



THE EPISCOPAL
DIOCESE OF OHIO

Convention Handbook

The 204th Annual Convention
of the Episcopal Diocese of Ohio

November 14, 2020
A Virtual Convention

Contents

Schedule.....	1
How the Convention Organizes for Business.....	2
The Order of Business and Other Rules.....	4
Report on the Committee on Nominations.....	10
Nominations.....	11
Diocesan Trustee.....	12
Standing Committee.....	15
Diocesan Council.....	17
Episcopal Community Services (ECS) Development Council.....	21
Regional Disciplinary Board (Diocesan Disciplinary Board).....	24
General Convention Alternate Deputy.....	26
Provincial Synod Representative.....	30
Elections Tally Sheet.....	32
Report of the Committee on Constitution and Canons.....	35
First Proposed Amendment to the Constitution.....	36
First Proposed Amendment to the Canons.....	38
Second Proposed Amendment to the Canons.....	43
Report of the Committee on Resolutions.....	45
R1: A Resolution On Clergy Compensation.....	46
R2: A Resolution to Create the Commission for Racial Justice.....	49
Overview of the 2021 Diocesan Program and Budget.....	51
Year-to-Date Budget Report.....	59
Diocesan Funding Sources for the 2021 Budget.....	65
Proposed Program and Budget Narratives.....	67
Appendix: Report on Clergy Compensation.....	75
Appendix: Parochial Report Data.....	77
Appendix: 2020 Constitution and Canons.....	84

Schedule

Saturday, November 14

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

How the Convention Organizes for Business

Certification of Delegates

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

Delegate certification forms are due in the Office of the Secretary of Convention by Friday, October 23, 2020. Forms are posted on the Diocesan website.

Virtual Convention Orientation

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

Virtual Convention

The 204th Convention of the Diocese of Ohio will be meeting using a video conference (i.e., a Zoom webinar). The Committee on Constitution and Canons has considered the legal issue of a virtual Convention. The Constitution of the Diocese of Ohio was approved at a time when physical presence of delegates and other participants at a Diocesan Convention was assumed. The language of the Constitution is therefore silent on what constitutes "presence." A gathering that permits participation by clergy and lay delegates via video and/or audio capability constitutes "presence." Recent amendments to Diocesan Canon IV.2 support this interpretation:

"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 communication by means of which all persons participating in the meeting can fully communicate with and understand each other. Participation in a meeting pursuant to this section shall constitute presence in person at such meeting."

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

Business Sessions

Clergy and lay delegates sit as one house.

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

The Convention has three legislative responsibilities:

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

Voting

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

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

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

How the Convention Organizes for Business

Nominations for Diocesan Positions

Candidates may be nominated:

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

Nominations from the floor of Convention are not permitted during a Virtual Convention. Nominations must be received by 5:00 pm, Friday, October 30, 2020 to be considered at Convention.

Changes to the Constitution and Canons

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

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

recommendation to the Bishop and Vestries no fewer than thirty days prior to the Convention") provided that the Convention shall approve such consideration by a two-thirds majority vote. Such a change in the Canons requires a two-thirds majority vote.

Convention Eucharist

Due to the COVID-19 pandemic, the Convention Eucharist will not take place (virtually or in person) for the 204th Annual Convention of the Episcopal Diocese of Ohio.

Convention Agenda

The Convention begins with prayer.

The Convention's first official act of business is to adopt the Rules of Order by which the delegates will abide. The Special Rule of Order for a Virtual Convention was approved by all delegates upon registration. The first Rule of Order lists the specific agenda of the Convention.

The rules of order begin on the next page.

The Order of Business and Other Rules

204th Annual Convention of the Episcopal Church in the Diocese of Ohio

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

Rule 1:

The following shall be the order of business:
Saturday, November 14, 2020

1. Convention is called to Order
2. Opening Prayers
3. Appointment of Parliamentarian
4. Electronic voting demonstration and trial run
5. Organization of the Convention for Business. Report by the Secretary whether or not a quorum is present in the clerical and lay orders.
6. Adoption of the Rules of Order:
Resolution extending the privileges of the floor to
 - a) Assisting Bishops in the Diocese of Ohio,
 - b) the Chief Financial Officer,
 - c) the Director of Communications,
 - d) non-canonically-resident clergy serving as Interim, Priest-In-Charge or Curate in a parish,
 - e) Lutheran pastors serving in Episcopal Parishes,
 - f) President of the Diocesan Episcopal Church Women,
 - g) lay members of the Standing Committee,
 - h) lay members of the Diocesan Council,
 - i) lay members of the Trustees,
 - j) lay Deputies and Alternate Deputies to the General Convention,
 - k) recipients of the Bishop's Medal, and
 - l) Special Youth Representatives
7. Report on Parish Compliance with General and Diocesan Canons:
 - a) Submission of its Parochial Report. (Constitution of the Diocese of Ohio, Article IX, Section 1(1))
 - b) Payment of diocesan assessments for the periods prior to the current year and current year through June 30th in accordance with Title I. Canon 14. (Constitution & Canons of the Diocese of Ohio)
 - c) Payment of all premiums due to the Church Pension Fund (for clergy and lay employees) (Constitution of the Diocese of Ohio, Article IX, Section 1(3))
 - d) Completion of its audit report as prescribed by canon (Constitution & Canons of the Episcopal Church, Title I.7.1(f); Constitution of the Diocese of Ohio, Article IX, Section 1(4))
8. Appointment of Assistant Secretaries and Tellers, and Voting Judges
9. First Report of the Committee on Constitution and Canons
10. Report of the Nominating Committee
 - e) Nominations shall be confined to those who, by capacity and experience, are suited for the office to which elections are to be made. The Nominating Committee will present its recommendations. Thereafter, the Secretary of Convention will place in nomination the names of those who have been nominated to office prior to October 30, 2020. Nominations may not be made from the floor.
 - f) The name of the parish and the city of which a nominee is a member shall be placed on the ballot.

The Order of Business and Other Rules

- g) No one who has allowed his or her name to appear as a candidate for any office may withdraw it during balloting.
 - h) Offices to be filled:
 - 1) Trustee of the Diocese (1 person for a 5-year term; 1 person for an unexpired 3-year term; 1 person for an unexpired 1-year term)
 - 2) Standing Committee (1 lay person and 1 clergy for 4-year terms)
 - 3) Diocesan Council (2 lay and 2 clergy for 3-year terms)
 - 4) Episcopal Community Services Development Council (3 lay and 1 clergy for 3-year terms)
 - 5) Regional Disciplinary Board (1 lay and 1 clergy, with length of terms to be determined)
 - 6) General Convention Alternate Deputy (4 lay and 4 clergy for 3-year terms)
 - 7) Province V Synod Representatives (2 lay and 1 clergy for 3-year terms)
 - 8) Treasurer, to assume duties upon close of Convention
 - 9) Secretary, to assume duties upon close of Convention
 - 11.** Casting of the First ballot and Announcement of results, subject to the rule that all elections shall be decided by a majority vote.
 - 12.** Reports
 - 13.** Brief Break
 - 14.** Presentation and Vote on the Proposed 2021 Diocesan Program and Budget
 - 15.** Casting of the Second Ballot and Announcement of results
 - 16.** Episcopal Address
 - 17.** Lunch Break
 - 18.** Second Report from the Committee on Constitution and Canons
 - 19.** Report from the Committee on Resolutions
 - 20.** Report from the Trustees of the Diocese of Ohio
 - 21.** Casting of the Third Ballot, if necessary
 - 22.** Introduction of Clergy new to Diocese, and Retiring Clergy who are present; Recognition of offgoing Commission and Committee leadership
 - 23.** Appointment of members to the Commission on Ministry
 - 24.** Reports (by title unless reading is called for by a majority of Convention)
 - 25.** Disposal of any Unfinished Business
 - 26.** Closing Prayers
 - 27.** Motion for Adjournment
- Rule 2:**
When the President takes the chair, no member shall continue standing or shall afterwards stand unless to address the Chair.
- Rule 3:**
Delegates will prepare for and give their attention to the business of the Convention. Delegates will attend all sessions of the Convention unless excused by the Presiding Officer.
- Rule 4:**
Whenever any member is about to speak in debate, or deliver any matter to the Convention, the member shall 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 5:

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 6:

Debate will end following:

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

Rule 7:

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

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

Rule 8:

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

Rule 9:

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

Rule 10:

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

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

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

Rule 11:

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

Rule 12:

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

Rule 13:

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

The Order of Business and Other Rules

Rule 14:

Motions shall be handled in accordance with the following:

How made:

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

Types of Motions:

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

a) Adjourn or Recess:

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

b) Adjourn and reconvene at a specific time:

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

c) Appeal the ruling of the Presiding Officer:

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

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

- i. Is used to create a Special Order of Business that is not included in the Convention schedule or change an existing Order of Business. It may also include special rules to govern how the order is to be carried out.
- ii. Has the following characteristics:
 1. Amendments are allowed.
 2. Debate is allowed.
 3. A two-thirds vote is required.

e) End Debate and Vote

Immediately

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

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

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

2. Motions that affect what is done with a 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

The Order of Business and Other Rules

back suggested amendments or actions.

ii. Has the following characteristics:

1. May be debated.
2. May be amended as to the body referred.
3. A majority vote is required.

b) Take No Further Action:

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

ii. Has the following characteristics:

1. Debate is allowed.
2. No amendments are allowed.
3. A majority vote is required.

c) To Amend or Substitute:

1. Is used to modify a change a resolution or motion. This would include a technical change or a substantive change that would alter the meaning or the intent of a resolution or motion. Amendments must be related to the item in the resolution or motion that they are trying to change.

2. Secondary Amendments are:

i. Proposed changes to an amendment. Secondary Amendments must relate to the specific subject of an amendment and may not be used to alter other parts of a resolution or parts not affected by an amendment.

ii. Has the following characteristics:

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

d) Divide the Matter:

1. Is used to divide a matter or resolution into separate parts and vote separately. If the matter is easily

divisible into separate subjects, it may be divided by the Presiding Officer at a request of a member.

2. Process to use this motion:

i. First make the request to divide the question and explain where the question should be divided.

ii. The Presiding Officer then rules on the whether the question is divisible or not.

iii. If the question is divisible, the Convention proceeds to debate and act on the divided parts of the question.

iv. If the Presiding Officer rules the question is not divisible, any member may appeal the ruling.

e) To Reconsider Something Previously Acted Upon:

1. Is used to reconsider a matter which was previously voted upon by the Convention.

2. Has the following characteristics:

i. Any member may move to reconsider a matter.

ii. No amendments are allowed.

iii. Debate is allowed if the matter being reconsidered is debatable.

iv. A majority vote is required.

v. A matter may only be reconsidered once.

vi. If the motion for reconsideration is adopted, the resolution is restored to where it was immediately before the previous action being reconsidered was taken by the Convention.

