



THE EPISCOPAL
DIOCESE OF OHIO

Convention Handbook

The 210th Annual Convention
of the Episcopal Diocese of Ohio

November 20-21, 2026
Sawmill Creek
400 Sawmill Creek Dr W,
Huron, OH 44839

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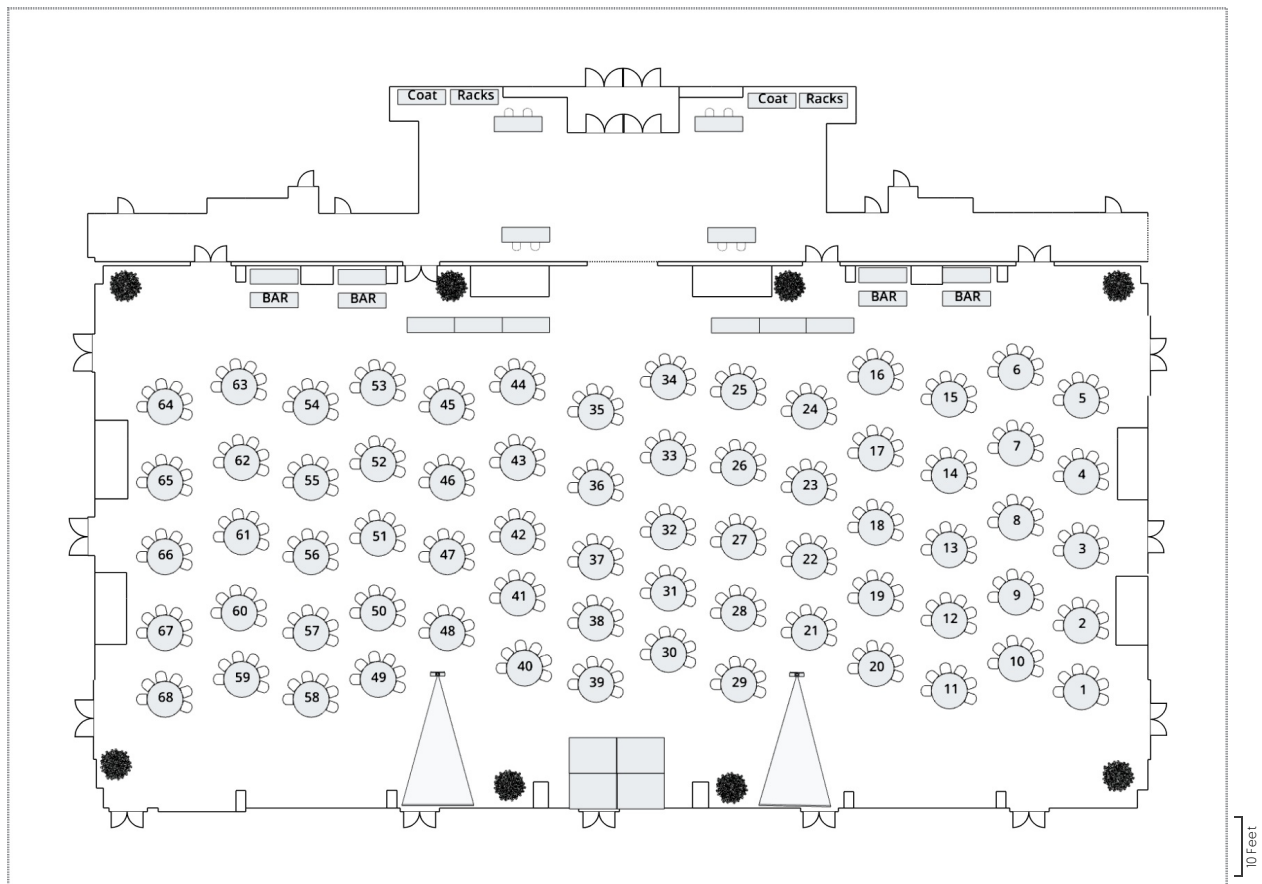
Schedule

Friday, November 20

12:30 p.m.	Afternoon Registration opens
1:00 p.m.	Keynote Address & Workshop
3:00 p.m.	Workshops
5:00 p.m.	Evening Registration opens
5:30 p.m.	Convention Eucharist, Sawmill Creek Resort, Huron
7:00 p.m.	Convention Dinner, Sawmill Creek Resort, Huron

Saturday, November 21

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



General Information

All Convention activities and business will take place at Sawmill Creek Resort, 400 Sawmill Drive, Huron, Ohio. Workshops will take place in meeting rooms and the Convention Eucharist, Dinner, and Business Meeting will take place in Willows Hall at Sawmill Creek.

Convention Keynote

The Convention Keynote Address by The Rev. Dr. Dwight Zscheile will take place at 1:00 p.m. on Friday, November 20.

Convention Workshops

At 3:00 p.m. workshops will be offered concurrently.

Convention Eucharist

The Convention Eucharist will take place at 5:30 p.m. on Friday, November 20.

Convention Banquet

The Convention Banquet will take place at 7:00 p.m. on Friday, November 20.

Convention Business

All business will take place on Saturday, November 21 at Sawmill Creek Resort Hotel.

Convention Business Check-in

Check-in will open at 7:45 a.m. on Saturday, November 21 and will remain open throughout the business session of Convention. Convention business will begin promptly at 9:00 a.m.

Check-in Process

1. Check-in at a kiosk – manually enter and sign your name
2. Pick up your name badge at the printing table – badges print automatically after check-in.

Activation of Lay Alternates

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

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

Ballots for the Elections

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

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

Literature Distribution

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

Childcare

Childcare will be provided for children under the age of 12 years old. Attendees planning to utilize this service must register by October 22. To register or for more information, please contact Canon Russ Tripi at rtрпи@dohio.org or 216.774.0416.

How the Convention Organizes for Business

Where to Sit

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

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

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

Special arrangements for seating or other needs may be made for persons with disabilities by contacting Nicole Collins at ncollins@dohio.org or 216-774-0476.

Certification of Delegates

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

Delegate certification forms are due to the Secretary of Convention by Thursday, October 22, 2026. Forms are posted on the Diocesan website.

New Delegate Orientation

An orientation session to acquaint new delegates with the mechanics of Convention will be offered by Mr. William Powel and the Rev. Dr. Brian Wilbert via Zoom, ahead of the Convention gathering. It will be recorded and available for viewing.

Business Sessions

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

The 210th Convention has several legislative responsibilities:

- To nominate and elect persons to Diocesan offices;
- To adopt the Diocesan program and budget;
- To consider resolutions and any proposed amendments to the Constitution and Canons.

Voting

Elections will be by electronic ballot with a majority required to elect. Election by plurality is possible if a motion to suspend the rules is adopted.

At registration on November 21, delegates will receive their name badge designating them as a voting delegate. Voting will be conducted via a web-based application; delegates may use phones, tablets, or personal computers to access the voting website.

Nominations for Diocesan Positions

Candidates may be nominated in one of three ways:

- By the Convention Nominating Committee.
- By persons who email names of candidates to the Secretary of Convention prior to November 20, 2026.
- 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

How the Convention Organizes for Business

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 Order of Business and Other Rules

210th Annual Convention of The Episcopal Church in the Diocese of Ohio

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

Rule 1:

The following shall be the order of business:
Saturday, November 21, 2026

1. Convention is called to Order
2. Morning Prayer
3. Introduction of Head Table and Appointment of Parliamentarian
4. Organization of the Convention for Business.
Report by the Secretary whether or not a quorum is present in the clerical and lay orders.
5. Appointment of Assistant Secretaries and Tellers, and Voting Judges
6. Adoption of the Rules of Order, including a Resolution extending the privileges of the floor to:
 - a. the retired Bishops in the Diocese of Ohio
 - b. the Canon for Discipleship Development
 - c. the Canon for Operations
 - d. non-canonically-resident clergy serving in a parish as Interim, Priest-In-Charge, or Curate
 - e. Lutheran pastors serving in Episcopal Parishes
- f. President of the Diocesan Episcopal Church Women
- g. lay members of the Standing Committee
- h. lay members of the Diocesan Council
- i. lay members of the Trustees
- j. lay Deputies and Alternate Deputies to the General Convention
- k. recipients of the Bishop’s Medal
- l. special Youth Representatives, and
- m. representatives of closed parishes
7. Housekeeping announcements & recognition of guests
8. Instructions from the Parliamentarian on the conduct of business
9. Introduction of new clergy
10. Resolutions of Courtesy
11. Electronic voting demonstration and trial run
12. Report of the Nominating Committee
 - a) Nominations shall be confined to those who, by capacity and experience, are suited for the office to which elections are to be made. The Nominating Committee will present its recommendations. Thereafter, the Secretary of Convention will place in nomination the names of those who have been nominated to office on or before November 18, 2026. Nominations may also be made from the floor.

The Order of Business and Other Rules

- b) The name of the parish and the city of which a nominee is a member shall be placed on the ballot.
 - c) No one who has allowed his or her name to appear as a candidate for any office may withdraw it during balloting.
 - d) Offices to be filled:
 - i. Trustee of the Diocese (one person for a five-year term)
 - ii. Standing Committee (one clergy for a four-year term; two lay, elected on a single ballot, with the lay nominee receiving the greater number of votes serving a four-year term and the other serving the unexpired two-year term. If the two lay nominees receive the same number of votes, a further ballot will be taken between them to determine the terms.)
 - iii. Diocesan Council (two clergy and two lay for three-year terms)
 - iv. Episcopal Community Services Development Council (one clergy and three lay for three-year terms)
 - v. General Convention Alternate Deputies (four clergy and four lay for three-year terms)
 - vi. Regional Disciplinary Board (one lay for three-year term)
 - vii. Deputies to Provincial Synod (one clergy and two lay for three-year terms)
 - viii. Treasurer of the Diocese
 - ix. Secretary of the Diocese
 - 13. Casting of the First Ballot and announcement of results for offices, subject to the rule that all elections shall be decided by a majority vote
 - 14. Recognition of the College for Congregational Development graduates
 - 15. Casting of the Second Ballot and announcement of results, if necessary
 - 16. Recognition of off-going Commission and Committee leadership
 - 17. Recognition of retiring clergy
 - 18. Introduction of Commission on Ministry, Diocesan Council, and Episcopal Community Services appointments, Mission Area representatives, and Mission Area Deans
 - 19. Break
 - 20. Third Ballot (if necessary)
 - 21. Report on the Constitution and Canons from the Committee on Resolutions, Constitution and Canons
 - 22. Report on Bellwether Farm
 - 23. Presentation and Vote on the Proposed 2027 Diocesan Program and Budget
 - 24. Report from the Trustees of the Diocese of Ohio
 - 25. A word from the Dean of Trinity Cathedral
 - 26. Honoring of closed parishes
 - 27. Resolutions Report from the Committee on Resolutions, Constitution and Canons
 - 28. Noonday Prayer
 - 29. Lunch break
 - 30. Convention is called back to Order
 - 31. Episcopal Address
 - 32. Teaching of the Faith Development in Community Model
 - 33. Table Conversations
 - 34. Sharing with Another Table
 - 35. Table Conversation Report-Out
 - 36. Episcopal Address, conclusion
 - 37. Disposal of any Unfinished Business and closing announcements
 - 38. Closing Prayers
 - 39. Motion for Adjournment
- Rule 2:**
Delegates will prepare for and give their attention to the business of the Convention. Delegates will attend all sessions of the Convention unless excused by the Presiding Officer.
- Rule 3:**
Whenever any member is about to speak in debate, or deliver any matter to the Convention, the member shall give name and parish, and with due respect, address the Presiding Officer in an audible voice, confining comments to the point in debate.

The Order of Business and Other Rules

Rule 4:

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

Rule 5:

Debate will end following:

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

Rule 6:

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

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

Rule 7:

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

Rule 8:

While the Presiding Officer is putting any question, the members shall continue in their seats, and not hold any private discourse. Voting shall be by electronic device. A precise count may be requested by any delegate.

Rule 9:

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

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

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

Rule 10:

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

Rule 11:

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

Rule 12:

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

Rule 13:

Motions shall be handled in accordance with the following:

How Motions are 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.

The Order of Business and Other Rules

- ii. Has the following characteristics:
 - 1. No debate is allowed.
 - 2. No amendments may be made.
 - 3. A majority vote is required.
 - b) Adjourn and reconvene at a specific time:
 - i. Is used to end a session and set a time to reconvene.
 - ii. Has the following characteristics:
 - 1. Debate is only allowed on the time.
 - 2. Amendments are only allowed on the time.
 - c) Appeal the ruling of the Presiding Officer:
 - i. Is used to appeal any decision of the Presiding Officer on any question of procedure.
 - ii. Has the following characteristics:
 - 1. Debate is allowed.
 - 2. Amendments are not allowed.
 - 3. A majority vote is required.
 - 4. Must be made immediately after the Presiding Officer's ruling.
 - d) To Create a Special Order of Business or Change the Order of Business:
 - i. Is used to create a Special Order of Business that is not included in the Convention schedule or change an existing Order of Business. It may also include special rules to govern how the order is to be carried out.
 - ii. Has the following characteristics:
 - 1. Amendments are allowed.
 - 2. Debate is allowed.
 - 3. A two-thirds vote is required.
 - e) End Debate and Vote Immediately
 - i. Is used to end the debate on a motion, resolution, report or other action item and force a vote. It is also sometimes known as "moving the previous question."
 - ii. Has the following characteristics:
 - 1. Affects only the matter being debated.
 - 2. No debate is allowed.
 - 3. A two-thirds majority vote is required.
 - f) Postpone Debating a Motion or Resolution until a Specific Time:
 - i. Is used to postpone debating and considering a motion or resolution until a certain time, after a certain time has elapsed, or after an event has occurred. It cannot be used to postpone action until after the Convention has adjourned.
 - ii. Has the following characteristics:
 - 1. Debate is allowed.
 - 2. Amendments are allowed.
 - 3. A majority vote is required.
- 2. Motions that affect what is done with a matter.
 - a) To refer back to the originating committee, a different committee or commission, or other body.
 - i. Is used to refer a matter to a committee, commission, or group to study the matter and report back suggested amendments or actions.
 - ii. Has the following characteristics:
 - 1. May be debated.
 - 2. May be amended as to the body referred.
 - 3. A majority vote is required.
 - b) Take No Further Action:
 - i. Is used to stop considering a particular resolution and remove it from further consideration at the Convention.
 - ii. Has the following characteristics:
 - 1. Debate is allowed.
 - 2. No amendments are allowed.
 - 3. A majority vote is required.
 - c) To Amend or Substitute:
 - 1. Is used to modify a change a resolution or motion. This would include a technical change or a substantive change that would alter the meaning or the intent of a resolution or motion. Amendments must be related to the item in the resolution or motion that they are trying to change.
 - 2. Secondary Amendments are:
 - i. Proposed changes to an amendment. Secondary Amendments must relate to the specific subject of an amendment and may not be used to

The Order of Business and Other Rules

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

ii. Has the following characteristics:

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

d) Divide the Matter:

1. Is used to divide a matter or resolution into separate parts and vote separately. If the matter is easily divisible into separate subjects, it may be divided by the Presiding Officer at a request of a member.
2. Process to use this motion:
 - i. First make the request to divide the question and explain where the question should be divided.
 - ii. The Presiding Officer then rules on whether the question is divisible or not.
 - iii. If the question is divisible, the Convention proceeds to debate and acts on the divided parts of the question.
 - iv. If the Presiding Officer rules the question is not divisible, any member may appeal the ruling.

e) To Reconsider Something Previously Acted Upon:

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

Rule 14:

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

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

Report of the Committee on Nominations

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

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

The candidates for 26 positions represent 22 different parishes.

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

The Committee on Nominations is pleased to present to the 210th Convention of the Diocese of Ohio nominees for the following offices: Diocesan Trustee, Standing Committee, Alternate Deputy to the 82nd General Convention of the Episcopal Church, Diocesan Council, Regional Disciplinary Board, the Episcopal Community Services (ECS) Development Council, Deputies to Provincial Synod, Treasurer, and Secretary of Convention.

Faithfully submitted by the Nominating Committee:

Dr. Imani Driskell	<i>All Saints Church, Toledo</i>
Carol Loveless	<i>Grace Church, Mansfield</i>
Halley Marsh	<i>St. Barnabas Church, Bay Village</i>
The Rev. Andy McQuery	<i>Christ Episcopal Church, Oberlin</i>
Antoinette Ponzo	<i>Trinity Cathedral, Cleveland</i>
Todd Rosenberg	<i>St. Paul's Church, Akron</i>
The Rev. Canon Jessie Gutsell Dodson	<i>Episcopal Diocese of Ohio, Bishop's Staff</i>

Nominations

Diocesan Trustee

One Clergy or Lay for a Five-Year Term

- Craig Van Horsten, *St. Michael's in the Hills, Toledo*

Standing Committee

One Clergy for a Four-Year Term, One Lay for an Unexpired 2-Year Term, and One Lay for a 4-Year Term

Clergy

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

Lay

- Dr. Lance Grahn, *St. John's, Youngstown*
- Antoinette Ponzo, *Trinity Cathedral, Cleveland*

Diocesan Council

Two Clergy and Two Lay for Three-Year Terms

Clergy

- The Rev. Alan Cowart, *St. John's, Cuyahoga Falls*
- The Rev. Barbara Reszko, *St. Thomas, Port Clinton*

Lay

- Joel Chupp, *St. James, Wooster*
- Rhonda Haugabook-Paige, *Christ Church, Shaker Heights*

Episcopal Community Services (ECS)

Development Council

One Clergy and Three Lay for Three-Year Terms

Clergy

- The Rev. Deacon Daniel Hinde, *Episcopal Diocese of Ohio*

Lay

- Carol Loveless, *Grace Church, Mansfield*
- Jenna Smith, *Church of the Redeemer, Lorain*
- Kathryn Scheel, *St. John's, Youngstown*

General Convention Alternate Deputy

Four Clergy and Four Lay for Three-Year Terms

Clergy

- The Rev. Megan Allen-Miller, *Trinity Cathedral, Cleveland*
- The Rev. Alan Cowart, *St. John's, Cuyahoga Falls*
- The Rev. Rachel Harrison, *St. James, Painesville*
- The Rev. Chris McCann, *St. Luke's, Chardon*
- The Rev. Charles Wilson, *St. Paul's, Mount Vernon*

Lay

- Lera Doneghy, *All Saints, Toledo*
- David McCalllops, *Christ Church, Hudson*
- Pam O'Halloran, *St. Paul's, Cleveland Heights*
- Antoinette Ponzo, *Trinity Cathedral, Cleveland*

Regional Disciplinary Board

One Lay for a Three-Year Term

- Chelsea Grossi, *St. Barnabas, Bay Village*

Deputy to Provincial Synod

One Clergy and Two Lay for Three-Year Terms

Clergy

- The Rev. Andy McQuery, *Christ Church, Oberlin*

Lay

- Jennifer Boswell, *Church of Our Saviour, Akron*
- Patricia Roberts, *Trinity Cathedral, Cleveland*

Treasurer of the Diocese

- Mike Bickerton
St. Peter's Church, Lakewood

Secretary of Convention

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

Current Members of Elected Diocesan Positions

Diocesan Trustees

- Craig Van Horsten, *St. Michael's in the Hills*, 2026
- The Rev. Nancy Kin, *Supply*, 2027
- Todd Rosenberg, *St. Paul's Akron*, 2028
- Tom Hill, *St. James, Painesville*, 2029
- Jeff Tennant, *St. Peter's, Lakewood*, 2030

Standing Committee

- The Rev. June Hardy Dorsey, *St. Andrew's, Elyria*, 2026
- Halley Marsh, *St. Barnabas, Bay Village*, 2026
- Kristen Busa, *St. Paul's, Cleveland Heights*, 2027
- The Rev. Seth Wymer, *Grace, Sandusky*, 2027
- The Rev. George Baum, *Church of the Ascension, Lakewood*, 2028
- Marc Norman, *St. James, Wooster*, 2028
- Clint Bailey, *Harcourt Parish, Gambier*, 2029
- The Rev. Bridget Coffey, *St. Andrew's, Toledo*, 2029

Diocesan Council

- The Rev. Leah Romanelli DeJesus, *St. Luke's, Cleveland*, 2026
- The Rev. Mike Floyd, *Christ Church, Huron*, 2026
- Amelinda Norton, *St. Peter's, Lakewood*, 2026
- Antoinette "Toni" Ponzo, *Trinity Cathedral, Cleveland*, 2026
- The Rev. Megan Allen-Miller, *Trinity Cathedral, Cleveland* 2027
- Nancy Geiger, *Epiphany, Euclid*, 2027
- The Rev. Mike Lager, *St. Peter's, Lakewood*, 2027
- Matthew Moser Miller, *Grace, Mansfield*, 2027
- The Rev Steve Ashby, *Grace, Willoughby*, 2028
- The Rev. Dr. Robin Woodberry, *Christ Church, Warren*, 2028
- Ben Holcomb, *St. Andrew's, Elyria*, 2028
- Joe Thomas, *Good Shepherd, Lyndhurst*, 2028
- Susan Quill, *St. Paul's, Cleveland Heights*, *ex officio as ECW President*

Episcopal Community Services (ECS)

Development Council

- Mike Hippler, *Christ Church, Oberlin*, 2026
- Carol Loveless, *Grace, Mansfield* 2026
- The Rev. Mo Major, *St. James, Boardman*, 2026
- William Seifert-Kessell, *St. Andrew's, Cleveland*, 2026
- The Rev. Lydia Bailey, *Diocese of Ohio*, 2027
- Amanda Baker Greenlee, *Christ Church, Kent*, 2027
- Tucker Handley, *St. Peter's, Lakewood*, 2027
- The Rev. Daniel Orr, *Grace Mansfield and St. Mark's, Shelby*, 2027
- Jill Pafford, *St. Barnabas, Bay Village*, 2027
- Dolores Gulotta, *St. Andrew's, Toledo*, 2028
- Albert Muller, *St John's Cuyahoga Falls*, 2028
- Dawn Peters, *St. Matthew's Ashland*, 2028
- Megan Smith, *Church Of Our Saviour, Akron*, 2028
- Beverly Thomas, *St. Andrew's Cleveland*, 2028

General Convention Alternate Deputy

- The Rev. Jeff Baker, *Diocese of Ohio*, 2026
- Demetrius Carrothers, *St. Paul's, Canton*, 2026
- The Rev. Leah Romanelli DeJesus, *St. Luke's, Cleveland*, 2026
- The Rev. June Hardy Dorsey, *St. Andrew's, Elyria*, 2026
- Ruth Mercer, *Christ Church, Shaker*, 2026
- Dale Murphy, *Trinity Cathedral, Cleveland*, 2026
- The Very Rev. BJ Owens, *Trinity Cathedral, Cleveland*, 2026
- Richard Pryor, *Christ Church, Kent*, 2026

Regional Disciplinary Board

- Clare Long, *St. Barnabas, Bay Village*, 2026
- The Rev. Dr. Rachel Kessler, *Harcourt Parish, Gambier*, 2027

Deputy to Provincial Synod

- The Rev. Jon Coventry, *Trinity, Alliance and St. Stephen's, East Liverpool*, 2026
- Lysa Kenney, *St. Barnabas, Bay Village*, 2026
- Danielle Shaffer, *St. Timothy's, Massillon*, 2026

Diocesan Trustees

Overview:

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

*JIF includes:

- endowment funds of the Diocese,
- funds received and other Diocesan funds and funds of parish organizations and other not-for-profit organizations affiliated with The Episcopal Church.

Management of the Joint Investment Fund (JIF)

- i. Working with an investment advisor, the Diocesan Board of Trustees:
- ii. Annually review and update the investment policy for the JIF and monitor compliance with the policy
- iii. Review financial performance of JIF and evaluate performance of the investment advisor and individual managers
- iv. As appropriate, make decisions on investment manager selection, including interviewing new advisor and manager candidates
- v. Periodically review the performance of the investment advisor and approve the investment advisor's compensation.
- vi. Set and annually approve the JIF Spending Policy
- vii. Oversee the Socially Responsible Investment Policy for compliance with both the JIF investment policy and the Diocesan policy to promote Environmental, Social, and Governance (ESG) factors
- viii. Work with Diocesan staff on promoting parish participation in the JIF and planned giving initiatives

Real Property of the Diocese:

1. Working with the Bishop and the newly formed Property Discernment Committee, the Board of Trustees oversees and approves the disposition of, and other appropriate actions related to, the real property of the Diocese in missions, parishes, and at the Diocese itself.
2. Review and approve capital expenditures for all diocesan held properties, including Bellwether Farm.

Expectations:

- i. 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.
- ii. Trustee meetings are held quarterly, normally at Trinity Commons in February, May, September, and November (other meetings are held as necessary). New members elected at Diocesan Convention attend their first regularly scheduled meeting the Tuesday following Convention, with meeting materials emailed upon election. Trustees attend an overnight onboarding retreat at Bellwether Farm annually on the first Friday and Saturday in December alongside members of other diocesan leadership bodies.

Requirements:

- i. In compliance with the 209th Diocesan Convention Resolution R-2, all Diocesan newly elected individuals are required to participate in anti-racism training within one year of their election, and every five years thereafter.
- ii. Gifts, Experiences, and Skills:
- iii. The Diocese will benefit from having Trustees who:
 1. Can evaluate complicated business-related issues

continued

2. Possess knowledge of finance/investing or the law, or both
3. Are passionate about furthering the mission and vision of the Diocese of Ohio through faithful use of its properties and finances
4. Have experience providing input for decision making at both the local church and Diocesan levels

Recent Accomplishments:

1. Approved the investment policy, including asset allocation

2. Approved the JIF spending rule for 2026
3. Accepted the JIF audit
4. Established a centralized fund consolidating certain funds associated with closed parishes
5. Continued management and oversight of the major restoration project at Historic St. John's, Ohio City
6. Worked with the Bishop and staff on transitioning Holy Trinity, Lisbon, to a local community-based arts organization
7. Entered discussions with the City of Salem and the Salem Historical Society on disposition of Church of our Savior, Salem

Candidate for Diocesan Trustee

One Clergy or Lay for a Five-Year Term

Craig Van Horsten, St. Michael's in the Hills, Toledo



I have practiced law in Toledo, Ohio for almost fifty years, primarily in the areas of real property, corporate, and commercial law. I believe that I can use that experience to assist the Diocese with its portfolio of properties which has expanded to include closed parishes. I firmly believe that one of the strengths in our church is the participation of both clergy and lay people in governance matters, and I am willing to contribute to the effort.

Standing Committee

Overview:

- The Standing Committee is one of the three governing bodies of the Diocese, along with Diocesan Council and the Trustees. The Standing Committee has the following specific responsibilities:
- Serves as the Bishop's council of advice, bringing diocesan concerns to the bishop's attention and responding to the Bishop's own thoughts and concerns.
- Deals with property matters. All parish decisions to sell or encumber property must be approved by the Standing Committee.
- Gives consent to candidacy and ordination of deacons and priests in the diocese and to the election of bishops in other dioceses of The Episcopal Church.
- Fulfills all functions required by the Constitution and Canons of The Episcopal Church and of the Diocese.
- Designs and manages the search and election process when a new bishop is needed.
- Serves as the ecclesiastical authority when there is no bishop.

Expectations:

- Standing Committee members serve for a four-year term and are expected to commit to working collaboratively with the Bishop for the welfare of the Diocese.
- Members attend an overnight onboarding retreat at Bellwether Farm with members of other diocesan leadership bodies. They also attend an evening meeting during the annual retreat of the Commission on Ministry for collaboration and to build relationships with those in the ordination process. Occasionally, members are asked to attend diocesan regional meetings.
- The Standing Committee meets monthly at a mutually agreeable time to be arranged during the onboarding retreat. Meetings are designed to be completed within an hour and a half. With the consent of the President of Standing Committee, members may join the meeting via Zoom. The meeting location varies as the Standing

Committee tries to visit different parishes throughout the year, though some meetings are at Trinity Commons.

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

Requirements:

- Lay Standing Committee members must be adult communicants of The Episcopal Church in good standing.
- Clerical members must be entitled to a seat at Diocesan Convention.
- In compliance with the 209th Diocesan Convention Resolution R-2, all Diocesan newly elected individuals are required to participate in anti-racism training within one year of their election, and every five years thereafter.

Gifts, Experiences, and Skills:

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

Recent Accomplishments:

- Continue to cultivate a strong relationship with the Bishop.
- Strengthening the information flow from Standing Committee to the diocese through

summary reports published in the Diocesan Newsletter.

- Restating the relationship of church property to the Diocese, and the need to be in dialogue with the Chancellor and the Standing Committee when any property transfer or encumbrance is anticipated.

- Members of SC participated with the Commission on Ministry in the interview process for aspirants and postulants, a more informed and supportive collaboration for both.
- We continued to accept Notices of clergy transitions and approve Bishop elections.

Candidate for Standing Committee - Clergy

One Clergy for a Four-Year Term

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



I moved into the Diocese of Ohio in 1980 and have served as Rector of two different congregations. I have been a member of the Commission on Ministry, Standing Committee, the Interim Team as a Consultant, volunteer staff for Pilgrims on the Way, Fresh Start Facilitator, and Mission Area Dean. I am one half on an Episcopal clergy couple and am a long-term priest of a wonderful smaller congregation (38 years). I believe that Jesus is not finished with me yet, nor is Jesus finished with our Diocese or Denomination, so I seek to be hopeful, faithful, and joyous. I have appreciated the open way which our Standing Committee has carried out its work and ministry in an open and trustworthy way. It is an honor to be considered as a candidate for election.

Candidates for Standing Committee - Lay

One Lay for an Unexpired 2-Year Term, and One Lay for a 4-Year Term

Dr. Lance Grahn, St. John's, Youngstown



This is an exciting time for the Diocese of Ohio. We bravely and prayerfully face our challenges. We boldly and faithfully embrace new opportunities. Both as individuals and faith communities we are intentionally living out our diocesan vision and values. For four years I have been privileged to participate in this hopeful momentum as a member of Diocesan Council, serving as its inaugural Co-Convener since 2023. I also sit on the Diocesan Finance Committee and chair the working group to evaluate our Mission Areas structure. At St. John's, Youngstown, I chair our Finance Commission, co-chair the clergy search committee, and sing in the choir. In the broader community I serve as board chair of the Ohio Humanities Alliance and the Trumbull County Mental Health and Recovery Board. Asking for your consent, I now seek to continue to promote the growth and development of our Diocese through our governance structure with

election to the Standing Committee.

Antoinette Ponzo, Trinity Cathedral, Cleveland



Toni has been a member of the Episcopal Church for over 25 years and currently attends Trinity Cathedral. She attends the contemporary service where she serves as lector and offering attendant. Toni volunteers in many of the Cathedral's ministries whenever needed. She previously served as an EFM mentor and is an Adult Formation leader/teacher. Toni is a member of the Vestry at the Cathedral where she is an active voice for equity and inclusion. She has been involved for over ten years in Trinity's work on racial reconciliation, leading discussion groups and book groups and trainings. Toni is a member of Trinity's Chapter of The Order of the Daughters of the King, participates in several reading groups and helped form and lead congregational circles on a Racial Justice Rule of Life and on Civil Conversations during these times of political division. Toni was a member of the Search Committee which called Bishop Anne to Ohio. She has enjoyed working with the Bishop

in her role as a member of Diocesan Council. Toni has long been a worker for racial justice and reconciliation. She helped develop, and serves as a trainer for, the Diocese's anti-racism curriculum Every One Beloved. Toni's passions and interests include reading and education, knitting, speculative fiction and fantasy, listening to music, the Episcopal Church and Jesus.

Diocesan Council

The Diocesan Council is responsible for the development, implementation, and oversight of the diocesan program and budget.

Between diocesan Conventions, the Council functions much like the “vestry” of the diocese, establishing policies and programs for congregational management in the form of business policies and practices. The Council screens and acts on all requests for capital funding and grants. The Diocesan Council is also responsible for the initiation and development of new work between sessions of the Annual Convention. Council members may be asked to serve on an additional diocesan commission or committee.

In 2025-26, Diocesan Council met in person quarterly on Saturdays (10:00-2:00), and via Zoom on the third Thursday of the intervening months, as necessary.

The Diocesan Council completed a Mutual Ministry Review (MMR) in December 2025, involving diocesan governing bodies and senior leadership. While Mutual Ministry Reviews are commonly used in congregations and clergy settings, this marked a new step for diocesan leadership: pausing together to reflect prayerfully on shared ministry, relationships, and priorities for the diocese.

Overview:

The Diocesan Council:

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

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

The Council continues to oversee the development of the Diocese’s operating fund budget and recommends the budget to Diocesan Convention for approval. The Council continues to provide guidance and oversight for the Diocese between conventions.

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

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

Requirements:

Diocesan Council members serve three-year terms. Some are elected by Convention and others are elected by Mission Area Councils. Lay Council members must be confirmed adult communicants of The Episcopal Church in good standing. Clerical Council members must be canonically resident in the Diocese of Ohio. Members will attend an overnight onboarding retreat in December, 2026 at Bellwether Farm alongside members of other diocesan leadership bodies. For 2025-2026, Diocesan

Council met in person quarterly on Saturdays (three hours each). The locations and times for 2026-2027 will be determined at the December organizing meeting. A one-hour Zoom meeting will be scheduled on the third Thursdays of the intervening months, as necessary.

In compliance with the 209th Diocesan Convention Resolution R-2, all Diocesan newly elected individuals are required to participate in anti-racism training within one year of their election, and every five years thereafter.

Expectations:

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

Recent Accomplishments:

The Diocesan Council continues to extend its role in shaping the strategic direction of the Diocese of Ohio. Accordingly, in 2025 the Council

- Developed the Diocesan core values: Faithful Tradition and Common Worship, Belonging and Common Life, Discernment and Transformation, and Courageous Witness and Justice.
- Oversaw the revision of R-2, the resolution regarding anti-racism training, as mandated by the 2024 Convention.
- Engaged College for Congregational Development models throughout the year to shape and deepen the work of Council.
- Confirmed a simplified parish audit schedule to better accommodate the changing needs of our faith communities.

The Diocesan Council also continues to embrace its fiduciary role, granting final approval to the Diocese's annual operating budget, the Bellwether Farm operating budget, annual diocesan audits, and parochial Loans & Grants applications. In 2025-2026, the Council approved Loans & Grants for capital improvement projects at St. Paul's, Canton;

St. Martin's, Chagrin Falls; St. Luke's, Chardon; and St. Paul's, Oregon. To better engage and better appreciate the entire Diocese, the Council holds at least 2 of its quarterly in-person meetings at locations throughout the Diocese, and meets at least once a year at Trinity Cathedral. It meets, as necessary, via Zoom in the intervening months.

Approved minutes from Diocesan Council meetings are available for review by contacting Emily Czarnota in the Office of the Bishop.

Candidates for Diocesan Council - Clergy

Two Clergy for Three-Year Terms

The Rev. Alan Cowart, St. John's, Cuyahoga Falls



I am happy to be in the Diocese of Ohio, serving at St. John's, Cuyahoga Falls since 2025. The moments that seem so pressing to our many faithful communities reveal the places that we most need to be proclaiming a bold way of love that might not look like the churches that we remember, but it does look like the Jesus that we know. We, who know something about resurrection, have something to say about this present moment-and much that we can do. In my previous diocese, I served on the Executive Board (Diocesan Council)--as head of its Property Working Group, Vice-Chair of the board, and head of the Mission & Evangelism Working Group. I have also served as convocation dean, President of the Southwestern Virginia Episcopal Fund, and Delegate to General Convention. I am honored to stand for election to Diocesan Council.

