support and encourage the development of Mission Partnerships.
- (e) When requested by funding sources, the Mission Area Council shall receive, discuss, and recommend grant applications.
- (f) Facilitate regional conversations among parishes concerning congregational planting, reorganization, and closing.
- (g) Recruit and recommend individuals to be considered when filling vacancies on diocesan commissions, committees, and leadership positions.
- (h) Oversee the allocation and expenditure of all money designated for Mission Area usage.

**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**

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corporation, which shall, in every case, comply with the provisions of the Canon “Of Business Methods in Church Affairs.”

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

- (a) Each Mission Area Council shall elect a single representative, lay or ordained, from its body to Diocesan Council at its Pre-Convention meeting. Such representatives shall serve for a term of three years and may not be reelected without a year’s break in service.
- (b) Mission Area representatives will be elected in the following rotation and their terms will begin on December 1 of the year they are elected:

Year 1 – Summit, North Central, Southeast

Year 2 – Cuyahoga, South Central, West

Year 3 – Central East, Northeast

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

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

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

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

- (a) The method of selection of the leadership that will be shared by the Shared Ministry, including ordained clergy and licensed lay ministries;
- (b) The method of financing the Shared Ministry including the shared lay and ordained leadership;
- (c) The method by which the Shared Ministry governing body is chosen;



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

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

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

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

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

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

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

**CANON 5: Of New Parishes**

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

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

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

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

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

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

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

**CANON 6: Of Imperiled Parishes**

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

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

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

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

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

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

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

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

Sec. 4. It shall be the obligation of all parties to labor to restore the Parish to a greater degree of health, setting forth problems to be addressed in an open, honest manner and working

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

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

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

**CANON 7: Of Declaring Parishes Extinct**

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

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

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

**CANON 8: Of Minimum Clergy Compensation**

Sec. 1. Each congregation shall provide at least the minimum annual compensation to its clergy as established by the Annual Convention of the Diocese. Such minimum annual compensation shall become effective at the beginning of the calendar year following each Annual Convention.

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

Sec. 3. The minimum annual compensation shall be applicable to all parochial clergy. Where clergy are serving in a part-time capacity, it is the responsibility of the vestry and the clergy to determine the appropriate pro rata amount of minimum annual compensation which is applicable in the situation. If any difference arises in making this determination, it shall be resolved by the Bishop or the Bishop's designee. If a

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congregation is not providing the minimum annual compensation, the matter shall be referred to the Bishop for review and action as the Bishop deems appropriate.

**CANON 9: Of Clergy Pensions**

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

**CANON 10: Of Lay Pensions**

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

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

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

**CANON 11: Of Licensed Ministries**

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

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**TITLE III. CANONS RELATING TO DISPUTE RESOLUTION AND DISCIPLINE**

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

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

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

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

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

**CANON 3: Title IV of General Canons**

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

**CANON 4: Discipline Structure**

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

- Sec. 2. Clergy Members. The Clergy members of the Board must be canonically resident and geographically serving within the Diocese, have been ordained to the order from which they were elected for five or more years, and not be, either at the time of election nor the five years prior to election, under sentence or pastoral direction.

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

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

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

- (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.

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- Sec. 6. Preserving Impartiality. In any proceeding under this Title, if any member of a Conference Panel or Hearing Panel of the Board shall become aware of a personal conflict of interest or undue bias, that member shall immediately notify the President of the Board and request a replacement member of the Panel. Respondent's Counsel and the Church Attorney shall have the right to challenge any member of a Panel for conflict of interest or undue bias by motion to the Panel, seeking disqualification of the challenged member. The members of the Panel not the subjects of the challenge shall promptly consider the motion and determine whether the challenged Panel member shall be disqualified from participating in that proceeding.
- Sec. 7. President. Within sixty (60) days following the annual Convention, the Board shall convene to elect a President to serve for the calendar year following the Convention.
- Sec. 8. Intake Officer. The Intake Officer shall be appointed from time to time by the Bishop after consultation with the Board. The Bishop may appoint one or more Intake Officers according to the needs of the Diocese. The Bishop shall publish the name(s) and contact information of the Intake Officer(s) throughout the Diocese.
- Sec. 9. Investigator. The Bishop may appoint an Investigator in consultation with the President of the Board. The Investigator may, but need not, be a Member of the Church.
- Sec. 10. Church Attorney. Within sixty (60) days following each annual Convention, the Bishop with the advice and consent of the Standing Committee shall appoint an attorney to serve as Church Attorney to serve for the calendar year following the Convention. The person so selected must be a duly Ohio-licensed attorney in good standing, but need not reside within or be a member of the Diocese.
- Sec. 11. Pastoral Response Coordinator. The Bishop may appoint a Pastoral Response Coordinator, to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral responses provided for in Title IV.8 of the General Canons and this Title. The Pastoral Response Coordinator may not serve in any other appointed or elected capacity under this Title.
- Sec. 12. Advisors. In each proceeding under this Title, the Bishop must, when requested, appoint an Advisor for the Complainant and an Advisor for the Respondent. Persons serving as Advisors shall hold no other appointed or elected position provided for under this Title, and must not include chancellors or vice chancellors of this Diocese or any person likely to be called as a witness in the proceeding. Either the Complainant or the Respondent may, without penalty, decline the services of an Advisor.
- Sec. 13. Clerk. The Board may appoint a Board Clerk to assist the Board with records management and administrative support. The Clerk may be a member of the Board.
- Sec. 14. Intercessor. The Bishop shall appoint in consultation with the Standing Committee an intercessor to pray for all parties involved in the discipline process, for the diocese, and for healing and a just resolution.