Rule 15:

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

A motion to Suspend the Rules:

The Order of Business and Other Rules

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

Special Rules of Order

(Delegates consented to this rule during the registration process)

The 204th Annual Convention of the Episcopal Diocese of Ohio shall be conducted through use of an Internet meeting service designated by the Chair (i.e., Zoom webinar and Turning Technologies voting service) that supports anonymous voting and visible displays that:

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

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

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

b) Except when a ballot is required, business may be conducted by unanimous consent.

c) Members shall identify themselves as required to sign in to the Internet meeting service, and shall maintain Internet and audio access throughout the meeting whenever present, but shall sign out upon any departure before adjournment.

d) The presence of a quorum shall be established by the online list of participating members.

e) Each member is responsible for his or her audio and Internet connections; no action shall be invalidated on the grounds that the loss of, or poor quality of, a member's individual connection prevented participation in the meeting.

f) The Chair may cause or direct the disconnection or muting of a member's connection if it is causing undue interference with the meeting. The Chair's decision to do so, which is subject to an undebatable appeal that can be made by any member, shall be announced during the meeting and recorded in the minutes.

g) In addition to display of pending motions or results of votes, video of the Chair shall be displayed throughout the meeting, as well as such other video displays as the Chair designates in his or her discretion. Any member currently recognized to speak or report shall be identified. However due to video limitations, the speaker's image may not be displayed.

Report of the Committee on Nominations

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

This year, the Committee updated the position descriptions, including a requirement adopted at the 201st Convention that diocesan officeholders must complete anti-racism training. This information was published on the diocesan website, the weekly e-newsletter, and Church Life! magazine. The Committee also consulted the Mission Area Councils and Mission Area Deans to help spread the message throughout the Diocese. The 33 candidates represent 16 parishes in four of the eight Mission Areas of the Diocese. Continuing members of the various Diocesan offices include representatives from all Mission Areas.

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

The Committee on Nominations is pleased to present to the 204th Convention of the Diocese of Ohio nominees for the following offices: Diocesan Trustee, Standing Committee, Diocesan Council, The Development Council of Episcopal Community Services (ECS), Regional Disciplinary Board, Alternate Deputies to the 80th General Convention, representatives to Province V Synod, Treasurer, and Secretary of Convention.

Faithfully submitted by the Committee on Nominations,

Ms. Diane Hexter, Co-Chair
The Rev. John Drymon, Co-Chair
Ms. Denise Caywood
Mr. Greg Daniels
The Rev. Mike Floyd
Ms. Anne Yug
Mr. William A. Powel, III

Trinity Cathedral, Cleveland
Trinity, Findlay
St. Philip's, Akron
Christ Church, Hudson
Christ Church, Huron
St. Andrew's, Elyria
Diocesan Staff

Nominations

Diocesan Trustee

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

- Robert Brown
St. Paul's, Cleveland Heights
- Dennis Day
Trinity Cathedral, Cleveland
- The Rev. Aaron Gerlach
Old Trinity, Tiffin
- The Rev. Foster Mays
St. Michael's in the Hills, Toledo
- Christina Monreal
Christ Church, Hudson

Standing Committee

One Clergy and One Lay (Four-Year Terms)

Clergy

- The Rev. Alexander Martin
St. Barnabas, Bay Village

Lay

- Gary Benjamin
Trinity Cathedral, Cleveland
- David McCallops
Christ Church, Hudson

Diocesan Council

Two Clergy and Two Lay for Three-Year Terms

Clergy

- The Rev. Christopher Decatur
St. Luke's, Cleveland
- The Rev. Lisa Tucker-Gray
Trinity, Toledo

Lay

- Lysa Kenney
St. Barnabas, Bay Village
- Deborah Likins-Fowler
Trinity Cathedral, Cleveland
- Ute Lindenmaier Vilfroy
Trinity Cathedral, Cleveland
- Kimberly Wilson
Church of the Redeemer, Lorain

Episcopal Community Services (ECS) Development Council

One Clergy and Three Lay for Three-Year Terms

Clergy

- The Rev. Mike Floyd
Christ Church, Huron

Lay

- Catherine Heck
St. Andrew's, Elyria
- Celeste McKissick
Church of the Redeemer, Lorain

- Annie Stricklin
Trinity, Findlay

Regional Disciplinary Board (Diocesan Disciplinary Board)

One Clergy and One Lay for Three-Year Terms

Clergy

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

Lay

- Clare Long
St. Barnabas, Bay Village

General Convention Alternate Deputy

Four Clergy and Four Lay for a Three-Year Term

Clergy

- The Rev. John Drymon
Trinity Church, Findlay
- The Rev. Beth Frank
St. Paul's, Medina
- The Rev. David Radzik
St. Thomas, Berea
- The Rev. Dr. Brian Wilbert
St. Paul's, Cleveland Heights

Lay

- Dennis Coughlin
St. Paul's, Cleveland Heights
- Diane Hexter
Trinity Cathedral, Cleveland
- Sue Ann Sandusky
Trinity, Findlay
- Anne Yug
St. Andrew's, Elyria

Provincial Synod Representative

One Clergy and Two Lay for Four-Year Terms

Clergy

- The Rev. Debra Bennett
Our Saviour, Akron

Lay

- Denise Caywood
St. Philip's, Akron
- Lee Kauffman
St. Andrew's, Elyria

Treasurer

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

Secretary of Convention

- Darcel Arrington
St. Andrew's, Cleveland

Diocesan Trustees

Overview:

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

Joint Investment Fund (JIF)*:

Working with an investment advisor, the Diocesan Trustees:

- Establish an investment policy for JIF and monitor adherence to the policy
- Review financial performance of JIF and evaluate performance of individual investment managers
- As appropriate, make decisions on investment manager replacement, including interviewing new manager candidates
- Set the spending rule for the Fund
- Oversee the Socially Responsible Investment (SRI) Subcommittee, which monitors compliance with the JIF investment policy to promote Environmental, Social, and Governance (ESG) factors
- Work with Diocesan staff on promoting the endowment and planned giving initiatives

Real Property of the Diocese:

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

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

Expectations:

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

materials sent to them beforehand or provided at meetings.

Trustees meetings are held quarterly, normally on the third Tuesdays from 4:00 p.m. – 6:00 p.m., at Trinity Commons in February, May, September (2nd Tuesday), and November (other meetings are held as necessary). New members elected at Diocesan Convention attend their first regularly scheduled meeting in November.

Please note that until further notice, all meetings will be held via Zoom video conference.

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

Requirements:

In compliance with the 201st Diocesan Convention Resolution R-2, all Diocesan elected office holders are required to receive anti-racism training within one year of their assuming office.

Gifts, Experiences, and Skills:

The Diocese will benefit from having Trustees who:

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

Recent Accomplishments:

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

Continuing Members of the Diocesan Trustees:

- The Rev. Beth Frank - St. Paul's, Canton
- Tom Hill - St. James, Painesville

Candidates for Diocesan Trustees

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

Robert Brown - St. Paul's, Cleveland Heights



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

Dennis Day - Trinity Cathedral, Cleveland



I have been an Episcopalian since I was six years old when my mother began taking me to Trinity, Findlay where I served as an altar boy and was ultimately confirmed. I have belonged to five churches in Ohio. I served as a vestry member in four and as senior warden in two. I've been a Cathedral member since 1998 and early on was elected a Trustee, and within a year became the chair. Our main intent, other than to secure the endowment for the future, was to maximize return in order to support the Cathedral's operations. The last years of the Trustees coincided with the building of Trinity Commons and the repayment of the loan used to partially finance it. I am pleased and flattered to be considered for this opportunity and believe that my experiences in business and the church would enable me to serve effectively.

The Rev. Aaron Gerlach - Old Trinity, Tiffin



For the past decade, I have been actively engaged, in the parish I serve and with other parishes, in trying new models of ministry that energize the parish while being mindful of financial sustainability. During this time, I have also served as your diocesan representative on the Province V board where I have been actively participating in the restructuring of that body as it faced new financial realities and a reforming of its purpose. My hope is to share this experience of keeping the financial conversation tied to the ministry of the Church as a Diocesan Trustee.

Candidates for Diocesan Trustees

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

The Rev. Foster Mays - St. Michael's in the Hills, Toledo



Prior to ordination, I worked in private banking, asset management, and trust administration as a fiduciary for 17 years. My clients were families of significant multi-generational wealth. In my capacity as a trustee or advisor I was working directly with families and their trusted advisors to provide sophisticated investment, tax, and estate planning strategies. As a result of my years of experience, I am conversant with industry practices and pitfalls, investment strategies and policies, and fiduciary responsibility. Because of my fiduciary experience, I also have a keen interest in the thoughtful drafting and review of investment policy statements, and competitive pricing of advisory and management services. Finally, my varied experience in the private and not-for-profit sectors provides an expansive and objective perspective of asset management.

Christina Monreal - Christ Church, Hudson



Since my retirement as administrator of Trinity Cathedral and Trinity Commons, I've served a five-year term as Diocesan Trustee, continue to serve on Diocesan Finance/loans and grants Committee, and as a Diocesan Audit Team member. As an active member of Christ Church, Hudson, I'm in my fourth year of the Education for Ministry (EfM) journey, and am a member of the parish Finance Committee. I'm also serving as the financial manager and construction team member for our current ambitious Building for Community project. I find great fulfillment in all these endeavors, and hope to again serve the Diocese of Ohio as Trustee.

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 of it 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. Members are expected to commit to working collaboratively with the Bishop for the welfare of the Diocese. Members attend an evening meeting during the annual retreat of the Commission on Ministry. Occasionally, members are asked to attend Diocesan regional meetings. Lay Standing Committee members must be adult communicants of The Episcopal Church in good standing. Clerical members must be entitled to a seat at Diocesan Convention.

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

Please note that until further notice, all meetings will be held by Zoom video conference.

New members also receive a summary of the previous year's minutes and the annual report submitted at Convention.

Requirements:

In compliance with the 201st Diocesan Convention Resolution R-2, all Diocesan elected office holders are required to receive anti-racism training within one year of their assuming office.

Gifts, Experiences, and Skills:

The Diocese will benefit from Standing Committee members who are constructive; who know both when to listen and when to speak; and who will respect the diverse views both of this body and of the diocese.

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.