The Rev. Barbara Reszko, St. Thomas, Port Clinton



While I have only been serving as ordained clergy for a short time, I have spent my entire life in the Episcopal Church. My training and work as Social Worker and Therapist have given me an innate understanding of the many systems of society our church touches and the systems of the church. I see the many gifts our church provides and the areas it may need improvement. I am a trained listener for people, and I try my best to listen for the guidance of the Holy Spirit. I have served in the church in the past as a youth minister and I have been a delegate to Diocesan Convention multiple times. I would love the opportunity to be serve on Diocesan Council and participate in discerning the ways the Diocese of Ohio continues to share the Love of Jesus with the world.

Candidates for Diocesan Council - Lay

Two Lay for Three-Year Terms

Joel Chupp, St. James, Wooster



I am honored and privileged to be considered by the nominating committee to be a candidate for a Diocesan Council Lay position. I am a retired registered nurse having worked in the medical field for over 40 years. I have an accumulated total of 12 years of experience serving on the board of directors of a local mental health agency and a nonprofit health clinic. I currently serve on the vestry at St. James as the junior warden. I am new to the Episcopal Church having become active just over two years ago and recently officially becoming a member. Prior to St. James, my wife Diane and I spend 18 years in the Eastern Orthodox Church where I served as an ordained deacon and Parish Council Chair. We feel overjoyed that our long spiritual journey has finally found a home at St. James where we have become active participants serving wherever needed. Personally, I have a contemplative prayer practice which has sustained me over the years and

am a certified mindfulness instructor having led a number of introductory classes. We enjoy our family including our 10 grandchildren and our activities together. I am also a cyclist, budding musician (I hope), and avid gardener. I humbly and prayerfully accept this nomination and, if elected, will do my best to bring my gifts and experience to the Diocesan Council.

Rhonda Haugabook-Paige, Christ Church, Shaker



Being a member of Christ Church Shaker Heights for fourteen years has been a privilege. I am forever grateful to be counted as a member in this community of faith. Over the years I have been asked and had the opportunity to serve in several leadership roles including Vestry, Property Committee and other projects and ministries. These experiences have allowed me to build relationships with people in the diocese, my parish and surrounding communities. I have been invited to share in special occasions of great joy and overwhelming grief with people I love and depend upon for my own walk of faith. The gifts I offer are a willingness to do the work I have been called to do and share God's message of love with others.

Episcopal Community Services (ECS) Development Council

Overview:

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

Expectations:

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

ECS Development Council members meet up to six times each year in full committee in person or by Zoom. Members are expected to participate in grant site visits and accompanying reports as determined each year. Sub-groups are assigned after all grant applications are received each fall to review and develop recommendations for final review in full council.

Each member is expected to promote awareness of the work of ECS among our parishes and community.

Requirements:

In compliance with the 209th Diocesan Convention Resolution R-2, all Diocesan newly elected individuals are required to participate in anti-racism training within one year of their election, and every five years thereafter.

Recent Accomplishments:

In 2026, the Council granted nearly \$158,000, distributed among 23 grant applicants, representing a diversity of ministries and missions across the Diocese.

All current grant recipients have had an in-person site visit conducted in the past three years by ECS council members, eight of these in 2026.

Explored understanding of what all areas of ECS Development Council means to council members. Tools and forms for all ECS grants were updated and utilized effectively and consistently.

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

One Clergy for a Three-Year Terms

The Rev. Deacon Daniel Hinde, Episcopal Diocese of Ohio



As a Deacon in the Diocese of Ohio, I feel that I am, as we all are, called to fulfill our baptismal and ordination vows to serve Christ in all persons, strive for justice and peace and respect the dignity of every human being. The work done through ECS is an extension of those vows.

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

Three Lay for Three-Year Terms

Carol Loveless, Grace Church, Mansfield



The Episcopal Church has been the lifelong foundation of my faith, from my baptism to my years at Grace Mansfield. I have served multiple roles at Grace, including Vestry, Choir, Greater Grace Outreach and Shared Stewardship Ministry with St. Matthew's, Ashland. My passion has included serving on the Transition Committee/Hospitality Subcommittee for the 12th Bishop of Ohio, and multiple years with the Nominating Committee for elected positions in the Diocese. I am retired from a career with Ohio District 5 Area Agency on Aging. I am currently serving on ECS Development Council, this past year as Presiding Chair. I have found great inspiration in the many sites around the Diocese who provide outreach to our communities with ECS grant funding. I would like to continue my leadership for a second term by nurturing ways to learn and grow our support as ECS Development Council throughout the diocese.

Jenna Smith, Church of the Redeemer, Lorain



Jenna Smith has been a member of the Episcopal Church of the Redeemer for five years and served as the Community Outreach Coordinator throughout that time. She is passionate about community-based grassroots initiatives grounded in parish life and creating welcoming spaces of belonging, love, and joy. Her experience working in nonprofit management at Solidarity Urban Farms has given her a deep understanding of the critical role grants and local foundations serve - they generate partnerships, spread public awareness, and enable staff and organizations to offer opportunities for meaningful engagement and volunteering. This experience along with strong abilities in communication, writing, and managing missional priorities aligns with the Committee's objectives.

Kathryn Scheel, St. John's, Youngstown



My parents nurtured my heart for volunteerism, which I have fed as Senior Warden, Addiction Program board member, and Master Gardener volunteer. As a cradle Episcopalian, I have seen many parish projects function on limited budgets. My background in project management and evaluation will help me serve the ECS Development Council. I hope to encourage all faithful to make the best use of their spiritual, intellectual and financial gifts to love our neighbors.

General Convention Alternate Deputy

Overview:

General Convention Alternate Deputies are elected in the year prior to each General Convention. Clergy and lay members elected to this position serve as Alternate Deputies at the 82nd General Convention in July 2027, and any Special General Convention between their election and the election of their successors. At General Convention, the Deputies consider amendments to the church's Constitution and Canons, resolutions on ecclesiastical matters and social issues, and adopt a budget for the ministry of The Episcopal Church. Four (4) lay and four (4) clergy Alternate Deputies will be elected for three-year terms. The Deputies elected in 2025 and the first Alternate Deputy (Lay and Clergy) elected this year will attend General Convention, the expenses of which will be paid by the Diocese of Ohio. Other Alternates will attend should it be required by the absence of a Deputy.

Expectations:

The 82nd General Convention will take place from July 3 through July 8, 2027, in Phoenix, Arizona. Alternate Deputies will need to be available to attend during those dates. Alternate Deputies are also expected to attend deputation meetings held in preparation for General Convention.

Requirements:

In compliance with the 209th Diocesan Convention Resolution R-2, all Diocesan newly elected individuals are required to participate in anti-racism training within one year of their election, and every five years thereafter.

In addition, by action taken by the 80th General Convention, the Rules of the House of Deputies now require that all deputations report by February 2027 on the status of anti-racism received. All Deputies and Alternates will receive anti-racism training by February, 2027.

Gifts, Experiences, and Skills:

- Analytical thinker
- * Experience and perspective

Candidates for General Convention Alternate Deputy - Clergy

Four Clergy for Three-Year Terms

The Rev. Megan Allen-Miller, Trinity Cathedral, Cleveland



I am running to serve as an alternate to General Convention because I care deeply about the life and future of our church. While I have never served as a delegate, I have experience with both the governance work and the practical realities of General Convention. In 2020, I served on the Episcopal Church's Task Force for Communion Across Difference, working with others to help the church address questions of inclusion and belonging. And in 2022, I attended General Convention as staff to the then President of the House of Deputies, Gay Clark-Jennings. There my primary responsibility was tracking, reporting, and supporting delegates who tested positive for COVID-19. Both experiences gave me a behind-the-scenes understanding of the work, complexity, and deep humanity of Convention. I would bring to this role a willingness to listen carefully and learn, and a commitment to thoughtful discernment of where God is calling the Episcopal Church next.

The Rev. Alan Cowart, St. John's, Cuyahoga Falls



There is poetic tension between messiness and order that pervades General Convention. Sometimes overwhelming in scope, exhausting in its work, General Convention is a startlingly, surprisingly beautiful representation of the breadth of Church. Though a cynic at heart, it bowls me over every 3 years-this flawed, faithful Church wrestling with the best ways to be the Church. The body of Christ doing very human things and trying to love each other into a better version of ourselves. My vocation is centered in both managing and prompting change in faith communities of different sizes. I am sure there are better ways that help us continue to shape a larger church that is responsive and representative; I support continuing the hard work to discover new ways to gather and organize the Church. I was honored to serve as a Deputy to the 80th General Convention and would be humbled to do so again.

Candidates for General Convention Alternate Deputy - Clergy

Four Clergy for Three-Year Terms

The Rev. Rachel Harrison, St. James, Painesville



Since volunteering at the 2018 General Convention in Austin, I have been fascinated by the important work done at General Convention and would be honored to serve as an alternate delegate for the Diocese of Ohio. I serve as the diocesan representative to the Province V Board, am a member of Committee on Resolutions, Constitution, and Canons, and will be serving on the Commission on Ministry beginning next year. I strongly believe that the business of the church can be just as sacred as our worship when conducted faithfully and I look forward to continuing to serve the Church.

The Rev. Chris McCann, St. Luke's, Chardon



Chris McCann has served as a member, and chair, of the Standing Committee during the initial discussions concerning transition, prior to the election of Bishop Anne Jolly. He has also served as a member of the Commission on Ministry and eventually as chair of COM. He is the rector of St Luke Episcopal Church in Chardon, where he has served for 20 years.

The Rev. Charles Wilson, St. Paul's, Mount Vernon



I am a long-time participant and member of diocesan organizations. I served as VP for Diocesan Council for several terms in the Diocese of Southern Ohio. In my 20-plus years of ordained life, I served with a wide variety of boards, commissions, and organizations. I know how diocesan institutions operate and interact with each other and how decisions are made. I have served congregations in rural, suburban/exurban, town/gown, and urban contexts. I understand that in diverse contexts the needs/goals may be the same, but delivery can be different. This practical knowledge comes with good insights on how the church at a granular level works. Our effectiveness in communities, using resources as leverage of support, makes the work of the greater Church possible. As a General Convention alternate, I would be ready and able to offer what I have learned to what needs to be done for our common future. To build on what has been done and engage what G-d has dreamed for us all.

Candidates for General Convention Alternate Deputy - Lay

Four Lay for Three-Year Terms

Lera Doneghy, All Saints, Toledo



I am a devoted wife, mother, grandmother, and community leader with a lifelong commitment to service. I was married to the late Judge Charles J. Doneghy for 51 years, and together we built a loving family that includes our two children, Scott and Atarah, and four cherished grandchildren: Paige, Reed Michael, Kendall Rae, and Carson Anthony. I have dedicated much of my life to uplifting others through both my professional and community work. I began my career as a social worker with Lucas County Children's Services Board before transitioning into education, where I spent 23 Years as a teacher impacting countless young lives. Deeply rooted in service I am a proud member of Alpha Kappa Kappa Sorority, Incorporated; Delta Kappa Gamma; The National Sorority of Phi Delta Kappa, Incorporated Beta Gamma Chapter and The Toledo Chapter of The Girl Friends. My faith is an essential and constant source of strength and guidance reminding me I never walk

alone. I have remained an active and dedicated member of All Saints' Episcopal Church since the age of 6. I am past Junior Warden, active Lay Preacher, Eucharistic Minister, Lecturer, a Life Member of The Order of The Daughters of the King, and a member of The Order of St. Luke. I have held various offices in The Order of the Daughters of the King, President of the All Saints' Chapter, President of the Ohio Diocese, President of Province V, and various positions on National Council. Currently I serve as a Commissioner and Vice President of Metroparks of Toledo where I continue my passion for community engagement and stewardship. We have the responsibility of dealing with budgets over millions of dollars and continue to be accountable to the community we serve. Through every role I hold, I pray that I exemplify leadership, compassion, and a steadfast commitment to my family, the church and the community. I have the ability to listen without judgement, process and then make a decision. I have the qualifications, skillset and calling to fulfil the Lay Alternate Deputy position. Looking back with gratitude, I recognize God's presence through joy, challenges, growth and change. I prayerfully ask to be considered as a Lay Alternate Deputy to the 82nd General Convention. Yours in Christ.

David McCalllops, Christ Church, Hudson



As a life long Episcopalian, I have served many roles in my parish and within the diocese. Twice serving on the Christ Church Hudson Vestry as Junior and Senior Warden, service on the Commission on Ministry including chair for two years, and a term on the Standing Committee! I'm open minded, compassionate, and take into account various positions as I discern what God is calling us to do as Christians for humanity. I work full time as a civil engineer serving communities throughout Ohio.

Candidates for General Convention Alternate Deputy - Lay

Four Lay for Three-Year Terms

Pam O'Halloran, St. Paul's, Cleveland Heights



I have been the Director of Operations at St. Paul's Cleveland Hts for the past 17 years and am retiring on December 31. I am responsible for all buildings and grounds, parish administration, the finance office, and general operations. Before I was on staff, I served as vestry member, senior warden, stewardship chair, capital campaign cochair, and rector search committee member. I've been a delegate to Diocesan Convention 5 times. Throughout my time in lay leadership and on staff, I have been involved with the Episcopal Parish Network. This has given me a wonderful opportunity to get to know leaders throughout the Episcopal Church. In the diocese, I served on the Standing Committee from 2019-2023, the last year as president during the bishop election and transition. In that role, I had the privilege of getting to know fellow Episcopalians throughout our diocese. I am excited to renew my involvement in the diocese and the

wider church. My husband David and I are active members of St. Paul's, as were our three children before we became empty nesters.

Antoinette Ponzo, Trinity Cathedral, Cleveland



Toni has been a member of the Episcopal Church for over 25 years and currently attends Trinity Cathedral. She attends the contemporary service where she serves as lector and offering attendant. Toni volunteers in many of the Cathedral's ministries whenever needed. She previously served as an EFM mentor and is an Adult Formation leader/teacher. Toni is a member of the Vestry at the Cathedral where she is an active voice for equity and inclusion. She has been involved for over ten years in Trinity's work on racial reconciliation, leading discussion groups and book groups and trainings. Toni is a member of Trinity's Chapter of The Order of the Daughters of the King, participates in several reading groups and helped form and lead congregational circles on a Racial Justice Rule of Life and on Civil Conversations during these times of political division. Toni was a member of the Search Committee which called Bishop Anne to Ohio. She has enjoyed working with the Bishop

in her role as a member of Diocesan Council. Toni has long been a worker for racial justice and reconciliation. She helped develop, and serves as a trainer for, the Diocese's anti-racism curriculum Every One Beloved. Toni's passions and interests include reading and education, knitting, speculative fiction and fantasy, listening to music, the Episcopal Church and Jesus.

Regional Disciplinary Board

Overview:

If there is a case involving potential clergy misconduct, the Regional Disciplinary Board is the pool of individuals from which are selected 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 misconduct. It also seeks to be built upon a model of reconciliation and healing, as opposed to confrontation. The Regional Disciplinary Board consists of 13 members (seven clergy and six lay) comprised of one lay and one clergy representative from each of the following contiguous Dioceses: Northwestern Pennsylvania, Ohio, Pittsburgh, Southern Ohio, West Virginia, and Western New York. Each Diocese elects one lay and one clergy member on an alternating basis; the thirteenth member (clergy) is selected by the bishops of the six dioceses.

Requirements:

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 Regional Disciplinary Board members are required to complete training in Title IV matters, including the materials developed on the titleiv.org website.

In compliance with the 209th Diocesan Convention Resolution R-2, all Diocesan newly elected individuals are required to participate in anti-racism training within one year of their election, and every five years thereafter.

Expectations:

All Regional Disciplinary Board members are expected to serve when invited to participate in Conference or Hearing Panels until the conclusion of the disciplinary matter.

Gifts, Experiences, and Skills:

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

Candidate for Regional Disciplinary Board - Lay

One Lay for a Three Year Term

Chelsea Grossi, St. Barnabas, Bay Village



I'm an attorney in my 14th year of practice. Presently I'm in-house corporate counsel where I handle many interpersonal issues that require a firm yet delicate touch for fleshing out an issue and addressing it in a way that minimizes risk, liability, and even hurt feelings. I've also served in numerous volunteer organizations and charity boards that required my specialized approach to handling conflicts and concerns. And, ultimately, to the extent a difficult decision or recommendation needs to be made, I have the resolve to do so or assist as needed. I'd love to serve the Diocese by making myself available to hear complaints and move them through the process in a fair, even, and compassionate manner.

Deputy to Provincial Synod

Overview:

Province V is a network of eleven dioceses of The Episcopal Church in the Midwest region, providing a structure which facilitates its member dioceses' ability to collaborate together in ministry, whether it be in common projects, or through the sharing of resources, assets, opportunities, and experience. In addition, Provincial regions also share in the governance of The Episcopal Church (per Title I, Canon 9 of The Episcopal Church). One of nine geographical provinces of The Episcopal Church, Province V (the Province of the Midwest) covers most of six states (Illinois, Indiana, Michigan, Missouri (eastern), Ohio, and Wisconsin). The Synod meets every three years.

Expectations:

Clergy and lay members elected to this position participate in the triennial Provincial Synod, which

will be held online in the spring of 2027 [date tbd], and lasts roughly one hour. More information is available at provincev.org.

Requirements:

In compliance with the 209th Diocesan Convention Resolution R-2, all Diocesan newly elected individuals are required to participate in anti-racism training within one year of their election, and every five years thereafter.

Gifts, Experience and Skills:

- Analytical thinker
- Experience and perspective of the church beyond the parish

Candidate for Deputy to Provincial Synod - Clergy

One Clergy for a Three-Year Term

The Rev. Andy McQuery, Christ Church, Oberlin



Ordained in 2017 after earning my MDiv from the Berkeley Divinity School at Yale, I previously served as Curate and then Associate Rector at St. Paul's, Salem, Oregon. Since my arrival as Rector in Oberlin in 2021, Christ Church has completely overhauled our finances and staffing structure, adding new full time positions and nearly doubling our operating budget while ensuring the long-term sustainability of our endowment, growing attendance, and developing programming. Prior to seminary I worked in corporate and non-profit administration, and volunteered as a community organizer and activist. A classically trained singer, I performed internationally, including the premiere cast of Philip Glass' opera "Galileo Galilei." Proud member of the Society of Catholic Priests. Cat fan.

Candidates for Deputy to Provincial Synod - Lay

Two Lay for Three-Year Terms

Jennifer Boswell, Church of our Saviour, Akron



I've joyfully attended three churches in the Diocese of Ohio - St. Paul's in Medina as a child, and St. Peter's in Lakewood and Our Saviour in Akron as an adult. At St. Peter's and Our Saviour I have served in leadership roles including vestry. I am also a long-term member of Los Amigos Episcopales, a peace and justice ministry in the Diocese that walks in partnership with the Episcopal Diocese of El Salvador.

Patricia Roberts, Trinity Cathedral, Cleveland



I've been an Episcopal Church volunteer for 35+ years, starting in the choir and eventually joining vestry, serving as senior warden (twice!), chairing committees, leading searches and a strategic plan, and ultimately working with the transition committee that organized the bishop candidates' travels around the Diocese. My experience with the wider church has been in two additional ways. I've attended Episcopal Parish Network conferences (formerly CEEP) where lay and clergy convene to discuss all matters of the church, from outreach to finances. And for fun, my husband and I like to visit churches while traveling. I love seeing the familiar, the new, and how other Episcopalians worship and serve. In all of my volunteerism, I'm guided by my proclivity for organization and "big picture" tasks. I would be honored to serve as Synod Representative.

Treasurer and Secretary of Convention

Candidate for Treasurer

Michael Bickerton - St. Peter's, Lakewood



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

Candidate for Secretary of Convention

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

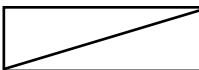
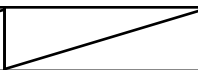
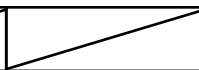


With gratitude for the life we share as a diocese, I offer myself for election as Secretary of Convention. Since 2017, I have served as Rector of St. Andrew's, Toledo, where I have led with transparency, collaboration, and care in both parish and diocesan life. My service as current Secretary of Convention,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

Elections Tally Sheet

Diocesan Trustee

One Clergy or Lay for a Five-Year Term

Votes Cast			
Votes Required to Elect			

Ballot 1

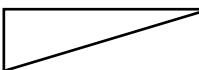
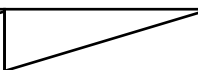
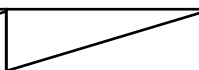
Ballot 2

Ballot 3

Craig Van Horsten, St. Michael's in the Hills, Toledo			

Standing Committee - Clergy

One Clergy for a Four-Year Term

Votes Cast			
Votes Required to Elect			

Ballot 1

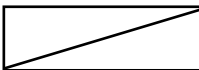
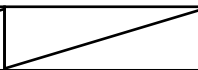
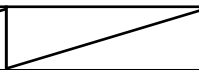
Ballot 2

Ballot 3

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

Standing Committee - Lay

*One Lay for an Unexpired 2-Year Term,
and One Lay for a 4-Year Term*

Votes Cast			
Votes Required to Elect			

Ballot 1

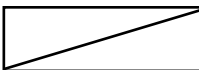
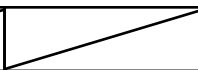
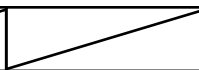
Ballot 2

Ballot 3

Dr. Lance Grahn, St. John's, Youngstown			
Antoinette Ponzo, Trinity Cathedral, Cleveland			

Diocesan Council - Clergy

Two Clergy for Three-Year Terms

Votes Cast			
Votes Required to Elect			

Ballot 1

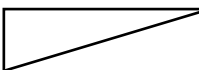
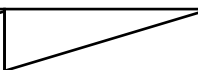
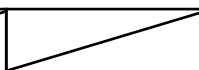
Ballot 2

Ballot 3

The Rev. Alan Cowart, St. John's, Cuyahoga Falls			
The Rev. Barbara Reszko, St. Thomas, Port Clinton			

Diocesan Council - Lay

Two Lay for Three-Year Terms

Votes Cast			
Votes Required to Elect			

Ballot 1

Ballot 2

Ballot 3

Joel Chupp, St. James, Wooster			
Rhonda Haugabook-Paige, Christ Church, Shaker			

Elections Tally Sheet

Episcopal Community Services Development Council - Clergy

One Clergy for a Three-Year Term

Votes Cast
Votes Required to Elect

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Ballot 1

Ballot 2

Ballot 3

The Rev. Deacon Daniel Hinde, Episcopal Diocese of Ohio			

Episcopal Community Services Development Council - Lay

Three Lay for Three-Year Terms

Votes Cast
Votes Required to Elect

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Ballot 1

Ballot 2

Ballot 3

Carol Loveless, Grace Church, Mansfield			
Kathryn Scheel, St. John's, Youngstown			
Jenna Smith, Church of the Redeemer, Lorain			

General Convention Deputy - Clergy

Four Clergy for Three-Year Terms

Votes Cast
Votes Required to Elect

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Ballot 1

Ballot 2

Ballot 3

The Rev. Megan Allen-Miller, Trinity Cathedral, Cleveland			
The Rev. Alan Cowart, St. John's, Cuyahoga Falls			
The Rev. Rachel Harrison, St. James, Painesville			
The Rev. Chris McCann, St. Luke's, Chardon			
The Rev. Charles Wilson, St. Paul's, Mount Vernon			

Elections Tally Sheet

General Convention Deputy - Lay

Four Lay for Three-Year Terms

Votes Cast
Votes Required to Elect

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Ballot 1

Ballot 2

Ballot 3

Lera Doneghy, All Saints, Toledo			
David McCalllops, Christ Church, Hudson			
Pam O'Halloran, St. Paul's, Cleveland Heights			
Antoinette Ponzo, Trinity Cathedral, Cleveland			

Regional Disciplinary Board

One Lay for a Three-Year Term

Votes Cast
Votes Required to Elect

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Ballot 1

Ballot 2

Ballot 3

Chelsea Grossi, St. Barnabas, Bay Village			

Deputy to Provincial Synod - Clergy

One Clergy for a Three-Year Term

Votes Cast
Votes Required to Elect

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Ballot 1

Ballot 2

Ballot 3

The Rev. Andy McQuery, Christ Church, Oberlin			

Deputy to Provincial Synod - Lay

Two Lay for Three-Year Terms

Votes Cast
Votes Required to Elect

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Ballot 1

Ballot 2

Ballot 3

Jennifer Boswell, Church of Our Saviour, Akron			
Patricia Roberts, Trinity Cathedral, Cleveland			

Elections Tally Sheet

Treasurer

Votes Cast
Votes Required to Elect

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	Ballot 1	Ballot 2	Ballot 3
Michael Bickerton - St. Peter's Church, Lakewood			

Secretary of Convention

Votes Cast
Votes Required to Elect

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	Ballot 1	Ballot 2	Ballot 3
The Rev. Bridget Coffey - St. Andrew's Church, Toledo			

Overview of the 2027 Diocesan Operating Budget

2027 Budget Overview

Our Vision

Connected in Beloved Community, we seek to be faithful, healthy, effective, and sustainable sharers of the transformative love of Jesus.

Our budget is one of the most concrete ways we live out this vision. It resources the people, communities, and shared life through which we seek to be faithful, healthy, effective, and sustainable sharers of the transformative love of Jesus.

Our vision stays constant; how we live into it continues to grow. Our first integration of the vision named four areas of focus: reimagining and equipping faith communities to be The Episcopal Church in the world today, reimagining and equipping leadership, reimagining resource allocation, and connectivity as the Body of Christ. These areas shaped our 2026 budget, and what we learned from them is now shaping the next iteration of our work. The 2027 budget carries the four areas forward as a frame, even as the work within them keeps developing.

As our discernment continues, we expect our resources to follow where we see God at work: strengthening the faith communities that have long been with us, supporting new expressions as they emerge, forming disciples and leaders, and connecting the gifts already present across the diocese.

Sources of Diocesan Revenue

The diocese receives income from four primary sources:

- Annual contributions from faith communities, commonly referred to as assessments
- Income generated by diocesan endowments and investments
- Administrative fee revenue received by the diocese from designated funds. This income helps recover the costs of developing, administering, and supporting diocesan programs, loan and grant accounting, including the Joint Investment Fund (JIF): time, documentation, insurance, software, and staff time.
- Transfers from funds given for specific ministries and initiatives

For 2027, we expect about \$66,751 more income than in 2026. Assessments are expected to rise based on the financial information faith communities report, investment income is expected to grow, and the Bishop's Office Endowment will contribute additional income.

The amount we draw from investments each year is based on their average value over the past twelve quarters (three years), which keeps the budget steady as markets rise and fall.

Uses of Diocesan Revenue

We reviewed each area of spending against what we actually spent, what we expect to need, and changing economic conditions, and adjusted where needed. These adjustments aim to strengthen the diocese's financial stability, deepen collaboration between diocesan staff and faith communities, and make better use of technology. There is an overall increase in expenses that is anticipated to be just under 19%, which includes a substantial increase in building operating costs and benefits. Changes to personnel benefit plans are being implemented to help offset the increase in costs.

How the budget balances

Some diocesan money is held in separate funds given for specific ministries. Each year, we move money from these funds into the operating budget to pay for the ministry purpose for which they were given. In 2027, this continues the diocese's support of Bellwether Farm and pays for travel to General Convention, the Episcopal Youth Event, capital needs at Trinity Commons, and technology. It also draws on reserves from earlier years, including funds for the College for Congregational Development.

While income is expected to increase, expenses are expected to rise faster. To balance the budget, we will use \$66,683 from previous years' surpluses.

Overall, the budget directs resources through a consistent accountability framework while supporting financial stability, ministry priorities, and continued alignment with the Diocese's vision and mission.

Episcopal Diocese of Ohio
Diocesan Operating Budget
For Fiscal Year 2027

				Change over 2026
				Increase
				(Decrease)
		Operating Fund	Special Funds	2027 Total
RECEIPTS				
SUPPORT FROM CONGREGATIONS				
0101-4105-01	Assessment Income (current year)	\$2,500,000.00	\$ -	\$2,500,000.00
0101-4106-01	Assessment Income (prior year(s))		\$ -	\$0.00
TOTAL SUPPORT FROM CONGREGATIONS		\$2,500,000.00		\$2,500,000.00
ENDOWMENT INCOME				
0101-4110-02	Endowment - Episcopate (Distrib.)	\$233,192.86	\$ -	\$233,192.86
0101-4120-02	Endowment - Missions (Distrib.)	\$69,198.33	\$ -	\$69,198.33
0101-4130-02	Endowment - Custodial (Distrib.)	\$1,921.42	\$ -	\$1,921.42
0101-4140-02	Endowment - Lay Pension	\$10,854.87	\$ -	\$10,854.87
0101-4150-02	Endowment - Bishop's Office	\$86,340.69	\$ -	\$86,340.69
0101-4155-02	Endowment Income - Legacy endowments	\$4,613.87	\$ -	\$4,613.87
0101-4160-02	Endowment - ECS - Administration	\$61,670.99	\$ -	\$61,670.99
TOTAL ENDOWMENT INCOME		\$467,793.04		\$467,793.04
TOTAL INVESTMENT INCOME - OTHER				
0101-4120-04	Distribution JIF - General Funds	\$137,202.41	\$ -	\$137,202.41
0101-4125-04	Distribution JIF - Unrestricted Custodial Accts	\$22,673.19	\$ -	\$22,673.19
TOTAL INVESTMENT INCOME		\$159,875.60		\$159,875.60
FEES RECEIVED FOR ADMINISTRATIVE SERVICES				
0101-4103-06	Darnell Administration Fees	\$6,822.49	\$ -	\$6,822.49
0101-4108-06	Brayton Administration Fees	\$19,706.51	\$ -	\$19,706.51
0101-4109-06	Church Home Administration Fee	\$55,273.66	\$ -	\$55,273.66
0101-4111-06	Holy Cross House - Administration Fee	\$10,170.06	\$ -	\$10,170.06
0101-4115-06	Joint Investment Fund Administration Fee	\$174,337.44	\$ -	\$174,337.44
0101-4118-06	BLF Loans and Grants Administration Fee	\$19,532.53	\$ -	\$19,532.53
0101-4123-06	Cooper Administration Fees	\$1,110.94	\$ -	\$1,110.94
0101-4124-06	Miller Funds Administration Fee	\$45,117.07	\$ -	\$45,117.07
0101-4126-06	Education Funds - Hornby Adm. Fees	\$8,063.00	\$ -	\$8,063.00
TOTAL FEES RECEIVED FOR ADMINISTRATIVE SERVICES		\$340,133.70		\$340,133.70
OTHER RECEIPTS				
0101-4120-08	Other Income	\$250.00	\$ -	\$250.00
0101-4310-08	Grants Received for Operating items	\$12,000.00	\$ -	\$12,000.00
TOTAL OTHER RECEIPTS		\$12,250.00	\$ -	\$12,250.00
TOTAL REVENUE BEFORE SPECIAL FUNDS		\$3,480,052.34		\$3,480,052.34
FROM SPECIAL FUNDS				
3201-4110-90	From Special Funds-BLF Loans and Grants	\$ -	\$ 80,000.00	\$80,000.00
3376-4110-90	From Legacy Endowments-Arthur B. Williams, Jr. Fund	\$ -	\$ 15,000.00	\$15,000.00
3403-4110-90	From Special Funds - Gun Violence Prevention	\$ -	\$ 3,250.00	\$3,250.00
3405-4110-90	From Special Funds - Bishop's Discretionary Fund	\$ -	\$ 15,000.00	\$15,000.00
3408-4110-90	From Special Funds - Bishop's Appeal	\$ -	\$ 73,195.00	\$73,195.00
3605-4110-90	From Special Funds-Custodial JIF	\$ -	\$ 93,000.00	\$93,000.00
3705-4110-90	From Special Funds-Education Funds	\$ -	\$ 159,500.00	\$159,500.00
5312-4110-90	From Special Funds - Global Mission Funds	\$ -	\$ 14,000.00	\$14,000.00
TOTAL FROM SPECIAL FUNDS			\$452,945.00	\$452,945.00
TOTAL RECEIPTS		\$3,480,052.34	\$452,945.00	\$3,932,997.34
EXPENDITURES				
CONNECTIVITY				
COMMUNICATIONS				
0101-5106-22	Business Expense - Communications	\$20,000.00	\$0.00	\$20,000.00
0101-5114-30	Flocknote license	\$7,000.00	\$0.00	\$7,000.00
0101-5130-20	Business Expense - Archives	\$3,000.00	\$0.00	\$3,000.00
0101-5150-27	Travel - Communications	\$3,500.00	\$0.00	\$3,500.00
0101-5205-22	Church Life/Professional Services (writing)	\$250.00	\$0.00	\$250.00
0101-5206-22	Church Life/Professional Services (photos/videos)	\$750.00	\$0.00	\$750.00
0101-5210-22	Church Life/Production-printing	\$10,000.00	\$0.00	\$10,000.00
0101-5211-22	Website Maintenance and Hosting	\$3,600.00	\$0.00	\$3,600.00

0101-5215-22	Church Life/Postage	\$4,000.00	\$0.00	\$4,000.00	(\$4,000.00)
0101-5401-22	Advertising and Outreach	\$10,000.00	\$0.00	\$10,000.00	\$0.00
0101-5409-22	Communications Department Equipment	\$1,200.00	\$0.00	\$1,200.00	\$0.00
0101-5417-22	Ongoing Learning & Training	\$0.00	\$0.00	\$0.00	(\$4,200.00)
0101-5421-22	Website maintenance - No Exceptions.org	\$500.00	\$0.00	\$500.00	\$0.00
0101-5423-05	One License fee	\$19,000.00	\$0.00	\$19,000.00	\$0.00
0101-5805-22	Diocesan Mailings	\$300.00	\$0.00	\$300.00	\$0.00
TOTAL FOR COMMUNICATIONS		\$83,100.00	\$0.00	\$83,100.00	(\$33,200.00)

OFFICE OF THE BISHOP

0101-5105-27	Travel - Bishop	\$21,000.00	\$0.00	\$21,000.00	\$0.00
0101-5107-27	Travel - Canon to the Ordinary	\$5,000.00	\$0.00	\$5,000.00	\$0.00
0101-5157-18	Reimbursement to Parishes-Time of Deans	\$8,000.00	\$0.00	\$8,000.00	(\$6,000.00)
0101-5182-05	Liturgy	\$8,000.00	\$0.00	\$8,000.00	\$3,000.00
0101-5185-27	Auto Exp/Operating-Bishop	\$1,600.00	\$0.00	\$1,600.00	\$0.00
0101-5190-27	Auto Exp/Insurance-Bishop	\$1,000.00	\$0.00	\$1,000.00	\$0.00
0101-5205-14	Diocesan Convention	\$80,000.00	\$0.00	\$80,000.00	\$0.00
0101-5210-14	Leadership Retreats/Meetings	\$10,000.00	\$0.00	\$10,000.00	\$8,000.00
0101-5400-22	Diocesan Journal/Printing & Dist	\$600.00	\$0.00	\$600.00	\$0.00
0101-5415-05	Transition Ministry	\$6,000.00	\$0.00	\$6,000.00	\$0.00
0101-5420-05	Interim Team Training	\$0.00	\$0.00	\$0.00	(\$1,000.00)
0101-5441-05	Business Expenses - Bishop's Office	\$2,200.00	\$0.00	\$2,200.00	\$0.00
0101-5605-10	Regional Gatherings	\$15,000.00	\$0.00	\$15,000.00	(\$5,000.00)
0101-5605-10	Conference Attendance (Bishop's Request)	\$4,000.00	\$0.00	\$4,000.00	\$4,000.00
0101-5605-10	House of Bishops	\$4,000.00	\$0.00	\$4,000.00	\$4,000.00
3405-5156-18	Community Building / Hospitality	\$0.00	\$5,000.00	\$5,000.00	\$5,000.00
3705-5170-25	Professional Education-Diocesan Staff	\$0.00	\$4,000.00	\$4,000.00	(\$6,000.00)
3705-5174-25	Staff Development	\$0.00	\$0.00	\$0.00	(\$20,000.00)
3705-5175-25	Staff Training-Support Team	\$0.00	\$0.00	\$0.00	(\$10,000.00)
3705-5161-25	Staff Care	\$0.00	\$2,000.00	\$2,000.00	\$2,000.00
3705-5162-25	Staff Individual Retreats	\$0.00	\$5,000.00	\$5,000.00	\$5,000.00
3705-5163-25	Staff Community Building	\$0.00	\$2,500.00	\$2,500.00	\$2,500.00
3705-5164-25	Staff Group Retreats and Development	\$0.00	\$17,500.00	\$17,500.00	\$17,500.00
3705-5235-05	Fresh Start	\$0.00	\$7,500.00	\$7,500.00	\$2,000.00
3705-5335-05	Clergy Days	\$0.00	\$2,500.00	\$2,500.00	\$0.00
3705-5384-05	Clergy Conferences	\$0.00	\$55,000.00	\$55,000.00	\$0.00
TOTAL FOR OFFICE OF THE BISHOP		\$166,400.00	\$101,000.00	\$267,400.00	\$5,000.00