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**CANON 5: Costs and Expenses**

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

**CANON 6: Records**

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

**CANON 7: Responsibility to State Authorities**

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

**TITLE IV. OTHER CANONS**

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**CANON 1: Of Non-Discrimination**

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

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

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

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

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

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



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

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

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

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

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

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

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

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**APPENDIX I**

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Form for the Certification of Lay Delegates to Convention

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

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

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

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

Signed,

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

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

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**APPENDIX II**

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

Title I. Canon 17: Of Regulations Respecting the Laity

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

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

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**APPENDIX III**

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*from the 2015 Constitution and Canons of The Episcopal Church*

Title III. Canon 9, Section 14: Of the Reconciliation of Disagreements Affecting the Pastoral Relation

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

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**APPENDIX IV**

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*from the 2015 Constitution and Canons of The Episcopal Church*

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

- (a) Except upon mandatory resignation by reason of age, a Rector may not resign as Rector of a parish without the consent of its Vestry, nor may any Rector canonically or lawfully elected and in charge of a Parish be removed therefrom by the Vestry against the Rector's will, except as hereinafter provided.
- (b) If for any urgent reason a Rector or Vestry based on a vote in a duly-called meeting, desires adissolution of the pastoral relation, and the parties cannot agree, either party may give notice in writing to the Ecclesiastical Authority of the Diocese, with a copy available to the Rector or Vestry. Such notice shall include sufficient information to inform the Ecclesiastical Authority and all parties involved of the nature, causes, and specifics requiring the dissolution of the pastoral relationship. If the parties have participated in mediation or consultation processes under III.9.14 [See Appendix III, above], a separate report from the mediator or consultant will be submitted to the Ecclesiastical Authority with copies to the Rector and Vestry. Whenever the Standing Committee is the Ecclesiastical Authority of the Diocese, it shall request the Bishop of another Diocese to perform the duties of the Bishop under this Canon.
- (c) Within sixty days of receipt of the written notice the Bishop Diocesan or the Bishop exercising authority under this canon may initiate further mediation and reconciliation processes between Rector and Vestry in every way which the Bishop deems proper. The Bishop may appoint a committee of at least one Presbyter and one Lay Person, none of whom may be members of or related to the Parish involved, to interview the

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Rector and Vestry and report to the Bishop on the cooperation and responsiveness of the parties involved in the processes required by the Bishop. A copy of this report shall be available to the Vestry and Rector.

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

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

(2) If a timely request is made, the President of the Standing Committee shall set a date for the conference, which shall be held within thirty days.

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

(4) Within thirty days after the conference or after the Bishop's notice if no conference is requested, the Bishop shall confer with and receive the recommendation of the Standing Committee; thereafter the Bishop, as final arbiter and judge, shall render a godly judgment.

(5) Upon the request of either party the Bishop shall explain the reasons for the judgment. If the explanation is in writing, copies shall be delivered to both parties. Either party may request the explanation be in writing.

(6) If the pastoral relation is to be continued, the Bishop shall require the parties to agree on definitions of responsibility and accountability for the Rector and the Vestry.

(7) If the relation is to be dissolved:

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

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

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

- (e) In the event of the failure or refusal of either party to comply with the terms of the judgment, the Bishop may impose such penalties as may be set forth in the Constitution

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

- (1) In the case of a Rector, suspend the Rector from the exercise of the priestly office until the Priest shall comply with the judgment.
- (2) In the case of a Vestry, invoke any available sanctions including recommending to the Convention of the Diocese that the Parish be placed under the supervision of the Bishop as a Mission until it has complied with the judgment.
- (f) For cause, the Bishop may extend the time periods specified in this Canon, provided that all be done to expedite these proceedings. All parties shall be notified in writing of the length of any extension.
- (g) Statements made during the course of proceedings under this Canon are not discoverable nor admissible in any proceedings under Title IV provided that this does not require the exclusion of evidence in any proceeding under the Canons which is otherwise discoverable and admissible.

Sec. 9. This Canon shall not apply in any Diocese which has made a provision on this subject in its Canons which is consistent with this Canon.

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## APPENDIX V

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*from the 2015 Constitution and Canons of The Episcopal Church*

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

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

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

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



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