Recent Accomplishments:

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

Continuing Members of Standing Committee:

The Rev. Vanessa Clark - St. James, Painesville
The Rev. Charlotte Reed - Christ Church, Hudson
The Rev. Dr. Brian Wilbert - St. Paul's, Cleveland Heights
Jenna Bing - St. Hubert's, Kirtland Hills
Pam O'Halloran - St. Paul's, Cleveland Heights
Rich Preston - St. Andrew's, Toledo

Candidates for Standing Committee

Elect one clergy and one lay for four-year terms

CLERGY

The Rev. Alexander Martin - St. Barnabas, Bay Village



I am deeply committed to the work of the Diocese and would be honored to serve as a member of the Standing Committee. In addition to non-profit board experience, I have held a number of church leadership positions. In the Diocese of Southern Ohio, I chaired the Commission on Congregational Life, which works with congregations to revitalize their ministries and live more fully into their missions. I currently serve as the vice president of the Alumni Association of the General Theological Seminary in New York City. As a native of northern Ohio, I have a lifelong familiarity with our blessings and with the challenges faced by our communities. I will bring a fresh perspective to the committee, but also a perspective informed by experience and an unwavering dedication to sharing God's love made known in Jesus Christ.

LAY

Gary Benjamin - Trinity Cathedral, Cleveland



As an attorney for over 40 years, I have skills in listening to people and solving problems. I have participated in creating a number of non-profit corporations dealing with health care, housing, senior citizen needs, and immigration. With non-profits, I have participated in making decisions regarding property, personnel and other 'nuts and bolts' needs as an officer or a board member. My faith has guided me in all these endeavors as I advocate with the dispossessed. I have taken anti-racism training several times starting in 1971 and am looking forward to taking the training in November at Bellwether Farm. At Trinity Cathedral I am presently serving on vestry, in the choir, and as Core Team leader for the Greater Cleveland Congregations (GCC) where I am also on the management team. I am now partially retired and would be honored to serve all of you in the church on the Standing Committee.

David McCallops - Christ Church, Hudson



As a life-long Episcopalian, I am proud of the opportunities we provide parishioners and other followers of Christ regardless of age, sexual orientation, gender identification, race, etc. I am currently ending my four-year service on the Commission on Ministry, two as the chair. I have served on vestry twice including one two-year stint as Senior Warden. I serve my parish as an usher, greeter, counter, coffee hour, reader, and as a member of the flower guild. As a professional engineer, I work for an engineering/landscape architectural firm in Akron. As a director and part-owner of the firm, I understand the need for strategic planning, making difficult decisions, leading a team of professionals, and providing service to the communities we serve. Our firm strives to be a trusted advisor for our clients, and that same passion is inherent in my belief in life and The Episcopal Church.

Diocesan Council

Overview:

The Diocesan Council:

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

In recent years, the Diocesan Council has sought to develop a more active leadership role to engage the Diocese in programs which reflect the ethos of The Episcopal Church and the Diocese of Ohio. The Diocesan Council has sought to lead, by example, by participating in and promoting programs such as Commission on Racial Understanding and Safeguarding God's Children. The Council has actively sought to promote these programs within Mission Areas and within individual Parishes.

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

In 2020, the Diocesan Council issued a Commitment to Racial Justice (dohio.org/racial-justice) which has been the focus of the group's meetings since the early summer. The Council plans to continue this important work in the coming year.

Requirements:

Diocesan Council members serve three-year terms, meeting approximately eight times a year. Some are elected by Convention, others are elected by Mission Area Councils. Lay Council members must be confirmed adult communicants of The Episcopal Church in good standing. Clerical Council members must be canonically resident in the Diocese of Ohio. Typically, an organizing meeting is held the first weekend of December (Friday-Saturday). Other meetings are usually held on the third Thursday of the months of January, February, March, May, June, September, and October from 3:00 p.m. - 6:00 p.m. Meetings will occur either at Trinity Cathedral in Cleveland or Bellwether Farm in Wakeman.

In compliance with the 201st Diocesan Convention Resolution R-2, all Diocesan elected office holders are required to receive anti-racism training within one year of their assuming office.

Expectations:

Diocesan Council members should be engaged and committed to developing the mission of the Diocese of Ohio. They 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.

Continuing Members of Diocesan Council:

The Rev. Kelly Aughenbaugh - Diocese of Ohio
The Rev. Rose Anne Lonsway - Grace, Willoughby
The Rev. Greg Stark - St. Andrew's, Elyria and Christ Church, Oberlin
The Rev. Sharon Williams - St. Andrew's, Cleveland
Hugh Grefe - Trinity, Toledo
James Hockey - St. Paul's, Cleveland Heights
Dianne Audrick Smith - St. Andrew's, Cleveland
Michael Wells - Trinity Cathedral, Cleveland

Candidates for Diocesan Council

Elect two clergy and two lay for three-year terms

CLERGY

The Rev. Christopher Decatur - St. Luke's, Cleveland



A leadership body such as Diocesan Council is crucial for the life of the Diocese and the wider church as we imagine and ignite a vision for our future. Being elected as a member of Diocesan Council, I would bring a passionate new perspective to help support the work of the Diocese as well as to bring about new ideas for us to engage in. I bring to the council experience from consulting in various innovative contexts across The Episcopal Church, concentrating in seminary in New Mission Practices & Evangelism, and serving in various capacities committees and commissions of The Episcopal Church. These experiences have given me the gift to bring voice to various actions that are taking place around the wider church, to help as well as to represent various marginalized voices within the church, in a time where we strive to become more inclusive and diverse.

The Rev. Lisa Tucker-Gray - Trinity, Toledo



Since September 2017, I have served Trinity, Toledo as rector. During this time, I have focused on getting to know the people and ministries we share and are building together with God's help. It is now time for me to expand my vocational commitment and promises to live more fully into my call to serve the larger councils of the church. While on staff in the Diocese of Michigan, I served as Secretary for Diocesan Council for more than 6 years and saw the impact and effectiveness of that vital work in our common life. I am now ready and willing to roll up my sleeves in this diocese and sit at the table with colleagues, lay and ordained, our bishops and diocesan staff, as together we attend to the technical and adaptive challenges of living every day more fully into becoming the beloved community.

Candidates for Diocesan Council

Elect two clergy and two lay for three-year terms

LAY

Lysa Kenney - St. Barnabas, Bay Village



When I was in high school, I was elected to be the Youth Representative to the Diocesan Council. Being involved in our youth ministries program and having this amazing opportunity was a major part of my formative years. I do not think I would be the person I am today without having learned about my church, my faith, and the greater picture during this time. I know first-hand what an impact this group has for our diocese and its members. I hope that I can bring my people and management skills to the table, provide a voice for new projects, and support for current ministries.

Deborah Likins-Fowler - Trinity Cathedral, Cleveland



I have been an active member of Trinity Cathedral since 2001, after moving to the Cleveland area from southwest Missouri. This year, when a pandemic has kept us from being with each other on Sunday mornings, I am reminded again that the church is the body of Christ in the world, and that extends beyond our local buildings. I'm particularly interested in ministries across the Diocese that draw us together into what Presiding Bishop Michael Curry calls 'the Jesus Movement,' whether those ministries are feeding the hungry, taking communion to those who are housebound, or doing the work of Becoming Beloved Community in dismantling racism. I am an anti-racism trainer for the Diocese, a licensed Lay Preacher, a licensed Lay Eucharistic Visitor (for 25+ years), and when I can safely go out again, I will resume helping out at a food pantry at one of the Episcopal churches in Cleveland.

Candidates for Diocesan Council

Elect two clergy and two lay for three-year terms

LAY

Ute Lindenmaier Vilfroy - Trinity Cathedral, Cleveland



I am proud to have completed my first term on Diocesan Council. Currently, the work of Council has reached a critical juncture in this time of the pandemic, racial disparity, and deep societal division. I would be honored to serve a second term and continue the Council's challenging work. I am the retired Court Administrator/Magistrate of the Ohio Court of Appeals (8th District). I have twice served the Diocese on Constitution and Canons Committee, and as a convention delegate. As a long-time member of Trinity Cathedral, I have grown to love the diversity and faithfulness of The Episcopal Church. I have served as a chorister, lector, Sunday School teacher, junior warden, Trustee, vice-chair of Trinity Commons' Building Committee, and as a volunteer on numerous outreach and community ministries for the hungry, the homeless, and the oppressed. Most recently, I served on the Search Committee for our new Dean.

Kimberly Wilson - Church of the Redeemer, Lorain



I have been employed in the corporate finance world for more than 25 years, managing finances for Fortune 500 companies. I have extensive experience in all aspects of accounting and finance. I was a court appointed Guardian Ad-Litem by the Lorain County Voices for Children/CASA organizations, a unique type of guardian in a relationship that has been created by a court order only for the duration of a legal action. Courts appoint these special representatives for infants, minors, and mentally incompetent persons, all of whom generally need help protecting their rights in court. Additionally, I served on the Lorain County Voices for Children Board of Directors. I am very active in Redeemer, serving as Senior Warden, Treasurer, lay reader, and Eucharistic Minister. I also support Redeemer's current mission of the revitalization of Lorain and feel that these skills could be used to assist with fostering renewal in our sister parishes.

Episcopal Community Services (ECS) Development Council

Overview:

Episcopal Community Services (ECS) Development Council members review grant proposals submitted by Episcopal congregations in the Diocese of Ohio to serve the needs of local communities throughout the Diocese and to build Episcopal identity. Grants are funded through the Bishop's Annual Appeal and Church Home funds.

Expectations:

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

ECS council members meet four times each year in full committee at Trinity Commons or by Zoom video conference. In November, grant-review subcommittee teams meet by conference call, as agreed upon by their members, to review grant applications in detail and to develop recommendations for review in full committee. In addition to serving on grant review teams, ECS council members make at least one site visit each year to grant recipients, and promote awareness of the work of ECS among our parishes and community. Council members advocate for and make a financial contribution to the Bishop's Annual Appeal as they are able.

Gifts, Experiences, and Skills:

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

Requirements:

In compliance with the 201st Diocesan Convention Resolution R-2, all Diocesan elected office holders are required to receive anti-racism training within one year of their assuming office.

Recent Accomplishments:

The Episcopal Community Services Development Council has recently updated the granting criteria and process, and has introduced a new ECS online grant application. We are developing ways for ECS council members to more actively raise awareness of ECS work in the community, as well as the Bishop's Annual Appeal. The Council is also discerning how its efforts can be part of the work of racial reconciliation, and considering how COVID-19 will affect the programs we support.

Continuing Members:

- The Rev. Bryan Gillooly - Christ Church, Shaker Heights
- Mark Clark - St. James, Painesville
- Jeffrey Fowler - All Saints, Parma
- Lindsay Graves - Christ Church, Oberlin
- Tucker Handley - St. Peter's, Lakewood
- The Rev. Daniel Hinde - Diocese of Ohio
- Todd Rosenberg - St. Paul's, Akron
- Linda Vasconi - St. John's, Youngstown

Candidates for Episcopal Community Services Development Council

Elect one clergy and three lay for three-year terms

CLERGY

The Rev. Mike Floyd - Christ Church, Huron



I nominate the Rev. Mike Floyd to serve as a clergy-person on the ECS Development Council. The Rev. Floyd has a heart for the least, the last, and the lost. I believe in his experience in diocesan leadership (both as a member of Diocesan Council and through his engagement of fellow clergy and lay-leaders at Christ Church, Huron's mission and outreach ministries) and in mission-centered, Christian non-profit management (through the Covenant Players ministry prior to ordination). The Rev. Floyd has shown that he can both oversee the execution of the complex task of organizing people, getting "buy-in", and considering the practical implications of a decision, AND (most importantly) understanding those activities in light of Christ's call to love and serve all his people.