* CONNECTIVITY SALARIES & WAGES*

0150-5102-25	*Salaries/Wages-Diocesan Staff*	\$509,729.48	\$0.00	\$509,729.48	(\$76,487.52)
0150-5130-25	FICA/Medicare Taxes	\$10,519.13	\$0.00	\$10,519.13	\$10,519.13
0150-5135-25	Clergy Pension	\$64,361.62	\$0.00	\$64,361.62	\$64,361.62
0150-5140-25	Lay Pension	\$14,213.86	\$0.00	\$14,213.86	\$14,213.86
0150-5145-25	Employees Health Insurance	\$133,440.00	\$0.00	\$133,440.00	(\$137,394.00)
0150-5150-25	Employees Dental Insurance	\$9,360.00	\$0.00	\$9,360.00	\$9,360.00
0150-5152-25	HSA Contributions	\$32,000.00	\$0.00	\$32,000.00	\$32,000.00
0150-5140-25	Clergy Group Life Insurance	\$0.00	\$0.00	\$0.00	\$0.00
0150-5155-25	Group Life and Disability Insurance	\$1,326.24	\$0.00	\$1,326.24	\$12,000.00
0150-5120-25	Contract Personnel Expense	\$12,000.00	\$0.00	\$12,000.00	\$10,519.13
3408-5186-25	Summer Interns - Compensation	\$0.00	\$3,000.00	\$3,000.00	\$3,000.00
3408-5187-25	Summer Interns - FICA/Medicare	\$0.00	\$195.00	\$195.00	\$195.00
TOTAL CONNECTIVITY SALARIES & WAGES		\$786,950.33	\$3,195.00	\$790,145.33	(\$70,100.67)
TOTAL FOR CONNECTIVITY		\$1,036,450.33	\$104,195.00	\$1,140,645.33	(\$98,300.67)

LEADERSHIP

BELOVED COMMUNITY

0101-5102-16	Business Expense - Mission	\$1,500.00	\$0.00	\$1,500.00	\$0.00
0101-5145-27	Travel - Beloved Community	\$2,000.00	\$0.00	\$2,000.00	\$0.00
0101-5604-16	Commission on Global and Domestic Mission	\$500.00	\$0.00	\$500.00	\$0.00
0101-5606-16	Social Concerns/Advocacy	\$1,500.00	\$0.00	\$1,500.00	\$0.00
0101-5608-16	SDG Expense	\$9,345.00	\$0.00	\$9,345.00	(\$10,655.00)
0101-5609-16	Episcopal Community Services	\$100.00	\$0.00	\$100.00	\$0.00
0101-5611-16	Mission Opportunities	\$3,000.00	\$0.00	\$3,000.00	\$0.00
0101-5621-16	Commission for Racial Justice (Training)	\$15,000.00	\$0.00	\$15,000.00	\$10,000.00
3376-5621-16	Commission for Racial Justice (Dev & Special Projects)	\$0.00	\$5,000.00	\$5,000.00	\$0.00

3403-5110-73	GVP - Grants to Parish Outreach Programs	\$0.00	\$3,000.00	\$3,000.00	\$0.00
3403-5317-71	Gun Violence Prevention - Miscellaneous	\$0.00	\$250.00	\$250.00	\$0.00
3408-5183-05	Clergy Spouse Program	\$0.00	\$2,500.00	\$2,500.00	\$0.00
3408-5184-05	Retired Clergy Programming	\$0.00	\$2,500.00	\$2,500.00	\$0.00
5312-5672-16	CGDM - Companion Dioceses	\$0.00	\$12,000.00	\$12,000.00	\$0.00
5312-5673-16	CGDM - Other International	\$0.00	\$2,000.00	\$2,000.00	\$0.00
TOTAL FOR BELOVED COMMUNITY		\$32,945.00	\$27,250.00	\$60,195.00	\$655.00
LEADERSHIP DEVELOPMENT					
0101-5140-27	Travel - Leadership Development	\$2,000.00	\$0.00	\$2,000.00	\$0.00
0101-5180-05	Ordination Process	\$5,000.00	\$0.00	\$5,000.00	\$0.00
0101-5304-10	Lay Licensing	\$500.00	\$0.00	\$500.00	(\$9,500.00)
0101-5338-05	Commission on Ministry	\$9,000.00	\$0.00	\$9,000.00	\$0.00
0101-5442-05	Business Expense - Leadership	\$750.00	\$0.00	\$750.00	\$0.00
0101-5610-10	Education for Ministry	\$2,000.00	\$0.00	\$2,000.00	\$0.00
0101-5626-10	Spiritual Retreat	\$5,000.00	\$0.00	\$5,000.00	\$0.00
0101-5627-10	Youth Events	\$1,500.00	\$0.00	\$1,500.00	\$0.00
0101-5628-10	Youth Leadership Development	\$2,000.00	\$0.00	\$2,000.00	\$0.00
0101-5630-10	Safe Church	\$3,500.00	\$0.00	\$3,500.00	\$2,500.00
0101-5668-10	College Ministry Grants	\$15,750.00	\$0.00	\$15,750.00	\$0.00
0101-5669-10	Adult Formation Events/Non-Licensing	\$5,000.00	\$0.00	\$5,000.00	\$0.00
3408-5181-05	Post-Ordination Internships	\$0.00	\$40,000.00	\$40,000.00	\$0.00
3408-5437-05	Seminarian Internships	\$0.00	\$10,000.00	\$10,000.00	\$0.00
3705-5160-05	Scholarships/Formation & Training	\$0.00	\$20,000.00	\$20,000.00	\$0.00
3705-5175-05	Deacon Formation Program	\$0.00	\$10,000.00	\$10,000.00	\$0.00
3705-5281-16	Community of Deacons	\$0.00	\$3,500.00	\$3,500.00	\$2,000.00
3705-5380-05	Clergy Continuing Education Grants	\$0.00	\$15,000.00	\$15,000.00	\$0.00
3705-5381-05	Lay Continuing Education Grants	\$0.00	\$15,000.00	\$15,000.00	\$11,000.00
TOTAL FOR LEADERSHIP DEVELOPMENT		\$52,000.00	\$113,500.00	\$165,500.00	\$6,000.00
LEADERSHIP SALARIES & WAGES					
0170-5102-25	*Salaries/Wages-Diocesan Staff*	\$234,188.76	\$0.00	\$234,188.76	\$234,188.76
0170-5130-25	FICA/Medicare Taxes	\$9,383.36	\$0.00	\$9,383.36	\$9,383.36
0170-5135-25	Clergy Pension	\$21,124.87	\$0.00	\$21,124.87	\$21,124.87
0170-5140-25	Lay Pension	\$10,944.50	\$0.00	\$10,944.50	\$10,944.50
0170-5145-25	Employees Health Insurance	\$53,376.00	\$0.00	\$53,376.00	\$53,376.00
0170-5150-25	Employees Dental Insurance	\$3,744.00	\$0.00	\$3,744.00	\$3,744.00
0170-5152-25	HSA Contributions	\$14,000.00	\$0.00	\$14,000.00	\$14,000.00
0170-5155-25	Group Life and Disability Insurance	\$1,090.80	\$0.00	\$1,090.80	\$1,090.80
0170-5120-25	Contract Personnel Expense	\$10,000.00	\$0.00	\$10,000.00	\$10,000.00
TOTAL LEADERSHIP SALARIES & WAGES		\$357,852.29	\$0.00	\$357,852.29	\$357,852.29
TOTAL FOR LEADERSHIP		\$442,797.29	\$140,750.00	\$583,547.29	\$364,507.29
FAITH COMMUNITIES					
0101-5130-27	Travel - Innovation and Transition	\$3,500.00	\$0.00	\$3,500.00	\$0.00
0101-5135-27	Travel - Innovation and Congregational Development	\$8,000.00	\$0.00	\$8,000.00	\$2,000.00
0101-5144-18	Support for Mission Area Councils	\$11,000.00	\$0.00	\$11,000.00	\$0.00
0101-5153-18	New Ministry Support	\$0.00	\$0.00	\$0.00	(\$11,000.00)
0101-5249-10	Targeted Revitalization Congregations (Existing Cong.)	\$29,000.00	\$0.00	\$29,000.00	(\$41,000.00)
0101-5386-10	College for Congregational Development	\$0.00	\$0.00	\$0.00	(\$70,000.00)
0101-5439-10	Business Expense - Innovation and Congregational Dev.	\$2,500.00	\$0.00	\$2,500.00	\$0.00
0101-5657-10	Faith Communities Transition & Innovation Support	\$17,000.00	\$0.00	\$17,000.00	\$0.00
3605-4110-90	Targeted Revitalization Congregations (Existing Cong.)	\$0.00	\$11,000.00	\$11,000.00	\$11,000.00
3605-4110-90	College for Congregational Development	\$0.00	\$70,000.00	\$70,000.00	\$70,000.00
3376-5258-10	Strategic Mission Congregations Support (Existing Cong.)	\$0.00	\$10,000.00	\$10,000.00	(\$5,000.00)
3605-5258-10	Strategic Mission Congregations Support (Existing Cong.)	\$0.00	\$12,000.00	\$12,000.00	(\$13,000.00)
TOTAL FOR FAITH COMMUNITIES		\$71,000.00	\$103,000.00	\$174,000.00	(\$57,000.00)
FAITH COMMUNITIES SALARIES & WAGE					
0160-5102-25	*Salaries/Wages-Diocesan Staff*	\$170,956.05	\$0.00	\$170,956.05	\$21,740.05
0160-5130-25	FICA/Medicare Taxes	\$0.00	\$0.00	\$0.00	\$0.00
0160-5135-25	Clergy Pension	\$30,772.09	\$0.00	\$30,772.09	\$30,772.09
0160-5140-25	Lay Pension	\$0.00	\$0.00	\$0.00	\$0.00
0160-5145-25	Employees Health Insurance	\$13,344.00	\$0.00	\$13,344.00	\$13,344.00
0160-5150-25	Employees Dental Insurance	\$936.00	\$0.00	\$936.00	\$936.00

0160-5152-25	HSA Contributions	\$5,000.00	\$0.00	\$5,000.00	\$5,000.00
0160-5155-25	Group Life and Disability Insurance	\$0.00	\$0.00	\$0.00	\$0.00
0160-5120-25	Contract Personnel Expense	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL FAITH COMMUNITIES SALARIES & WAGES		\$221,008.14	\$0.00	\$221,008.14	\$71,792.14
TOTAL FOR FAITH COMMUNITIES		\$292,008.14	\$103,000.00	\$395,008.14	\$14,792.14

RESOURCE ALLOCATION

OPERATIONS

0101-5105-16	Business Expenses - Administration	\$25,000.00	\$0.00	\$25,000.00	\$3,000.00
0101-5109-29	Trinity Commons - T1 Internet Connection	\$8,200.00	\$0.00	\$8,200.00	\$0.00
0101-5110-29	Telephone-Local	\$8,760.00	\$0.00	\$8,760.00	\$0.00
0101-5120-27	Travel - Operations	\$8,000.00	\$0.00	\$8,000.00	\$0.00
0101-5140-48	Legal & Other Expenses	\$6,000.00	\$0.00	\$6,000.00	\$0.00
0101-5149-21	Stewardship Education & Promotion	\$2,000.00	\$0.00	\$2,000.00	\$0.00
0101-5164-21	Gift Planning - Resources and Promotion	\$1,000.00	\$0.00	\$1,000.00	\$0.00
0101-5210-29	Insurance-Liability, D&O, Bonding	\$25,000.00	\$0.00	\$25,000.00	\$0.00
0101-5222-29	Building Operating Expenses	\$80,000.00	\$0.00	\$80,000.00	\$21,000.00
0101-5224-29	Real Estate Taxes	\$15,000.00	\$0.00	\$15,000.00	\$3,000.00
0101-5305-30	Computer Software	\$25,000.00	\$0.00	\$25,000.00	\$0.00
3201-5222-29	Building Operating Expenses	\$0.00	\$80,000.00	\$80,000.00	\$16,000.00
3405-5215-29	Hospitality	\$0.00	\$10,000.00	\$10,000.00	\$4,000.00
3408-5161-21	Expenses of Bishop's Appeal	\$0.00	\$15,000.00	\$15,000.00	(\$10,000.00)
TOTAL FOR OPERATIONS		\$203,960.00	\$105,000.00	\$308,960.00	\$37,000.00

HUMAN RESOURCES

0101-5160-25	Workers Compensation	\$7,500.00	\$0.00	\$7,500.00	\$7,500.00
0101-5133-20	Payroll Service	\$7,500.00	\$0.00	\$7,500.00	\$1,500.00
0101-5425-05	Recruiting Expense/Background Checks	\$20,000.00	\$0.00	\$20,000.00	\$17,000.00
TOTAL FOR HUMAN RESOURCES		\$35,000.00	\$0.00	\$35,000.00	\$26,000.00

FINANCE

0101-5105-14	Assessment	\$380,667.00	\$0.00	\$380,667.00	(\$57,693.00)
0101-5110-14	Province V Assessment	\$7,614.00	\$0.00	\$7,614.00	\$259.00
0101-5110-20	Business Expense - Finance	\$6,000.00	\$0.00	\$6,000.00	(\$74,000.00)
0101-5116-27	Travel - Finance	\$3,000.00	\$0.00	\$3,000.00	\$3,000.00
0101-5120-20	Acctg. System Maintenance Cont	\$47,000.00	\$0.00	\$47,000.00	\$0.00
0101-5132-20	Bank Fees	\$15,000.00	\$0.00	\$15,000.00	\$4,000.00
0101-5135-20	Audit Fee	\$23,000.00	\$0.00	\$23,000.00	\$3,000.00
0101-5136-27	Travel - Stewardship/Development	\$750.00	\$0.00	\$750.00	\$750.00
0101-5150-20	Parish Audit Team	\$10,000.00	\$0.00	\$10,000.00	\$10,000.00
0101-5374-20	Online gift fees	\$7,000.00	\$0.00	\$7,000.00	\$0.00
TOTAL FOR FINANCE		\$500,031.00	\$0.00	\$500,031.00	(\$110,684.00)

* RESOURCE ALLOCATION SALARIES & WAGES*

0180-5102-25	*Salaries/Wages-Diocesan Staff*	\$485,677.71	\$0.00	\$485,677.71	\$137,865.71
0180-5130-25	FICA/Medicare Taxes	\$36,924.84	\$0.00	\$36,924.84	\$36,924.84
0180-5135-25	Clergy Pension	\$0.00	\$0.00	\$0.00	\$0.00
0180-5140-25	Lay Pension	\$49,811.61	\$0.00	\$49,811.61	\$49,811.61
0180-5145-25	Employees Health Insurance	\$157,464.00	\$0.00	\$157,464.00	(\$705.00)
0180-5150-25	Employees Dental Insurance	\$11,232.00	\$0.00	\$11,232.00	\$11,232.00
0180-5152-25	HSA Contributions	\$41,000.00	\$0.00	\$41,000.00	\$41,000.00
0180-5155-25	Group Life and Disability Insurance	\$4,426.20	\$0.00	\$4,426.20	\$4,426.20
0180-5120-25	Contract Personnel	\$94,952.00	\$0.00	\$94,952.00	\$94,952.00
TOTAL RESOURCE ALLOCATION SALARIES & WAGES		\$881,488.36	\$0.00	\$881,488.36	\$375,507.36
TOTAL FOR RESOURCE ALLOCATION		\$1,620,479.36	\$105,000.00	\$1,725,479.36	\$327,823.36
TOTAL EXPENSES		\$3,391,735.11	\$452,945.00	\$3,844,680.11	\$608,822.11

FUND TRANSFERS

INTER FUND TRANFERS

INTER FUND TRANSFERS TO OTHER FUNDS

0101-7029-50	Transfer to Bellwether Farm - Operating Support	\$135,000.00	\$0.00	\$135,000.00	\$0.00
TOTAL INTER FUND TRANFERS TO OTHER FUNDS		\$135,000.00	\$0.00	\$135,000.00	\$0.00
TOTAL INTER FUND TRANSFERS		\$135,000.00	\$0.00	\$135,000.00	\$0.00

INTRA FUND TRANSFERS				
INTRA FUND TRANSFERS FROM UNDESIGNATED				
0101-7120-51	To Reserve General Convention	\$18,000.00	\$0.00	\$18,000.00 \$0.00
0101-7127-51	To Reserve for Future Assessments	\$9,000.00	\$0.00	\$9,000.00 \$0.00
0101-7130-51	To Reserve Future Epis. Trans.	\$20,000.00	\$0.00	\$20,000.00 \$0.00
0101-7132-51	To Reserve - Trinity Commons Capital	\$15,000.00	\$0.00	\$15,000.00 \$0.00
0101-7145-51	To Reserve Sabbatical Leave	\$5,000.00	\$0.00	\$5,000.00 \$0.00
0101-7147-51	To Reserve - Episcopal Youth Event	\$5,000.00	\$0.00	\$5,000.00 \$0.00
0101-7150-51	To Reserve Computer Equipment Acq.&Repl.	\$8,000.00	\$0.00	\$8,000.00 \$3,000.00
TOTAL INTRA FUND TRANSFERS FROM UNDESIGNATED		\$80,000.00	\$0.00	\$80,000.00 \$3,000.00
INTRA FUND TRANSFERS TO UNDESIGNATED				
0101-7265-51	From Reserve for College for Congregational Development	(\$60,000.00)	\$0.00	(\$60,000.00) \$0.00
0101-7299-51	From Operating Surplus Reserve	(\$66,682.77)	\$0.00	(\$66,682.77) \$23,317.23
TOTAL INTRA FUND TRANSFERS TO UNDESIGNATED		(\$126,682.77)	\$0.00	(\$126,682.77) \$23,317.23
TOTAL INTRA FUND TRANSFERS		(\$46,682.77)	\$0.00	(\$46,682.77) \$26,317.23
TOTAL FUND TRANSFERS		\$88,317.23	\$0.00	\$88,317.23 \$26,317.23
NET SURPLUS/(DEFICIT)		\$0.00	\$0.00	\$0.00

Episcopal Diocese of Ohio Diocesan Operating Budget to Actual

For six months ended June 30, 2026

		Operating Fund	Special Funds	Total	YTD Budget	Favorable (Unfavorable)
RECEIPTS						
SUPPORT FROM CONGREGATIONS						
0101-4105-01	Assessment Income (current year)	\$1,146,892.17	\$0.00	\$1,146,892.17	\$1,093,259.99	\$53,632.18
0101-4106-01	Assessment Income (prior year(s))	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL SUPPORT FROM CONGREGATIONS		\$1,146,892.17	\$0.00	\$1,146,892.17	\$1,093,259.99	\$53,632.18
ENDOWMENT INCOME						
0101-4110-02	Endowment - Episcopate (Distrib.)	\$111,118.62	\$0.00	\$111,118.62	\$111,118.50	\$0.12
0101-4120-02	Endowment - Missions (Distrib.)	\$32,973.54	\$0.00	\$32,973.54	\$32,973.48	\$0.06
0101-4130-02	Endowment - Custodial (Distrib.)	\$915.48	\$0.00	\$915.48	\$15,644.48	(\$14,729.00)
0101-4140-02	Endowment - Lay Pension	\$5,172.48	\$0.00	\$5,172.48	\$5,172.48	\$0.00
0101-4150-02	Endowment - Bishop's Office	\$36,862.50	\$0.00	\$36,862.50	\$36,862.50	\$0.00
0101-4155-02	Endowment Income - Legacy endowments	\$2,198.52	\$0.00	\$2,198.52	\$2,198.48	\$0.04
0101-4160-02	Endowment - ECS - Administration	\$29,386.80	\$0.00	\$29,386.80	\$29,382.48	\$4.32
TOTAL ENDOWMENT INCOME		\$218,627.94	\$0.00	\$218,627.94	\$233,352.40	(\$14,724.46)
TOTAL INVESTMENT INCOME - OTHER						
0101-4120-04	Distribution JIF - General Funds	\$66,526.20	\$0.00	\$66,526.20	\$54,531.00	\$11,995.20
0101-4125-04	Distribution JIF - Unrestricted Custodial Accts	\$12,752.30	\$0.00	\$12,752.30	\$14,901.48	(\$2,149.18)
TOTAL INVESTMENT INCOME		\$79,278.50	\$0.00	\$79,278.50	\$69,432.48	\$9,846.02
FEES RECEIVED FOR ADMINISTRATIVE SERVICES						
0101-4103-06	Darnell Administration Fees	\$3,532.02	\$0.00	\$3,532.02	\$3,531.98	\$0.04
0101-4108-06	Brayton Administration Fees	\$10,202.52	\$0.00	\$10,202.52	\$10,202.48	\$0.04
0101-4109-06	Church Home Administration Fee	\$28,615.98	\$0.00	\$28,615.98	\$28,615.98	\$0.00
0101-4111-06	Holy Cross House - Administration Fee	\$5,265.00	\$0.00	\$5,265.00	\$5,265.00	\$0.00
0101-4115-06	Joint Investment Fund Administration Fee	\$82,707.90	\$0.00	\$82,707.90	\$87,885.48	(\$5,177.58)
0101-4118-06	BLF Loans and Grants Administration Fee	\$10,112.52	\$0.00	\$10,112.52	\$10,112.48	\$0.04
0101-4123-06	Cooper Administration Fees	\$525.00	\$0.00	\$525.00	\$525.00	\$0.00
0101-4124-06	Miller Funds Administration Fee	\$23,358.00	\$0.00	\$23,358.00	\$23,358.00	\$0.00
0101-4126-06	Education Funds - Hornby Adm. Fees	\$4,174.50	\$0.00	\$4,174.50	\$4,174.50	\$0.00
TOTAL FEES RECEIVED FOR ADMINISTRATIVE SERVICES		\$168,493.44	\$0.00	\$168,493.44	\$173,670.90	(\$5,177.46)
OTHER RECEIPTS						
0101-4120-08	Other Income	\$35.66	\$0.00	\$35.66	\$0.00	\$35.66
0101-4210-08	Gifts-Individuals	\$150.00	\$0.00	\$150.00	\$0.00	\$150.00
0101-4310-08	Grants Received for Operating items	\$6,551.18	\$0.00	\$6,551.18	\$6,000.00	\$551.18
TOTAL OTHER RECEIPTS		\$6,736.84	\$0.00	\$6,736.84	\$6,000.00	\$736.84
FROM SPECIAL FUNDS						
3201-4110-90	From Special Funds-BLF Loans and Grants	\$0.00	\$37,671.80	\$37,671.80	\$31,999.98	\$5,671.82
3376-4110-90	From Legacy Endowments-Arthur B. Williams, Jr. Fund	\$0.00	\$23,027.93	\$23,027.93	\$9,999.98	\$13,027.95
3403-4110-90	From Special Funds - Gun Violence Prevention	\$0.00	\$750.00	\$750.00	\$1,624.98	(\$874.98)
3405-4110-90	From Special Funds - Bishop's Discretionary Fund	\$0.00	\$4,790.96	\$4,790.96	\$3,000.00	\$1,790.96
3408-4110-90	From Special Funds - Bishop's Appeal	\$0.00	\$36,738.43	\$36,738.43	\$39,999.98	(\$3,261.55)
3605-4110-90	From Special Funds-Custodial JIF	\$0.00	\$12,499.98	\$12,499.98	\$12,499.98	\$0.00
3705-4110-90	From Special Funds-Education Funds	\$0.00	\$62,894.21	\$62,894.21	\$76,749.98	(\$13,855.77)
5312-4110-90	From Special Funds - Global Mission Funds	\$0.00	\$0.00	\$0.00	\$6,999.98	(\$6,999.98)
TOTAL FROM SPECIAL FUNDS		\$0.00	\$178,373.31	\$178,373.31	\$182,874.86	(\$4,501.55)
TOTAL RECEIPTS		\$1,620,028.89	\$178,373.31	\$1,798,402.20	\$1,758,590.63	\$39,811.57
EXPENSES						
CONNECTIVITY						
COMMUNICATIONS						
0101-5106-22	Business Expense - Communications	\$678.90	\$0.00	\$678.90	\$10,500.00	\$9,821.10
0101-5114-30	Flocknote license	\$3,955.50	\$0.00	\$3,955.50	\$3,499.98	(\$455.52)
0101-5130-20	Business Expense - Archives	\$375.00	\$0.00	\$375.00	\$1,500.00	\$1,125.00
0101-5150-27	Travel - Communications	\$2,539.77	\$0.00	\$2,539.77	\$1,249.98	(\$1,289.79)
0101-5205-22	Church Life/Professional Services (writing)	\$0.00	\$0.00	\$0.00	\$124.98	\$124.98
0101-5206-22	Church Life/Professional Services (photos/videos)	\$0.00	\$0.00	\$0.00	\$375.00	\$375.00
0101-5210-22	Church Life/Production-printing	\$0.00	\$0.00	\$0.00	\$17,499.98	\$17,499.98
0101-5211-22	Website Maintenance and Hosting	\$675.00	\$0.00	\$675.00	\$1,800.00	\$1,125.00
0101-5215-22	Church Life/Postage	\$0.00	\$0.00	\$0.00	\$3,999.98	\$3,999.98

0101-5401-22	Advertising and Outreach	\$3,297.75	\$0.00	\$3,297.75	\$4,999.98	\$1,702.23
0101-5409-22	Communications Department Equipment	\$589.47	\$0.00	\$589.47	\$600.00	\$10.53
0101-5417-22	Ongoing Learning & Training	\$655.00	\$0.00	\$655.00	\$2,100.00	\$1,445.00
0101-5421-22	Website maintenance - No Exceptions.org	\$0.00	\$0.00	\$0.00	\$249.98	\$249.98
0101-5423-05	One License fee	\$9,609.22	\$0.00	\$9,609.22	\$9,499.98	(\$109.24)
0101-5805-22	Diocesan Mailings	\$0.00	\$0.00	\$0.00	\$150.00	\$150.00
TOTAL FOR COMMUNICATIONS		\$22,375.61	\$0.00	\$22,375.61	\$58,149.84	\$35,774.23
OFFICE OF THE BISHOP						
0101-5105-27	Travel - Bishop	\$8,069.51	\$0.00	\$8,069.51	\$10,500.00	\$2,430.49
0101-5107-27	Travel - Canon to the Ordinary	\$2,298.81	\$0.00	\$2,298.81	\$2,499.98	\$201.17
0101-5157-18	Reimbursement to Parishes-Time of Deans	\$7,633.22	\$0.00	\$7,633.22	\$7,000.00	(\$633.22)
0101-5182-05	Liturgy	\$470.00	\$0.00	\$470.00	\$2,499.98	\$2,029.98
0101-5185-27	Auto Exp/Operating-Bishop	\$1,522.93	\$0.00	\$1,522.93	\$799.98	(\$722.95)
0101-5190-27	Auto Exp/Insurance-Bishop	\$1,051.68	\$0.00	\$1,051.68	\$499.98	(\$551.70)
0101-5205-14	Diocesan Convention	\$81.16	\$0.00	\$81.16	\$0.00	(\$81.16)
0101-5210-14	Leadership Retreats/Meetings	\$6,670.59	\$0.00	\$6,670.59	\$0.00	(\$6,670.59)
0101-5400-22	Diocesan Journal/Printing & Dist	\$0.00	\$0.00	\$0.00	\$300.00	\$300.00
0101-5415-05	Transition Ministry	\$3,874.40	\$0.00	\$3,874.40	\$3,000.00	(\$874.40)
0101-5420-05	Interim Team Training	\$0.00	\$0.00	\$0.00	\$499.98	\$499.98
0101-5441-05	Business Expenses - Bishop's Office	\$518.75	\$0.00	\$518.75	\$1,099.98	\$581.23
0101-5605-10	Regional Gatherings	\$12,001.89	\$0.00	\$12,001.89	\$9,999.98	(\$2,001.91)
3405-5156-18	Community Building/Hospitality	\$0.00	\$312.88	\$312.88	\$0.00	(\$312.88)
3705-5156-18	Community Building/Hospitality	\$0.00	\$154.16	\$154.16	\$0.00	(\$154.16)
3705-5170-25	Professional Education-Diocesan Staff	\$0.00	(\$2,956.07)	(\$2,956.07)	\$4,999.98	\$7,956.05
3705-5174-25	Staff Development	\$0.00	\$8,366.72	\$8,366.72	\$9,999.98	\$1,633.26
3705-5175-25	Staff Training-Support Team	\$0.00	\$1,980.40	\$1,980.40	\$4,999.98	\$3,019.58
3705-5235-05	Fresh Start	\$0.00	\$2,277.81	\$2,277.81	\$2,749.98	\$472.17
3705-5335-05	Clergy Days	\$0.00	\$0.00	\$0.00	\$1,249.98	\$1,249.98
3705-5384-05	Clergy Conferences	\$0.00	\$49,628.28	\$49,628.28	\$27,499.98	(\$22,128.30)
TOTAL FOR OFFICE OF THE BISHOP		\$44,192.94	\$59,764.18	\$103,957.12	\$90,199.74	(\$13,757.38)
CONNECTIVITY SALARIES & WAGES						
0150-5102-25	Salaries	\$265,425.31	\$0.00	\$265,425.31	\$293,108.48	\$27,683.17
0150-5120-25	Contract Personnel Expense	\$20,367.50	\$0.00	\$20,367.50	\$0.00	(\$20,367.50)
0150-5146-25	Benefit Allocation	\$124,668.85	\$0.00	\$124,668.85	\$135,417.00	\$10,748.15
3408-5186-25	Summer Interns - Compensation	\$0.00	\$1,016.25	\$1,016.25	\$0.00	(\$1,016.25)
3408-5187-25	Summer Interns - FICA/Medicare	\$0.00	\$77.74	\$77.74	\$0.00	(\$77.74)
TOTAL CONNECTIVITY SALARIES & WAGES		\$410,461.66	\$1,093.99	\$411,555.65	\$428,525.48	\$16,969.83
TOTAL FOR CONNECTIVITY		\$477,030.21	\$60,858.17	\$537,888.38	\$576,875.06	\$38,986.68
LEADERSHIP						
BELOVED COMMUNITY						
0101-5102-16	Business Expense - Mission	\$639.14	\$0.00	\$639.14	\$750.00	\$110.86
0101-5145-27	Travel - Beloved Community	\$870.01	\$0.00	\$870.01	\$999.98	\$129.97
0101-5604-16	Commission on Global and Domestic Mission	\$0.00	\$0.00	\$0.00	\$249.98	\$249.98
0101-5606-16	Social Concerns/Advocacy	\$1,297.61	\$0.00	\$1,297.61	\$750.00	(\$547.61)
0101-5608-16	SDG Expense	\$0.00	\$0.00	\$0.00	\$9,999.98	\$9,999.98
0101-5609-16	Episcopal Community Services	\$0.00	\$0.00	\$0.00	\$49.98	\$49.98
0101-5611-16	Mission Opportunities	\$0.00	\$0.00	\$0.00	\$1,500.00	\$1,500.00
0101-5621-16	Commission for Racial Justice	\$2,986.15	\$0.00	\$2,986.15	\$2,499.98	(\$486.17)
3376-5621-16	Commission for Racial Justice	\$0.00	\$15,527.93	\$15,527.93	\$2,499.98	(\$13,027.95)
3403-5317-71	Gun Violence Prevention - Miscellaneous	\$0.00	\$0.00	\$0.00	\$124.98	\$124.98
5312-5672-16	CGDM - Companion Dioceses	\$0.00	\$0.00	\$0.00	\$6,000.00	\$6,000.00
5312-5673-16	CGDM - Other International	\$0.00	\$0.00	\$0.00	\$999.98	\$999.98
TOTAL FOR BELOVED COMMUNITY		\$5,792.91	\$15,527.93	\$21,320.84	\$26,424.84	\$5,104.00
LEADERSHIP DEVELOPMENT						
0101-5140-27	Travel - Leadership Development	\$446.21	\$0.00	\$446.21	\$999.98	\$553.77
0101-5180-05	Ordination Process	\$3,770.00	\$0.00	\$3,770.00	\$2,499.98	(\$1,270.02)
0101-5304-10	Lay Licensing	(\$2,317.78)	\$0.00	(\$2,317.78)	\$4,999.98	\$7,317.76
0101-5338-05	Commission on Ministry	\$2,960.89	\$0.00	\$2,960.89	\$4,500.00	\$1,539.11
0101-5442-05	Business Expense - Leadership	\$223.32	\$0.00	\$223.32	\$375.00	\$151.68
0101-5610-10	Education for Ministry	\$0.00	\$0.00	\$0.00	\$999.98	\$999.98
0101-5626-10	Spiritual Retreat	\$500.00	\$0.00	\$500.00	\$2,499.98	\$1,999.98
0101-5627-10	Youth Events	\$500.00	\$0.00	\$500.00	\$750.00	\$250.00
0101-5628-10	Youth Leadership Development	\$0.00	\$0.00	\$0.00	\$999.98	\$999.98
0101-5630-10	Safe Church	\$82.66	\$0.00	\$82.66	\$499.98	\$417.32
0101-5669-10	Adult Formation Events/Non-Licensing	\$0.00	\$0.00	\$0.00	\$2,499.98	\$2,499.98
3408-5183-05	Clergy Spouse Program	\$0.00	\$0.00	\$0.00	\$1,249.98	\$1,249.98

3408-5184-05	Retired Clergy Programming	\$0.00	\$156.04	\$156.04	\$1,249.98	\$1,093.94
3408-5437-05	Seminarian Internships	\$0.00	\$9,500.00	\$9,500.00	\$4,999.98	(\$4,500.02)
3705-5160-05	Scholarships/Formation & Training	\$0.00	\$0.00	\$0.00	\$9,999.98	\$9,999.98
3705-5175-05	Deacon Formation Program	\$0.00	(\$2,641.69)	(\$2,641.69)	\$4,999.98	\$7,641.67
3705-5281-16	Community of Deacons	\$0.00	\$0.00	\$0.00	\$750.00	\$750.00
3705-5380-05	Clergy Continuing Education Grants	\$0.00	\$5,484.60	\$5,484.60	\$7,500.00	\$2,015.40
3705-5381-05	Lay Continuing Education Grants	\$0.00	\$0.00	\$0.00	\$1,999.98	\$1,999.98
TOTAL FOR LEADERSHIP DEVELOPMENT		\$6,165.30	\$12,498.95	\$18,664.25	\$54,374.72	\$35,710.47
LEADERSHIP SALARIES & WAGES						
0170-5102-25	Salaries	\$129,639.51	\$0.00	\$129,639.51	\$142,023.98	\$12,384.47
0170-5120-25	Contract Personnel Expense	\$12,325.00	\$0.00	\$12,325.00	\$0.00	(\$12,325.00)
0170-5146-25	Benefit Allocation	\$133,592.07	\$0.00	\$133,592.07	\$64,586.48	(\$69,005.59)
TOTAL LEADERSHIP SALARIES & WAGES		\$275,556.58	\$0.00	\$275,556.58	\$206,610.46	(\$68,946.12)
TOTAL FOR LEADERSHIP		\$287,514.79	\$28,026.88	\$315,541.67	\$287,410.02	(\$28,131.65)
FAITH COMMUNITIES						
0101-5130-27	Travel - Innovation and Transition	\$1,783.86	\$0.00	\$1,783.86	\$1,749.98	(\$33.88)
0101-5135-27	Travel - Innovation and Congregational Development	\$3,709.83	\$0.00	\$3,709.83	\$3,000.00	(\$709.83)
0101-5144-18	Support for Mission Area Councils	\$5,000.00	\$0.00	\$5,000.00	\$5,499.98	\$499.98
0101-5153-18	New Ministry Support	\$163.32	\$0.00	\$163.32	\$5,499.98	\$5,336.66
0101-5209-10	St. Barnabas, Bay Village	\$10,000.02	\$0.00	\$10,000.02	\$0.00	(\$10,000.02)
0101-5249-10	Targeted Revitalization Congregations (Existing Cong.)	\$22,500.00	\$0.00	\$22,500.00	\$34,999.98	\$12,499.98
0101-5386-10	College for Congregational Development	(\$5,559.92)	\$0.00	(\$5,559.92)	\$34,999.98	\$40,559.90
0101-5439-10	Business Expense - Innovation and Congregational Dev.	\$315.86	\$0.00	\$315.86	\$1,249.98	\$934.12
0101-5657-10	Faith Communities Transition & Innovation Support	\$3,837.23	\$0.00	\$3,837.23	\$8,499.98	\$4,662.75
0101-5668-10	College Ministry Grants	\$4,545.54	\$0.00	\$4,545.54	\$7,875.00	\$3,329.46
3376-5258-10	Strategic Mission Congregations Support (Existing Cong.)	\$0.00	\$7,500.00	\$7,500.00	\$7,500.00	\$0.00
3403-5110-73	GVP - Grants to Parish Outreach Programs	\$0.00	\$750.00	\$750.00	\$1,500.00	\$750.00
3408-5181-05	Post-Ordination Internships	\$0.00	\$19,000.02	\$19,000.02	\$19,999.98	\$999.96
3605-5258-10	Strategic Mission Congregations Support (Existing Cong.)	\$0.00	\$12,499.98	\$12,499.98	\$12,499.98	\$0.00
TOTAL FAITH COMMUNITIES		\$46,295.74	\$39,750.00	\$86,045.74	\$144,874.82	\$58,829.08
FAITH COMMUNITIES SALARIES & WAGES						
0160-5102-25	Salaries	\$78,826.02	\$0.00	\$78,826.02	\$74,607.98	(\$4,218.04)
0160-5146-25	Benefit Allocation	\$31,850.51	\$0.00	\$31,850.51	\$33,928.50	\$2,077.99
TOTAL FAITH COMMUNITIES SALARIES & WAGES		\$110,676.53	\$0.00	\$110,676.53	\$108,536.48	(\$2,140.05)
TOTAL FOR FAITH COMMUNITIES		\$156,972.27	\$39,750.00	\$196,722.27	\$253,411.30	\$56,689.03
RESOURCE ALLOCATION						
OPERATIONS						
0101-5105-16	Business Expenses - Administration	\$9,897.75	\$0.00	\$9,897.75	\$10,999.98	\$1,102.23
0101-5109-29	Trinity Commons - T1 Internet Connection	\$4,045.46	\$0.00	\$4,045.46	\$4,099.98	\$54.52
0101-5110-29	Telephone-Local	\$4,572.07	\$0.00	\$4,572.07	\$4,380.00	(\$192.07)
0101-5120-27	Travel - Operations	\$536.93	\$0.00	\$536.93	\$3,999.98	\$3,463.05
0101-5140-48	Legal & Other Expenses	\$450.00	\$0.00	\$450.00	\$3,000.00	\$2,550.00
0101-5149-21	Stewardship Education & Promotion	\$1,750.00	\$0.00	\$1,750.00	\$999.98	(\$750.02)
0101-5164-21	Gift Planning - Resources and Promotion	\$0.00	\$0.00	\$0.00	\$499.98	\$499.98
0101-5210-29	Insurance-Liability, D&O, Bonding	\$10,664.08	\$0.00	\$10,664.08	\$12,499.98	\$1,835.90
0101-5222-29	Building Operating Expenses	\$43,078.33	\$0.00	\$43,078.33	\$29,499.98	(\$13,578.35)
0101-5224-29	Real Estate Taxes	\$6,276.97	\$0.00	\$6,276.97	\$6,000.00	(\$276.97)
0101-5305-30	Computer Software	\$19,680.45	\$0.00	\$19,680.45	\$12,499.98	(\$7,180.47)
0101-5325-30	Computer Equipment-From Technology Reserve	\$2,087.00	\$0.00	\$2,087.00	\$0.00	(\$2,087.00)
0101-5329-30	Computer Consulting	\$1,350.00	\$0.00	\$1,350.00	\$0.00	(\$1,350.00)
3201-5222-29	Building Operating Expenses	\$0.00	\$37,671.80	\$37,671.80	\$31,999.98	(\$5,671.82)
3405-5215-29	Hospitality	\$0.00	\$6,592.08	\$6,592.08	\$3,000.00	(\$3,592.08)
3408-5161-21	Expenses of Bishop's Appeal	\$0.00	\$8,082.37	\$8,082.37	\$12,499.98	\$4,417.61
TOTAL FOR OPERATIONS		\$104,389.04	\$52,346.25	\$156,735.29	\$135,979.80	(\$20,755.49)
HUMAN RESOURCES						
0101-5133-20	Payroll Service	\$6,531.86	\$0.00	\$6,531.86	\$3,000.00	(\$3,531.86)
0101-5425-05	Recruiting Expense/Background Checks	\$39,458.03	\$0.00	\$39,458.03	\$1,500.00	(\$37,958.03)
0101-5445-25	Non-Exempt Staff Overtime	\$0.00	\$0.00	\$0.00	\$999.98	\$999.98
TOTAL FOR HUMAN RESOURCES		\$45,989.89	\$0.00	\$45,989.89	\$5,499.98	(\$40,489.91)
FINANCE						
0101-5105-14	Assessment	\$219,177.96	\$0.00	\$219,177.96	\$219,180.00	\$2.04
0101-5110-14	Province V Assessment	\$0.00	\$0.00	\$0.00	\$3,677.48	\$3,677.48
0101-5110-20	Business Expense - Finance	\$5,511.46	\$0.00	\$5,511.46	\$39,999.98	\$34,488.52

0101-5120-20	Acctg. System Maintenance Cont	\$19,149.86	\$0.00	\$19,149.86	\$23,499.98	\$4,350.12
0101-5132-20	Bank Fees	\$8,447.94	\$0.00	\$8,447.94	\$5,499.98	(\$2,947.96)
0101-5135-20	Audit Fee	\$0.00	\$0.00	\$0.00	\$9,999.98	\$9,999.98
0101-5151-20	Parish Audit Team	\$10,118.04	\$0.00	\$10,118.04	\$0.00	(\$10,118.04)
0101-5374-20	Online gift fees	\$1,910.77	\$0.00	\$1,910.77	\$3,499.98	\$1,589.21
TOTAL FOR FINANCE		<u>\$264,316.03</u>	<u>\$0.00</u>	<u>\$264,316.03</u>	<u>\$305,357.38</u>	<u>\$41,041.35</u>
RESOURCE ALLOCATION SALARIES & WAGES						
0180-5102-25	Salaries	\$174,755.22	\$0.00	\$174,755.22	\$173,905.98	(\$849.24)
0180-5120-25	Contract Personnel Expense	\$177,695.45	\$0.00	\$177,695.45	\$0.00	(\$177,695.45)
0180-5416-25	Benefit Allocation	\$1,326.34	\$0.00	\$1,326.34	\$79,084.50	\$77,758.16
TOTAL RESOURCE ALLOCATION SALARIES & WAGES		<u>\$353,777.01</u>	<u>\$0.00</u>	<u>\$353,777.01</u>	<u>\$252,990.48</u>	<u>(\$100,786.53)</u>
TOTAL FOR RESOURCE ALLOCATION		<u>\$768,471.97</u>	<u>\$52,346.25</u>	<u>\$820,818.22</u>	<u>\$699,827.64</u>	<u>(\$120,990.58)</u>
TOTAL EXPENSES		<u>\$1,689,989.24</u>	<u>\$180,981.30</u>	<u>\$1,870,970.54</u>	<u>\$1,817,524.02</u>	<u>(\$53,446.52)</u>
FUND TRANSFERS						
INTER FUND TRANSFERS						
INTER FUND TRANSFERS TO OTHER FUNDS						
0101-7029-50	Transfer to Bellwether Farm - Operating Support	\$67,500.00	\$0.00	\$67,500.00	\$67,500.00	\$0.00
TOTAL INTER FUND TRANSFERS TO OTHER FUNDS		<u>\$67,500.00</u>	<u>\$0.00</u>	<u>\$67,500.00</u>	<u>\$67,500.00</u>	<u>\$0.00</u>
TOTAL INTER FUND TRANSFERS		<u>\$67,500.00</u>	<u>\$0.00</u>	<u>\$67,500.00</u>	<u>\$67,500.00</u>	<u>\$0.00</u>
INTRA FUND TRANSFERS						
INTRA FUND TRANSFERS FROM UNDESIGNATED						
0101-7120-51	To Reserve General Convention	\$9,000.00	\$0.00	\$9,000.00	\$9,000.00	\$0.00
0101-7127-51	To Reserve for Future Assessments	\$4,500.00	\$0.00	\$4,500.00	\$4,500.00	\$0.00
0101-7130-51	To Reserve Future Epis. Trans.	\$10,000.00	\$0.00	\$10,000.00	\$9,999.98	(\$0.02)
0101-7132-51	To Reserve - Trinity Commons Capital	\$7,500.00	\$0.00	\$7,500.00	\$7,500.00	\$0.00
0101-7145-51	To Reserve Sabbatical Leave	\$2,500.00	\$0.00	\$2,500.00	\$2,499.98	(\$0.02)
0101-7147-51	To Reserve - Episcopal Youth Event	\$2,500.00	\$0.00	\$2,500.00	\$2,499.98	(\$0.02)
0101-7150-51	To Reserve Computer Equipment Acq.&Repl.	\$2,500.00	\$0.00	\$2,500.00	\$2,499.98	(\$0.02)
TOTAL INTRA FUND TRANSFERS FROM UNDESIGNATED		<u>\$38,500.00</u>	<u>\$0.00</u>	<u>\$38,500.00</u>	<u>\$38,499.92</u>	<u>(\$0.08)</u>
INTRA FUND TRANSFERS TO UNDESIGNATED						
0101-7265-51	From Reserve for College for Congregational Development	(\$30,000.00)	\$0.00	(\$30,000.00)	(\$30,000.00)	\$0.00
0101-7299-51	From Operating Surplus Reserve	(\$45,000.00)	\$0.00	(\$45,000.00)	(\$45,000.00)	\$0.00
TOTAL INTRA FUND TRANSFERS TO UNDESIGNATED		<u>(\$75,000.00)</u>	<u>\$0.00</u>	<u>(\$75,000.00)</u>	<u>(\$75,000.00)</u>	<u>\$0.00</u>
TOTAL INTRA FUND TRANSFERS		<u>(\$36,500.00)</u>	<u>\$0.00</u>	<u>(\$36,500.00)</u>	<u>(\$36,500.08)</u>	<u>(\$0.08)</u>
TOTAL FUND TRANSFERS		<u>\$31,000.00</u>	<u>\$0.00</u>	<u>\$31,000.00</u>	<u>\$30,999.92</u>	<u>(\$0.08)</u>
NET SURPLUS/(DEFICIT)		<u><u>(\$100,960.35)</u></u>	<u><u>(\$2,607.99)</u></u>	<u><u>(\$103,568.34)</u></u>	<u><u>(\$89,933.31)</u></u>	<u><u>(\$13,635.03)</u></u>

Report of the Committee on Constitution, Canons, and Resolutions

Constitutions and Canons

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

1. Article II, Section 2(e) – addition of newly created role of Vice Treasurer among those who hold seat, voice, and vote at Convention.
2. Title I, Canon 5, Section 6 – addition of new section to include newly created role of Vice Treasurer among those who hold seat, voice, and vote at Convention.
3. Title III, Canon 4 and Canon 5 - conforms the diocesan canons with the Amended and Restated Compact of the Regional Disciplinary Board.

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

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

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

Resolutions

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

The Resolutions submitted this year are:

- R-1: A Resolution on Clergy Compensation
- R-2: A Resolution on recommitment to being a Welcoming Diocese
- R-3: A Resolution to Declare Church of Our Saviour, Salem to be Extinct
- R-4: A Resolution to Declare St. James, Boardman to be Extinct

Pursuant to Title II, Canon 7, Section 1, an affirmative vote of two-thirds of Convention is required to approve resolutions R-3 and R-4. R-1 and R-2 require a simple majority only.

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

The Rev. Bridget Coffey, Chair	<i>St. Andrew's, Toledo</i>
Jeff Berno	<i>St. Paul's, Medina</i>
The Rev. John Drymon	<i>Trinity, Findlay</i>
The Rev. Rachel Harrison	<i>St. James, Painesville</i>
Clare Long	<i>St. Barnabas, Bay Village</i>
William A. Powel III	<i>St. Paul's, Cleveland Heights</i>
The Rev. Bob Solon	<i>St. Paul's, Put-in-Bay</i>
The Rev. Canon Jessie Gutsell Dodson	<i>Episcopal Diocese of Ohio, Bishop's Staff</i>

R-1: A Resolution on Clergy Compensation

1. *Resolved*, that for purposes of this Resolution, “Normal Operating Income (NOI)” shall mean total
2. operating revenue (“Line A” of the Parochial Report) minus contributions restricted by donors for
3. specific purposes, as reported on the most recently filed Parochial Report. NOI shall be determined
4. from that report and shall not require mid-year adjustment and be it further
- 5.
6. *Resolved*, that the minimum standard of full-time pension-based compensation (cash salary, utilities,
7. and/or housing allowance) for clergy serving congregations in the Diocese of Ohio during 2027 shall
8. be:
9.
 - At least \$62,608 for full-time assisting clergy;
10.
 - At least \$69,629 for a full-time transitional deacon in charge of a congregation;
11.
 - At least \$73,944 for full-time clergy in charge of congregations with NOI less than or equal to
12. \$227,409;
13.
 - At least \$73,944 plus 10% of the NOI amount greater than \$227,409 and less than or equal to
14. \$454,818 for full-time clergy in charge of congregations with NOI greater than \$227,409;
15.
 - At least \$96,686 for full-time clergy in charge of congregations with NOI greater than \$454,818;
16. and be it further
- 17.
18. *Resolved*, that all faith communities are urged to consider the full spectrum of a person’s experience
19. in determining appropriate compensation levels; and be it further
- 20.
21. *Resolved*, that each congregation shall provide the following minimum benefits:
22.
 - Pension assessment payments as required by the Church Pension Fund;
23.
 - A SECA contribution of no less than 7.65% of the base salary;
24.
 - No fewer than four weeks of paid vacation annually (pro-rated for less than full-time clergy);
25.
 - No fewer than twelve (12) weeks of paid parental leave;
26.
 - Annual Continuing Education leave of no fewer than two weeks with a minimum allowance of
27. \$800 (or the equivalent pro-rated amount for part-time clergy, see table);
28.
 - Reimbursement for ministry-related expenses, including mileage at the prevailing IRS rate; and
29. be it further
- 30.
31. *Resolved*, that each employer of full-time clergy shall provide health insurance as follows:
32.
 - Employer premium minimum contribution: 93% for clergy compensated at or above \$73,944
33. for all plan tiers (Single, Single + Spouse, Single + Child(ren), Family). For clergy compensated
34. below \$73,944 (or pro-rated equivalent) the required employer minimum contribution is 95%
35. of the premium.
36.
 - HSA funding: 100% of the deductible for the least expensive diocesan CDHP plan;
37.
 - If a more expensive plan is selected, the additional cost shall be the responsibility of the clergy

R-1: A Resolution on Clergy Compensation (Continued)

38. member unless otherwise agreed in writing;
39. • The employer may elect to pay 100% of the premium; and be it further
- 40.
41. *Resolved*, that congregations are strongly encouraged to provide additional benefits to those required
42. under the provisions of this Resolution. These may include dental insurance, child-care assistance,
43. additional paid time off, or increasing the Continuing Education allowance; and be it further
- 44.
45. *Resolved*, that supply clergy should be compensated at a suggested rate of:
46. • One Sunday service: \$150;
47. • Two Sunday services: \$200;
48. • Weekday service: \$125;
49. • Wedding or Funeral: \$200
50. • Mileage reimbursement at the prevailing IRS rate; and be it further
- 51.
52. *Resolved*, that full-time employment is defined as approximately 40 hours per week, and part-time
53. positions shall be prorated based on the following expected weekly ranges:
54. • Three-quarter time ($\frac{3}{4}$): 28 to 32 hours per week
55. • Half-time ($\frac{1}{2}$): 18 to 22 hours per week
56. • One-third time ($\frac{1}{3}$): 12 to 15 hours per week
57. • One-quarter time ($\frac{1}{4}$): 8 to 11 hours per week; and be it further
- 58.
59. *Resolved*, that the following pro-rata compensation table sets the minimum required compensation
60. and is incorporated into this Resolution as binding:
- 61.
62. and be it further
- 63.
64. *Resolved*, that the provisions of this Resolution shall apply proportionally to positions between one-
65. quarter and full-time; and be it further
- 66.
67. *Resolved*, each congregation and clergy person should prayerfully consider together other forms of
68. non-monetary compensation and adjustments to benefits such as additional paid time off, or some
69. combination that maintains the minimum salary standards; and be it further
- 70.
71. *Resolved*, that a sabbatical policy should be incorporated into every call to ministry and set forth
72. the conditions under which a sabbatical would be earned, the criteria for activities appropriate to
73. the sabbatical, and the obligation of the parish to provide for coverage of the priest's duties during
74. their absence. This includes, but is not limited to, determining the parameters of sabbatical leave, e.g.

R-1: A Resolution on Clergy Compensation (Continued)

75.	eligibility, duration, compensation; and setting aside funds to provide for such a leave. Additionally,
76.	Diocesan continuing education funds might be used, where appropriate, to help clergy with their
77.	sabbatical leave expenses; and be it further
78.	
79.	<i>Resolved</i> , that letters of agreement shall be submitted to the Bishop's Office within thirty (30) days of
80.	execution or amendment; and be it further
81.	
82.	<i>Resolved</i> , that congregations may provide reimbursement and support for continuing education for
83.	vocational deacons and are strongly encouraged to do so.
84.	
85.	Increase Rationale
86.	The minimum compensation and parish Normal Operating Income (NOI) represent a 3% increase
87.	from the 2026 resolution presented at the 209th Convention. The US Bureau of Labor Statistics'
88.	Consumer Price Index for inflation advanced 3.8% over the year, from July 1, 2025 to June 30, 2026.
89.	The recommendation for a 3% salary increase is the same as in 2025 and, while less than inflation, is
90.	thought to be attainable across congregations in the Diocese of Ohio.
91.	
92.	Additions and Changes
93.	The addition of Supply Clergy rates is new for the 2027 Resolution. The rates shown are reflective of
94.	the current suggested rates for supply services. Incorporation into the annual clergy compensation
95.	resolution is intended to establish acceptable minimums for supply clergy.
96.	
97.	The Annual Clergy Compensation Resolution is drafted by the Personnel Committee and presented
98.	for consideration by the Commission on Ministry.
99.	
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R-1: A Resolution on Clergy Compensation (Continued)

112.						
113.	Position	Full-Time	¾ Time	½ Time	⅓ Time	¼ Time
114.						
115.	Assisting Clergy	\$62,608	\$46,956	\$31,814	\$20,872	\$16,054
116.						
117.	Transitional					
118.	Deacon	\$69,629	\$52,222	\$34,815	\$23,209	\$17,407
119.						
120.						
121.	Clergy in Charge					
122.	(NOI ≤ \$227,409)	\$73,944	\$55,458	\$36,972	\$24,648	\$18,486
123.						
124.						
125.	Clergy in Charge	\$73,944 +	\$55,458 +	\$36,972 +	\$24,648 +	\$18,486 +
126.	(NOI > \$227,409	10% of NOI	10% of NOI	10% of NOI	10% of NOI	10% of NOI
127.	– \$454,818)	over	over	over	over	over
128.		\$227,409	\$227,409	\$227,409	\$227,409	\$227,409
129.						
130.	Clergy in Charge					
131.	(NOI > \$454,818)	\$96,686	\$72,514	\$48,343	\$32,229	\$24,171
132.						
133.						
134.	Continuing Ed	\$800	\$600	\$400	\$400	\$400
135.						

136.

137.

138. ***Submitted by:***

139. The Commission on Ministry

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R-2: Welcoming Diocese Resolution

1. *Resolved*, That this diocese celebrates the welcome of all people to be a distinctive and treasured ideal
2. of The Episcopal Church rooted in our Baptismal Covenant, which asks of us, “Will you seek and
3. serve Christ in all persons, loving your neighbor as yourself?” and to which we respond by declaring,
4. “I will, with God’s help;” and be it further
- 5.
6. *Resolved*, That it is our particular responsibility and privilege to extend welcome to those who are
7. experiencing hardship, as stated in Matthew 25:40, “Truly I tell you, just as you did it to one of the
8. least of these brothers and sisters of mine, you did it to me;” and be it further
- 9.
10. *Resolved*, That we will endeavor to extend this welcome to all people, regardless of their immigration
11. status, country of origin, language, race, and other characteristics that are recognized by the policies
12. of our church and our jurisdiction as well as the [Migration With Dignity](#) framework as adopted by
13. The Episcopal Church in 2024; and be it further
- 14.
15. *Resolved*, That we recognize [General Convention Resolution 2024-D037 of The Episcopal Church](#),
16. which declared that “Immigration and the lives of immigrants are intimately linked with diverse
17. phenomena that are the focus of Ministries of The Episcopal Church, including but not limited to
18. creation care, racial justice, gender, sexual orientation, gender identity, economic justice, healthcare,
19. social justice, and evangelism;” and be it further
- 20.
21. *Resolved*, That we acknowledge that this inclusion of immigrants in our Church was confirmed by the
22. findings of an international survey (links to report and summary below) conducted by The Episcopal
23. Church during December 2025 and January 2026, which found that foreign-born people are active
24. in all varieties of ministry of our Church as service-providers, leaders, and beneficiaries; and be it
25. further
- 26.
27. *Resolved*, That we acknowledge that many of our immigrant neighbors may not be aware of the
28. welcome they could receive by our ministries; and be it further
- 29.
30. *Resolved*, That this diocese will recommit to its welcome for all people, including those who were
31. not born in the country of their residence by examining how they are involved with our diverse
32. ministries, and seeking ways to deepen that involvement; and be it further
- 33.
34. *Resolved*, That congregations in this diocese are encouraged to make use of educational and
35. discernment materials such as those provided by Episcopal Migration Ministries and the Episcopal
36. Migration Response Network in order to strengthen their ability to extend welcome for foreign-born
37. people and their families.

R-2: Welcoming Diocese Resolution (Continued)

38.

39. [Our Neighbors, Ourselves: Episcopal Church Ministries with Migrating People in the First Year of](#)
40. [Trump's Second Term, Results from an International Survey](#)

41.

42. [Summary of above report](#)

43.

44. Rationale:

45. The Episcopal Migration Caucus, which advocates for migration-related issues within The Episcopal
46. Church, has drafted the Welcoming Diocese Resolution for consideration by diocesan conventions.

47. This resolution promotes immigrant justice by affirming that the Diocese of Ohio welcomes our
48. neighbors who were born outside of the country in which they currently live, and that churches can
49. deepen their own welcome through education, discernment, and ministry.

50.

51. We believe this is an appropriate resolution for St. Paul's to submit to the Diocese of Ohio because it
52. is consistent with commitments the diocese has already made and with ministry that is already taking
53. place at many churches throughout the diocese.

54.

55. At our baptism, confirmation, and at each subsequent baptism we attend, each of us promises that,
56. with God's help, we will "seek and serve Christ in all persons, loving your neighbor as yourself."

57. This is a cornerstone of our Christian faith: to welcome and love all people, regardless of their
58. background.

59.

60. Some may say that submitting a resolution such as this is performative, a concern that is often voiced
61. about social justice ministries. We do not believe that is the case here. This resolution does not simply
62. ask the Diocese of Ohio to make a statement of support. It recognizes that immigrants are not only
63. people parishes serve, but integral parts of our congregations and communities. It asks the diocese
64. and its congregations to examine how foreign-born people are already involved in our ministries,
65. to consider whether there are people who may not know that Episcopal churches in the diocese
66. welcome them, and to seek ways to deepen their participation to the benefit of all.

67.

68. Educational and discernment resources have already been developed by Episcopal Migration
69. Ministries and the Episcopal Migration Response Network. This resolution highlights the existence of
70. those resources and encourages parishes to engage with them. In this way, the resolution is an effort
71. to support and strengthen ministry that is already happening.

72.

73. We believe this resolution fits naturally with our Baptismal Covenant and the active ministries
74. supported by the Diocese of Ohio. Supporting this resolution reinforces that welcoming our

R-2: Welcoming Diocese Resolution (Continued)

75.	neighbors is something that we are already doing, while encouraging us to consider how we might
76.	deepen that welcome and engage more fully.
77.	
78.	Submitted by the vestry of St. Paul’s Episcopal Church, Maumee and the Interim Rector, The Rev.
79.	Patricia Rose
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R-3: A Resolution to Declare Church of Our Saviour, Salem to be Extinct

1. Be it *Resolved*, that this 210th Convention acknowledges with both gratitude and sadness the end of
2. the parish ministry of Church of Our Saviour, Salem Ohio and expresses its deep appreciation to the
3. laity and clergy of this congregation for their generations of faithful service to God and to the people
4. of their community; and be it further
- 5.
6. *Resolved*, that this Convention accepts the recommendation of the Committee on Resolutions,
7. Constitution, and Canons, in accordance with the Canons of the Diocese of Ohio (Title II, Canon 7),
8. and declares Church of Our Saviour, Salem to be extinct.
- 9.
10. Rationale:
- 11.
12. Early parish notes record that in August of 1856, a couple belonging to the Episcopal Church,
13. Thomas and Mary R. Read and a son of three years, came to Salem, Ohio from Philadelphia,
14. Pennsylvania. There being no Episcopal Church in Salem at the time they identified themselves with
15. the Presbyterian Church. The following December their son died and it seems the local Presbyterian
16. Minister would not read the Burial Office from the Book of Common Prayer for the child's funeral.
17. The Episcopal Minister from Canfield was confined to his bed and an unsuccessful effort was made to
18. secure the services of an Episcopal cleric from Steubenville. The local Methodist clergyman, hearing
19. of the need, offered his services and the child was buried according to the burial office from the Book
20. of Common Prayer.
- 21.
22. This experience moved Mr. and Mrs. Read to advocate for an Episcopal presence in Salem. After
23. some canvassing and notice, the first Episcopal service was held at the home of one Captain Whitney.
24. Seven people were in attendance with Captain Whitney serving as lay reader. Lay led services
25. continued for some time and on March 3, 1859, aided by the Reverend A. T. McMurphy, the parish
26. of the Church of Our Savior was organized and a vestry was elected. Bishop McIlvaine visited the
27. parish on the first Sunday of Lent in 1859. Services were held in the Town Hall and eight persons
28. were confirmed. Bishop Bedell, newly consecrated bishop coadjutor, also visited Salem in 1859 and
29. conducted a second Confirmation Service.
- 30.
31. In his history of the Diocese of Ohio, the Reverend Dr. Franklin Smythe writes that the parish
32. "enjoyed a good deal of prosperity for a period of 10 years." A piece of property was purchased and an
33. old school house was moved to the property and retrofitted into a house of worship. Then followed
34. 10 years of depression with no resident clergyperson and no regular worship services. Smythe writes,
35. "In 1880 the secretary of convention declared it 'essentially extinct'...he was mistaken." In 1885 the
36. Reverend C.S. Witherspoon took charge of the parish and under his care, the Church of Our Saviour

R-3: A Resolution to Declare Church of Our Saviour, Salem to be Extinct (Continued)

37.	experienced a new lease on life. He began the process of building a new worship space and in 1888
38.	during the tenure of the next rector, the Reverend Ephraim Watt, the parish moved into their new
39.	stone church building on McKinley Ave.
40.	
41.	For a period of time from 1890 until 1903 (and indeed at other times during the mid to late 20th
42.	Century) the Parish of Our Saviour in Salem shared its rector with Lisbon or Alliance or both.
43.	During the tenure of the Reverend Otis Simpson (1903 - 1911) the parish grew and paid off the debt
44.	incurred in building the church so that in 1908 the building was consecrated by Bishop Leonard on
45.	May 20th that year.
46.	
47.	When historic St. John's Church in Ohio City suffered major damage due to a tornado in 1953,
48.	members of the Church of Our Saviour, Salem, were the first parish community in our Diocese to
49.	respond with a financial gift to help rebuild that venerable church building.
50.	
51.	The parish celebrated its centennial in 1959 with improvements to the building and the dedication
52.	of a new parish house. The parish celebrated the centennial of the church building with a festive
53.	Eucharist and Confirmation service in 1989 with the Rt. Rev. Arthur B. Williams, Jr. presiding.
54.	2009 marked the 150th Anniversary of the founding of the parish. Starting in 2024, Bishop Anne
55.	B. Jolly, Canon Jessie Gutsell Dodson and Canon Audra Abt visited and were in conversation with
56.	lay leaders, who over time discerned that it was time to bring the parish ministry of Church of Our
57.	Saviour, Salem to a close. The families of the Salem and Lisbon parishes gathered on February 7, 2026
58.	to give thanks for the respective ministries and give thanks for the generations of past saints who
59.	served as the stewards for the ministries of these two parish families. Bishop Anne B. Jolly served as
60.	the presider and preacher at the closing Eucharist assisted by the Rev. Canon Jessie Gutsell Dodson
61.	and other members of the diocesan staff. There is some hope that the church building in Salem will
62.	continue to serve the community and, although the final chapter has closed on the active ministry
63.	of this parish community, the story of the Church of Our Saviour, told through sacramental record
64.	books, vestry minutes and other artifacts will be held in trust by the Diocese of Ohio in our Diocesan
65.	Archives.
66.	
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R-4: A Resolution to Declare St. James, Boardman to be Extinct

1. Be it *Resolved*, that this 210th Convention acknowledges with both gratitude and sadness the end
2. of the parish ministry of St. James Episcopal Church in Boardman, Ohio, and expresses its deep
3. appreciation to the laity and clergy of this congregation for their generations of faithful service to
4. God and to the people of their community; and be it further
- 5.
6. *Resolved*, that this Convention accepts the recommendation of the Committee on Resolutions,
7. Constitution, and Canons, in accordance with the Canons of the Diocese of Ohio (Title II, Canon 7),
8. and declares St. James Church, Boardman to be extinct.
- 9.
10. Rationale:
11. St. James Episcopal Church was the oldest established congregation in the Episcopal Diocese of
12. Ohio. Beginning in 1798, Episcopalians from Connecticut came to the land designated by the new
13. federal government as the Connecticut Western Reserve. Despite the absence of settled clergy, they
14. determined to be the church in a wilderness frontier. By 1807, they were gathering regularly for
15. public worship under the lay leadership of Joseph Platt. These Episcopal Christians came together
16. from Poland, Boardman, and Canfield Townships, with Boardman being the central location.
17. As the weather warmed toward the summer of 1809, the group determined to make it official—to
18. petition the Bishop of New York to take them under his Episcopal oversight and recognize them as an
19. organized society within the Episcopal Church. This would be the first step toward their becoming,
20. in time, a parish of the church. They signed their petition on June 20, 1809; Bishop Samuel Provoost
21. of New York accepted it, and they had his response by September. He recognized them officially as an
22. organized Episcopal Society. During their first years, they met in the homes of members, and later in
23. the Boardman log schoolhouse, to read morning prayer each Sunday. The first Episcopal Eucharist
24. of record in the Mahoning Valley was celebrated by the itinerant, newly ordained priest, the Rev.
25. Jackson Kemper, in 1814. The name “St. James Church” was chosen in 1817, when the congregation
26. was one of six organizing parishes of the new Diocese of Ohio. By 1828, the parish was building a
27. first church structure under the leadership of Henry Mason Boardman. It was consecrated by the
28. first Bishop of Ohio, Philander Chase, in 1829, and served the congregation until 1970. This classic,
29. Congregational-style building reflected not only the New England roots of its founding families, but
30. also the low-church piety which would characterize the parish for its first 160 years.
- 31.
32. By 1970, the encroaching suburban sprawl of Boardman Township necessitated the building of a
33. newer place of worship. Constructed in a Williamsburg style, the new facility continued the simple
34. architectural vision of the early members. Since its completion in 1971, several projects to upgrade
35. the building took place including the installation of a Kegg pipe organ and the renovation of the
36. church parlor for educational and administrative gatherings. A shrine to St. Rocco was established

R-4: A Resolution to Declare St. James, Boardman to be Extinct (Continued)

37. when St. James' sister parish, St. Rocco's in Youngstown, closed in 2007. A memorial bequest from the
38. family of Elton and Chistina Beard made possible the St. James Alcove, located opposite the St. Rocco
39. Shrine. It housed early ecclesiastical artifacts and archival materials, including Hiram Yale pewter
40. communion ware. This gift, along with a lectern Bible, was sent in the late 1820s by Connecticut
41. Episcopalians to the fledgling Boardman congregation. Stained glass windows in this alcove and in
42. the Mary Magdalene Chapel were installed during St. James' bicentennial year celebration.
43.
44. Through efforts of the Boardman Historical Society, community groups, and members of the church,
45. funds were raised to relocate "Old St. James" to Boardman Township Park. The historic building
46. has been preserved and restored and is used as a wedding chapel for the local community and
47. stands today as the oldest structure in the township. In 1979 it was entered on the National Register
48. of Historic Places. The parish family made a tradition of returning there to worship twice year, to
49. celebrate the feast day of its patron St. James in July and for a service of Advent Lessons & Carols in
50. December. As part of its bicentennial celebration in July of 2009, the congregation celebrated Holy
51. Eucharist there and baptized the great granddaughter of the Rev. George Jones, rector of the parish
52. from 1950-1970.
53.
54. Throughout the 217 years of its ministry, the congregation of St. James participated in a variety of
55. outreach efforts, working with local Boys and Girls scout troops, supporting feeding ministries,
56. knitting shawls for patients at Cleveland Veterans Hospital, making blankets for patients at Akron
57. Children's Hospital, and partnering with the Mahoning County Children's Services, Protestant Family
58. Services, and several local nursing homes and assisted living centers to provide support and assistance
59. to the people they serve. The congregation also participated in the Boardman Rotary Oktoberfest
60. and the Boardman Memorial Day Parade. Major feast day celebrations such as St. Nicholas' Day, St.
61. Rocco's Day, St. Mary Magdalene Day, and St. Andrew's Day became highlights of parish liturgical
62. life. A favorite among parishioners and members of the community was the annual Blessing of
63. Animals where all creatures great and small receive an individual blessing from the priest.
64.
65. The changing context of ministry and the diminished human and financial resources available to
66. the parish since the COVID-19 pandemic made it difficult to conduct a sustainable ministry in
67. Boardman. During 2025, members of the parish and vestry met with Bishop Jolly, Canon Dodson,
68. Canon Abt and the Diocesan Treasurer. After extensive and prayerful deliberation, the members of
69. St. James Episcopal Church voted on October 28, 2025 to discontinue and dissolve their congregation.
70. The parish and wider diocesan community gathered one last time on February 15, 2026 to celebrate
71. the Eucharist, give thanks to God for the faithful ministry that had been carried out in that place for
72. two hundred plus years and give thanks for all the faithful Christians from past generations who were

R-4: A Resolution to Declare St. James, Boardman to be Extinct (Continued)

73. a part of that ministry. The Rt. Rev. Anne B. Jolly was the celebrant and preacher at this closing liturgy
74. assisted by the Rev. Canon Rosalind Hughes and other members of the diocesan staff, the parish and
75. the community. In declaring the parish closed, Bishop Anne asked God’s blessing on the remaining
76. members of the St. James, Boardman Parish Family and all members of the Episcopal Diocese of Ohio
77. as we continue our faith journey, wherever that may lead us.
78.
79. St. James, Boardman had an extensive archive collection which will greatly augment our diocesan
80. archival holdings to tell not only the story of St. James, Boardman, but also the story of the Episcopal
81. Church during the early years of the on the frontier of Ohio.
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First Proposed Amendment to the Constitution and Canons of the Episcopal Diocese of Ohio

1. Proposed Amendment to the Constitution and Canons:
2. Article II, Sec. 2(e)
- 3.
4. Article II The Convention
5. Sec. 2. Members of any convention shall be:
6. (e) The Chancellor (and Vice Chancellor(s), if any) of the Diocese; the Treasurer (**and Vice**
7. **Treasurer(s), if any**) of the Diocese.
- 8.
9. Submitted by: The Rev. Canon Jessie Gutsell Dodson, Canon to the Ordinary and Mike Bickerton,
10. Treasurer of the Diocese
- 11.
12. Rationale:
- 13.
14. The Vice Treasurer is a newly created role supporting the Treasurer in overseeing diocesan
15. investments, endowments, and funding strategies; in reviewing financial reports presented to
16. Diocesan Council, Trustees, and Convention; and in supporting faith communities across the
17. Diocese with financial best practices. Given these substantive financial responsibilities and the role's
18. regular engagement with Convention-facing reporting, the Vice Treasurer should hold seat, voice,
19. and vote at Convention. This proposal is submitted together with a companion amendment to Canon
20. 5 establishing the office of Vice Treasurer.
- 21.
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Second Proposed Amendment to the Constitution and Canons of the Episcopal Diocese of Ohio

1. Proposed Amendment:
2. TITLE I, CANON 5: Of the Treasurer
3.
4. **Sec. 6. The Bishop, with the confirmation of the Standing Committee, may appoint one or more**
5. **Vice Treasurers of the Diocese to assist the Treasurer in the duties described in this Canon, as**
6. **delegated by the Treasurer. A Vice Treasurer shall be an adult communicant in good standing in**
7. **this Diocese. Nothing in this section shall be construed to authorize a Vice Treasurer to succeed**
8. **to the office of Treasurer in the event of a vacancy; any vacancy in the office of the Treasurer shall**
9. **be filled as provided in Article V of the Constitution.**
10.
11. Submitted by: The Rev. Canon Jessie Gutsell Dodson, Canon to the Ordinary and Mike Bickerton,
12. Treasurer of the Diocese.
13.
14. Rationale:
15.
16. The Vice Treasurer is a newly created diocesan role, currently defined only in an internal job
17. description with no standing in the Constitution or Canons. This amendment formally establishes
18. the office, requiring Bishop appointment plus Standing Committee confirmation – an appropriate
19. check for a Bishop-appointed office alongside a Convention-elected Treasurer -- and clarifies that the
20. Vice Treasurer does not succeed to the Treasurer’s office upon a vacancy, which remains governed by
21. Article V. Submitted with a companion amendment to Article II, Sec. 2(e) extending seat, voice, and
22. vote to the Vice Treasurer given the office’s substantive financial responsibilities.
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Regional Disciplinary Board Compact

AMENDED AND RESTATED REGIONAL DISCIPLINARY BOARD COMPACT

WHEREAS, this Compact was originally made as of November 16, 2020, effective January 1, 2021, by and among the Dioceses of Northwestern Pennsylvania, Ohio, Pittsburgh, Southern Ohio, Western New York, and West Virginia (collectively “The Dioceses” or individually “The Diocese”) which have agreed to maintain a joint Disciplinary Board for the purposes of implementing Title IV of the Canons of The Episcopal Church (“Compact”);

WHEREAS, The Dioceses desire to amend and restate the Compact effective January 1, 2027 (“Amended Compact”), provided that all six Dioceses have approved the Amended Compact prior to such date.