Submitted by the Rev. John Drymon

LAY

Catherine Heck - St. Andrew's, Elyria



For several years, I have read and reread this job description and not risked nominating myself. However, after much thought and prayer, I feel this is where my gifts can be used to impact our communities. I have passion for children, families, and the multitude of issues which impact our world. I have worked passionately as a social worker, teacher, and now as a chief operating officer for a non-profit. In my professional life, I have written and been awarded millions of dollars of grants, scored and reviewed grant applications on a local, state, and federal level, and have a keen interest in making sure solid applications receive the funding applicants have designed to support the needs in their communities. I hope that you hear my passion and commitment, through these words.

Candidates for Episcopal Community Services Development Council

Elect one clergy and three lay for three-year terms

LAY

Celeste McKissick - Church of the Redeemer, Lorain



I am currently the parish nurse and involved in the outreach program at Redeemer, Lorain. I helped create our Hygiene Pantry a year and a half ago, in which we distribute personal hygiene items, cleaning items, and diapers. In addition, I have 10 years of volunteer experience with First Lutheran Church in their Front Door Ministry. This program connects people to available resources in the community, and provides direct assistance with gas vouchers, emergency food, and assistance with obtaining ID's, birth certificates, and other immediate needs. In addition, I am a volunteer with HOLA Ohio and on the Advisory Board of the Norwalk office. My duties included medical referrals, assistance with transportation to Immigration Hearings, and case management. I have been a nurse for 45 years, and am retired. I hope that you will consider me as a nominee for the Council.

Annie Stricklin - Trinity, Findlay



In 2019 I was asked to become the head of Trinity, Findlay's Outreach Committee, and in that role I have tried to encourage increased parishioner participation and involvement in the community, locally and regionally, and to foster partnerships, for instance at the local jail. Additionally, in my job at Findlay-Hancock County Public Library, I see first-hand the sort of need we have in Ohio, and, living in a downtown rectory (as the spouse of a priest), I've gained a great deal of experience in meeting such need face-to-face. I'm excited to become more involved in connecting parishes with resources to improve and expand their own ministries, finding new ways to answer the cries of a world in desperate need of what we can offer.

Regional Disciplinary Board (Diocesan Disciplinary Board)

Overview:

If there is a case involving potential clergy misconduct, the Regional Disciplinary Board (currently the Diocesan 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.

Assuming that the Convention approves the proposed canonical amendments to create a Regional Disciplinary Board, the Regional Disciplinary Board would replace the current Diocesan Disciplinary Board (consisting of nine members, five clergy and four lay) with a 13-member body (seven clergy and six lay) comprising 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 will elect one lay and one clergy member with an initial term of one, two, or three years to be assigned shortly following the election of all members. The thirteenth member (clergy) will be selected by the bishops of the six Dioceses.

Expectations:

The clergy members of the Board must be canonically and geographically resident within the Diocese, have been ordained 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.

Requirements:

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

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

In compliance with the 201st Diocesan Convention Resolution R-2, all Diocesan elected office holders are required to receive anti-racism training within one year of their assuming office.

Gifts, Experiences, and Skills:

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

Candidates for Regional Disciplinary Board (Diocesan Disciplinary Board)

Elect one clergy and one lay for three-year terms

CLERGY

The Rev. Lisa Tucker-Gray - Trinity, Toledo



Since 1994 The Episcopal Church has utilized a structure and policies to address allegations of clergy misconduct (Title IV). In 2009, significant revisions shifted the former system, based on a criminal justice system, to a model based on mediation and restorative justice. During that time, I served as Canon to the Ordinary in the Diocese of Michigan. I became the Diocesan Intake Officer (responsible for receiving and reporting allegations), and the bishop's representative to conduct training and create materials outlining the new process. I attended the initial training at the House of Bishops and developed a strong network developing best practices. I am currently serving as President of our Diocesan Disciplinary Board. As we make this shift to creating a Regional Disciplinary Board (RDB) effective January 1, 2021, with the six dioceses, it would be my honor to represent our diocese in the clergy representation.

LAY

Clare Long - St. Barnabas, Bay Village



While serving on the Diocesan Constitutions and Canons Committee, I have gained a good understanding of the Canons and this has allowed me to grow in the Episcopal faith. During this past year, the Constitutions and Canons Committee had the opportunity to be involved in drafting the Compact for the new Regional Disciplinary Board. I feel my experience as a practicing attorney and trained mediator would be helpful in resolving any proceeding that may come before the Board. While I hope my service is never needed, I feel I could be fair and objective in listening to those impacted, reviewing the Canons, and determining a path for healing.

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 80th General Convention in 2021, or 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, adopt a budget for the ministry of The Episcopal Church, and elect individuals to various offices in the wider church.

Four clergy and four lay Alternate Deputies will be elected for three-year terms. The Deputies elected in 2019 and first Alternate Deputy (Lay and Clergy) will attend General Convention, the expenses of which will be paid by the Diocese of Ohio. Other Alternates will attend should it be required by the absence of a Deputy.

Expectations:

The 2021 General Convention is scheduled for June 30 through July 9, 2021 in Baltimore, Maryland, although the Presiding Bishop announced in June, 2020 that it will not be an in-person gathering as originally planned. The Presiding Bishop and the President of the House of Deputies announced in the July General Convention update that General Convention may be postponed until 2022. The full letter is available on the diocesan website.

Alternate Deputies will need to be available to attend (or participate remotely) during those dates. Alternate Deputies are also expected to attend deputation meetings held in preparation for General Convention. Please note that until further notice, all meetings will be held by Zoom video conference.

Requirements

In compliance with the 201st Diocesan Convention Resolution R-2, all Diocesan elected office holders are required to receive anti-racism training within one year of their assuming office.

Gifts, Experiences, and Skills:

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

Candidates for General Convention Alternate Deputy

Elect four clergy and four lay for three-year teams

CLERGY

The Rev. John Drymon - Trinity, Findlay



Having served on Diocesan Council and on the Constitution and Canons Committee for the last three years, and having served in both capacities for a number of years in my previous diocese, I have a passion for and a degree of competence in matters of church governance. I would love the opportunity to use these gifts and hone them further as an Alternate Deputy to General Convention. I have a particular appreciation for small and rural parishes which I believe could provide a much-needed perspective at convention. I approach decision making both prayerfully and with careful reason, which I believe is critical for those taking part in the councils of the larger church.

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



I served as an Alternate Deputy to General Convention in 2018 and feel called to support the Ohio deputation before, during, and after the 80th General Convention. Having served as a legislative assistant to last Convention's Title IV and Safeguarding Committee, I witnessed the legislative process at work and, through the lens of resolutions, learned more about our church's ministry, worship, governance, and relationships. As Vice-Chair of the Standing Commission on World Mission, I continue to learn how our polity prayerfully collaborates. In our Diocese, I have served as a priest in three different Mission Areas and been a lay member in two others. I am currently a Trustee, a member of the Resolutions Committee, and a Safeguarding trainer. I have been active in the Diocese's global and domestic mission programs, especially our companion relationship with the Anglican Diocese of Belize.

The Rev. David Radzik - St. Thomas, Berea



As a younger Episcopal priest and rector, I have a vested interest in the long term future of The Episcopal Church and feel that my insight and experience would be a valuable contribution to the Diocese of Ohio's deputation. I also bring with me strong analytical thinking skills as well as an openness for conversation and dialogue that comes from my work as a parish priest, hospital chaplain, and school teacher. It would be my absolute privilege to serve this diocese as an Alternate Deputy to the upcoming General Convention.

Candidates for General Convention Alternate Deputy

Elect four clergy and four lay for three-year terms

CLERGY

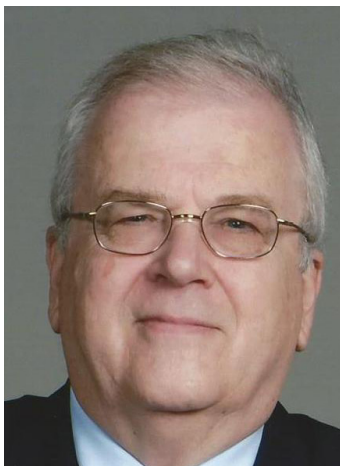
The Rev. Dr. Brian Wilbert - St. Paul's, Cleveland Heights



I've attended every General Convention since 1988 and have been honored to serve as Alternate Deputy (2000), first Alternate Deputy (2012/2018), and as a Deputy (2009/2015). It is a blessing to be a part of the discernment process for how The Episcopal Church moves into the future to which God is already calling us! I'm a cradle Episcopalian who has been fortunate enough to serve all of my lay and ordained ministry in the Diocese of Ohio: St. Andrew's, Elyria and Harcourt Parish, Gambier as a lay person; St. Michael's in the Hills, Toledo as Curate; Grace, Ravenna and Christ Church, Oberlin as rector; and St. Paul's, Cleveland Heights as interim assistant rector. As a priest, I have served our diocese in a number of capacities: Archivist, two terms on Diocesan Council, three terms on the Standing Committee, C.O.M. etc. It would be an honor to continue in service as an Alternate Deputy to the next General Convention.

LAY

Dennis Coughlin - St. Paul's, Cleveland Heights



In the last 10 years, I have served one year each as president and secretary in my term on the Standing Committee and have participated on the Diocesan Council, serving on the Executive Committee and the Audit/Finance Committee. I also served on the Diocesan Parish Audit team. I served as General Convention Alternate Deputy and as a Legislative Aide in 2015 in Salt Lake City and in 2018 in Austin. I have more than 12 years experience as a church administrator and 13 years as a hospital administrator in operations management. I have been involved with The Episcopal Church since attending the University of the South and have been a member at St. Paul's, Cleveland Heights for more than 30 years, several years as administrator for ministry, and many years in leadership positions. I continue to seek to sustain and strengthen the vibrant community of the Diocese of Ohio and the life of The Episcopal Church.

Candidates for General Convention Alternate Deputy

Elect four clergy and four lay for three-year terms

LAY

Diane Hexter - Trinity Cathedral, Cleveland



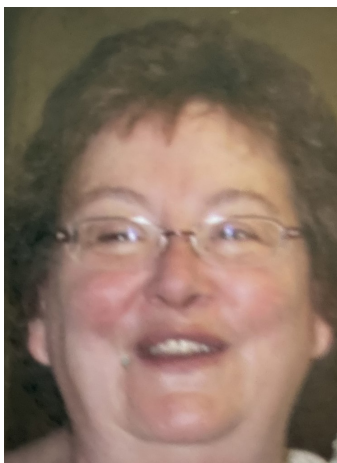
There is a special energy at conventions that motivate me to be part of the entire church. I have attended our Diocesan Convention most years, serving as a delegate several times. I have served on Diocesan Council, Commission on Ministry, and now, on Diocesan Disciplinary Board. I have been an Education for Ministry (EfM) Mentor for 10 years. It is wonderful to see the church be active in today's social issues and change to meet the needs of God's Kingdom in the world today.