1. The Regional Disciplinary Board (“RDB”) shall consist of thirteen (13) persons, seven (7) of whom are Clergy and six (6) of whom are Laity, and shall constitute a court for purposes of Article IX of the Constitution of The Episcopal Church. Each of The Dioceses shall elect one clergy member and one lay member on the RDB (the “Twelve Members”). One additional clergy member shall be nominated and approved unanimously by the Bishops (or the Ecclesiastical Authority) of The Dioceses (the “Thirteenth Member”).
 - a. The President shall be chosen pursuant to General Canon IV.5.1. On or before January 31 of each year, the President will convene an annual meeting of the RDB to elect by majority vote a President and Vice President from among its members, both of whom will serve one-year terms effective January 1. Beginning January 1, 2027, the Thirteenth Member will serve as the President for an initial one-year term. A President shall be eligible for re-election as President or election as Vice President. Each President and Vice President shall continue in office until their successors are elected at the annual meeting of the RDB.
 - b. Vice President. There shall be a Vice President of the RDB who shall be selected by the RDB from the membership on the RDB at the annual meeting of the RDB for a one-year term. The Vice President shall be eligible for re-election as Vice President or election as President. The duties of the Vice President are to attend meetings of the Reference Panel without vote, preside at meetings of the RDB in the absence of the President, and perform such other responsibilities as requested by the President. In the event of a disability rendering the President unable to act, the Vice President shall discharge the powers and duties of the President during the disability. In the event of the President’s death, resignation, or declination to serve, the Vice President shall become President.
 - c. Beginning January 1, 2027, the Twelve Members elected by the Dioceses shall be divided into the following classes and shall serve the following three-year terms:

Class:	Diocese:	Clergy/Laity
Class 1		
1/1/2027 – 12/31/2029 (and for each three-year period thereafter)	Southern Ohio	Laity
	Northwestern Pennsylvania	Clergy
	West Virginia	Clergy
	Ohio	Laity
Class 2		
1/1/2028 – 12/31/2030 (and for each three-year period thereafter)	Pittsburgh	Clergy
	Western New York	Clergy
	West Virginia	Laity
	Southern Ohio	Clergy
Class 3		
1/1/2029 – 12/31/2031 (and for each three-year period thereafter)	Ohio	Clergy
	Northwestern Pennsylvania	Laity
	Western New York	Laity
	Pittsburgh	Laity

Until the dates set forth above, the Twelve Members serving immediately prior to the effective date of this Amended Compact shall continue to serve on the RDB.

- d. Beginning January 1, 2027, the Thirteenth Member shall serve from January 1, 2027 until December 31, 2029 (and for each three-year period thereafter).
- e. Each Diocese will notify the President of the RDB of members elected to the RDB.
- f. Vacancies on the RDB shall be filled as follows:
 - i. Upon becoming aware that a vacancy exists, the President of the Board shall notify the appropriate bishop of the vacancy and request appointment of a replacement member of the same order as the member being replaced.

- ii. Replacements shall be appointed and approved in accordance with the canons of the appointing Diocese.
- iii. The term of any person selected as a replacement member of the RDB shall be for the remainder of the unexpired term.

2. Other Offices.

- a. Each of The Dioceses will make such provision for Church Attorneys, Intake Officers, Advisors, Investigators, Conciliators, and other persons acting under Title IV as it may choose (“Procedural Participants”), and will notify the other Dioceses and President of the RDB of the names and contact information of the persons designated for those offices.
- b. Each of The Dioceses will also make available the names and terms of engagement of such of the Procedural Participants as may be available to The Dioceses for those services.
- c. Procedural Participants shall serve with respect to matters arising in their diocese in which Procedural Participants have been appointed or elected, except in matters of a Complaint that involves more than one diocese, in which case the affected bishops shall determine which Procedural Participants shall be involved.
- d. The Bishops (or Ecclesiastical Authority) shall appoint a Chancellor or Vice-Chancellor for a renewable one-year term to serve as an informal advisor to the President and Vice President of the RDB.
- e. It is the expectation that all members of the RDB receive regular training in Title IV as determined by the President, but in no event no less than once during their current term.

3. Conduct of Cases

- a. For any proceeding referred to a Reference Panel, the President will promptly select from the RDB, a Conference Panel and a Hearing Panel, and shall designate a president of each Panel, as appropriate.
- b. All RDB participants assigned to a panel are responsible for reporting promptly to the President on actions in the cases assigned to them.
- c. For each proceeding, the Reference Panel will consist of the Intake Officer for the diocese of canonical residence of the Respondent, the President of the RDB, and the bishop of that diocese.
- d. In addition to the provisions of Canon IV.19.14 of Title IV, the integrity of the RDB shall be maintained by permitting the Church Attorney or a Respondent to challenge a member of the RDB or Panel appointed for a proceeding on grounds of conflict of interest or undue bias. The remaining members of the RDB shall determine whether a challenge is relevant and factually supported in accordance with Canon IV.19.15 of Title IV. Members of the RDB are otherwise eligible to serve on panels for their Diocese.

4. The RDB shall use reasonable efforts to conduct its business using electronic means, including video conferences. When it is necessary to incur expense for RDB business, members of the RDB shall make every effort to minimize such expense. Expenses incurred by the Procedural Participants for a particular disciplinary matter shall be borne by the diocese exercising jurisdiction. Any legal fees incurred by the Respondent shall be borne by the Respondent. In situations involving more than one diocesan member of the Compact, the bishops of the affected dioceses shall agree on venue and expense allocation, subject to Canon IV.19.5. Administrative expenses of the RDB shall be shared equally by The Dioceses. In accordance with Canon IV.19.30, all administrative requirements following the conclusion of a matter shall be the responsibility of the diocese exercising jurisdiction.
5. The Dioceses shall maintain this Compact until one or more of The Dioceses provides written notice of no less than one year to the bishops of all of The Dioceses that it wishes to terminate its participation in the Compact. If any proceeding has been commenced and is still ongoing as of the termination date, this Compact shall remain in effect solely with respect to such proceedings until the final disposition thereof.
6. Any amendment to this Compact must be in writing and signed by the bishops of each of The Dioceses and be concurred in by the Conventions of each of The Dioceses in the manner prescribed by the canons of the concurring diocese and will be effective not earlier than the first day of the year following the year in which the ratification of the amendment shall have been approved by all of The Dioceses.
7. In the event that any provision of this Compact is in conflict with or inconsistent in any way with Title IV of the Constitution and Canons of The Episcopal Church, the provisions of Title IV shall prevail.
8. This Compact may be executed in two or more counterparts, each of which shall be deemed an original and all of which together shall constitute one instrument. This Compact may be executed and transmitted by facsimile or other means of electronic communication, which signature shall be binding upon the parties as if they were original signatures.

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

1. Proposed Amendment:
2. TITLE III. CANONS RELATING TO DISPUTE RESOLUTION AND DISCIPLINE
3. [...]
4. CANON 4: Discipline Structure
5. Sec. 1. Disciplinary Board Compact. Pursuant to General Canon IV.5.3.(i), the Diocese of Ohio ~~has~~
6. ~~elected to~~ entered into a Compact **beginning January 1, 2021** among the Dioceses of Northwestern
7. Pennsylvania, Ohio, Pittsburgh, Southern Ohio, West Virginia, and Western New York (“The
8. Dioceses”) to develop and share resources necessary to implement Title IV and this Canon, including
9. members of Disciplinary Boards, Church Attorneys, Intake Officers, Advisors, Investigators,
10. Conciliators, and administrative and financial support for proceedings under Title IV (hereinafter
11. the “Disciplinary Board Compact”). The Ecclesiastical Authority shall be authorized to execute and
12. implement the Disciplinary Board Compact and any amendments or modifications thereto consistent
13. with this Canon.
- 14.
15. Sec. 2. Regional Disciplinary Board. The Regional Disciplinary Board (“RDB”) shall consist of thirteen
16. (13) persons, seven (7) of whom are Clergy and six (6) of whom are Laity, and shall constitute a court
17. for purposes of Article IX of the Constitution of The Episcopal Church. Each of The Dioceses shall
18. elect one clergy member and one lay member on the RDB. ~~The thirteenth member, a clergy member,~~
19. ~~shall be nominated by the RDB and subject to the unanimous approval by the Bishops of The Dioceses.~~
20. **One additional clergy member shall be nominated and approved unanimously by the Bishops (or**
21. **Ecclesiastical Authority) of The Dioceses (the “Thirteenth Member”).** Eventually, each member
22. of the RDB will serve a three-year term, each term to begin on January 1 following appointment or
23. election.
- 24.
25. ~~a. For the first year following approval of this Canon (after the election of the President (see section~~
26. ~~7)), the twelve members shall draw lots to determine the following classes in such a way that~~
27. ~~no more than one (1) member from a diocese is a member of the same class, not including the~~
28. ~~President, who will initially serve a three-year term:~~
29. ~~i. the four members with terms expiring December 31, 2021;~~
30. ~~ii. the four members with terms expiring December 31, 2022; and~~
31. ~~iii. the five members with terms expiring December 31, 2023, one of whom shall be the President.~~
32. ~~b. Thereafter, each diocese shall elect or appoint members of the same order as the members whose~~
33. ~~terms are expiring.~~
34. ~~c. No member of the RDB shall be elected to more than two consecutive full terms, nor be re-elected~~
35. ~~or appointed until one year shall have elapsed following the expiration of the second term.~~
36. ~~d. A member of the RDB may not serve concurrently on the Diocesan Standing Committee.~~

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

37. a. The President shall be chosen pursuant to General Canon IV.5.1. On or before January 31 of
 38. each year, the President will convene an annual meeting of the RDB to elect by majority vote
 39. a President and Vice President from among its members, both of whom will serve one-year
 40. terms effective January 1. Beginning January 1, 2027, the Thirteenth Member will serve as the
 41. President for an initial one-year term. A President shall be eligible for re-election as President
 42. or election as Vice President. Each President and Vice President shall continue in office until
 43. their successors are elected at the annual meeting of the RDB.
- 44.
45. b. Vice President. There shall be a Vice President of the RDB who shall be selected by the RDB
 46. from the membership on the RDB at the annual meeting of the RDB for a one-year term. The
 47. Vice President shall be eligible for re-election as Vice President or election as President. The
 48. duties of the Vice President are to attend meetings of the Reference Panel without vote, preside
 49. at meetings of the RDB in the absence of the President, and perform such other responsibilities
 50. as requested by the President. In the event of a disability rendering the President unable to act,
 51. the Vice President shall discharge the powers and duties of the President during the disability.
 52. In the event of the President's death, resignation, or declination to serve, the Vice President
 53. shall become President.
- 54.
55. c. Beginning January 1, 2027, the Twelve Members elected by the Dioceses shall be divided into the
 56. following classes and shall serve the following three-year terms:

Class: Class 1	Diocese:	Clergy/Laity
1/1/2027 – 12/31/2029 (and for each three- year period thereafter)	Southern Ohio Northwestern Pennsylvania West Virginia Ohio	Laity Clergy Clergy Laity
Class 2 1/1/2028 – 12/31/2030 (and for each three- year period thereafter)	Pittsburgh Western New York West Virginia Southern Ohio	Clergy Clergy Laity Clergy
Class 3 1/1/2029 – 12/31/2031 (and for each three- year period thereafter)	Ohio Northwestern Pennsylvania Western New York Pittsburgh	Clergy Laity Laity Laity

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

73. Until the dates set forth above, the Twelve Members serving immediately prior to the effective
74. date of this Amended Compact shall continue to serve on the RDB.

75.

76. **d. Beginning January 1, 2027, the Thirteenth Member shall serve from January 1, 2027 until**
77. **December 31, 2029 (and for each three-year period thereafter).**

78. **e. Each Diocese will notify the President of the RDB of members elected to the RDB.**

79. **f. A member of the RDB may not serve concurrently on the Diocesan Standing Committee.**

80.

81. Sec. 3. Clergy Members. The Clergy members of the ~~Board~~ **RDB** must be canonically resident and
82. geographically serving within the Diocese, have been ordained to the order from which they were
83. elected for five or more years, and not be, either at the time of election nor the five years prior to
84. election, under sentence or pastoral direction.

85.

86. Sec. 4. Lay Members. The lay members of the ~~Board~~ **RDB** shall be Adult Communicants in Good
87. Standing in the Diocese.

88.

89. Sec. 5. Election. One (1) lay and one (1) clergy representative to the RDB shall be elected by the
90. Convention, in accordance with the schedule in Section 2. If a member is elected to fill a vacancy,
91. the term of such member shall be the unexpired term of the member being replaced. The term of the
92. member shall commence on the first (1st) day of the year following election.

93.

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

95. (a) Upon ~~the determination~~ **becoming aware** that a vacancy exists, the President of the RDB shall
96. notify the Bishop of the vacancy and request appointment of a replacement member of the same
97. order as the member being replaced.

98.

99. (b) The Bishop shall, within sixty (60) days, appoint a replacement ~~Board~~ **RDB** member with the
100. advice and consent of the Standing Committee.

101.

102. (c) Persons appointed to fill vacancies on the ~~Board~~ **RDB** shall meet the same eligibility requirements
103. as apply to elected ~~Board~~ **RDB** members.

104. With respect to a vacancy created for any reason other than pursuant to a challenge as provided
105. below, the term of any person selected as a replacement ~~Board~~ **RDB** member shall be ~~until the next~~
106. **annual Convention for the remainder of the unexpired term.** With respect to a vacancy resulting
107. from a challenge, the replacement ~~Board~~ **RDB** member shall serve only for the proceedings for
108. which the elected ~~Board~~ **RDB** member is not serving as a result of the challenge.

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

109. Sec. 7. Preserving Impartiality. In any proceeding under this Title, if any member of a Conference
110. Panel or Hearing Panel of the RDB shall become aware of a personal conflict of interest or undue
111. bias, that member shall immediately notify the President of the RDB and request a replacement
112. member of the Panel. Respondent's Counsel and the Church Attorney shall have the right to
113. challenge any member of a Panel for conflict of interest or undue bias by motion to the Panel, seeking
114. disqualification of the challenged member. The members of the Panel not the subjects of the challenge
115. shall promptly consider the motion and determine whether the challenged Panel member shall be
116. disqualified from participating in that proceeding.
117.
118. Sec. 8. President. Within sixty (60) days following the annual Convention, the RDB shall convene to
119. elect the initial President of the RDB from among its members to serve a term of three years. On or
120. before January 31 of the year following the conclusion of the initial three-year term of the President
121. of the RDB, and for subsequent years, the RDB will convene to elect a President by majority vote to
122. serve for the calendar year following the annual Convention or until a successor President is elected. If
123. no successor President is selected by the RDB by February 1 following the annual Convention, then a
124. President will be elected by a majority vote of the Bishops of The Dioceses.
125.
126. Sec. 9. Intake Officer. The Intake Officer(s) shall be appointed from time to time by the Bishop after
127. consultation with the RDB. The Bishop may appoint one or more Intake Officers according to the
128. needs of the Diocese. The Bishop shall publish the name(s) and contact information of the Intake
129. Officer(s) ~~throughout the Diocese~~ **on the Diocesan website**.
130.
131. Sec. 10. Investigator. The Bishop may appoint an Investigator in consultation with the President of the
132. RDB. The Investigator may, but need not, be a Member of the Church.
133.
134. Sec. 11. Church Attorney. Within sixty (60) days following each annual Convention, the Bishop
135. with the advice and consent of the Standing Committee shall appoint an attorney to serve as Church
136. Attorney to serve for the calendar year following the Convention. The person so selected must be
137. a duly Ohio-licensed attorney in good standing, but need not reside within or be a member of the
138. Diocese.
139.
140. Sec. 12. Pastoral Response Coordinator. The Bishop may appoint a Pastoral Response Coordinator, to
141. serve at the will of the Bishop in coordinating the delivery of appropriate pastoral responses provided
142. for in Title IV.8 of the General Canons and this Title. The Pastoral Response Coordinator may not
143. serve in any other appointed or elected capacity under this Title.
144.

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

145. Sec. 13. Advisors. In each proceeding under this Title, the Bishop must, when requested, appoint an
146. Advisor for the Complainant and an Advisor for the Respondent **in accordance with Title IV.19.10**
147. **of the General Canons.** Persons serving as Advisors shall hold no other appointed or elected position
148. provided for under this Title, and must not include chancellors or vice chancellors of this Diocese
149. or any person likely to be called as a witness in the proceeding. Either the Complainant or the
150. Respondent may, without penalty, decline the services of an Advisor.
151.
152. Sec. 14. Clerk. The RDB may appoint a Clerk to assist the RDB with records management and
153. administrative support.
154.
155. Sec. 15. Intercessor. The Bishop shall appoint in consultation with the Standing Committee an
156. intercessor to pray for all parties involved in the discipline process, for the diocese, and for healing and
157. a just resolution.
158.
159.
160. CANON 5: Costs and Expenses
161. Sec. 1. Costs Incurred by the Church. The reasonable costs and expenses of the RDB (only for matters
162. over which the Diocese exercises jurisdiction), the Intake Officer, the Investigator, the Church
163. Attorney, the **RDB Clerk, Advisor,** and the Pastoral Response Coordinator shall be the obligation
164. of the Diocese, subject to budgetary constraints as may be established by Diocesan Council or its
165. designee.
166.
167. Sec. 2. Costs Incurred by the Respondent. In the event of a final Order dismissing the complaint, or
168. by provisions of a Covenant approved by the Bishop, the reasonable defense fees and costs incurred by
169. the Respondent may be paid or reimbursed by the Diocese, subject to budgetary constraints as may be
170. established by Diocesan Council or its designee.
171.
172.
173. CANON 6: Records
174. Sec. 1. Records of Proceedings. Records of active proceedings before the RDB, including during the
175. period of any pending appeal, shall be preserved and maintained in the custody of the Clerk, if there
176. be one, or otherwise by the Diocesan offices.
177.
178. Sec. 2. Permanent Records. The Bishop shall make provision for the permanent storage of records of all
179. proceedings under this Title at the Diocese and the Archives of The Episcopal Church, as prescribed in
180. Title IV of the General Canons.

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

181.	
182.	CANON 7: Responsibility to State Authorities
183.	Sec. 1. All individuals involved in a case under the provisions of this title have an affirmative duty to
184.	disclose any allegations, not otherwise privileged, of sexual or physical abuse to the appropriate state
185.	authorities, and thereafter fully cooperate with any subsequent investigation.
186.	
187.	
188.	Submitted by: William Powel, Chancellor, and Brent Howard, Amy Kellog, and Clare Long, Vice
189.	Chancellors
190.	
191.	Rationale:
192.	Consistent with The Episcopal Church's focus on improving its structure and governance, a number
193.	of dioceses developed regional disciplinary boards, where several dioceses agree to use a single
194.	disciplinary board, instead of maintaining individual ones. Northern California (4 contiguous
195.	dioceses) and New England (the Dioceses of Maine, New Hampshire, and Vermont) have successfully
196.	established regional disciplinary boards.
197.	
198.	In 2020, the dioceses of Northwestern Pennsylvania, Ohio, Pittsburgh, Southern Ohio, West Virginia,
199.	and Western New York ("The Dioceses") approved at their respective annual conventions a Regional
200.	Disciplinary Board ("RDB") to replace their respective Diocesan Disciplinary Boards.
201.	
202.	This cross-provincial collaboration (Province II (Western New York), Province III (Northwestern
203.	Pennsylvania, Pittsburgh, West Virginia), and Province V (Ohio and Southern Ohio), was possible
204.	following amendments to Title IV approved by the 2018 General Convention to eliminate Provincial
205.	Courts of Review in favor of a single Court of Review for the entire Church.
206.	
207.	After nearly six years of experience with the RDB, the chancellors and vice chancellors of The Dioceses
208.	met to discuss changes suggested and agreed upon by the Bishops of The Dioceses in March, 2026.
209.	The chancellor group produced an Amended and Restated Regional Disciplinary Board Compact
210.	("Amended and Restated Compact"), to be effective January 1, 2027, which the participating bishops
211.	have approved. Although Canon 4, Section 1 authorizes the Bishop of Ohio to execute amendments to
212.	the current Compact, the 210th Diocesan Convention will be asked to concur with the Amended and
213.	Restated Compact, and amend the canons to be consistent with the Amended and Restated Compact.
214.	
215.	
216.	

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

217. Specific Amendments:

218. Canon 4

219. Section 2: The participating Bishops requested the ability to nominate and approve the Thirteenth
220. Member, a member of the Clergy, instead of the current language that the RDB was to nominate such
221. clergy person. Unifying the nomination and selection process will expedite filling the position.

222.

223. Sections 2 (a) and (b): The Amended and Restated Compact limits the term of the President to one-
224. year, and creates a new Vice President position to ensure succession to the President role.

225.

226. Section 2 (c): The 2020 canons did not include the terms of all members of the RDB, which led to
227. confusion about when elections were to be held by which dioceses.

228.

229. Section 6: Vacancies

230. (a) The additional language helps ensure prompt communication between dioceses and the
231. President of the RDB regarding an RDB vacancy.

232. (d) The amended language aligns with Section 5: replacements on the RDB now fill the balance of
233. unexpired terms.

234.

235. Section 9: Intake Officer: To “publish” the contact information for Intake Officers now means inclusion
236. on the diocesan website.

237.

238. Section 13: Advisors: Adds the reference to Advisors in the General Canons.

239.

240. Canon 5

241. Section 1: Costs Incurred by the Church: Advisors were inadvertently omitted from this list in the
242. previous amendments.

243.

244.

245.

246.

247.

248.

249.

250.

251.

252.

MODEL 3: FAITH DEVELOPMENT IN COMMUNITY

God calls people in all stages of faith into the life of our congregations. Some have nurtured their faith over a lifetime; others are new to Christianity or new to our particular way of being followers of Jesus. Some live their life of faith primarily through attendance at worship; others have reflected at length on how to practice their faith in their day-to-day lives. Some have a set of beliefs about God and faith practices that sustain them; others have doubts and questions and are looking for faith practices that feel helpful and authentic for them. All of these are real and legitimate expressions of faith.

A healthy congregation recognizes that God is at work in all stages of faith and cultivates a dynamic invitational movement toward greater maturity. As a part of this, God's invitation to us as leaders is

1. to welcome people where they are, and, when they are ready, invite them to go deeper in our congregation in their life of faith,
2. to create specific pathways between and among people at different stages of their faith, and
3. to nurture the most mature Christians in the congregation in that their energy is the spiritual heart of the congregation.

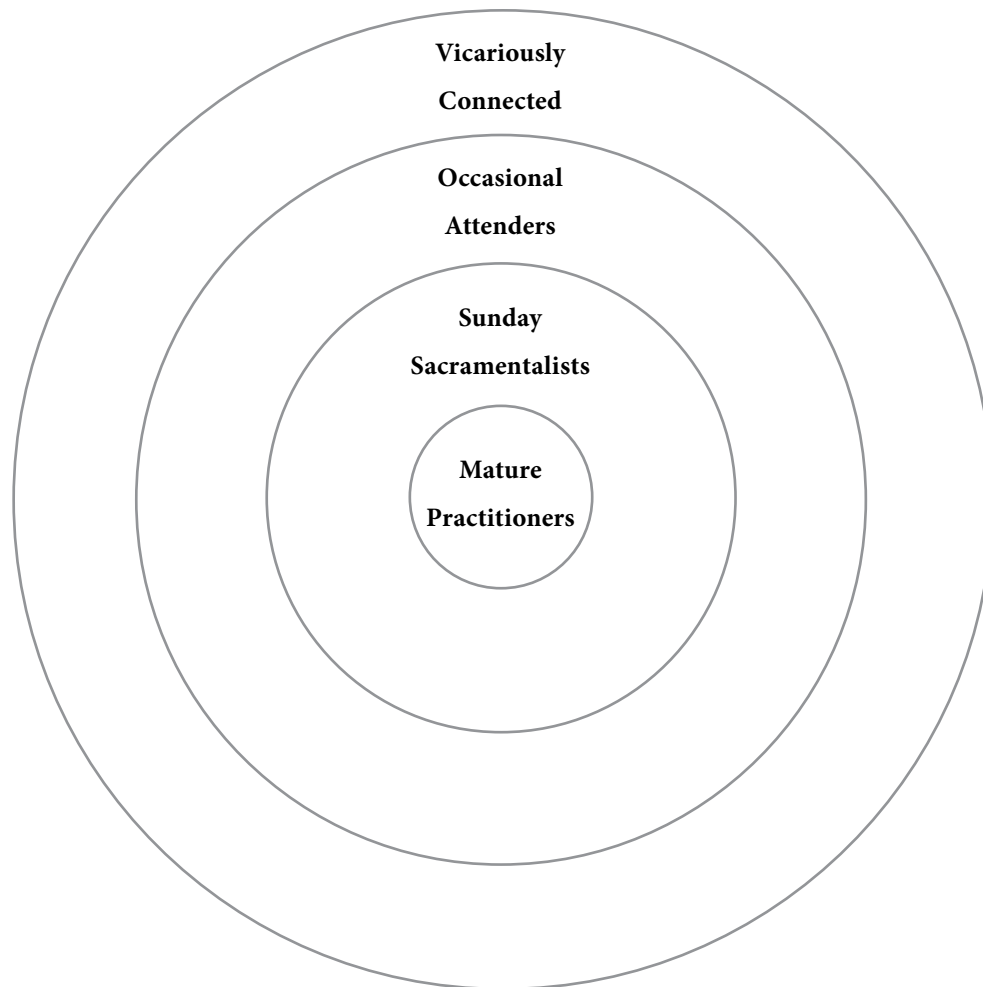


FIGURE A-11: MODEL 3—FAITH DEVELOPMENT IN COMMUNITY

Common Groups in Congregations

We have observed some common groups of people living their faith in our congregations. We identify them not to categorize or judge, but help us to more clearly discern how we can welcome them and invite them to go deeper:

“Mature Practitioners”: A subset of “Sunday Sacramentalists,” these are the people who, drawing on what your congregation offers and on other sources, have internalized their baptismal identity and purpose. At a minimum, they attend worship regularly and draw on their life of communal and individual prayer to ground and energize themselves for their Christian identity in the world. “Mature practitioners” are the spiritual heart of your congregation: they have learned how to feed on the bread of life within and sometimes beyond what the congregation has to offer, and their very presence can lead others to do so as well. An earlier version of this model called this group the “Apostolic Core” of the congregation—a term that connects this group to the (often imperfect but powerful) witness of the Apostles down through the ages. Leaders will look for ways to nurture and sustain the mature practitioners in their congregation.

“Sunday Sacramentalists”: These people have a regular pattern of attendance at worship, which for some may mean every Sunday and, for others, one or two Sundays a month. They may also participate in your congregation's opportunities for study and learning, life in community, and action. They, however, have not as yet internalized their baptismal identity and purpose in the same way that the “Mature Practitioners” have. As leaders, we can pay attention to how Sunday Sacramentalists are invited to go deeper in the life of faith in intentional formal and informal ways.

“Occasional Attenders”: These are people who attend worship in your congregation a few times a year. Some common categories include those who attend only on Christmas and Easter, people whose attendance is seasonal due to living arrangements, mourners who attend funerals of family or friends, extended family who attend for special events or when they're in town, or people who have gotten out of the practice of more regular attendance due to family, work, or other life events. Leaders will want to think about how to welcome Occasional Attenders and invite them to go from occasional attendance to developing a more regular pattern of participation in the future.

“Vicariously Connected”: This group of people does not attend worship but nevertheless have a connection with your congregation. They may be guests of your community meals or other events, members of groups that use your building and grounds, people connected with your ministries in the community, or those who somehow think of your congregation as “theirs.” Leaders can creatively develop ways of extending appropriate invitations to the “Vicariously Connected” to join the congregation for worship or other activities.

A note on those completely outside the orbit of our congregations: Our congregations exist in a context, the broader community, and in most cases, there are many more people in the community who have had no connection with our congregation and who may never have heard of us. God may be working through our relationships with those currently connected to our congregation to invite others into our “orbit.”

Using the Faith Development in Community Model

It's useful to work with a group of people and rough out approximate percentages that you believe are in each “ring” or category in the model in your congregation. The reason for doing this is that it can assist your leadership and

others to see and think through what your approach might be for developing the communal faith life of your congregation. Below are two examples of congregations that did this:

Trinity Church

Small seasonal congregation with few or no “Mature Practitioners” within the “Sunday Sacramentalists” group but that has many occasional attenders given its vacationland location. Almost no “Vicariously Connected.” Primary strategies are to engage in activities that cultivate “Mature Practitioners” and to provide “Occasional Attenders” with offerings that cultivate regular participation while they are in the area.

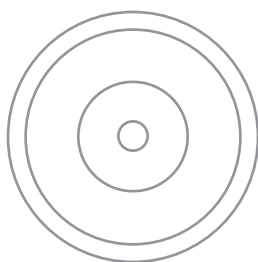


FIGURE A-12: FEW MATURE PRACTITIONERS

St. Michael's Church

Middle-sized, liturgically distinct congregation with a large number of “Mature Practitioners” but very few additional “Sunday Sacramentalists,” a group of very “Occasional Attenders” who visit from other congregations in the area to get their “liturgy fix” and almost no “Vicariously Connected.” Primary strategies are to continue to nurture “Mature Practitioners,” and to strengthen the congregation’s invitation, welcome, and incorporation of new people.

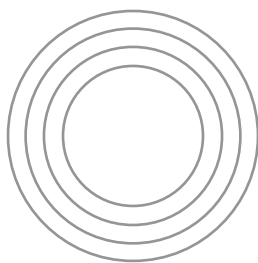


FIGURE A-13: NUMEROUS MATURE PRACTITIONS

In each case, remember the goals are to

- a. welcome and honor where people are, and, when they seem to be ready, invite them to go deeper (done by leadership and others who are scanning the congregation for readiness and inviting people into activities inside and sometimes outside the congregation which might allow them to go to the next level of faith);
- b. create a dynamic invitational movement between and among people at various stages (often done by building in invitations at every level to go deeper); and
- c. nurture “Mature Practitioners” (always something to do given that they are the magnetic center of the congregation, the leaven that leavens the whole lump!) Examples of this include contemplative prayer, silence in Sunday and other liturgies, retreats and quiet days, lectio divina or other Bible Study that is reflective in nature, EFM, reflection time built into service projects, etc..