Sue Ann Sandusky - Trinity, Findlay



Sue Ann is a member of the vestry of Trinity, Findlay. She has served as clerk of the vestry, junior warden and senior warden. A retired Army officer whose service took her around the world, including tours of duty in Korea, Germany, Croatia, Bosnia, Zimbabwe, Liberia, Democratic Republic of Congo, Côte d'Ivoire, and Nigeria, she maintains a deep interest in African affairs. She holds a Ph.D. in higher education administration and currently works as an adjunct instructor at Tiffin University. She brings years of organizational leadership (and followership) experience and a global perspective to church work. She is a diligent notetaker and researcher, a devoted teacher, a fairly good writer, and an adequate speaker. These gifts and any others, unnamed, unknown, or as yet undeveloped, that she may have been given, she happily commits to Christ.

Anne Yug - St. Andrew's, Elyria



Before I retired, I was a high school math teacher and a guidance counselor for all levels at Firelands Local Schools. After retirement, I created and coordinated a community hot meal at Church of the Redeemer, Lorain, took over and coordinated the choice pantry at St. Andrew's, Elyria, and became the secretary for the Lorain Cooperative ministry, which was in charge of six pantries and numerous hot meals around Lorain County. During this period of time, I became a consultant for the Diocese of Ohio, doing mostly interim work, but also, a fair amount of conflict management and ministry reviews. In all my work, my focus has always been creating safe, honest, and loving communities rooted in the word of God. I have been on the ECS Development Council and attended the 2015 General Convention as the first Alternate Deputy, which was where I learned how wonderfully our Episcopal polity works.

Provincial Synod Representative

Overview:

Province V is an association of 14 Episcopal Church dioceses in the midwest region, working to advance the church's mission through regular consultation, mutual support, formation, and development, in addition to sharing in the governance of The Episcopal Church.

One of nine geographical provinces of The Episcopal Church, Province V (the Province of the Great Lakes) covers most of six states (Illinois, Indiana, Michigan, Missouri (eastern), Ohio, and Wisconsin). All of Province V comprises over 220,000 lay persons and clergy, and 844 congregations. At Synod, the delegates will learn about the current and possible future collaborative ministries that support the mission and priorities

of the participating dioceses.

Expectations:

Clergy and lay members elected to this position serve at the 2021 Province Synod on May 1, 2021. The Synod will be held electronically.

Requirements:

In compliance with the 201st Diocesan Convention Resolution R-2, all Diocesan elected office holders are required to receive anti-racism training within one year of their assuming office.

Gifts, Experiences and Skills

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

Candidates for Provincial Synod Representative

Elect one clergy and two lay for three-year terms

CLERGY

The Rev. Debra Bennett - Our Saviour, Akron



Serving as a Province V Synod Representative is one way to bring to fruition my ordination vow to take my place among the councils of the Church. As a representative, I believe I would bring the gift of deep listening and observation and the ability to provide a thoughtful, gentle albeit passionate voice to the discourse. My participation on Diocesan Council, Diocesan and General Conventions, a working knowledge of the Constitution and Canons, serving on the CRU, and community engagement are additional gifts I bring to the table. Additionally, I have had the privilege of serving on the Legislative Committee on Prayer Book, Liturgy & Music at the last convention. Presently, I serve on the SCLM subcommittee on Lesser Feasts & Fasts and the Task Force to Respond to the Opioid Epidemic to which I have shared insights garnered from various community engagement opportunities and seminars on substance misuse.

LAY

Lee Kauffman - St. Andrew's, Elyria



I have been involved in the diocese as a member of Diocesan Council as the representative for the North Central Mission Area. I've also served on the St. Andrew's vestry. Currently I am the chairman of the North Central Mission Area. I would like to be more involved in the wider church.

Denise Caywood - St. Philip's, Akron



It continues to be my privilege to serve my parish and our diocese. I have had the great honor to serve twice as a Deputy to General Convention, as a member of the Diocesan Nominating Committee, and I continue to serve as a trainer for the Commission for Racial Understanding. My compassionate listening skills and the ability to organize well are the gifts I bring to this position.

Elections Tally Sheet

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

Diocesan Trustee

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

		Ballot 1	Ballot 2	Ballot 3
Lay or Clergy	Robert Brown - St. Paul's, Cleveland Heights			
	Dennis Day - Trinity Cathedral, Cleveland			
	The Rev. Aaron Gerlach - Old Trinity, Tiffin			
	The Rev. Foster Mays - St. Michael's in the Hills - Toledo			
	Christina Monreal - Christ Church, Hudson			

Standing Committee

One Clergy and One Lay (Four-Year Terms)

		Ballot 1	Ballot 2	Ballot 3
Clergy	The Rev. Alexander Martin - St. Barnabas, Bay Village			
Lay	Gary Benjamin - Trinity Cathedral, Cleveland			
	David McCallops - Christ Church, Hudson			

Diocesan Council

Two Clergy and Two Lay (Three-Year Terms)

		Ballot 1	Ballot 2	Ballot 3
Clergy	The Rev. Christopher Decatur - St. Luke's, Cleveland			
	The Rev. Lisa Tucker-Gray - Trinity, Toledo			
Lay	Lysa Kenney - St. Barnabas, Bay Village			
	Deborah Likins-Fowler - Trinity Cathedral, Cleveland			
	Ute Lindenmaier Vilfroy - Trinity Cathedral, Cleveland			
	Kimberly Wilson - Church of the Redeemer, Lorain			

Elections Tally Sheet

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

Episcopal Community Services Development Council

One Clergy and Three Lay (Three-Year Terms)

		Ballot 1	Ballot 2	Ballot 3
Clergy	The Rev. Mike Floyd - Christ Church, Huron			
Lay	Catherine Heck - St. Andrew's, Elyria			
	Celeste McKissick - Church of the Redeemer, Lorain			
	Annie Stricklin - Trinity, Findlay			

Regional Disciplinary Board (Diocesan Disciplinary Board)

One Clergy and One Lay (Three-Year Terms)

		Ballot 1	Ballot 2	Ballot 3
Clergy	The Rev. Lisa Tucker-Gray - Trinity, Toledo			
Lay	Clare Long - St. Barnabas, Bay Village			

Elections Tally Sheet

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

General Convention Deputy Alternate

Four Clergy and Four Lay (Three-Year Terms)

		Ballot 1	Ballot 2	Ballot 3
Clergy	The Rev. John Drymon - Trinity, Findlay			
	The Rev. Beth Frank - St. Paul's, Medina			
	The Rev. David Radzik - St. Thomas, Berea			
	The Rev. Dr. Brian Wilbert - St. Paul's, Cleveland Heights			
Lay	Dennis Coughlin - St. Paul's, Cleveland Heights			
	Diane Hexter - Trinity Cathedral, Cleveland			
	Sue Ann Sandusky - Trinity, Findlay			
	Anne Yug - St. Andrew's, Elyria			

Provincial Synod Representative

One Clergy and Two Lay (Three-Year Terms)

		Ballot 1	Ballot 2	Ballot 3
Clergy	The Rev. Debra Bennett - Our Saviour, Akron			
Lay	Denise Caywood - St. Philip's, Akron			
	Lee Kauffman - St. Andrew's, Elyria			

Report of the Committee on Constitution and Canons

Proposed Amendments to the Constitution and Canons of the Episcopal Diocese of Ohio to be considered at the 204rd Annual Convention of the Diocese of Ohio.

The Committee is recommending approval of proposed amendments to Title III, the Disciplinary Canon, to support the establishment of a Regional Disciplinary Board to replace the current Diocesan Disciplinary Board. The geographically-contiguous dioceses of Ohio, Southern Ohio, Northwestern Pennsylvania, Pittsburgh, Western New York, and West Virginia have collaborated to create a structure that follows other successful regional models in New England and California.

One proposed amendment was received prior to the deadline, and the Committee provided guidance to the proposer in order for the matter to be considered by the Convention.

The proposal consists of an amendment to the Constitution and an amendment to the Canons that would allow the Bishop, during a declared national, state, or local emergency, to excuse, delay, or otherwise reduce the payment of parochial assessments. The Committee does not recommend adoption of the two proposed amendments.

The Committee understands that the current national emergency has created financial difficulties for parishes. However, the Committee is opposed to the proposals for the following reasons:

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

The Committee therefore recommends voting against both amendments for the reasons stated.

The membership of the Constitution and Canons Committee consists of:

The Rev. John A. Drymon
Ms. Jane R. Freeman
Ms. Amy E. Kellogg
Ms. Clare S. Long
Ms. Ann Shelly
Ms. Ute Vilfroy
Mr. William A. Powel, III

Trinity, Findlay
Trinity Cathedral, Cleveland
St. Andrew's, Elyria, Vice Chancellor
St. Barnabas, Bay Village
St. Matthew's, Ashland
Trinity Cathedral, Cleveland
Canon to the Ordinary and Chancellor (Staff)

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

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

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

2.

3. **Proposed Amendment:**

4. ARTICLE IX. PARISHES

5.

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

10. 1. filed its Parochial Report;

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

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

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

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

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

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

17. local emergency.

18.

19. **Submitted by:**

20. Mr. Robert Schroeder, St. Timothy's, Massillon

21.

22. **Rationale of the Proposer:**

23. Currently, the Bishop cannot make an exception for the payment of assessments to the Diocese by
24. the parishes. This amendment language is intended to untie the Bishop's hands in cases of declared
25. emergency so he/she may suspend, reduce, or delay the payment of assessments to the Diocese.

26. Circumstances may arise when it may be in the best interest of parishes, as a whole, for the

27. Bishop to suspend, reduce, or delay the payment of assessments for the well-being and viability of

28. parishes, especially when facing uncertainties like those caused by the current pandemic, natural

29. disasters, acts of war, etc. The Bishop would have the ability to decide the length and depth of any

30. suspension, reduction, or delay, and whether such an action would have a deleterious effect on the

31. well being of the Diocese as a whole. While parishes may welcome such a declaration during times

32. of emergency, some parishes may wish to continue paying the assessments if they are able so as not

33. to hurt the Office of the Bishop.

34.

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

36. The Committee understands that the current national emergency has created financial difficulties

37. for parishes. However, the Committee is opposed to the proposals for the following reasons:

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

38. 1. The Constitutional provision that mandates the payment of parochial assessments reflects
39. the fundamental relationship between parishes, the Diocese, and the wider Church. It is
40. not appropriate to delegate to the Bishop the authority to waive, postpone, or suspend such
41. constitutionally mandated payments.
42. 2. Since the proposed amendments do not include objective criteria, the Bishop would be
43. acting on requests to waive, postpone or suspend assessments without clear guidance to
44. assess the financial impact on parishes of a national, state, or local emergency.
45.
46. The Committee therefore recommends voting against both amendments for the reasons stated.
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First Proposed Amendment of the Canons of the Episcopal Diocese of Ohio

1. The Committee on Consitution and Canons recommends adoption

2.

3. Proposed Amendment:

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

5.

6. CANON 4: Discipline Structure

7. Sec. 1. Disciplinary Board Compact. The Board shall consist of not less than nine persons, five
8. of whom are members of the Clergy and four of whom are Laity. Members of the Disciplinary
9. Board may not serve concurrently on the Diocesan Standing Committee: Pursuant to General
10. Canon IV.5.3(i), the Diocese of Ohio has elected to enter into a Compact among the Dioceses of
11. Northwestern Pennsylvania, Ohio, Pittsburgh, Southern Ohio, West Virginia, and Western New
12. York ("The Dioceses") to develop and share resources necessary to implement Title IV and this
13. Canon, including members of Disciplinary Boards, Church Attorneys, Intake Officers, Advisors,
14. Investigators, Conciliators, and administrative and financial support for proceedings under
15. Title IV (hereinafter the "Disciplinary Board Compact"). The Ecclesiastical Authority shall be
16. authorized to execute and implement the Disciplinary Board Compact and any amendments or
17. modifications thereto consistent with this Canon.

18.

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

26. a. For the first year following approval of this Canon (after the election of the President
27. (pursuant to section 8)), the twelve members shall draw lots to determine the following classes
28. in such a way that no more than one (1) member from a diocese is a member of the same class,
29. not including the President, who will initially serve a three-year term:

30. i. the four members with terms expiring December 31, 2021;

31. ii. the four members with terms expiring December 31, 2022; and

32. iii. the five members with terms expiring December 31, 2023, one of whom shall be the
33. President.

34. b. Thereafter, each diocese shall elect or appoint members of the same order as the members
35. whose terms are expiring.

36. c. No member of the RDB shall be elected to more than two consecutive full terms, nor be re-
37. elected or appointed until one year shall have elapsed following the expiration of the second

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

38. term.
39. d. A member of the RDB may not serve concurrently on the Diocesan Standing Committee.
40. Sec. 2 3. Clergy Members. The Clergy members of the Board must be canonically resident
41. and geographically serving within the Diocese, have been ordained to the order from which
42. they were elected for five or more years, and not be, either at the time of election nor the five
43. years prior to election, under sentence or pastoral direction.
- 44.
45. Sec. 3 4. Lay Members. The lay members of the Board shall be Adult Communicants in Good
46. Standing in the Diocese.
- 47.
48. Sec. 4 5. Election. ~~The members of the Board shall be elected by the Convention. Each~~
49. ~~member shall be elected for a three (3)-year term; except, .~~ One (1) lay and one (1) clergy
50. representative to the RDB shall be elected by the Convention, in accordance with the schedule
51. in Section 2. If a member is elected to fill a vacancy, the term of such member shall be the
52. unexpired term of the member being replaced. The term of the member shall commence
53. on the first (1st) day of the year following election. ~~The terms of office of the Board shall be~~
54. ~~staggered and arranged into three classes.~~
- 55.
56. Sec. 5 6. Vacancies. Vacancies on the ~~Board~~ RDB shall be filled as follows:
57. (a) Upon the determination that a vacancy exists, the President of the Board RDB shall
58. notify the Bishop of the vacancy and request appointment of a replacement member of
59. the same order as the member to be replaced.
60. (b) The Bishop shall, within sixty (60) days, appoint a replacement Board member with
61. the advice and consent of the Standing Committee.
62. (c) Persons appointed to fill vacancies on the Board shall meet the same eligibility
63. requirements as apply to elected Board members.
64. (d) With respect to a vacancy created for any reason other than pursuant to a challenge as
65. provided below, the term of any person selected as a replacement Board member shall be
66. until the next annual Convention. With respect to a vacancy resulting from a challenge,
67. the replacement Board member shall serve only for the proceedings for which the elected
68. Board member is not serving as a result of the challenge.
- 69.
70. Sec. 6 7. Preserving Impartiality. In any proceeding under this Title, if any member of a
71. Conference Panel or Hearing Panel of the ~~Board~~ RDB shall become aware of a personal
72. conflict of interest or undue bias, that member shall immediately notify the President of
73. the Board RDB and request a replacement member of the Panel. Respondent's Counsel and
74. the Church Attorney shall have the right to challenge any member of a Panel for conflict

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

75. of interest or undue bias by motion to the Panel, seeking disqualification of the challenged
76. member. The members of the Panel not the subjects of the challenge shall promptly consider
77. the motion and determine whether the challenged Panel member shall be disqualified from
78. participating in that proceeding.

79.
80. Sec. 7 ~~8~~. President. Within sixty (60) days following the annual Convention, the Board **RDB**
81. **shall convene to elect a President to serve for the calendar year following the Convention. the**
82. **initial President of the RDB from among its members to serve a term of three years. On or before**
83. **January 31 of the year following the conclusion of the initial three-year term of the President of**
84. **the RDB, and for subsequent years, the RDB will convene to elect a President by majority vote**
85. **to serve for the calendar year following the annual Convention or until a successor President**
86. **is elected. If no successor President is selected by the RDB by February 1 following the annual**
87. **Convention, then a President will be elected by a majority vote of the Bishops of The Dioceses.**
88.

89. Sec. 8 ~~9~~. Intake Officer. The Intake Officer shall be appointed from time to time by the Bishop
90. after consultation with the Board **RDB**. The Bishop may appoint one or more Intake Officers
91. according to the needs of the Diocese. The Bishop shall publish the name(s) and contact
92. information of the Intake Officer(s) throughout the Diocese.

93.
94. Sec. 9 ~~10~~. Investigator. The Bishop may appoint an Investigator in consultation with the
95. President of the Board **RDB**. The Investigator may, but need not, be a Member of the Church.

96.
97. Sec. ~~10~~ **11**. Church Attorney. Within sixty (60) days following each annual Convention, the
98. Bishop with the advice and consent of the Standing Committee shall appoint an attorney to
99. serve as Church Attorney to serve for the calendar year following the Convention. The person
100. so selected must be a duly Ohio-licensed attorney in good standing, but need not reside within
101. or be a member of the Diocese.

102.
103. Sec. ~~11~~ **12**. Pastoral Response Coordinator. The Bishop may appoint a Pastoral Response
104. Coordinator, to serve at the will of the Bishop in coordinating the delivery of appropriate
105. pastoral responses provided for in Title IV.8 of the General Canons and this Title. The Pastoral
106. Response Coordinator may not serve in any other appointed or elected capacity under this
107. Title.

108.
109. Sec. ~~12~~ **13**. Advisors. In each proceeding under this Title, the Bishop must, when requested,
110. appoint an Advisor for the Complainant and an Advisor for the Respondent. Persons serving
111. as Advisors shall hold no other appointed or elected position provided for under this Title,

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

112. and must not include chancellors or vice chancellors of this Diocese or any person likely to be
113. called as a witness in the proceeding. Either the Complainant or the Respondent may, without
114. penalty, decline the services of an Advisor.

115.
116. Sec. ~~13~~ **14**. Clerk. The ~~Board~~ **RDB** may appoint a Board Clerk to assist the ~~Board~~ **RDB** with
117. records management and administrative support. ~~The Clerk may be a member of the Board.~~

118. Sec. ~~14~~ **15**. Intercessor. The Bishop shall appoint in consultation with the Standing Committee
119. an intercessor to pray for all parties involved in the discipline process, for the diocese, and for
120. healing and a just resolution.

121.

122. CANON 5: Costs and Expenses

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

128.

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

133.

134. CANON 6: Records

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

138.

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

142.

143. CANON 7: Responsibility to State Authorities

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

147.

148.

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

149. **Submitted by:**

150. The Committee on Constitution and Canons

151.

152. **Rationale:**

153. As The Episcopal Church seeks ways to improve its structure and governance, a number
154. of dioceses have developed regional disciplinary boards, where several dioceses agree to
155. use a single disciplinary board, instead of maintaining separate ones. Northern California
156. (4 contiguous dioceses) and New England (the Dioceses of Maine, New Hampshire, and
157. Vermont) have successfully established regional disciplinary boards.

158.

159. Collaboration among dioceses in priest discipline matters makes sense because proceedings take
160. place infrequently. In the last five years, none of the six dioceses participating (Northwestern
161. Pennsylvania, Ohio, Pittsburgh, Southern Ohio, West Virginia, and Western New York) has
162. convened a hearing panel in a Title IV matter. In addition, each diocese spends significant
163. time and effort to train participants in the various roles identified in Title IV. Finally, a regional
164. disciplinary structure allows priests facing discipline the opportunity to be heard by colleagues
165. and others from outside of their diocese.

166.

167. This cross-provincial collaboration (Provinces II (Western New York), Province III
168. (Northwestern Pennsylvania, Pittsburgh, West Virginia), and Province V (Ohio and Southern
169. Ohio), is now possible following amendments to Title IV approved in 2018 by the General
170. Convention to eliminate Provincial Courts of Review in favor of a single Court of Review for
171. the entire Church.

172.

173. In consultation with the Standing Committee, the Bishop has approved the Compact among
174. the six dioceses, each of which would elect one lay and one clergy member year for a three-
175. year term (instead of three every years). As with the current disciplinary board, the 13th
176. member will be a priest that will be approved by all Bishops.

177.

178. If the amendments are approved, the Regional Disciplinary Board would become effective
179. on January 1, 2021. Current members of the Diocesan Disciplinary Board would continue to
180. serve following Convention until January 1, 2021, when their successors take office.

181.

182. The change in Canon 5, Section 2 substitutes the word “Accord” for “Covenant,” which is
183. consistent to current references in Title IV of the churchwide Canons.

184.

185.

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

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

2.

3. **Proposed Amendment:**

4. TITLE III. CANONS RELATING TO DIOCESAN STRUCTURE

5.

6. CANON 4: Of the Diocesan Fund

7.

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

15.

16. **Submitted by:**

17. Mr. Robert Schroeder, St. Timothy's, Massillon

18.