Appendix: Report on Clergy Compensation

City, Parish	Position	2026 Compensation	2026 Estimated NOE	2025 NOI
Akron, Church of Our Saviour	Rector	\$104,064.95	\$385,312.83	\$138,403.00
Akron, St. Paul's Church	Rector	\$147,143.32	\$1,063,522.00	\$2,003,211.00
Akron, St. Paul's Church	Associate Rector	\$79,187.47	\$1,063,522.00	\$2,003,211.00
Akron, St. Philip's	Extended Supply	\$6,598.00		\$54,930.00
Alliance, Trinity Church	Priest-in-Charge	\$35,896.00	\$86,114.00	\$51,208.00
Ashland, St. Matthew's Church	Priest-in-Charge shared w/ Mansfield	\$30,900.00	\$54,980.00	\$60,293.00
Ashtabula, St. Peter's Church			\$109,350.00	\$282,377.00
Barberton, St. Andrew's Church	Rector	\$23,798.06	\$80,374.43	\$103,774.00
Bay Village, St. Barnabas' Church	Rector	\$117,000.31		\$384,423.00
Bellevue, St. Paul's Church	Sunday Supply		\$14,734.00	
Berea, St. Thomas' Church	Extended Supply		\$147,778.00	\$198,152.00
Brecksville, St. Matthew's	Rector	\$47,585.00	\$163,337.00	\$173,209.00
Brunswick, St. Patrick's	Extended Supply	\$7,200.00		\$28,504.00
Canton, St. Mark's Church	Rector	\$80,900.00	\$228,700.00	\$263,482.00
Chagrin Falls, St. Martin's Church	Priest-in-Charge	\$79,661.00	\$212,217.00	\$294,031.00
Chardon, St. Luke's Church	Rector	\$46,800.00	\$125,905.00	\$149,745.00
Cleveland Heights, St. Paul's Church	Rector	\$150,000.00	\$1,562,184.00	\$2,053,164.00
Cleveland Heights, St. Paul's Church	Associate Rector	\$73,000.00	\$1,562,184.00	\$2,053,164.00
Cleveland, Diocese of Ohio	Canon for Innovation	\$103,000.00		
Cleveland, Diocese of Ohio	Dean, Diaconal Formation	\$5,000.00		
Cleveland, Diocese of Ohio	Canon to the Ordinary	\$128,750.00		
Cleveland, Diocese of Ohio	Missioner for Innovation & Transitions	\$40,036.10		
Cleveland, Diocese of Ohio	Archdeacon	\$10,068.25		
Cleveland, Diocese of Ohio	Canon for Beloved Community	\$103,000.00		
Cleveland, Diocese of Ohio	Bishop	\$205,846.02		
Cleveland, Diocese of Ohio	CCD Director	\$8,240.00		
Cleveland, Diocese of Ohio	Dean, Lay Preaching School	\$5,000.00		
Cleveland, St. Andrew's Church	Rector	\$64,512.00		\$198,777.00
Cleveland, St. Luke's		\$24,000.00	\$142,829.00	\$256,598.00
Cleveland, St. Luke's Church	Priest-in-Charge	\$71,790.00	\$142,829.00	\$256,598.00
Cleveland, Trinity Cathedral	Priest Associate	\$63,500.00	\$1,633,992.00	\$551,943.00
Cleveland, Trinity Cathedral	Canon for Mission & Transformation	\$77,070.00	\$1,633,992.00	\$551,943.00
Cleveland, Trinity Cathedral	Dean	\$147,482.00	\$1,633,992.00	\$551,943.00
Coshocton, Trinity Church	Sunday Supply		\$69,478.36	\$19,026.00
Cuyahoga Falls, St. John's Church	Priest-in-Charge	\$91,502.50	\$207,462.00	\$261,934.00
Defiance, Grace Church	Sunday Supply		\$124,770.00	\$55,575.00
Elyria, St. Andrew's Church	Rector	\$85,454.00	\$218,489.00	\$305,195.00
Euclid, Church of the Epiphany	Rector shared w/ St. Andrew Mentor	\$37,733.00	\$142,137.95	\$155,928.00
Findlay, Trinity Church			\$181,610.00	\$269,868.00
Fremont, St. Paul's Church	Extended Supply	\$14,400.00	\$103,375.00	\$95,189.00
Gambier, Harcourt Parish	Rector	\$81,903.00	\$145,739.00	\$153,641.00
Gates Mills, St. Christopher's Church	Priest-in-Charge	\$130,595.40	\$400,440.00	\$509,146.00
Geneva, Christ Church	Sunday Supply		\$63,964.00	\$77,809.00
Hudson, Christ Church	Rector	\$106,445.00	\$466,739.00	\$673,587.00
Huron, Christ Church	Extended Supply		\$119,323.00	\$178,086.00
Kent, Christ Church	Priest-in-Charge		\$10,074.59	\$436,729.00
Kirtland Hills, St. Hubert's Church	Rector	\$87,550.00	\$316,190.00	\$216,003.00
Lakewood, Church of the Ascension	Priest-in-Charge	\$115,050.00	\$221,580.00	\$366,517.00
Lakewood, St. Peter's Church	Rector	\$108,120.00	\$453,189.00	\$619,870.00

Appendix: Report on Clergy Compensation

Lorain, Church of the Redeemer	Rector	\$59,060.00	\$102,146.00	\$292,664.00
Lyndhurst, Church of the Good Shepherd	Sunday Supply		\$147,000.00	\$155,885.00
Macedonia, St. Timothy's Church	Rector	\$67,050.00	\$145,512.00	\$200,086.00
Mansfield, Grace Church	Priest-in-Charge shared w/ Ashland	\$61,800.00	\$263,999.00	\$272,064.00
Mansfield, Grace Church	Assoc. Rector shared w/ St. Mark Shelby	\$37,733.00	\$263,999.00	\$272,064.00
Massillon, St. Timothy's Church	Extended Supply		\$230,936.00	\$267,449.00
Maumee, St. Paul's Church	Interim Rector	\$97,795.00	\$297,061.51	\$373,657.00
Mayfield Village, St. Bartholomew's Church	Extended Supply		\$138,317.00	\$146,791.00
Medina, St. Paul's Church	Rector	\$81,463.00	\$262,994.00	\$326,198.00
Mentor, St. Andrew Church	Rector shared w/ Epiphany Euclid	\$37,733.00	\$154,639.00	\$248,588.00
Mount Vernon, St. Paul's Church	Rector	\$86,920.00	\$222,065.00	\$165,991.00
Napoleon, St. John the Evangelist	Sunday Supply			
New Philadelphia, Trinity Church	Extended Supply		\$40,956.94	\$58,079.00
Norwalk, St. Paul's Church	Extended Supply		\$59,276.00	\$63,258.00
Oberlin, Christ Church	Rector	\$107,957.20	\$406,197.57	\$565,015.00
Oregon, St. Paul's Church	Priest-in-Charge		\$80,600.00	\$98,760.00
Painesville, St. James' Church	Rector	\$73,284.00	\$232,548.00	\$238,555.00
Parma, All Saints Church	Rector	\$71,790.00	\$193,946.00	\$182,318.00
Perrysburg, St. Timothy's	Rector	\$105,731.56	\$391,022.00	\$446,720.00
Port Clinton, St. Thomas' Church	Priest-in-Charge	\$44,200.00	\$120,660.00	\$96,302.00
Put-in-Bay, St. Paul's	Rector	\$82,576.00	\$118,843.39	\$190,043.00
Ravenna, Grace Church	Extended Supply		\$108,434.00	\$158,939.00
Sandusky, Grace Church	Rector	\$111,000.00	\$466,455.00	\$1,146,498.00
Shaker Heights, Christ Church	Rector	\$103,000.00	\$474,183.11	\$381,040.00
Shelby, St. Mark's Church	Share priest w/ Grace, Mansfield		\$9,606.79	\$113,492.00
Sidney, St. Mark's Church	Extended Supply		\$24,670.73	\$23,511.00
Steubenville, St. Paul's Church	Extended Supply		\$94,486.53	
Steubenville, St. Stephen's Church	Extended Supply		\$35,811.00	\$41,158.00
Tiffin, Old Trinity Church	Rector	\$85,080.00	\$199,294.00	\$91,785.00
Toledo, All Saints Church	Extended Supply			\$65,798.00
Toledo, St. Andrew's Church	Rector	\$92,866.61	\$242,448.00	\$173,950.00
Toledo, St. Matthew's Church	Extended Supply		\$189,080.00	\$236,840.00
Toledo, St. Michael's in the Hills	Rector	\$98,397.00	\$453,351.00	\$539,789.00
Toledo, Trinity Church	Rector	\$128,500.00	\$689,385.51	\$914,570.00
Uniontown, New Life Church	Priest-in-Charge		\$82,865.00	\$86,399.00
Warren, Christ Church	Rector	\$87,650.00	\$338,940.00	\$378,086.00
Westlake, Advent Episcopal			\$109,640.00	
Willoughby, Grace Church	Priest-in-Charge	\$76,310.30	\$229,711.00	\$386,786.00
Wooster, St. James' Church	Rector	\$71,790.00	\$164,777.00	\$203,164.00
Youngstown, St. John's	Extended Supply		\$499,981.00	\$415,592.00

Appendix: Parochial Report Data

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA + Mbrs	Normal Operating Income (NOI)1	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Non Capital Expenses	Outreach	Pledge & Plate	Pledge & Plate + ASA	Non Cap Oper Exp + ASA
Akron Church of our Savior													
2021	130	54	36%	\$ 338,635	\$ -	\$ 338,635	\$ 340,655	\$ 38,359	\$ 338,635	\$ 8,367	\$ 159,626	\$ 2,956	\$ 6,271.02
2022	98	56	57%	\$ 392,251	\$ -	\$ 392,251	\$ 563,803	\$ 52,206	\$ 392,251	\$ 14,665	\$ 143,252	\$ 2,558	\$ 7,004.48
2023	104	55	53%	\$ 432,951	\$ -	\$ 432,951	\$ 615,200	\$ 54,001	\$ 432,951	\$ 28,152	\$ 137,434	\$ 2,499	\$ 7,871.84
2024	109	52	48%	\$ 138,367	\$ -	\$ 138,367	\$ 341,085	\$ 57,627	\$ 439,351	\$ 30,904	\$ 132,356	\$ 2,545	\$ 8,449.06
2025	116	54	47%	\$ 138,403	\$ -	\$ 138,403	\$ 329,732	\$ 54,309	\$ 480,700	\$ 72,332	\$ 133,420	\$ 2,471	\$ 8,901.85
Akron, St Pauls Church													
2021	895	109	7%	\$ 1,149,666	\$ -	\$ 1,149,666	\$ 2,080,378	\$ 178,253	\$ 1,149,666	\$ 471,015	\$ 781,113	\$ 7,166	\$10,547.39
2022	882	112	13%	\$ 1,245,307	\$ -	\$ 1,245,307	\$ 1,832,982	\$ 199,139	\$ 1,245,307	\$ 420,875	\$ 734,164	\$ 6,555	\$11,118.81
2023	865	154	18%	\$ 1,242,929	\$ -	\$ 1,242,929	\$ 1,788,919	\$ 209,274	\$ 1,242,929	\$ 367,131	\$ 817,883	\$ 5,311	\$ 8,070.97
2024	670	148	22%	\$ 1,475,103	\$ -	\$ 1,475,103	\$ 1,426,566	\$ 220,919	\$ 1,434,479	\$ 403,751	\$ 802,766	\$ 5,424	\$ 9,692.43
2025	660	168	25%	\$ 2,003,211	\$ -	\$ 2,003,211	\$ 1,424,528	\$ 204,276	\$ 1,513,736	\$ 243,804	\$ 863,829	\$ 5,142	\$ 9,910.33
Akron, St Philips Church													
2021	59	26	44%	\$ 33,132	\$ -	\$ 33,132	\$ 34,482	\$ 2,441	\$ 33,132	\$ 50	\$ 31,793	\$ 1,223	\$ 1,274.31
2022	59	29	78%	\$ 39,504	\$ -	\$ 39,504	\$ 39,504	\$ 4,747	\$ 44,597	\$ 50	\$ 37,884	\$ 1,306	\$ 1,537.82
2023	59	19	32%	\$ 38,264	\$ -	\$ 38,264	\$ 38,264	\$ 3,908	\$ 34,537	\$ 50	\$ 38,264	\$ 2,014	\$ 1,817.74
2024	35	18	51%	\$ 37,402	\$ -	\$ 37,402	\$ 36,942	\$ 4,303	\$ 35,055	\$ -	\$ 36,942	\$ 2,052	\$ 1,947.50
2025	36	27	75%	\$ 54,930	\$ -	\$ 54,930	\$ 39,930	\$ 1,063	\$ 52,413	\$ 200	\$ 39,930	\$ 1,479	\$ 1,941.22
Alliance, Trinity Church													
2021	51	15	19%	\$ 54,976	\$ -	\$ 54,976	\$ 74,596	\$ 4,480	\$ 54,976	\$ 2,350	\$ 53,016	\$ 3,534	\$ 3,665.06
2022	39	17	44%	\$ 73,069	\$ -	\$ 73,069	\$ 94,698	\$ 7,115	\$ 73,069	\$ 2,155	\$ 58,255	\$ 3,427	\$ 4,298.18
2023	52	21	40%	\$ 51,384	\$ 27,827	\$ 79,211	\$ 97,458	\$ 8,127	\$ 104,760	\$ 1,868	\$ 49,763	\$ 2,370	\$ 4,988.57
2024	49	34	69%	\$ 75,872	\$ 33,392	\$ 109,264	\$ 72,258	\$ 9,197	\$ 113,328	\$ 1,863	\$ 72,258	\$ 2,125	\$ 3,333.18
2025	52	30	58%	\$ 51,208	\$ 33,392	\$ 84,600	\$ 69,692	\$ 9,588	\$ 132,820	\$ -	\$ 49,692	\$ 1,656	\$ 4,427.33
Ashland, St Matthews Church													
2021	54	18	25%	\$ 65,336	\$ 2,000	\$ 67,336	\$ 69,061	\$ 6,283	\$ 67,336	\$ 1,128	\$ 53,057	\$ 2,948	\$ 3,740.89
2022	50	23	46%	\$ 72,174	\$ 1,500	\$ 73,674	\$ 78,474	\$ 7,289	\$ 73,674	\$ 1,851	\$ 56,033	\$ 2,436	\$ 3,203.22
2023	54	27	50%	\$ 81,474	\$ 2,000	\$ 83,474	\$ 89,176	\$ 7,755	\$ 83,474	\$ -	\$ 54,317	\$ 2,012	\$ 3,091.63
2024	54	22	41%	\$ 58,478	\$ -	\$ 58,478	\$ 46,181	\$ 4,707	\$ 52,873	\$ 200	\$ 41,381	\$ 1,881	\$ 2,403.32
2025	59	21	36%	\$ 60,293	\$ -	\$ 60,293	\$ 47,745	\$ 5,396	\$ 60,598	\$ 612	\$ 47,745	\$ 2,274	\$ 2,885.62
Ashtabula, St Peters Church													
2021	81	30	23%	\$ 209,052	\$ -	\$ 209,052	\$ 250,597	\$ 23,899	\$ 209,052	\$ 19,595	\$ 132,702	\$ 4,423	\$ 6,968.40
2022	75	35	47%	\$ 227,209	\$ -	\$ 227,209	\$ 261,273	\$ 26,053	\$ 227,209	\$ 34,064	\$ 135,567	\$ 3,873	\$ 6,491.69
2023	79	35	44%	\$ 289,760	\$ -	\$ 289,760	\$ 1,640,948	\$ 26,834	\$ 233,134	\$ 90,580	\$ 132,393	\$ 3,783	\$ 6,660.97
2024	121	42	35%	\$ 135,246	\$ -	\$ 135,246	\$ 261,849	\$ 25,617	\$ 289,760	\$ 21,431	\$ 126,349	\$ 3,008	\$ 6,899.05
2025	70	44	63%	\$ 282,377	\$ -	\$ 282,377	\$ 239,448	\$ 27,080	\$ 319,489	\$ 56,089	\$ 122,748	\$ 2,790	\$ 7,261.11
Barberton, St Andrews Church													
2021	107	23	17%	\$ 83,078	\$ -	\$ 83,078	\$ 164,275	\$ 7,816	\$ 83,078	\$ 7,296	\$ 83,078	\$ 3,612	\$ 3,612.09
2022	36	32	89%	\$ 85,120	\$ -	\$ 85,120	\$ 101,783	\$ 8,115	\$ 85,120	\$ 11,146	\$ 81,595	\$ 2,550	\$ 2,660.00
2023	62	38	61%	\$ 92,002	\$ -	\$ 92,002	\$ 110,580	\$ 8,668	\$ 92,002	\$ 12,537	\$ 77,577	\$ 2,042	\$ 2,421.11
2024	82	32	39%	\$ 99,549	\$ -	\$ 99,549	\$ 139,549	\$ 9,457	\$ 110,702	\$ 9,680	\$ 99,549	\$ 3,111	\$ 3,459.44
2025	95	33	35%	\$ 103,774	\$ -	\$ 103,774	\$ 105,227	\$ 10,626	\$ 105,227	\$ 7,841	\$ 93,802	\$ 2,842	\$ 3,188.70
Bay Village, St Barnabas Episcopal Church													
2021	258	89	34%	\$ 226,483	\$ 89,166	\$ 315,649	\$ 353,457	\$ 30,737	\$ 315,649	\$ 3,518	\$ 158,985	\$ 3,878	\$ 7,698.76
2022	339	96	28%	\$ 230,724	\$ 79,166	\$ 309,890	\$ 350,055	\$ 27,692	\$ 292,415	\$ 5,885	\$ 207,567	\$ 2,162	\$ 3,045.99
2023	348	103	30%	\$ 270,130	\$ 70,000	\$ 340,130	\$ 375,692	\$ 28,477	\$ 335,077	\$ 13,661	\$ 239,882	\$ 2,329	\$ 3,253.17
2024	281	124	44%	\$ 278,803	\$ 60,000	\$ 338,803	\$ 255,801	\$ 31,622	\$ 330,489	\$ 5,067	\$ 255,801	\$ 2,063	\$ 2,665.23
2025	271	131	48%	\$ 384,423	\$ 32,401	\$ 416,824	\$ 326,075	\$ 32,551	\$ 328,988	\$ 10,692	\$ 326,075	\$ 2,489	\$ 2,511.36
Bellevue, St Pauls Church													
2021	15	7	30%	\$ 1,723	\$ -	\$ 1,723	\$ 1,723	\$ 1,723	\$ 1,723	\$ -	\$ 9,076	\$ 1,297	\$ 246.14
2022	15	7	47%	\$ 19,891	\$ -	\$ 19,891	\$ 19,891	\$ 1,850	\$ 19,891	\$ 1,200	\$ 10,506	\$ 1,500	\$ 2,841.57
2023	16	10	63%	\$ 19,420	\$ -	\$ 19,420	\$ 19,420	\$ 1,850	\$ 18,550	\$ 1,450	\$ 10,420	\$ 1,042	\$ 1,855.00
2024	11	12	109%	\$ 18,400	\$ -	\$ 18,400	\$ 15,200	\$ 1,800	\$ 14,500	\$ 150	\$ 8,400	\$ 700	\$ 1,208.33
2025	0	0	0%	\$ 149	\$ -	\$ 149	\$ 149	\$ -	\$ 14,589	\$ -	\$ 149	\$ -	\$ -
Berea, Church of St Thomas													
2021	121	42	15%	\$ 173,050	\$ 15,000	\$ 188,050	\$ 290,074	\$ 20,507	\$ 188,050	\$ 21,224	\$ 133,786	\$ 3,185	\$ 4,477.38
2022	99	59	60%	\$ 175,687	\$ 15,000	\$ 190,687	\$ 216,098	\$ 20,655	\$ 190,687	\$ 43,999	\$ 104,306	\$ 1,768	\$ 3,231.98
2023	82	46	56%	\$ 210,684	\$ 15,000	\$ 225,684	\$ 301,598	\$ 25,596	\$ 227,615	\$ 137,952	\$ 115,546	\$ 2,512	\$ 4,948.15
2024	56	32	57%	\$ 158,723	\$ -	\$ 158,723	\$ 195,725	\$ 25,167	\$ 218,392	\$ -	\$ 128,415	\$ 4,013	\$ 6,824.75
2025	55	26	47%	\$ 198,152	\$ -	\$ 198,152	\$ 153,443	\$ 19,818	\$ 180,031	\$ -	\$ 126,009	\$ 4,847	\$ 6,924.27
Boardman, St James Church													
2021	44	23	32%	\$ 113,928	\$ -	\$ 113,928	\$ 113,928	\$ 11,531	\$ 113,928	\$ 1,270	\$ 67,020	\$ 2,914	\$ 4,953.39
2022	58	28	48%	\$ 165,547	\$ -	\$ 165,547	\$ 165,547	\$ 16,916	\$ 165,547	\$ 5,076	\$ 69,232	\$ 2,473	\$ 5,912.39
2023	69	33	48%	\$ 149,120	\$ 50,000	\$ 199,120	\$ 218,620	\$ 16,284	\$ 203,984	\$ 2,677	\$ 73,011	\$ 2,212	\$ 6,181.33
2024	72	32	44%	\$ 158,321	\$ 5,000	\$ 163,321	\$ 126,793	\$ 18,012	\$ 217,446	\$ 3,917	\$ 71,793	\$ 2,244	\$ 6,795.19
2025	41	29	71%	\$ 146,085	\$ -	\$ 146,085	\$ 167,953	\$ 14,454	\$ 197,479	\$ -	\$ 87,953	\$ 3,033	\$ 6,809.62
Brecksville, St Matthews Church													
2021	163	40	25%	\$ 159,681	\$ -	\$ 159,681	\$ 169,191	\$ 14,813	\$ 139,129	\$ 1,562	\$ 153,433	\$ 3,836	\$ 3,478.00
2022	100	47	47%	\$ 147,152	\$ -	\$ 147,152	\$ 147,152	\$ 15,635	\$ 147,152	\$ 1,601	\$ 145,983	\$ 3,106	\$ 3,130.89
2023	96	55	57%	\$ 165,181	\$ -	\$ 165,181	\$ 190,308	\$ 17,870	\$ 167,145	\$ -	\$ 129,323	\$ 2,351	\$ 3,039.00
2024	82	54	66%	\$ 141,975	\$ -	\$ 141,975	\$ 182,829	\$ 19,479	\$ 182,280	\$ -	\$ 130,829	\$ 2,423	\$ 3,375.56
2025	82	57	70%	\$ 173,209	\$ -	\$ 173,209	\$ 147,250	\$ 20,665	\$ 199,684	\$ -	\$ 109,886	\$ 1,928	\$ 3,503.23
Brunswick, St Patricks Church													
2021	20	12	36%	\$ 20,145	\$ -	\$ 20,145	\$ 23,545	\$ 1,588	\$ 20,145	\$ 1,359	\$ 33,541	\$ 2,795	\$ 1,678.75
2022	18	14	78%	\$ 26,470	\$ -	\$ 26,470	\$ 26,470	\$ 2,232	\$ 26,470	\$ 559	\$ 22,950	\$ 1,639	\$ 1,890.71
2023	20	14	70%	\$ 28,765	\$ -	\$ 28,765	\$ 28,765	\$ 2,612	\$ 37,920	\$ 5,319	\$ 28,762	\$ 2,054	\$ 2,708.57
2024	21	17	81%	\$ 18,626	\$ -	\$ 18,626	\$ 18,624	\$ 2,912	\$ 31,947	\$ 320	\$ 18,624	\$ 1,096	\$ 1,879.24
2025	22	16	73%	\$ 28,504	\$ -	\$ 28,504	\$ 28,504	\$ 2,554	\$ 28,296	\$ -	\$ 28,504	\$ 1,782	\$ 1,768.50
Canton, St Marks Church													
2021	154	35	10%	\$ 259,059	\$ -	\$ 259,059	\$ 292,900	\$ 30,913	\$ 259,059	\$ 21,234	\$ 197,930	\$ 5,655	\$ 7,401.69

Appendix: Parochial Report Data

2022	156	63	40%	\$	293,724	\$	-	\$	293,724	\$	305,604	\$	30,613	\$	293,724	\$	36,517	\$	182,652	\$	2,899	\$	4,662.29
2023	157	74	47%	\$	294,741	\$	-	\$	294,741	\$	318,481	\$	31,134	\$	294,741	\$	35,084	\$	186,896	\$	2,526	\$	3,982.99
2024	144	87	60%	\$	254,204	\$	-	\$	254,204	\$	259,408	\$	28,606	\$	277,975	\$	155	\$	210,608	\$	2,421	\$	3,195.11
2025	154	80	52%	\$	263,482	\$	-	\$	263,482	\$	252,484	\$	27,880	\$	275,329	\$	23,917	\$	222,484	\$	2,781	\$	3,441.61
Canton, St Pauls Church																							
2021	77	21	10%	\$	209,592	\$	-	\$	209,592	\$	215,586	\$	18,441	\$	209,592	\$	66,943	\$	144,779	\$	6,894	\$	9,980.57
2022	75	26	35%	\$	256,707	\$	11,984	\$	268,691	\$	275,291	\$	21,329	\$	268,691	\$	70,915	\$	143,646	\$	5,525	\$	10,334.27
2023	83	38	46%	\$	330,680	\$	11,984	\$	342,664	\$	457,793	\$	24,846	\$	270,646	\$	76,533	\$	164,054	\$	4,317	\$	7,122.26
2024	66	42	64%	\$	220,829	\$	-	\$	220,829	\$	381,305	\$	29,398	\$	356,006	\$	-	\$	176,805	\$	4,210	\$	8,476.33
2025	66	40	61%	\$	250,870	\$	1,500	\$	252,370	\$	219,401	\$	21,912	\$	273,219	\$	10,480	\$	179,401	\$	4,485	\$	6,830.48
Chagrin Falls, St Martins Episcopal Church																							
2021	247	43	13%	\$	282,853	\$	-	\$	282,853	\$	292,807	\$	38,862	\$	282,853	\$	6,031	\$	260,377	\$	6,055	\$	6,577.98
2022	340	59	17%	\$	281,424	\$	-	\$	281,424	\$	290,626	\$	33,721	\$	281,424	\$	5,129	\$	242,682	\$	4,113	\$	4,769.90
2023	341	52	15%	\$	244,897	\$	-	\$	244,897	\$	254,239	\$	36,182	\$	298,828	\$	8,210	\$	229,064	\$	4,405	\$	5,746.69
2024	187	52	28%	\$	259,298	\$	-	\$	259,298	\$	254,973	\$	21,010	\$	184,346	\$	830	\$	254,973	\$	4,903	\$	3,545.12
2025	113	52	46%	\$	294,031	\$	-	\$	294,031	\$	242,984	\$	27,753	\$	239,498	\$	-	\$	242,984	\$	4,673	\$	4,605.73
Chardon, St Lukes Church																							
2021	83	28	32%	\$	116,403	\$	2,000	\$	118,403	\$	126,770	\$	11,674	\$	118,403	\$	2,315	\$	100,317	\$	3,583	\$	4,228.68
2022	57	34	60%	\$	124,902	\$	2,000	\$	126,902	\$	157,408	\$	12,905	\$	126,902	\$	566	\$	117,122	\$	3,445	\$	3,732.41
2023	60	40	67%	\$	126,011	\$	2,000	\$	128,011	\$	150,931	\$	13,465	\$	131,634	\$	1,945	\$	109,508	\$	2,738	\$	3,290.85
2024	70	35	50%	\$	134,116	\$	2,000	\$	136,116	\$	118,161	\$	13,689	\$	139,046	\$	4,360	\$	118,161	\$	3,376	\$	3,972.74
2025	68	31	46%	\$	149,745	\$	2,000	\$	151,745	\$	131,861	\$	14,596	\$	146,283	\$	-	\$	131,861	\$	4,254	\$	4,718.81
Cleveland, St Andrews Church																							
2021	128	36	28%	\$	193,059	\$	-	\$	193,059	\$	193,727	\$	20,655	\$	193,059	\$	5,009	\$	125,930	\$	3,498	\$	5,362.75
2022	40	31	78%	\$	206,647	\$	-	\$	206,647	\$	208,317	\$	18,459	\$	206,647	\$	544	\$	100,043	\$	3,227	\$	6,666.03
2023	42	35	83%	\$	214,157	\$	-	\$	214,157	\$	227,607	\$	31,018	\$	219,484	\$	7,503	\$	111,825	\$	3,195	\$	6,270.97
2024	64	35	55%	\$	185,362	\$	-	\$	185,362	\$	102,932	\$	20,499	\$	198,268	\$	7,814	\$	102,932	\$	2,941	\$	5,664.80
2025	70	45	64%	\$	198,777	\$	-	\$	198,777	\$	179,309	\$	17,477	\$	215,325	\$	-	\$	179,309	\$	3,985	\$	4,785.00
Cleveland, St Lukes Church																							
2021	24	12	48%	\$	120,324	\$	40,500	\$	160,824	\$	285,016	\$	15,605	\$	160,824	\$	91,220	\$	113,509	\$	9,459	\$	\$13,402.00
2022	11	18	164%	\$	99,071	\$	71,717	\$	170,788	\$	285,218	\$	9,138	\$	170,788	\$	106,461	\$	113,815	\$	6,323	\$	9,488.22
2023	28	21	75%	\$	125,318	\$	75,300	\$	200,618	\$	314,535	\$	12,105	\$	184,533	\$	122,665	\$	117,079	\$	5,575	\$	8,787.29
2024	21	23	110%	\$	217,427	\$	76,526	\$	293,953	\$	213,243	\$	12,544	\$	304,647	\$	-	\$	213,243	\$	9,271	\$	\$13,245.52
2025	30	25	83%	\$	256,598	\$	78,246	\$	334,844	\$	165,149	\$	13,032	\$	308,184	\$	95,972	\$	157,277	\$	6,291	\$	\$12,327.36
Cleveland, Trinity Cathedral																							
2021	345	122	31%	\$	1,229,235	\$	-	\$	1,229,235	\$	1,814,613	\$	159,002	\$	1,229,235	\$	329,814	\$	495,573	\$	4,062	\$	\$10,075.70
2022	350	161	46%	\$	1,388,279	\$	690	\$	1,388,969	\$	1,833,442	\$	196,677	\$	1,388,969	\$	265,103	\$	501,758	\$	3,117	\$	8,627.14
2023	286	182	64%	\$	1,491,965	\$	250	\$	1,492,215	\$	2,323,425	\$	225,320	\$	1,492,215	\$	355,391	\$	541,434	\$	2,975	\$	8,198.98
2024	284	191	67%	\$	560,329	\$	1,000	\$	561,329	\$	1,961,842	\$	230,183	\$	2,198,085	\$	-	\$	476,858	\$	2,497	\$	\$11,508.30
2025	265	182	69%	\$	551,943	\$	4,000	\$	555,943	\$	1,984,142	\$	260,270	\$	2,338,354	\$	435,430	\$	471,052	\$	2,588	\$	\$12,848.10
Cleveland Heights, St Pauls Episcopal Church																							
2021	1241	175	14%	\$	1,719,158	\$	-	\$	1,719,158	\$	1,925,101	\$	228,018	\$	1,719,158	\$	393,434	\$	1,477,658	\$	8,444	\$	9,823.76
2022	1153	245	21%	\$	1,947,154	\$	-	\$	1,947,154	\$	2,124,201	\$	263,105	\$	1,947,154	\$	425,761	\$	1,720,960	\$	7,024	\$	7,947.57
2023	1108	273	25%	\$	1,962,271	\$	-	\$	1,962,271	\$	3,802,995	\$	261,920	\$	1,962,271	\$	395,386	\$	1,591,601	\$	5,830	\$	7,187.81
2024	957	247	26%	\$	1,972,384	\$	-	\$	1,972,384	\$	2,272,509	\$	253,519	\$	2,011,579	\$	112,629	\$	1,874,165	\$	7,588	\$	8,144.04
2025	945	263	28%	\$	2,053,164	\$	-	\$	2,053,164	\$	2,434,351	\$	266,222	\$	2,343,619	\$	56,753	\$	1,960,425	\$	7,454	\$	8,911.10
Coshocton, Trinity Episcopal Church																							
2021	77	9	12%	\$	48,060	\$	-	\$	48,060	\$	48,060	\$	5,471	\$	48,060	\$	-	\$	36,592	\$	4,066	\$	5,340.00
2022	77	11	14%	\$	109,233	\$	-	\$	109,233	\$	109,233	\$	5,238	\$	109,233	\$	-	\$	62,051	\$	5,641	\$	9,930.27
2023	70	11	16%	\$	45,576	\$	-	\$	45,576	\$	45,576	\$	6,102	\$	60,197	\$	600	\$	38,076	\$	3,461	\$	5,472.45
2024	69	11	16%	\$	86,489	\$	-	\$	86,489	\$	136,489	\$	7,132	\$	68,567	\$	1,500	\$	86,489	\$	7,863	\$	6,233.36
2025	72	10	14%	\$	19,026	\$	-	\$	19,026	\$	61,526	\$	7,136	\$	74,799	\$	-	\$	11,526	\$	1,153	\$	7,479.90
Cuyahoga Falls, St Johns Episcopal Church																							
2021	155	35	23%	\$	246,173	\$	-	\$	246,173	\$	257,474	\$	23,391	\$	246,173	\$	23,869	\$	129,329	\$	3,695	\$	7,033.50
2022	157	44	28%	\$	236,525	\$	-	\$	236,525	\$	240,525	\$	27,072	\$	236,525	\$	23,480	\$	129,952	\$	2,953	\$	5,375.57
2023	155	51	33%	\$	243,295	\$	-	\$	243,295	\$	243,295	\$	22,472	\$	234,279	\$	25,395	\$	113,498	\$	2,225	\$	4,593.71
2024	147	43	29%	\$	117,800	\$	-	\$	117,800	\$	241,664	\$	21,412	\$	213,184	\$	180	\$	115,864	\$	2,695	\$	4,957.77
2025	63	44	70%	\$	261,934	\$	52,250	\$	314,184	\$	209,684	\$	21,978	\$	277,117	\$	22,060	\$	99,684	\$	2,266	\$	6,298.11
Defiance, Grace Church																							
2021	28	20	48%	\$	26,890	\$	-	\$	26,890	\$	26,890	\$	3,590	\$	26,890	\$	-	\$	45,748	\$	2,287	\$	1,344.50
2022	31	20	65%	\$	42,627	\$	-	\$	42,627	\$	43,056	\$	3,134	\$	42,627	\$	5,145	\$	33,210	\$	1,661	\$	2,131.35
2023	30	19	63%	\$	46,885	\$	-	\$	46,885	\$	46,885	\$	3,796	\$	36,112	\$	2,019	\$	41,815	\$	2,201	\$	1,900.63
2024	25	16	64%	\$	43,037	\$	-	\$	43,037	\$	43,037	\$	4,599	\$	40,857	\$	702	\$	43,037	\$	2,690	\$	2,553.56
2025	25	18	72%	\$	55,575	\$	-	\$	55,575	\$	141,456	\$	3,774	\$	86,581	\$	-	\$	54,875	\$	3,049	\$	4,810.06
East Liverpool, St Stephens Church																							
2021	30	27	24%	\$	83,714	\$	500	\$	84,214	\$	99,336	\$	8,130	\$	84,214	\$	2,563	\$	29,015	\$	1,075	\$	3,119.04
2022	50	72	144%	\$	88,174	\$	-	\$	88,174	\$	161,881	\$	9,567	\$	94,274	\$	3,676	\$	29,068	\$	404	\$	1,309.36
2023	43	23	53%	\$	103,702	\$	-	\$	103,702	\$	123,357	\$	9,982	\$	103,702	\$	3,090	\$	26,014	\$	1,131	\$	4,508.78
2024	39	23	59%	\$	125,929	\$	-	\$	125,929	\$	118,181	\$	12,593	\$	135,957	\$	200	\$	42,181	\$	1,834	\$	5,911.17
2025	36	22	61%	\$	1	\$	-	\$	1	\$	1	\$	12,343	\$	-	\$	-	\$					