19. **Rationale of the Proposer:**

20. Currently, the Bishop cannot make an exception for the payment of assessments to the Diocese
21. by the parishes. This amendment language is intended to untie the Bishop's hands in cases of
22. declared emergency so he/she may suspend, reduce, or delay the payment of assessments to the
23. Diocese. Circumstances may arise when it may be in the best interest of parishes, as a whole,
24. for the Bishop to suspend, reduce, or delay the payment of assessments for the well- being and
25. viability of parishes, especially when facing uncertainties like those caused by the current pan-
26. demic, natural disasters, acts of war, etc. The Bishop would have the ability to decide the length
27. and depth of any suspension, reduction, or delay, and whether such an action would have a
28. deleterious effect on the well being of the Diocese as a whole. While parishes may welcome such
29. a declaration during times of emergency, some parishes may wish to continue paying the assess-
30. ments if they are able so as not to hurt the Office of the Bishop.

31.

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

33. The Committee understands that the current national emergency has created financial difficulties
34. for parishes. However, the Committee is opposed to the proposals for the following reasons:

35. 1. The Constitutional provision that mandates the payment of parochial assessments reflects
36. the fundamental relationship between parishes, the Diocese, and the wider Church. It
37. is not appropriate to delegate to the Bishop the authority to waive, postpone, or suspend

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

38. such constitutionally mandated payments.

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

42.
43. The Committee therefore recommends voting against both amendments for the reasons stated.

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Report of the Committee on Resolutions

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

The Resolutions submitted this year are:

- R1: A Resolution on Clergy Compensation
- R2: A Resolution to Create the Commission for Racial Justice

Respectfully submitted,

The Rev. Beth Frank, Chair

Mr. Brent Howard

Ms. Amy E. Kellogg

The Rev. Rachel C. Kessler

The Rev. Michael Petrochuk

Mr. William A. Powel, III

St. Paul's, Medina

Old Trinity, Tiffin

St. Andrew's, Elyria, Vice Chancellor

Harcourt Parish, Gambier

St. Andrew's, Barberton

Bishop's Staff, Chancellor

R1: A Resolution On Clergy Compensation

1. *Resolved*, that the minimum standard of full-time pension-based compensation (cash salary,
2. utilities, housing, and Social Security tax reimbursement) for clergy serving congregations in the
3. Diocese of Ohio during 2020 be established as follows:
4. • At least \$50,959, for assisting clergy;
5. • At least \$58,089 for a transitional deacon in charge of a congregation;
6. • At least \$61,689 for clergy in charge of congregations with an annual Normal Operating
7. Income (NOI) of no more than \$189,720;
8. • At least \$61,689 +10% of NOI greater than \$189,720 up to \$379,440 for clergy in charge of
9. congregations with an annual NOI greater than \$189,720;
10. • At least \$80,662 for clergy in charge of congregations with NOI greater than \$379,440; and be
11. it further
- 12.
13. *Resolved*, that to account for the current financial uncertainty, each congregation and clergy
14. person should prayerfully consider together other forms of non-monetary compensation and
15. adjustments to benefits such as paid time off, or some combination that maintain the minimum
16. salary standards;
17. and be it further
- 18.
19. *Resolved*, that each congregation prayerfully consider adjusting the current compensation level of
20. their clergy to account for the clergy person's years of experience; and be it further
- 21.
22. *Resolved*, that each employer of clergy in the Diocese of Ohio be encouraged to:
23. • Offer additional benefits either fully funded, or on a pre-tax salary reduction basis (e.g., dental
24. insurance, reimbursement for routine dental care, annual medical examination, child-care
25. allowance, etc.);
26. • Provide for sabbatical and parental leave; and be it further
- 27.
28. *Resolved*, that each employer of such clergy in the Diocese of Ohio shall pay a minimum of 95%
29. of the health insurance premium (plus full (100%) funding of the plan deductible in a health
30. savings account (HSA)) of the least expensive plan provided as an option by the Diocese for those
31. clergy being paid less than \$61,689 (or the pro-rated part-time equivalent) and their eligible
32. dependents or 95% 93% of the health insurance premium (plus full (100%) funding of the plan
33. deductible in a health savings account (HSA) of the least expensive plan provided as an option by
34. the Diocese for the clergy being paid \$61,689 (or the pro-rated part-time equivalent) or more, and
35. their eligible dependents.
- 36.
37. If a priest chooses a health insurance plan that is more expensive, the additional cost is

R1: A Resolution On Clergy Compensation (Continued)

38. his or her responsibility, unless the Vestry, Diocese or other participating Episcopal institution
39. agrees to pay the additional cost for such coverage. The employer may choose to pay 100% of its
40. clergy's health insurance plan; and be it further
41. *Resolved*, that in addition to the above minimum standards, each employer of such clergy in the
42. Diocese of Ohio shall:
- 43. • Make pension assessment payments as the Church Pension Fund shall determine [Note: The
44. Church Pension Assessment is based on the following elements: Base salary; Social Security
45. tax reimbursements; Cash housing allowance and utilities; Employer contributions to 403(b)
46. or deferred compensation plan; Value of church-provided housing; Pre-tax contribution
47. to Health Savings Account (HSA) – clergy contribution up to IRS limits; and Other cash
48. allowances (i.e., automobile, cell phone)];
 - 49. • Provide appropriate reimbursement for expenses incurred in the course of fulfilling the
50. responsibilities of the position, including the actual cost of the use of a personal automobile;
 - 51. • Allow no fewer than four weeks of paid vacation annually;
 - 52. • Allow no fewer than eight weeks of paid parental leave for the birth or adoption of a child for
53. a member of the clergy, and follow the maternity leave benefits provided by Church Pension
54. Group for members of the clergy (i.e., 12 weeks).
 - 55. • Allow annual professional education/development leave of no fewer than two weeks, with a
56. minimum allowance of \$800; and be it further
- 57.
58. *Resolved*, that the provisions of this resolution be applied on a pro-rata basis to the minimum
59. compensation and benefits related to positions that are less than full-time and more than one-
60. quarter time; and be it further
- 61.
62. *Resolved*, that every letter of agreement shall be revisited by the Vestry and the Rector with the
63. clergy member at least once every two years; and be it further
- 64.
65. *Resolved*, that every letter agreement shall be submitted to the Bishop's Office in compliance with
66. General Canon Title III.9.3 along with the most current version of the Compensation Worksheet
67. provided by the Commission on Ministry (COM) and be it further
- 68.
69. *Resolved*, that (a) whenever clergy letters of agreement are amended, they should be submitted to the
70. Bishop's Office in compliance with General Canon Title III.9.3; along with (b) the Compensation
71. Worksheet provided by the Commission on Ministry to each parish; and be it finally
- 72.
73. *Resolved*, Without regard to whether a letter of agreement has been amended, the Compensation
74. Worksheet should be submitted by the parish for each clergy person to the Bishop's Office every

R1: A Resolution On Clergy Compensation (Continued)

75. two years, thereafter on or before May 1 in the odd years, for that current year's compensation.

76.

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

82.

83. **Rationale:**

84. The COVID-19 pandemic has created all forms of uncertainty for parishes, the diocese, and the
85. larger church ranging from when we will be able to be in service with one another, to concerns
86. of accidentally spreading the virus if we do serve together. Among the uncertainties is the financial
87. burden parishes have experienced and/or might experience as the pandemic impacts our daily
88. lives. Approval of this resolution recognizes that uncertainty and asks all involved to work together
89. prayerfully and creatively to review and possibly adjust compensation and benefits (but not lower
90. than the minimum levels specified in this resolution) in order to balance the financial capacity
91. of the parish with the financial needs of the assisting clergy, transitional deacons, and clergy in
92. charge of congregations. It is intended that once the pandemic has been managed to allow for
93. some form of normalcy that this rationale and associated statement may be removed from future
94. clergy compensation resolutions.

95.

96. **Submitted by:**

97. The Commission on Ministry

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R-2: A Resolution to Create the Commission for Racial Justice

1. *Resolved*, that the Commission on Racial Understanding be renamed the Commission for Racial
2. Justice (CRJ), and that it continue to pursue the ongoing work of achieving racial justice in the
3. Diocese of Ohio, and be it further
- 4.
5. *Resolved*, that Diocesan Council approve in early 2021 the initial membership of the group and
6. revised Operating Guidelines, and be it further
- 7.
8. *Resolved*, that in compliance with Resolution R-2 approved by the 201st Convention in 2017,
9. the CRJ continue to offer in person and/or on-line anti-racism training to communicants in the
10. Diocese: “Seeing the Face of God in Each Other.”
- 11.
12. **Rationale:**
13. Over four decades, the Convention of the Diocese of Ohio has endorsed and approved this
14. important work through task forces and Commissions, most recently the Commission for Racial
15. Understanding (CRU), and its Operating Guidelines, which were approved by Diocesan Council
16. in 2016. Members of the CRU submitting this resolution support making structural changes
17. to the CRU in order to allow the group more flexibility in response to the rapidly-changing
18. environment and in furtherance of our baptismal covenant.
- 19.
20. The national events of the past six months have precipitated urgent reflection on the part of
21. the Commission for Racial Understanding, with the recognition that the current structure and
22. nomenclature need to evolve. COVID-19 and its exposure of disparities in health care, and the
23. murder of George Floyd and others, have led us to name our work not just as “understanding,”
24. which can be benign, but to justice: to challenge existing structures and work for remediation
25. within our Diocese, our parishes, and in the communities of which we are a part. This focus
26. aligns with the Episcopal Church’s commitment to Becoming Beloved Community, with a
27. particular emphasis on “Telling the Truth” in education and formation, and “Repairing the
28. Breach” in actions which address our systemic failings.
- 29.
30. As Presiding Bishop Michael Curry has said, “Our long-term commitment to racial justice and
31. reconciliation is embedded in our identity as baptized followers of Jesus. We will still be doing
32. it when the news cameras are long gone.” (May 30, 2020). Racial justice will be the work of our
33. lifetime and beyond. Our catechism says that prayer is “responding to God, by thought and by
34. deed, with or without words” (BCP, p. 856). We pray that our response to injustice will draw us
35. ever closer to the kingdom “on earth as it is in heaven.”
- 36.
- 37.

R-2: A Resolution to Create the Commission for Racial Justice (Continued)

38. The Diocese of Ohio's commitment to of racial justice requires that we continue to address
39. the systemic history of racism and the racism in ourselves, our Diocese, our parishes and our
40. communities, which includes maintaining a clearinghouse for public witness and engagement
41. and curating action opportunities around the Diocese, developing and implementing formation
42. opportunities, and partnering with entities inside and outside the church to implement systemic
43. change.

44.