Appendix: Parochial Report Data

2022	172	65	38%	\$	180,625	\$	-	\$	180,625	\$	190,698	\$	19,283	\$	180,625	\$	4,526	\$	161,562	\$	2,486	\$	2,778.85
2023	179	62	35%	\$	182,921	\$	-	\$	182,921	\$	189,833	\$	19,856	\$	182,921	\$	5,878	\$	140,221	\$	2,262	\$	2,950.34
2024	173	63	36%	\$	154,229	\$	-	\$	154,229	\$	189,373	\$	20,581	\$	193,894	\$	2,000	\$	151,220	\$	2,400	\$	3,077.68
2025	178	55	31%	\$	269,868	\$	-	\$	269,868	\$	252,552	\$	21,687	\$	199,493	\$	-	\$	249,491	\$	4,536	\$	3,627.15
Fremont, St Pauls Church																							
2021	62	26	42%	\$	153,581	\$	50,000	\$	203,581	\$	220,032	\$	8,515	\$	153,581	\$	3,337	\$	109,673	\$	4,218	\$	5,906.96
2022	55	28	51%	\$	120,465	\$	80,000	\$	200,465	\$	208,709	\$	9,038	\$	200,465	\$	9,390	\$	113,633	\$	4,058	\$	7,159.46
2023	54	35	65%	\$	233,765	\$	50,000	\$	283,765	\$	297,566	\$	18,643	\$	204,060	\$	57,802	\$	96,118	\$	2,746	\$	5,830.29
2024	52	30	58%	\$	134,511	\$	4,162	\$	138,673	\$	134,511	\$	12,114	\$	127,562	\$	-	\$	134,511	\$	4,484	\$	4,252.07
2025	56	34	61%	\$	95,189	\$	-	\$	95,189	\$	95,189	\$	11,227	\$	106,740	\$	-	\$	95,189	\$	2,800	\$	3,139.41
Gambier, Harcourt Parish																							
2021	67	44	42%	\$	150,940	\$	-	\$	150,940	\$	202,232	\$	16,042	\$	150,940	\$	21,749	\$	138,980	\$	3,159	\$	3,430.45
2022	65	40	62%	\$	163,417	\$	-	\$	163,417	\$	191,035	\$	17,419	\$	163,417	\$	19,600	\$	121,789	\$	3,045	\$	4,085.43
2023	65	48	74%	\$	146,904	\$	-	\$	146,904	\$	187,929	\$	15,628	\$	146,931	\$	28,805	\$	130,984	\$	2,729	\$	3,061.06
2024	65	54	83%	\$	155,979	\$	-	\$	155,979	\$	136,961	\$	15,542	\$	177,751	\$	6,665	\$	114,953	\$	2,129	\$	3,291.69
2025	61	56	92%	\$	153,641	\$	-	\$	153,641	\$	142,571	\$	16,040	\$	168,901	\$	5,897	\$	121,005	\$	2,161	\$	3,016.09
Gates Mills, St Christophers by the River Church																							
2021	128	42	29%	\$	390,774	\$	-	\$	390,774	\$	511,870	\$	51,186	\$	390,774	\$	18,199	\$	233,059	\$	5,549	\$	9,304.14
2022	116	55	47%	\$	402,088	\$	-	\$	402,088	\$	427,026	\$	52,329	\$	402,088	\$	26,458	\$	261,395	\$	4,753	\$	7,310.69
2023	112	60	54%	\$	445,544	\$	-	\$	445,544	\$	459,195	\$	54,708	\$	408,995	\$	14,229	\$	277,461	\$	4,624	\$	6,816.58
2024	136	74	54%	\$	436,073	\$	-	\$	436,073	\$	551,968	\$	43,434	\$	348,584	\$	1,205	\$	410,872	\$	5,552	\$	4,710.59
2025	140	58	41%	\$	509,146	\$	20,000	\$	529,146	\$	318,141	\$	35,327	\$	283,355	\$	-	\$	255,544	\$	4,406	\$	4,885.43
Geneva, Christ Church																							
2021	41	14	20%	\$	57,884	\$	-	\$	57,884	\$	65,807	\$	5,210	\$	57,884	\$	3,442	\$	42,602	\$	3,043	\$	4,134.57
2022	46	19	41%	\$	65,563	\$	-	\$	65,563	\$	75,222	\$	5,860	\$	65,563	\$	1,510	\$	45,751	\$	2,408	\$	3,450.68
2023	35	21	60%	\$	78,332	\$	-	\$	78,332	\$	109,011	\$	6,905	\$	75,637	\$	2,791	\$	59,705	\$	2,843	\$	3,601.76
2024	37	20	54%	\$	75,367	\$	-	\$	75,367	\$	46,576	\$	7,005	\$	81,629	\$	1,679	\$	46,576	\$	2,329	\$	4,081.45
2025	38	21	55%	\$	77,809	\$	-	\$	77,809	\$	48,522	\$	6,230	\$	74,860	\$	200	\$	48,522	\$	2,311	\$	3,564.76
Hudson, Christ Church																							
2021	287	38	10%	\$	532,503	\$	20,004	\$	552,507	\$	968,665	\$	75,588	\$	552,507	\$	36,137	\$	479,101	\$	12,608	\$	14,539.66
2022	245	109	44%	\$	532,737	\$	8,335	\$	541,072	\$	784,331	\$	72,535	\$	541,072	\$	61,951	\$	483,093	\$	4,432	\$	4,963.96
2023	229	124	54%	\$	527,299	\$	-	\$	527,299	\$	664,505	\$	63,792	\$	527,299	\$	106,145	\$	523,909	\$	4,225	\$	4,252.41
2024	186	137	74%	\$	662,970	\$	-	\$	662,970	\$	541,735	\$	59,685	\$	573,163	\$	7,597	\$	541,735	\$	3,954	\$	4,183.67
2025	228	141	62%	\$	673,587	\$	-	\$	673,587	\$	555,622	\$	69,645	\$	658,166	\$	54,540	\$	503,826	\$	3,573	\$	4,667.84
Huron, Christ Episcopal Church																							
2021	142	28	10%	\$	184,716	\$	-	\$	184,716	\$	190,893	\$	22,954	\$	184,716	\$	6,177	\$	148,892	\$	5,318	\$	6,597.00
2022	45	38	84%	\$	179,458	\$	-	\$	179,458	\$	202,669	\$	16,024	\$	179,458	\$	6,932	\$	127,381	\$	3,352	\$	4,722.58
2023	48	43	90%	\$	157,869	\$	-	\$	157,869	\$	180,113	\$	21,065	\$	175,161	\$	9,904	\$	137,767	\$	3,204	\$	4,073.51
2024	35	41	117%	\$	192,844	\$	-	\$	192,844	\$	190,738	\$	21,007	\$	204,915	\$	11,000	\$	190,738	\$	4,652	\$	4,997.93
2025	52	37	71%	\$	178,086	\$	-	\$	178,086	\$	178,086	\$	24,149	\$	204,928	\$	6,458	\$	178,086	\$	4,813	\$	5,538.59
Kent, Christ Church																							
2021	145	28	16%	\$	164,040	\$	-	\$	164,040	\$	165,442	\$	16,654	\$	164,040	\$	1,205	\$	124,702	\$	4,454	\$	5,858.57
2022	53	29.9	56%	\$	157,314	\$	-	\$	157,314	\$	160,708	\$	15,731	\$	149,063	\$	1,041	\$	141,053	\$	4,717	\$	4,985.40
2023	78	32	41%	\$	122,950	\$	-	\$	122,950	\$	144,422	\$	12,288	\$	120,822	\$	625	\$	110,086	\$	3,440	\$	3,775.69
2024	43	33	77%	\$	114,778	\$	-	\$	114,778	\$	130,404	\$	14,521	\$	148,971	\$	1,200	\$	114,778	\$	3,478	\$	4,514.27
2025	65	37	57%	\$	436,729	\$	-	\$	436,729	\$	179,977	\$	13,549	\$	140,553	\$	1,979	\$	179,977	\$	4,864	\$	3,798.73
Kirtland Hills, St Huberts Church																							
2021	244	50	20%	\$	304,715	\$	-	\$	304,715	\$	380,025	\$	36,541	\$	304,715	\$	10,378	\$	219,826	\$	4,397	\$	6,094.30
2022	53	29.9	56%	\$	157,314	\$	-	\$	157,314	\$	160,708	\$	15,731	\$	149,063	\$	1,041	\$	141,053	\$	4,717	\$	4,985.40
2023	149	80	54%	\$	332,879	\$	-	\$	332,879	\$	671,383	\$	39,319	\$	332,879	\$	13,810	\$	275,313	\$	3,441	\$	4,160.99
2024	164	71	43%	\$	231,978	\$	-	\$	231,978	\$	246,109	\$	29,480	\$	252,858	\$	3,403	\$	228,814	\$	3,223	\$	3,561.38
2025	137	60	44%	\$	216,003	\$	-	\$	216,003	\$	292,774	\$	37,728	\$	426,552	\$	6,550	\$	215,603	\$	3,593	\$	7,109.20
Lakewood, Church of the Ascension																							
2021	152	46	26%	\$	174,940	\$	52,483	\$	227,423	\$	367,134	\$	18,592	\$	227,423	\$	4,012	\$	151,377	\$	3,291	\$	4,943.98
2022	161	68	42%	\$	191,991	\$	43,236	\$	235,227	\$	326,091	\$	20,961	\$	235,227	\$	4,262	\$	174,350	\$	2,564	\$	3,459.22
2023	166	73	44%	\$	197,615	\$	27,020	\$	224,635	\$	602,904	\$	20,211	\$	224,635	\$	6,115	\$	176,795	\$	2,422	\$	3,077.19
2024	136	78	57%	\$	263,515	\$	2,000	\$	265,515	\$	204,739	\$	25,515	\$	257,754	\$	5,206	\$	204,739	\$	2,625	\$	3,304.54
2025	85	83	98%	\$	366,517	\$	2,000	\$	368,517	\$	224,480	\$	28,700	\$	295,404	\$	23,991	\$	215,665	\$	2,598	\$	3,559.08
Lakewood, St Peters Episcopal Church																							
2021	345	63	18%	\$	478,587	\$	-	\$	478,587	\$	578,696	\$	63,201	\$	478,587	\$	109,192	\$	591,584	\$	9,390	\$	7,596.62
2022	291	89	31%	\$	497,261	\$	-	\$	497,261	\$	537,741	\$	64,399	\$	497,261	\$	68,401	\$	540,365	\$	6,072	\$	5,587.20
2023	303	113	37%	\$	544,250	\$	-	\$	544,250	\$	660,248	\$	78,000	\$	577,512	\$	67,795	\$	515,150	\$	4,559	\$	5,110.73
2024	250	118	47%	\$	568,490	\$	-	\$	568,490	\$	619,540	\$	78,253	\$	651,227	\$	68,840	\$	550,715	\$	4,779	\$	5,518.87
2025	250	117	47%	\$	619,870	\$	-	\$	619,870	\$	608,215	\$	77,780	\$	651,972	\$	67,157	\$	-	\$	-	\$	5,572.41
Lorain, Church of the Redeemer																							
2021	134	29	22%	\$	180,141	\$	20,000	\$	200,141	\$	303,534	\$	20,256	\$	200,141	\$	37,788	\$	84,384	\$	2,910	\$	6,901.41
2022	146	30	21%	\$	244,811	\$	30,000	\$	274,811	\$	354,320	\$	17,576	\$	274,811	\$	87,015	\$	74,289	\$	2,476	\$	9,160.37
2023	100	48	48%	\$	132,886	\$	5,000	\$	137,886	\$	376,847	\$	20,651	\$	346,911	\$	148,390	\$	94,775	\$	1,974	\$	7,227.31
2024	65	43	66%	\$	221,027	\$	28,000	\$	249,027	\$	227,758	\$	16,782	\$	280,870	\$	-	\$	111,089	\$	2,583	\$	6,531.86
2025	65	39	60%	\$	292,664	\$	15,000	\$	307,664	\$	84,261	\$	9,859	\$	325,210	\$	158,459	\$	84,261				

Appendix: Parochial Report Data

	326	53	16%	\$	300,689	\$	-	\$	300,689	\$	525,744	\$	36,161	\$	300,689	\$	131,145	\$	135,293	\$	2,553	\$	5,673.38
2023	270	58	21%	\$	306,891	\$	-	\$	306,891	\$	484,011	\$	37,393	\$	306,891	\$	181,352	\$	123,122	\$	2,123	\$	5,291.22
2024	262	45	17%	\$	282,530	\$	-	\$	282,530	\$	234,487	\$	21,463	\$	426,534	\$	5,425	\$	111,993	\$	2,489	\$	9,478.53
2025	277	56	20%	\$	272,064	\$	-	\$	272,064	\$	278,399	\$	34,149	\$	391,091	\$	81,505	\$	109,860	\$	1,962	\$	6,983.77
Massillon, St Timothys Church																							
2021	69	32	13%	\$	241,086	\$	16,173	\$	257,259	\$	274,724	\$	24,935	\$	257,259	\$	23,122	\$	190,677	\$	5,959	\$	8,039.34
2022	85	53	62%	\$	236,091	\$	18,523	\$	254,614	\$	464,614	\$	29,692	\$	254,614	\$	28,986	\$	165,896	\$	3,130	\$	4,804.04
2023	76	63	83%	\$	253,053	\$	-	\$	253,053	\$	254,693	\$	28,329	\$	256,568	\$	21,725	\$	218,233	\$	3,464	\$	4,072.51
2024	120	58	48%	\$	211,539	\$	-	\$	211,539	\$	219,927	\$	29,072	\$	266,927	\$	21,606	\$	208,427	\$	3,594	\$	4,602.19
2025	75	50	67%	\$	267,449	\$	-	\$	267,449	\$	434,885	\$	31,104	\$	275,936	\$	-	\$	158,949	\$	3,179	\$	5,518.72
Maumee, St Pauls Church																							
2021	351	51	12%	\$	358,373	\$	-	\$	358,373	\$	845,175	\$	36,810	\$	358,373	\$	429,013	\$	409,236	\$	8,024	\$	7,026.92
2022	349	71	20%	\$	422,300	\$	-	\$	422,300	\$	1,033,459	\$	55,693	\$	422,300	\$	972,251	\$	492,463	\$	6,936	\$	5,947.89
2023	325	86	26%	\$	437,550	\$	-	\$	437,550	\$	1,053,401	\$	39,415	\$	981,557	\$	683,657	\$	428,887	\$	4,987	\$	11,413.45
2024	274	83	30%	\$	746,577	\$	-	\$	746,577	\$	406,420	\$	53,070	\$	953,877	\$	18,170	\$	353,118	\$	4,254	\$	11,492.49
2025	285	84	29%	\$	373,657	\$	-	\$	373,657	\$	471,407	\$	-	\$	849,230	\$	349,228	\$	345,664	\$	4,115	\$	10,109.88
Mayfield Village, St Bartholomew's Episcopal Church																							
2021	72	45	42%	\$	126,297	\$	-	\$	126,297	\$	127,287	\$	12,721	\$	126,297	\$	40,920	\$	118,082	\$	2,624	\$	2,806.60
2022	86	37	43%	\$	84,561	\$	-	\$	84,561	\$	93,171	\$	8,495	\$	84,561	\$	-	\$	99,704	\$	2,695	\$	2,285.43
2023	86	38	44%	\$	123,508	\$	-	\$	123,508	\$	128,063	\$	14,463	\$	140,661	\$	-	\$	109,381	\$	2,878	\$	3,701.61
2024	64	38	59%	\$	157,714	\$	-	\$	157,714	\$	130,615	\$	16,106	\$	152,638	\$	800	\$	130,615	\$	3,437	\$	4,016.79
2025	58	36	62%	\$	146,791	\$	-	\$	146,791	\$	269,805	\$	17,969	\$	159,317	\$	-	\$	110,488	\$	3,069	\$	4,425.47
Medina, St Pauls Church																							
2021	175	39	8%	\$	207,609	\$	-	\$	207,609	\$	342,733	\$	22,803	\$	207,609	\$	16,539	\$	187,772	\$	4,815	\$	5,323.31
2022	172	53	31%	\$	289,266	\$	-	\$	289,266	\$	552,409	\$	31,015	\$	289,266	\$	43,536	\$	224,402	\$	4,234	\$	5,457.85
2023	172	68	40%	\$	295,794	\$	-	\$	295,794	\$	615,884	\$	31,931	\$	293,511	\$	40,182	\$	267,735	\$	3,937	\$	4,316.34
2024	165	76	46%	\$	328,821	\$	-	\$	328,821	\$	265,819	\$	33,809	\$	322,668	\$	29,130	\$	265,819	\$	3,498	\$	4,245.63
2025	168	84	50%	\$	326,198	\$	-	\$	326,198	\$	271,465	\$	35,521	\$	339,656	\$	11,202	\$	271,465	\$	3,232	\$	4,043.52
Mentor, St Andrews Church																							
2021	262	34	13%	\$	166,133	\$	-	\$	166,133	\$	372,683	\$	22,370	\$	166,133	\$	33,311	\$	146,240	\$	4,301	\$	4,886.26
2022	59	53	90%	\$	184,552	\$	18,400	\$	202,952	\$	269,406	\$	23,037	\$	202,952	\$	31,337	\$	145,680	\$	2,749	\$	3,829.28
2023	81	42	52%	\$	182,927	\$	-	\$	182,927	\$	256,793	\$	16,053	\$	186,560	\$	38,580	\$	155,645	\$	3,706	\$	4,441.90
2024	70	53	76%	\$	195,012	\$	-	\$	195,012	\$	145,513	\$	20,261	\$	259,416	\$	92	\$	145,513	\$	2,746	\$	4,894.64
2025	81	46	57%	\$	248,588	\$	-	\$	248,588	\$	160,432	\$	16,212	\$	178,493	\$	-	\$	160,432	\$	3,488	\$	3,880.28
Mount Vernon, St Pauls Church																							
2021	58	26	45%	\$	207,144	\$	-	\$	207,144	\$	210,541	\$	23,825	\$	207,144	\$	7,373	\$	136,892	\$	5,265	\$	7,967.08
2022	46	28	61%	\$	206,238	\$	-	\$	206,238	\$	206,238	\$	23,523	\$	206,238	\$	6,784	\$	128,373	\$	4,585	\$	7,365.64
2023	37	27	73%	\$	224,950	\$	-	\$	224,950	\$	224,950	\$	19,163	\$	160,404	\$	5,737	\$	133,768	\$	4,954	\$	5,940.89
2024	32	23	72%	\$	152,756	\$	-	\$	152,756	\$	189,383	\$	14,777	\$	138,880	\$	4,497	\$	147,767	\$	6,425	\$	6,038.26
2025	33	26	79%	\$	165,991	\$	-	\$	165,991	\$	220,453	\$	26,518	\$	236,812	\$	2,388	\$	161,667	\$	6,218	\$	9,108.15
Napoleon, St Johns Church																							
2021																							
2022																							
2023																							
2024																							
2025																							
New Philadelphia, Trinity Church																							
2021	22	19	33%	\$	45,466	\$	-	\$	45,466	\$	45,466	\$	4,115	\$	45,466	\$	200	\$	45,466	\$	2,393	\$	2,392.95
2022	28	20	71%	\$	48,816	\$	-	\$	48,816	\$	48,816	\$	4,335	\$	48,816	\$	300	\$	44,762	\$	2,238	\$	2,440.80
2023	25	18	72%	\$	45,027	\$	-	\$	45,027	\$	47,727	\$	4,010	\$	51,937	\$	6,274	\$	36,951	\$	2,053	\$	2,885.39
2024	22	17	77%	\$	39,279	\$	-	\$	39,279	\$	46,979	\$	4,053	\$	49,075	\$	1,540	\$	38,679	\$	2,275	\$	2,886.76
2025	25	15	60%	\$	58,079	\$	-	\$	58,079	\$	52,741	\$	4,384	\$	56,004	\$	-	\$	40,241	\$	2,683	\$	3,733.60
Niles, St Lukes Church																							
2021	126	19	15%	\$	36,384	\$	-	\$	36,384	\$	54,384	\$	4,154	\$	36,384	\$	4,250	\$	25,202	\$	1,326	\$	1,914.95
2022	126	17	13%	\$	29,554	\$	-	\$	29,554	\$	29,554	\$	1,412	\$	29,554	\$	3,725	\$	23,650	\$	1,391	\$	1,738.47
2023	123	20	16%	\$	24,394	\$	-	\$	24,394	\$	24,394	\$	2,100	\$	26,705	\$	800	\$	24,394	\$	1,220	\$	1,335.25
2024																							
2025	closed																						
Norwalk, St Pauls Church																							
2021	32	17	43%	\$	33,538	\$	-	\$	33,538	\$	33,538	\$	3,216	\$	33,538	\$	6,848	\$	34,179	\$	2,011	\$	1,972.81
2022	35	19	54%	\$	42,114	\$	-	\$	42,114	\$	45,799	\$	4,108	\$	42,114	\$	50	\$	48,773	\$	2,567	\$	2,216.53
2023	37	19	51%	\$	64,625	\$	-	\$	64,625	\$	67,675	\$	4,108	\$	25,983	\$	237	\$	64,210	\$	3,379	\$	1,367.53
2024	39	24	62%	\$	62,999	\$	-	\$	62,999	\$	60,764	\$	6,865	\$	63,818	\$	-	\$	60,764	\$	2,532	\$	2,659.08
2025	35	24	69%	\$	63,258	\$	-	\$	63,258	\$	60,074	\$	7,740	\$	68,347	\$	-	\$	60,074	\$	2,503	\$	2,847.79
Oberlin, Christ Church																							
2021	59	28	32%	\$	305,801	\$	-	\$	305,801	\$	305,801	\$	36,875	\$	305,801	\$	20,317	\$	191,442	\$	6,837	\$	10,921.46
2022	52	43	83%	\$	315,363	\$	-	\$	315,363	\$	762,268	\$	38,606	\$	315,363	\$	120,219	\$	197,153	\$	4,585	\$	7,334.02
2023	61	49	80%	\$	359,273	\$	-	\$	359,273	\$	624,715	\$	43,728	\$	359,273	\$	237,352	\$	222,144	\$	4,534	\$	7,332.10
2024	58	51	88%	\$	335,594	\$	-	\$	335,594	\$	570,144	\$	46,991	\$	513,246	\$	918	\$	228,582	\$	4,482	\$	10,063.65
2025	60	56	93%	\$	565,015	\$	-	\$	565,015	\$	488,801	\$	44,069	\$	497,276	\$	-	\$	260,435	\$	4,651	\$	8,879.93
Oregon, St Pauls Church																							
2021	44	28	22%	\$	83,183	\$	-	\$	83,183	\$	167,095	\$	7,002	\$	83,183	\$	11,473	\$	46,793	\$	1,671	\$	2,970.82
2022	38	27	71%	\$	95,222	\$	-	\$	95,222	\$	106,192	\$	7,433	\$	95,222	\$	16,819	\$	52,075	\$	1,929	\$	3,526.74
2023	78	35	45%	\$	64,114	\$	-	\$	64,114	\$	78,266	\$	8,319	\$	101,065	\$	16,606	\$	53,223	\$	1,521	\$	2,887.57
2024	62	37	60%	\$	84,441	\$	-	\$	84,441	\$	83,246	\$	8,852	\$	104,802	\$	14,330	\$	83,246	\$	2,250	\$	2,832.49
2025	83	40	48%	\$	98,760	\$	-	\$	98,760	\$	85,512	\$	9,346	\$	111,119	\$	-	\$	85,512	\$	2,138	\$	2,777.98
Painesville, St James Church																							
2021	136	41	26%	\$	236,789</																		

Appendix: Parochial Report Data

2022	68	53	78%	\$	154,708	\$	-	\$	154,708	\$	218,092	\$	16,404	\$	154,708	\$	2,538	\$	112,472	\$	2,122	\$	2,919.02
2023	84	64	76%	\$	170,423	\$	-	\$	170,423	\$	217,508	\$	18,725	\$	170,422	\$	2,968	\$	116,016	\$	1,813	\$	2,662.84
2024	82	70	85%	\$	189,533	\$	-	\$	189,533	\$	132,867	\$	18,839	\$	206,852	\$	3,495	\$	132,867	\$	1,898	\$	2,955.03
2025	93	68	73%	\$	182,318	\$	-	\$	182,318	\$	141,631	\$	23,794	\$	214,802	\$	6,682	\$	111,631	\$	1,642	\$	3,158.85
Perrysburg, St Timothys Church																							
2021	214	45	21%	\$	393,333	\$	-	\$	393,333	\$	482,871	\$	49,835	\$	393,333	\$	20,873	\$	353,185	\$	7,849	\$	8,740.73
2022	0	59		\$	357,387	\$	-	\$	357,387	\$	711,829	\$	47,287	\$	357,387	\$	15,821	\$	304,670	\$	5,164	\$	6,057.41
2023	216	48	22%	\$	399,055	\$	-	\$	399,055	\$	796,942	\$	53,093	\$	402,823	\$	16,952	\$	327,807	\$	6,829	\$	8,392.15
2024	115	89	77%	\$	392,916	\$	-	\$	392,916	\$	391,573	\$	64,390	\$	495,965	\$	6,600	\$	351,573	\$	3,950	\$	5,572.64
2025	167	91	54%	\$	446,720	\$	-	\$	446,720	\$	396,601	\$	57,779	\$	449,772	\$	17,941	\$	356,601	\$	3,919	\$	4,942.55
Port Clinton, Church of St Thomas																							
2021	47	24	51%	\$	146,176	\$	-	\$	146,176	\$	187,631	\$	15,219	\$	146,176	\$	7,718	\$	82,511	\$	3,438	\$	6,090.67
2022	49	21	43%	\$	144,424	\$	-	\$	144,424	\$	162,847	\$	15,279	\$	144,424	\$	6,607	\$	85,366	\$	4,065	\$	6,877.33
2023	49	27	55%	\$	147,897	\$	-	\$	147,897	\$	155,665	\$	15,331	\$	147,897	\$	9,456	\$	91,980	\$	3,407	\$	5,477.67
2024	47	23	49%	\$	106,621	\$	-	\$	106,621	\$	148,431	\$	15,833	\$	157,289	\$	-	\$	102,596	\$	4,461	\$	6,838.65
2025	47	19	40%	\$	96,302	\$	-	\$	96,302	\$	127,218	\$	13,462	\$	129,760	\$	2,542	\$	94,820	\$	4,991	\$	6,829.47
Put-in-Bay, St Pauls Church																							
2021	28	10	36%	\$	108,920	\$	-	\$	108,920	\$	116,883	\$	11,537	\$	117,942	\$	9,726	\$	83,275	\$	8,328	\$	11,794.20
2022	31	18	58%	\$	143,576	\$	-	\$	143,576	\$	185,383	\$	15,332	\$	143,576	\$	8,488	\$	75,369	\$	4,187	\$	7,976.44
2023	34	21	62%	\$	118,884	\$	-	\$	118,884	\$	124,884	\$	13,161	\$	131,522	\$	5,491	\$	72,294	\$	3,443	\$	6,262.95
2024	25	19	76%	\$	111,909	\$	-	\$	111,909	\$	127,283	\$	13,863	\$	130,833	\$	2,600	\$	108,783	\$	5,725	\$	6,885.95
2025	34	16	47%	\$	190,043	\$	-	\$	190,043	\$	150,654	\$	13,020	\$	144,915	\$	3,871	\$	132,654	\$	8,291	\$	9,057.19
Ravenna, Grace Church																							
2021	104	45	31%	\$	182,414	\$	-	\$	182,414	\$	188,653	\$	20,241	\$	182,414	\$	6,239	\$	134,251	\$	2,983	\$	4,053.64
2022	93	38	41%	\$	198,437	\$	-	\$	198,437	\$	204,600	\$	21,900	\$	198,437	\$	6,163	\$	123,586	\$	3,252	\$	5,222.03
2023	65	41	63%	\$	194,646	\$	-	\$	194,646	\$	200,958	\$	21,593	\$	194,624	\$	6,312	\$	146,356	\$	3,570	\$	4,746.93
2024	64	43	67%	\$	134,096	\$	-	\$	134,096	\$	209,096	\$	22,129	\$	197,451	\$	-	\$	134,096	\$	3,119	\$	4,591.88
2025	50	40	80%	\$	158,939	\$	-	\$	158,939	\$	148,053	\$	17,061	\$	163,207	\$	-	\$	126,553	\$	3,164	\$	4,080.18
Salem, Church of Our Saviour																							
2021	24	18	34%	\$	38,928	\$	-	\$	38,928	\$	42,928	\$	3,487	\$	38,928	\$	4,000	\$	21,008	\$	1,167	\$	2,163.00
2022	24	13	54%	\$	38,749	\$	-	\$	38,749	\$	38,749	\$	3,513	\$	38,749	\$	-	\$	16,191	\$	1,245	\$	2,980.69
2023	18	11	61%	\$	36,094	\$	-	\$	36,094	\$	36,094	\$	3,252	\$	36,094	\$	-	\$	16,413	\$	1,492	\$	3,281.00
2024	19	11	58%	\$	39,344	\$	-	\$	39,344	\$	54,605	\$	3,418	\$	38,297	\$	-	\$	38,605	\$	3,510	\$	3,481.55
2025	0									\$	-	\$	2,382			\$	-	\$	-	\$	-		
Sandusky, Grace Church																							
2021	82	35	33%	\$	498,116	\$	-	\$	498,116	\$	812,049	\$	63,422	\$	498,116	\$	61,710	\$	83,161	\$	2,376	\$	14,231.89
2022	103	52	50%	\$	584,031	\$	-	\$	584,031	\$	855,101	\$	73,151	\$	584,031	\$	72,207	\$	94,807	\$	1,823	\$	11,231.37
2023	127	73	57%	\$	268,390	\$	-	\$	268,390	\$	562,156	\$	67,450	\$	560,881	\$	80,202	\$	95,817	\$	1,313	\$	7,683.30
2024	130	66	51%	\$	697,130	\$	-	\$	697,130	\$	460,067	\$	72,313	\$	732,152	\$	37,274	\$	127,167	\$	1,927	\$	11,093.21
2025	132	69	52%	\$	1,146,498	\$	-	\$	1,146,498	\$	183,074	\$	69,132	\$	542,279	\$	55,075	\$	166,932	\$	2,419	\$	7,859.12
Shaker Heights, Christ Church																							
2021	195	82	30%	\$	400,045	\$	-	\$	400,045	\$	525,372	\$	56,865	\$	400,045	\$	201,340	\$	325,025	\$	3,964	\$	4,878.60
2022	187	87	47%	\$	480,213	\$	-	\$	480,213	\$	567,360	\$	57,432	\$	480,213	\$	183,359	\$	382,180	\$	4,393	\$	5,519.69
2023	168	85	51%	\$	503,172	\$	-	\$	503,172	\$	545,468	\$	72,322	\$	503,172	\$	62,200	\$	322,759	\$	3,797	\$	5,919.67
2024	135	88	65%	\$	356,114	\$	-	\$	356,114	\$	450,205	\$	73,687	\$	577,219	\$	4,578	\$	301,555	\$	3,427	\$	6,559.31
2025	220	84	38%	\$	381,040	\$	-	\$	381,040	\$	406,150	\$	74,944	\$	545,493	\$	23,670	\$	310,108	\$	3,692	\$	6,493.96
Shelby, St Marks Episcopal Church																							
2021	35	17	26%	\$	43,715	\$	-	\$	43,715	\$	83,793	\$	4,394	\$	43,715	\$	50,244	\$	31,146	\$	1,832	\$	2,571.47
2022	35	16	46%	\$	76,300	\$	-	\$	76,300	\$	142,121	\$	7,807	\$	76,300	\$	48,093	\$	33,331	\$	2,083	\$	4,768.75
2023	32	16	50%	\$	78,023	\$	-	\$	78,023	\$	104,864	\$	7,531	\$	78,023	\$	44,233	\$	47,757	\$	2,985	\$	4,876.44
2024	29	17	59%	\$	109,591	\$	-	\$	109,591	\$	139,191	\$	8,041	\$	152,290	\$	7,976	\$	99,191	\$	5,835	\$	8,958.24
2025	29	16	55%	\$	113,492	\$	-	\$	113,492	\$	96,149	\$	10,967	\$	145,196	\$	8,048	\$	31,149	\$	1,947	\$	9,074.75
Sidney, St Marks Church																							
2021	17	28	133%	\$	13,363	\$	-	\$	13,363	\$	35,934	\$	2,275	\$	13,363	\$	-	\$	23,627	\$	844	\$	477.25
2022	16	53	331%	\$	14,319	\$	-	\$	14,319	\$	14,319	\$	1,954	\$	14,319	\$	-	\$	16,095	\$	304	\$	270.17
2023	20	10	50%	\$	13,477	\$	-	\$	13,477	\$	13,477	\$	-	\$	18,148	\$	-	\$	12,530	\$	1,253	\$	1,814.80
2024	16	12	75%	\$	12,577	\$	-	\$	12,577	\$	12,097	\$	1,490	\$	14,370	\$	-	\$	12,097	\$	1,008	\$	1,197.50
2025	17	12	71%	\$	23,511	\$	-	\$	23,511	\$	48,920	\$	1,159	\$	25,788	\$	-	\$	23,131	\$	1,928	\$	2,149.00
Steubenville, St Pauls Church																							
2021																							
2022																							
2023																							
2024																							
2025																							
Steubenville, St Stephens Church																							
2021	20	15	75%	\$	29,787	\$	-	\$	29,787	\$	29,787	\$	2,798	\$	29,787	\$	-	\$	31,567	\$	2,104	\$	1,985.80
2022	21	16	76%	\$	35,823	\$	-	\$	35,823	\$	57,378	\$	3,257	\$	35,823	\$	-	\$	29,819	\$	1,864	\$	2,238.94
2023	16	15	94%	\$	36,768	\$	-	\$	36,768	\$	51,483	\$	3,342	\$	36,768	\$	143	\$	30,031	\$	2,002	\$	2,451.00
2024	16	15	94%	\$	41,787	\$	-	\$	41,787	\$	73,595	\$	3,335	\$	33,352	\$	876	\$	39,000	\$	2,600	\$	2,223.47
2025	18	13	72%	\$	41,158	\$	-	\$	41,158	\$	32,465	\$	3,324	\$	35,092	\$	-	\$	32,465	\$	2,497	\$	2,699.38
Tiffin, Old Trinity Church																							
2021	50	15	19%	\$	193,042	\$	-	\$	193,042	\$	842,669	\$	20,001	\$	193,042	\$	276,556	\$	51,220	\$	3,415	\$	12,869.47
2022	47	22	47%	\$	213,463	\$	-	\$	213,463	\$	886,227	\$	18,945	\$	213,463	\$	16,718	\$	55,505	\$	2,523	\$	9,702.86
2023	36	23	64%	\$	141,082	\$	-	\$	141,082	\$	141,082	\$	24,503	\$	278,141	\$	13,054	\$	60,025	\$	2,610	\$	12,093.09
2024	37	29	78%	\$	198,715	\$	-	\$	198,715	\$	198,486	\$	28,482	\$	210,802	\$	-	\$	60,486	\$	2,086	\$	7,269.03
2025	45	27	60%	\$	91,785	\$	-	\$	91,785	\$	194,665	\$	19,130	\$	214,313	\$	25,163	\$	68,165	\$	2,525	\$	7,937.52

Appendix: Parochial Report Data

2022		108	51	47%	\$	218,921	\$	2,150	\$	221,071	\$	238,114	\$	25,955	\$	221,071	\$	2,662	\$	155,066	\$	3,041	\$	4,334.73
2023		104	48	46%	\$	233,548	\$	2,000	\$	235,548	\$	252,561	\$	25,928	\$	235,548	\$	6,463	\$	127,284	\$	2,652	\$	4,907.25
2024		76	50	66%	\$	172,730	\$	-	\$	172,730	\$	188,393	\$	30,424	\$	268,332	\$	-	\$	171,035	\$	3,421	\$	5,366.64
2025		66	42	64%	\$	173,950	\$	4,000	\$	177,950	\$	164,437	\$	32,612	\$	286,628	\$	3,072	\$	147,155	\$	3,504	\$	6,824.48
Toledo, St Matthews Church																								
2021		100	47	47%	\$	225,686	\$	-	\$	225,686	\$	237,986	\$	38,304	\$	225,686	\$	3,850	\$	149,802	\$	3,187	\$	4,801.83
2022		103	59	57%	\$	222,441	\$	-	\$	222,441	\$	269,600	\$	27,893	\$	222,441	\$	12,741	\$	143,563	\$	2,433	\$	3,770.19
2023		106	60	57%	\$	235,685	\$	-	\$	235,685	\$	252,477	\$	25,861	\$	233,518	\$	7,304	\$	166,550	\$	2,776	\$	3,891.97
2024		92	62	67%	\$	225,630	\$	-	\$	225,630	\$	271,953	\$	27,896	\$	250,010	\$	6,440	\$	208,526	\$	3,363	\$	4,032.42
2025		92	47	51%	\$	236,840	\$	-	\$	236,840	\$	319,573	\$	27,430	\$	238,275	\$	3,205	\$	200,205	\$	4,260	\$	5,069.68
Toledo, St Michaels in the Hills Church																								
2021		126	50	29%	\$	433,160	\$	-	\$	433,160	\$	455,999	\$	56,921	\$	433,160	\$	22,626	\$	296,759	\$	5,935	\$	8,663.20
2022		124	80	65%	\$	411,534	\$	-	\$	411,534	\$	436,530	\$	56,498	\$	411,534	\$	43,107	\$	315,323	\$	3,942	\$	5,144.18
2023		159	61	38%	\$	423,465	\$	-	\$	423,465	\$	457,456	\$	39,756	\$	313,853	\$	25,670	\$	326,660	\$	5,355	\$	5,145.13
2024		157	74	47%	\$	458,618	\$	-	\$	458,618	\$	396,956	\$	61,733	\$	546,518	\$	960	\$	345,838	\$	4,673	\$	7,385.38
2025		160	94	59%	\$	539,789	\$	-	\$	539,789	\$	513,091	\$	51,958	\$	553,651	\$	27,235	\$	401,379	\$	4,270	\$	5,889.90
Toledo, Trinity Church																								
2021		235	73	26%	\$	630,195	\$	-	\$	630,195	\$	632,049	\$	93,000	\$	630,195	\$	16,143	\$	221,376	\$	3,033	\$	8,632.81
2022		341	78	23%	\$	658,633	\$	-	\$	658,633	\$	660,508	\$	96,000	\$	658,633	\$	25,762	\$	209,115	\$	2,681	\$	8,444.01
2023		368	90	24%	\$	847,875	\$	-	\$	847,875	\$	871,173	\$	105,500	\$	716,447	\$	11,310	\$	195,453	\$	2,172	\$	7,960.52
2024		361	98	27%	\$	252,814	\$	-	\$	252,814	\$	706,561	\$	92,900	\$	653,394	\$	2,032	\$	230,977	\$	2,357	\$	6,667.29
2025		315	99	31%	\$	914,570	\$	-	\$	914,570	\$	743,217	\$	97,397	\$	686,275	\$	-	\$	240,124	\$	2,425	\$	6,932.07
Uniontown, New Life Episcopal Church																								
2021		45	22	49%	\$	85,759	\$	-	\$	85,759	\$	88,139	\$	9,096	\$	85,759	\$	500	\$	79,945	\$	3,634	\$	3,898.14
2022		47	23	49%	\$	79,139	\$	-	\$	79,139	\$	79,609	\$	7,611	\$	79,139	\$	500	\$	87,563	\$	3,807	\$	3,440.83
2023		48	26	54%	\$	95,588	\$	-	\$	95,588	\$	97,338	\$	8,879	\$	86,398	\$	3,415	\$	95,588	\$	3,676	\$	3,323.00
2024		42	24	57%	\$	92,754	\$	-	\$	92,754	\$	90,254	\$	8,529	\$	92,965	\$	2,467	\$	90,254	\$	3,761	\$	3,873.54
2025		41	22	54%	\$	86,399	\$	-	\$	86,399	\$	86,399	\$	8,526	\$	91,149	\$	-	\$	86,399	\$	3,927	\$	4,143.14
Wadsworth, St. Mark's Church																								
2021		36	12	33%	\$	49,592	\$	-	\$	49,592	\$	50,041	\$	3,900	\$	49,592	\$	3,106	\$	25,518	\$	2,127	\$	4,132.67
2022		closed																						
2023		closed																						
2024		closed																						
2025		closed																						
Warren, Christ Episcopal Church																								
2021		147	70	48%	\$	289,033	\$	2,000	\$	291,033	\$	354,768	\$	35,766	\$	291,033	\$	11,854	\$	146,996	\$	2,100	\$	4,157.61
2022		134	56	42%	\$	278,706	\$	1,500	\$	280,206	\$	334,307	\$	36,347	\$	280,206	\$	12,504	\$	139,114	\$	2,484	\$	5,003.68
2023		142	48	34%	\$	238,893	\$	-	\$	238,893	\$	350,094	\$	27,069	\$	238,893	\$	28,625	\$	143,896	\$	2,998	\$	4,976.94
2024		130	67	52%	\$	287,431	\$	-	\$	287,431	\$	197,153	\$	31,833	\$	285,331	\$	500	\$	153,434	\$	2,290	\$	4,258.67
2025		126	72	57%	\$	378,086	\$	-	\$	378,086	\$	204,095	\$	48,123	\$	378,086	\$	40,693	\$	158,420	\$	2,200	\$	5,251.19
Westlake, Church of the Advent																								
2021		88	36	41%	\$	142,155	\$	-	\$	142,155	\$	142,155	\$	15,281	\$	143,337	\$	11,875	\$	133,792	\$	3,716	\$	3,981.58
2022		80	36	45%	\$	137,792	\$	-	\$	137,792	\$	137,792	\$	12,866	\$	155,597	\$	19,165	\$	130,298	\$	3,619	\$	4,322.14
2023		78	37	47%	\$	136,107	\$	-	\$	136,107	\$	136,107	\$	13,790	\$	154,035	\$	16,500	\$	127,182	\$	3,437	\$	4,163.11
2024		72	34	47%	\$	137,222	\$	-	\$	137,222	\$	128,734	\$	15,331	\$	155,994	\$	8,747	\$	128,734	\$	3,786	\$	4,588.06
2025																								
Willoughby, Grace Church																								
2021		113	30	27%	\$	220,946	\$	-	\$	220,946	\$	547,818	\$	24,334	\$	220,946	\$	49,659	\$	96,825	\$	3,228	\$	7,364.87
2022		68	28	41%	\$	241,885	\$	-	\$	241,885	\$	482,074	\$	26,180	\$	241,885	\$	17,734	\$	87,794	\$	3,136	\$	8,638.75
2023		60	43	72%	\$	215,799	\$	-	\$	215,799	\$	557,680	\$	24,504	\$	215,799	\$	9,195	\$	76,535	\$	1,780	\$	5,018.58
2024		59	34	58%	\$	238,453	\$	-	\$	238,453	\$	285,413	\$	26,267	\$	237,803	\$	5,660	\$	68,017	\$	2,001	\$	6,994.21
2025		76	33	43%	\$	386,786	\$	-	\$	386,786	\$	340,002	\$	26,294	\$	241,289	\$	2,548	\$	98,713	\$	2,991	\$	7,311.79
Wooster, St James Episcopal Church																								
2021		115	26	21%	\$	206,385	\$	-	\$	206,385	\$	351,735	\$	23,225	\$	206,385	\$	6,555	\$	155,465	\$	5,979	\$	7,937.88
2022		77	37	48%	\$	210,956	\$	-	\$	210,956	\$	350,243	\$	22,900	\$	210,956	\$	5,491	\$	194,088	\$	5,246	\$	5,701.51
2023		69	41	59%	\$	195,872	\$	-	\$	195,872	\$	212,716	\$	22,644	\$	210,920	\$	9,480	\$	164,570	\$	4,014	\$	5,144.39
2024		68	41	60%	\$	225,957	\$	-	\$	225,957	\$	179,183	\$	26,045	\$	237,803	\$	-	\$	154,183	\$	3,761	\$	5,800.07
2025		61	42	69%	\$	203,164	\$	-	\$	203,164	\$	187,548	\$	18,430	\$	230,573	\$	25,416	\$	172,548	\$	4,108	\$	5,489.83
Youngstown, St Johns Church Episcopal																								
2021		298	38	11%	\$	412,906	\$	-	\$	412,906	\$	535,372	\$	55,552	\$	412,906	\$	19,011	\$	266,573	\$	7,015	\$	10,865.95
2022		299	54	18%	\$	448,925	\$	-	\$	448,925	\$	470,925	\$	59,297	\$	448,925	\$	24,659	\$	285,116	\$	5,280	\$	8,313.43
2023		250	62	25%	\$	414,776	\$	-	\$	414,776	\$	465,277	\$	57,027	\$	414,776	\$	27,893	\$	275,497	\$	4,444	\$	6,689.94
2024		163	78	48%	\$	394,532	\$	-	\$	394,532	\$	290,572	\$	47,935	\$	237,803	\$	2,200	\$	255,317	\$	3,273	\$	3,048.76
2025		170	75	44%	\$	415,592	\$	-	\$	415,592	\$	375,419	\$	50,779	\$	374,630	\$	36,239	\$	268,927	\$	3,586	\$	4,995.07
Totals																								
2021		9616	2748	19%	\$	18,007,345	\$	333,285	\$	18,340,630	\$	25,187,665	\$	2,208,711	\$	17,640,630	\$	3,300,244	\$	12,746,061	\$	2,956	\$	6,271.00
2022		9901	3543.9	36%	\$	19,464,292	\$	414,701	\$	19,878,993	\$	26,731,122	\$	2,381,110	\$	19,864,460	\$	3,746,972	\$	13,184,832	\$	3,720	\$	5,605.25
2023		10093	3857	38%	\$	19,910,678	\$	338,381	\$	20,249,059	\$	31,059,117	\$	2,465,021	\$	21,116,643	\$	3,861,931	\$	13,463,957	\$	3,491	\$	5,474.89
2024		8647	3956	46%	\$	18,724,997	\$	212,080	\$	18,937,077	\$	21,052,667	\$	2,493,328	\$	23,247,868	\$	971,607	\$	14,520,221	\$	3,670	\$	5,876.61
2025		8455	3897	46%	\$	21,783,252	\$	244,789	\$	22,028,041	\$	21,150,859	\$	2,465,403	\$	23,775,134	\$	2,160,936	\$	14,472,085	\$	3,714	\$	6,100.88

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

Data downloaded from DFMS site

Data: To Diocese is from internal records prior to reconciliation

The Episcopal Church in the Diocese of Ohio

2025-26 Constitution and Canons

Revised through 209th Convention held
November 14-15, 2025

Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 209th Annual Convention, November 14-15, 2025)

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CONSTITUTION OF THE EPISCOPAL DIOCESE OF OHIO

(REVISED THROUGH 209TH ANNUAL CONVENTION, NOVEMBER 14-15, 2025)

ARTICLE I Diocese of Ohio

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

ARTICLE II The Convention

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

Sec. 2. Members of any Convention shall be:

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

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

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

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

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 209th Annual Convention, November 14-15, 2025)

ARTICLE III The President of the Convention

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

ARTICLE IV Convention Quorum

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

ARTICLE V Convention Elections

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 209th Annual Convention, November 14-15, 2025)

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

ARTICLE VI Mode of Voting and Elections

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

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ARTICLE VII Election to the Episcopate

- Sec. 1. The election of a Bishop of this Diocese or of a Bishop Coadjutor or of a Bishop Suffragan, thereof, shall take place in an Annual Convention, or in a Special Convention called for that purpose at least sixty (60) days before the time appointed, the purpose being stated by a notice in writing and sent by the Secretary of the Standing Committee to every member of the clergy entitled to vote, and the Clerk of every Vestry in the Diocese.
- Sec. 2. The election shall be by written or electronic ballot and the voting shall be by orders. Each member of the clergy and each lay delegate seated by Convention shall have one vote as provided by Article VI. A concurrent majority vote in both orders shall constitute an election. If less than two-thirds of either order be present, a concurrence of two-thirds present in that order shall be necessary for election.

ARTICLE VIII The Chancellor

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

ARTICLE IX Parishes

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

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

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

ARTICLE X Amendment of the Constitution

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

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

TITLE I: CANONS RELATING TO DIOCESAN STRUCTURE

CANON 1: Of the Ecclesiastical Authority

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

CANON 2: Of the Convention

Sec. 1. (a) It shall be the duty of all Clergy entitled to vote in the Convention to attend the same, and of each Parish in union with the Convention to send one or more Lay Delegates, not exceeding three, elected by the Vestry or as prescribed by the bylaws, before the meeting of the Convention, from among the adult communicants in good standing qualified to vote, of said Parish. The Clerk of each Parish shall, at least thirty (30) days before the meeting of any Convention, send to the Secretary of the Convention, for each delegate elected as aforesaid, a Certificate in the form prescribed in Section 3 of this Canon.

- (b) Resolutions may be submitted to a Convention of this Diocese by any Bishop serving in this Diocese; members of the Clergy listed on the Bishop's list described herein; Lay Delegates, Lay Alternate Delegates and Special Youth Representatives to the Convention; any Vestry of this Diocese; any three Communicants in good standing of this Diocese; and appointed members of commissions, committees and boards of this Diocese.
- (c) The Secretary of Convention shall make a list of the names of the delegates thus certified to be used by the Secretary at the organizing of the Convention. The list shall be appended to the Convention Journal.
- (d) Within thirty (30) days before the meeting of every Convention, the Bishop shall cause to be prepared a list of the deacons and priests canonically resident in the Diocese, annexing the name of their respective Parishes, entitled to vote in said Convention. In regard to such clergy not serving a Parish, the nature of the ministry in which the deacon or priest is engaged shall be noted. No member of the clergy, while suspended, shall have a place on such list. The list shall be appended to the Convention Journal and sent to the Secretary of the General Convention.
- (e) The decision of the Bishop as to the right of any deacon or priest to a seat and vote in the Convention shall be final.

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

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

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

CANON 3: Of the Election of a Bishop

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

CANON 4: Of the Secretary

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

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

CANON 5: Of the Treasurer

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

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

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

Sec. 3. The Treasurer shall be covered as an officer under the insurance policy issued to the Trustees of the Diocese of Ohio for all duties of the Treasurer.

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

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

CANON 6: Of the Standing Committee

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

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

(c) All certificates, testimonials, and applications, as required by the Constitution and Canons of The Episcopal Church, to be laid before the Standing Committee shall be forwarded to the Secretary of the Standing Committee at least fifteen (15) days before the known or published date of any meeting at which such papers are to be presented to the Standing Committee for consideration. It shall be the duty of the Secretary to notify all the members of the Standing Committee, of every such application, as soon as possible after receipt. It shall be the duty of the Secretary of the Standing Committee to keep a faithful record of the proceedings in a book provided for that purpose, to preserve the originals of all papers or letters addressed to the Standing Committee, to attest their acts, and to deliver to the successor Secretary all books and papers which in virtue of the office have been committed to the Secretary. The minutes of the Standing Committee, and all other papers in their hands relative to the Church, shall be subject to examination by the Bishop or by the Convention. A report of the acts of the Standing Committee shall be made annually to the Convention.

Sec. 2. Vacancies occurring in the Standing Committee shall be filled by vote of the remaining members with the concurrence of the Bishop.

Sec. 3. In exercising its power to fill vacancies, the Standing Committee, in addition to considering experience and other qualifications for service, shall use its appointment power to further Christian policies of fairness, justice, and inclusiveness with regard to

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

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

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

CANON 7: Of the Diocesan Council

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

Sec. 2. The Bishop shall be the President of the Diocesan Council. The Bishop Coadjutor, if there be one, shall be vice-president of the Diocesan Council. The Treasurer of the Diocese shall be the 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. The Bishop may, at their discretion, appoint from Diocesan Council membership a Co-Convener of the Diocesan Council to assist in conducting Council business. In the absence of the Bishop, the Bishop Coadjutor, the Bishop Suffragan, or the Co-Convener, 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.

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- 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 the Standing Committee, and no full-time member of the Bishop's staff shall serve on the Diocesan Council except as provided in Section 2.
- Sec. 5. Each Mission Area is entitled to elect a representative to the Diocesan Council. Such representative may be a lay person, a priest, or a deacon. Mission Area representatives shall be elected as specified in Title II. Canon 3. Section 5, to serve for a term of not more than three years. Vacancies occurring in the Mission Area representatives shall be filled by the respective Mission Area Council.
- Sec. 6. (a) The Bishop shall appoint the chairs and members of each Commission of the Diocesan Council, subject to confirmation by the Diocesan Council. A member of Diocesan Council shall be appointed to full membership on each Commission and shall serve as the Commission's liaison to the Diocesan Council.
- (b) Each Commission shall make to the Diocesan Council annually, and at such other times and in such form as Diocesan Council may require, a report of the work done under its direction.
- Sec. 7. The Diocesan Council shall meet at least four 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.

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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.
- Sec. 2. The Board is charged with the investment management of endowment funds of the Diocese and funds derived from parishes receiving aid or extinct parishes. The Board 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 Board. The Board 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 Board may contract with third parties for services to the Trustees including custodianship, investment advice, and financial reporting.
- Sec. 3. The Board 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. If the Bishop determines that it is in the best interest of the Diocese and so advises the Board, the Bishop may require that the Board shall hold title to real property of 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 Board shall elect a President and a Secretary annually from among the Trustee members of the Board. The Bishop, if present, shall preside at any meeting of the Board, with the understanding that the Bishop may designate the President to preside at any time. The Treasurer of the Diocese shall serve as Treasurer of the Board 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.

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

CANON 9: Of the Deputies to General Convention

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

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

CANON 10: Of the Deputies to Provincial Synod

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

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

CANON 11: Of the Development Council of Episcopal Community Services

Sec. 1. The Development Council of Episcopal Community Services shall consist of the Diocesan Bishop, and fourteen (14) additional members who shall each serve a term of three years and shall be eligible for reappointment or reelection. Each year, the Convention shall elect one member of the clergy and three lay persons. In addition, every third year, the Bishop shall appoint one (1) member of the Clergy and one (1) lay person. All persons elected or appointed shall be communicants in good standing of the Diocese of Ohio. The Bishop shall serve as chair of the Development Council, and may appoint a member of the Development Council to chair meetings in the Bishop's absence. The Development Council may invite other persons to serve on subcommittees or assist in its work.

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

CANON 12: Of the Commission on Ministry

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

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

Sec. 3. In addition to the Bishop, there shall be no fewer than sixteen (16) members of the Commission on Ministry, evenly divided between clergy canonically resident in the Diocese and members of the laity who are adult communicants in good standing of the Church in the Diocese. The Commission on Ministry may invite other persons to serve on subcommittees or assist in its work.

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

Sec. 5. The term of office of each member shall be four years. Vacancies occurring in the Commission on Ministry shall be filled by the Bishop after consultation with the Standing Committee, and reported to the next Annual Convention. Those appointed to the Commission on Ministry, when their terms have expired, shall be ineligible for reappointment for a period of one Convention year.

CANON 13: Of Preparation for Ordination

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

CANON 14: Of the Archivist

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

CANON 15: Of the Diocesan Fund

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

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

- 0 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.

(c) Normal Operating Expenses as defined on the Parochial Report, less:

- Diocesan Aid to Operating Budget
- Assessment Expense
- Outreach shown on Operating Budget
- Donations to Seminaries
- Funds Distributed to Outside Organizations
- Expense calculated for Missions & Ministry Outreach Programs
- Depreciation

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 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. Any overpayment will be refunded to the parish; underpayment will be invoiced, with payment due thirty (30) days from billing.

(d) 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

CANON 1: Of Parishes

- Sec. 1. Parishes are constituent parts of the Diocese of Ohio. Each Parish shall make provision in its By-Laws or Articles of Incorporation acknowledging its accession to the doctrine, discipline, and worship of the Episcopal Church and to the canons of General Convention and of the Diocese of Ohio. As provided in the canons of General Convention, parishes hold title to all real and other property in their care and custody in trust for the Diocese.
- Sec. 2. The provisions of this canon shall apply equally to all parishes of the Diocese, except that any parish receiving financial assistance for the support of its program and property shall be subject to the provisions of Section 13 of this Canon, which shall, in all cases of conflict, supersede any provision of the other sections of this Canon. The Cathedral operates in all ways as a congregation with parochial status and obligations, except as otherwise provided in Title II, Canon 2. Questions of interpretation arising with respect to this Canon shall be decided by the Ecclesiastical Authority.
- Sec. 3. (a) In every Parish of the Diocese, there shall be held an Annual Meeting, for the election of members of the Vestry and for the transaction of such other business as may properly come before such meeting. Unless otherwise provided (by Articles of Incorporation, By-Laws, or by Resolution), such meeting shall be held on the third Sunday of January in each year.
- (b) Special Meetings of the Parish may be called as provided by a Parish's Articles of Incorporation or By-Laws.
- Sec. 4. (a) Every Parish shall establish, in its Articles of Incorporation or By-Laws, provisions for giving public notice of, and for establishing a quorum for the transaction of business at all Annual and Special Meetings. Such notice shall be given no fewer than one nor more than three weeks prior to any meeting. Such quorum shall consist of not fewer than ten (10) Qualified Electors (as defined in Section 5(a) of this Canon), provided that a smaller number may adjourn any meeting to a date not fewer than seven, nor more than fourteen days thereafter.
- (b) The Rector of the Parish shall, if present, preside at all such meetings. In the absence of the above, an officer of the Parish shall preside, in the following order of priority: (1) the Senior Warden; (2) the Junior Warden; (3) the Clerk. If none of the above is present, the meeting may elect a qualified elector as its presiding officer.
- Sec. 5. (a) All members of the Parish who are communicants in good standing as defined by the Canons of The Episcopal Church and being not under sixteen years of age, shall be qualified to vote in its meetings ("Qualified Electors"). (The pertinent canon from the Canons of The Episcopal Church is printed in Appendix II of these Canons.)

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- (b) The presiding officer of any meeting shall be the judge of the qualifications of any person to vote who shall offer to do so, subject, however, to appeal and final determination by a two-thirds majority of the electors present at such meeting.
- Sec. 6. (a) Every Parish shall, in its Articles of Incorporation or By-Laws, make provision for a Vestry, to consist of no fewer than five nor more than eighteen members, to be elected from among Qualified Electors of the Parish, to act as its agent in the care and custody of its property, and in its relations with its clergy, as provided in the Canons of The Episcopal Church.
- (b) The Vestry shall meet regularly at least quarterly, at such time and place as it shall by resolution determine. A special meeting shall be called upon the written request of any two members of the Vestry, or by the Rector; or, in the absence of a Rector, by the Senior Warden; or, in the absence of both Rector and Senior Warden, by the Junior Warden.
- (c) The Rector of any Parish shall be entitled to receive notice of and to have seat and voice at all meetings of the Vestry, and, when present, shall preside. When no Rector is present, officers of the parish shall preside as provided herein. The presiding officer shall make appointments to all committees, except as otherwise provided by the Articles of Incorporation or By-Laws of the Parish.
- Sec. 7. (a) Members of the Vestry shall be elected from among members as defined in Section 5(a) of this Canon by ballot at the Annual Meeting of each Parish, for such terms and in such number as the Articles of Incorporation or By-Laws of the Parish shall, subject to the provisions of Section 4 (a) of this Canon, provide. Members shall serve until the expiration of their terms, and until their successors shall have been elected and qualified. Parish by-laws may provide for removal from office prior to the expiration of a term, for cause. No member of any Vestry shall be elected to more than two consecutive full terms, nor be re-elected or appointed until one year shall have elapsed following the expiration of the second term.
- (b) Parishes may establish additional procedures, not in conflict with Canon law, regulating the filling of vacancies.
- Sec. 8. (a) The Vestry shall elect and call a Rector, as required, subject to the provisions herein, and other provisions of these Canons and those of The Episcopal Church.
- (b) The Vestry shall also, at its first meeting after any Annual Meeting (and thereafter as required), elect the following officers of the Parish: a Senior Warden and a Junior Warden, both of whom shall be elected from its own number; a Clerk and a Treasurer from among Qualified Electors of the Parish.

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- 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.
- 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.

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

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

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

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

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

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

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

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

Sec. 4. To the extent that the Cathedral complies with the requirements set forth for a parish, it shall be entitled to have the same representation in the Diocesan Convention as is provided by Canon for a Parish.

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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.
- (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.

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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 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

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- (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;
- (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.

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

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

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

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

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

CANON 6: Of Imperiled Parishes

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

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

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

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

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- (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 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.

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CANON 7: Of Declaring Parishes Extinct

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

CANON 8: Of Minimum Clergy Compensation

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

CANON 9: Of Clergy Pensions

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

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CANON 10: Of Lay Retirement Plans

- 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 and enrollment. A report form provided by the Diocese 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 retirement plan as described herein, shall have seat and voice, but no vote at any Convention of the Diocese until any delinquency has been cured. There is no power entrusted to the Convention or any committee thereof to waive this failure.

CANON 11: Of Licensed Ministries

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

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TITLE III. CANONS RELATING TO DISPUTE RESOLUTION AND DISCIPLINE

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

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

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

CANON 2: Of the Dissolution of the Pastoral Relation

Sec. 1. The pastoral relation between a Rector and a Congregation shall be dissolved only as provided in the applicable Canons of The Episcopal Church. [See Appendices III and IV].

CANON 3: Title IV of General Canons

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

CANON 4: Discipline Structure

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

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

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

Sec. 3. Clergy Members. The Clergy members of the Board must be canonically resident and geographically serving within the Diocese, have been ordained to the order from which they were elected for five or more years, and not be, either at the time of election nor the five years prior to election, under sentence or pastoral direction.

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

Sec. 5. Election. One (1) lay and one (1) clergy representative to the RDB shall be elected by the Convention, in accordance with the schedule in Section 2. If a member is elected to fill a vacancy, the term of such member shall be the unexpired term of the member being replaced. The term of the member shall commence on the first (1st) day of the year following election.

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

- (a) Upon the determination that a vacancy exists, the President of the RDB shall notify the Bishop of the vacancy and request appointment of a replacement member of the same order as the member being replaced.
- (b) The Bishop shall, within sixty (60) days, appoint a replacement Board member with the advice and consent of the Standing Committee.
- (c) Persons appointed to fill vacancies on the Board shall meet the same eligibility requirements as apply to elected Board members.
- (d) With respect to a vacancy created for any reason other than pursuant to a challenge as provided below, the term of any person selected as a replacement Board member shall be until the next annual Convention. With respect to a vacancy resulting from a

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challenge, the replacement Board member shall serve only for the proceedings for which the elected Board member is not serving as a result of the challenge.

- Sec. 7. **Preserving Impartiality.** In any proceeding under this Title, if any member of a Conference Panel or Hearing Panel of the RDB shall become aware of a personal conflict of interest or undue bias, that member shall immediately notify the President of the RDB and request a replacement member of the Panel. Respondent's Counsel and the Church Attorney shall have the right to challenge any member of a Panel for conflict of interest or undue bias by motion to the Panel, seeking disqualification of the challenged member. The members of the Panel not the subjects of the challenge shall promptly consider the motion and determine whether the challenged Panel member shall be disqualified from participating in that proceeding.
- Sec. 8. **President.** Within sixty (60) days following the annual Convention, the RDB shall convene to elect the initial President of the RDB from among its members to serve a term of three years. On or before January 31 of the year following the conclusion of the initial three-year term of the President of the RDB, and for subsequent years, the RDB will convene to elect a President by majority vote to serve for the calendar year following the annual Convention or until a successor President is elected. If no successor President is selected by the RDB by February 1 following the annual Convention, then a President will be elected by a majority vote of the Bishops of The Dioceses.
- Sec. 9. **Intake Officer.** The Intake Officer shall be appointed from time to time by the Bishop after consultation with the RDB. The Bishop may appoint one or more Intake Officers according to the needs of the Diocese. The Bishop shall publish the name(s) and contact information of the Intake Officer(s) throughout the Diocese.
- Sec. 10. **Investigator.** The Bishop may appoint an Investigator in consultation with the President of the RDB. The Investigator may, but need not, be a Member of the Church.
- Sec. 11. **Church Attorney.** Within sixty (60) days following each annual Convention, the Bishop with the advice and consent of the Standing Committee shall appoint an attorney to serve as Church Attorney to serve for the calendar year following the Convention. The person so selected must be a duly Ohio-licensed attorney in good standing, but need not reside within or be a member of the Diocese.
- Sec. 12. **Pastoral Response Coordinator.** The Bishop may appoint a Pastoral Response Coordinator, to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral responses provided for in Title IV.8 of the General Canons and this Title. The Pastoral Response Coordinator may not serve in any other appointed or elected capacity under this Title.
- Sec. 13. **Advisors.** In each proceeding under this Title, the Bishop must, when requested, appoint an Advisor for the Complainant and an Advisor for the Respondent. Persons serving as Advisors shall hold no other appointed or elected position provided for under this Title, and must not include chancellors or vice chancellors of this Diocese or any

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person likely to be called as a witness in the proceeding. Either the Complainant or the Respondent may, without penalty, decline the services of an Advisor.

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

Sec. 15. Intercessor. The Bishop shall appoint in consultation with the Standing Committee an intercessor to pray for all parties involved in the discipline process, for the diocese, and for healing and a just resolution.

CANON 5: Costs and Expenses

Sec. 1. Costs Incurred by the Church. The reasonable costs and expenses of the RDB (only for matters over which the Diocese exercises jurisdiction), the Intake Officer, the Investigator, the Church Attorney, the Clerk and the Pastoral Response Coordinator shall be the obligation of the Diocese, subject to budgetary constraints as may be established by Diocesan Council or its designee.

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

CANON 6: Records

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

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

CANON 7: Responsibility to State Authorities

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

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TITLE IV. OTHER CANONS

CANON 1: Of Non-Discrimination

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

CANON 2: Of Business Methods in Church Affairs

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

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

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

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

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

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

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

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

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

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

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

CANON 4: Of Electronic Communications

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

Sec. 2. Participation. Members of any board or committee described in the Constitution and Canons of this diocese may participate by means of conference telephone, voice over internet protocol, internet video conferencing, or any communications equipment by means of which all persons participating in the meeting can fully communicate with and understand each other. Participation in a meeting pursuant to this section shall constitute presence in person at such meeting.

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APPENDIX I

Form for the Certification of Lay Delegates to Convention

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

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

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

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

Signed,

Clerk of the Vestry

The Canon requires that this certificate be sent electronically (or mailed via United States mail) to the Secretary of the Convention, 2230 Euclid Avenue, Cleveland, Ohio, at least thirty (30) business days before the meeting of the Convention.

APPENDIX II

from the 2022 Constitution and Canons of The Episcopal Church. Definitions of adult communicants, and communicants in good standing

Title I. Canon 17: Of Regulations Respecting the Laity

Sec. 2 (a) All members of this Church who have received Holy Communion in this Church at least three times during the preceding year are to be considered communicants of this Church.

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

Sec. 3 All communicants of this Church who for the previous year have been faithful in corporate worship, unless for good cause prevented, and have been faithful in working,

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

APPENDIX III

from the 2022 Constitution and Canons of The Episcopal Church

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

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

APPENDIX IV

from the 2018 Constitution and Canons of The Episcopal Church

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

- (a) Except upon mandatory resignation by reason of age, a Rector may not resign as Rector of a parish without the consent of its Vestry, nor may any Rector canonically or lawfully elected and in charge of a Parish be removed there from by the Vestry against the Rector's will, except as hereinafter provided.
- (b) If for any urgent reason a Rector or Vestry based on a vote in a duly-called meeting, desires a dissolution of the pastoral relation, and the parties cannot agree, either party may give notice in writing to the Ecclesiastical Authority of the Diocese, with a copy available to the Rector or Vestry. Such notice shall include sufficient information to inform the Ecclesiastical Authority and all parties involved of the nature, causes, and specifics requiring the dissolution of the pastoral relationship. If the parties have participated in mediation or consultation processes under III.9.14 [See Appendix III, above], a separate report from the mediator or consultant will be submitted to the Ecclesiastical Authority with copies to the Rector and Vestry. Whenever the Standing Committee is the Ecclesiastical Authority of the Diocese, it shall request the Bishop of another Diocese to perform the duties of the Bishop under this Canon.
- (c) Within sixty days of receipt of the written notice the Bishop Diocesan or the Bishop exercising authority under this canon may initiate further mediation and reconciliation

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processes between Rector and Vestry in every way which the Bishop deems proper. The Bishop may appoint a committee of at least one Presbyter and one Lay Person, none of whom may be members of or related to the Parish involved, to interview the Rector and Vestry and report to the Bishop on the cooperation and responsiveness of the parties involved in the processes required by the Bishop. A copy of this report shall be available to the Vestry and Rector.

- (d) If the differences between the parties are not resolved after completion of mediation or other reconciliation efforts or actions prescribed by the Bishop, the Bishop shall proceed as follows:
 - (1) The Bishop shall give written notice to the Rector and Vestry that a godly judgment will be rendered in the matter after consultation with the Standing Committee and that either party has the right within ten days to request in writing an opportunity to confer with the Standing Committee before it consults with the Bishop. The Bishop's written notification shall inform the Standing Committee and the parties involved of the nature, causes, and specifics of the unresolved disagreements or dissension imperiling the pastoral relationship.
 - (2) If a timely request is made, the President of the Standing Committee shall set a date for the conference, which shall be held within thirty days.
 - (3) At the conference each party shall be entitled to attend, be represented and to present its position fully.
 - (4) Within thirty days after the conference or after the Bishop's notice if no conference is requested, the Bishop shall confer with and receive the recommendation of the Standing Committee; thereafter the Bishop, as final arbiter and judge, shall render a godly judgment.
 - (5) Upon the request of either party the Bishop shall explain the reasons for the judgment. If the explanation is in writing, copies shall be delivered to both parties. Either party may request the explanation be in writing.
 - (6) If the pastoral relation is to be continued, the Bishop shall require the parties to agree on definitions of responsibility and accountability for the Rector and the Vestry.
 - (7) If the relation is to be dissolved:
 - (i) The Bishop shall direct the Secretary of the Convention to record the dissolution.
 - (ii) The judgment shall include such terms and conditions including financial settlements as shall seem to the Bishop just and compassionate.
 - (8) In either event the Bishop shall offer appropriate supportive services to the Priest and the Parish.

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- (e) In the event of the failure or refusal of either party to comply with the terms of the judgment, the Bishop may impose such penalties as may be set forth in the Constitution and Canons of the Diocese; and in default of any provisions for such penalties therein, the Bishop may act as follows:
 - (1) In the case of a Rector, suspend the Rector from the exercise of the priestly office until the Priest shall comply with the judgment.
 - (2) In the case of a Vestry, invoke any available sanctions including recommending to the Convention of the Diocese that the Parish be placed under the supervision of the Bishop as a Mission until it has complied with the judgment.
 - (f) For cause, the Bishop may extend the time periods specified in this Canon, *provided* that all be done to expedite these proceedings. All parties shall be notified in writing of the length of any extension.
 - (g) Statements made during the course of proceedings under this Canon are not discoverable nor admissible in any proceedings under Title IV *provided* that this does not require the exclusion of evidence in any proceeding under the Canons which is otherwise discoverable and admissible.
 - (h) Sections 14 [see Appendix III, above] or 15 of this Canon [Appendix IV] shall not apply in any Diocese whose Canons are otherwise consistent with Canon III.9.

APPENDIX V

from the 2022 Constitution and Canons of The Episcopal Church

Title I. Canon 17: Of Regulations Respecting the Laity

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

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

Sec. 2. No person shall be denied access to the discernment process or to any process for the employment, licensing, calling, or deployment for any ministry, lay or ordained, in this Church because of race, color, ethnic origin, immigration status, national origin, sex, marital or family status (including pregnancy and child care plans), sexual orientation, gender identity or expression, disabilities or age, except as otherwise provided by these Canons. No right to employment, licensing, ordination, call, deployment, or election is hereby established.



The Episcopal Diocese of Ohio

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