45. **Submitted by:**

46. The Rev. Debra Bennett, *Our Savior, Akron*

47. Ms. Denise C. Caywood, *St. Philip's, Akron*

48. The Rev. Margaret D'Anieri, *Canon for Mission*

49. Ms. Imani Driskell, *St. Michael's-in-the-Hills, Toledo*

50. Ms. Allison Hauserman, *Trinity Cathedral, Cleveland*

51. Ms. Debbie Likins-Fowler, *Trinity Cathedral, Cleveland*

52. The Rev. Barbara Maxwell, *Deacon*

53. The Rev. Lisa O'Rear, *St. Andrew, Mentor*

54. Ms. Anita Pruitt, *St. Andrew's, Cleveland*

55. Dr. Robin Woodberry, *St. John's, Youngstown*

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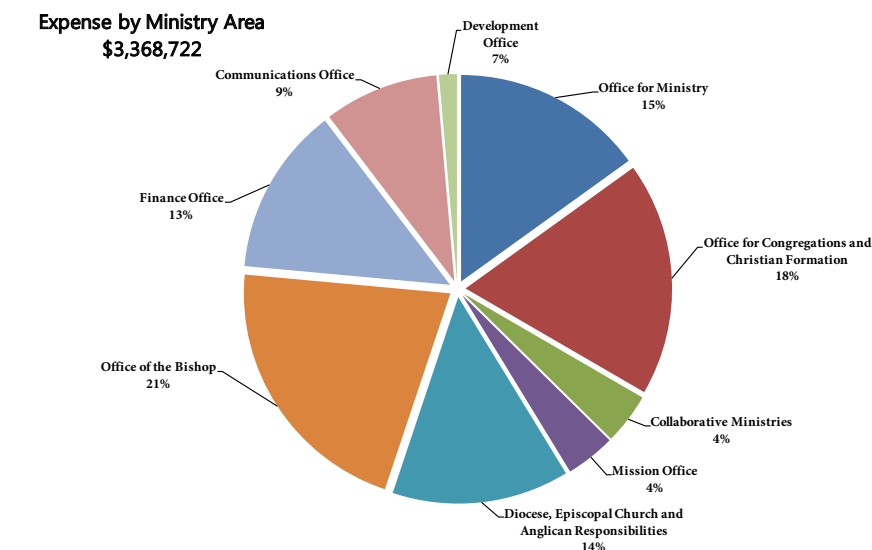
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Overview of the 2021 Diocesan Program and Budget

The overall 2021 budget decreases by 4.6% from the 2020 budget, or by \$162,612. Most of the change is attributable to a decrease in assessment revenue, as discussed below.

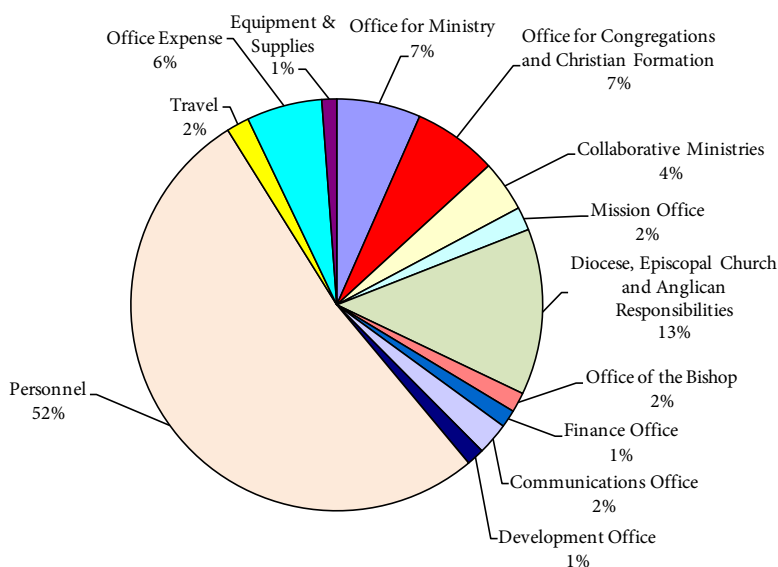
- Decline in assessment revenue – Total assessment revenue is expected to decline by about 7.3%, or \$163,000. The suspension of in-person worship and meetings due to the COVID-19 pandemic necessitated a careful and ongoing evaluation of parish support for the Diocese, or assessments. While the current year's estimated assessments form a base for the following year's support, the effects of the pandemic created additional uncertainty. The current year assessment in the 2021 budget reflects a 10% decline from previous estimates. The prior year assessments line is expected to increase by \$5,000, due to fewer and smaller refunds being issued to parishes.
- Decrease in health insurance expense – The increased cost for health insurance in 2021 was offset by savings in the development office position. The expense line decreases by \$7,170 in 2021.
- Bellwether Farm operating support – Although the support for Bellwether Farm in the 2021 budget is the same as for 2020, additional support may be provided from other Diocesan sources. The COVID-19 pandemic may continue to impact in-person gatherings, meetings, overnight accommodations, and the summer camp program at Bellwether Farm.
- Winter Convocation was cancelled for 2021 - This annual February event at Kalahari is attended by several hundred communicants each year and features a variety of workshops across many areas of ministry. The budgeted savings of \$35,000 is anticipated to be a one-time event, and the event is expected to be held again in 2022.
- Balancing the budget – A transfer of \$27,860 from prior year's operating surpluses is budgeted for 2021. The staff and Finance Committee believed this modest amount, which represents only 0.83% of the budget, was preferable to an across-the-board expense reduction or increased spending from endowments.

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



EXPENSE BY MANAGEMENT AREA \$3,368,722

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



**Episcopal Diocese of Ohio
Diocesan Budget
For Year 2021**

	Operating	Special Funds	Total	Increase (Decrease)
RECEIPTS				
SUPPORT FROM CONGREGATIONS				
Assessment Income (current year)	\$ 2,142,000.00	\$0.00	\$ 2,142,000.00	\$ (168,000.00)
Assessment Income (prior year(s))	\$ (85,000.00)	\$0.00	\$ (85,000.00)	\$ 5,000.00
TOTAL SUPPORT FROM CONGREGATIONS	\$ 2,057,000.00	\$0.00	\$ 2,057,000.00	\$ (163,000.00)
ENDOWMENT INCOME				
Endowment-Episcopate	\$ 209,195.41	\$0.00	\$ 209,195.41	\$ 377.96
Endowment-Missions	\$ 61,656.31	\$0.00	\$ 61,656.31	\$ 111.40
Endowment-Custodial	\$ 4,424.05	\$0.00	\$ 4,424.05	\$ 7.99
Endowment-Lay Pension	\$ 9,737.78	\$0.00	\$ 9,737.78	\$ 17.59
Endowment - Bishop's Office	\$ 59,491.55	\$0.00	\$ 59,491.55	\$ (757.56)
Endowment Income - Legacy endowments	\$ 3,614.85	\$0.00	\$ 3,614.85	\$ 6.53
Endowment - ECS - Administration	\$ 52,994.06	\$0.00	\$ 52,994.06	\$ 95.75
TOTAL ENDOWMENT INCOME	\$ 401,114.01	\$0.00	\$ 401,114.01	\$ (140.34)
TOTAL INVESTMENT INCOME - OTHER				
Distribution JIF-General Funds	\$ 152,038.08	\$0.00	\$ 152,038.08	\$ 274.69
Distribution JIF-Unrestricted Custodial Accts	\$ 44,731.74	\$0.00	\$ 44,731.74	\$ 80.82
TOTAL INVESTMENT INCOME	\$ 196,769.82	\$0.00	\$ 196,769.82	\$ 355.51
FEES RECEIVED FOR ADMINISTRATIVE SERVICES				
Darnell Adm. Fees	\$ 5,200.58	\$0.00	\$ 5,200.58	\$ (180.95)
Brayton Administration Fees	\$ 15,021.68	\$0.00	\$ 15,021.68	\$ (522.67)
Church Home Admin. Fee	\$ 38,906.42	\$0.00	\$ 38,906.42	\$ (2,704.01)
Holy Cross House - Admin. Fee	\$ 7,733.05	\$0.00	\$ 7,733.05	\$ (287.28)
Joint Investment Fund Admin. Fee	\$ 118,891.30	\$0.00	\$ 118,891.30	\$ 6,228.83
BLF Loans and Grants Administrative Fee	\$ 16,885.42	\$0.00	\$ 16,885.42	\$ (436.44)
Cooper Administration Fees	\$ 846.85	\$0.00	\$ 846.85	\$ (29.46)
Miller Funds Administrative Fee	\$ 33,625.40	\$0.00	\$ 33,625.40	\$ (1,321.65)
Education Funds - Hornby Adm. Fees	\$ 6,079.04	\$0.00	\$ 6,079.04	\$ (573.21)
TOTAL FEES RECEIVED FOR ADMINISTRATIVE SERVICES	\$ 243,189.74	\$0.00	\$ 243,189.74	\$ 173.16
TOTAL RECEIPTS BEFORE TRANSFERS FROM SPECIAL FUNDS	\$ 2,898,073.57	\$0.00	\$ 2,898,073.57	\$ (162,611.67)
FROM SPECIAL FUNDS				
From Special Funds-BLF Loans and Grants	\$0.00	\$145,000.00	\$ 145,000.00	\$0.00
From Legacy Endowments-Arthur B. Williams, Jr. Fund	\$0.00	\$15,000.00	\$ 15,000.00	\$0.00
From Special Funds - Bishop's Discretionary Fund	\$0.00	\$7,152.73	\$ 7,152.73	\$0.00
From Special Funds - Bishop's Appeal	\$0.00	\$113,700.00	\$ 113,700.00	\$0.00
From Special Funds-Custodial JIF	\$0.00	\$30,000.00	\$ 30,000.00	\$0.00
From Special Funds-Education Funds	\$0.00	\$143,795.28	\$ 143,795.28	\$0.00
From Special Funds - Global Mission Fund	\$0.00	\$16,000.00	\$ 16,000.00	\$0.00
TOTAL FROM SPECIAL FUNDS	\$0.00	\$470,648.01	\$ 470,648.01	\$0.00
TOTAL RECEIPTS	\$ 2,898,073.57	\$470,648.01	\$ 3,368,721.58	\$ (162,611.67)
EXPENSES				
OFFICE OF MINISTRY				
CLERGY FORMATION				
Ordination Process	\$13,950.00	\$0.00	\$ 13,950.00	\$0.00

**Episcopal Diocese of Ohio
Diocesan Budget
For Year 2021**

	Operating	Special Funds	Total	Increase (Decrease)
Post-Ordination Internships	\$0.00	\$40,000.00	\$ 40,000.00	\$0.00
Seminarian Internships	\$0.00	\$40,000.00	\$ 40,000.00	\$0.00
Summer Seminarian Internships	\$0.00	\$700.00	\$ 700.00	\$0.00
Miller-Scholarships/Formation & Training	\$0.00	\$68,000.00	\$ 68,000.00	\$0.00
Cohort Expenses	\$1,000.00	\$0.00	\$ 1,000.00	\$0.00
Deacon Formation Program	\$0.00	\$10,740.00	\$ 10,740.00	\$0.00
TOTAL CLERGY FORMATION	\$14,950.00	\$159,440.00	\$ 174,390.00	\$0.00
CLERGY SUPPORT				
Fresh Start	\$0.00	\$1,800.00	\$ 1,800.00	\$ (300.00)
TOTAL CLERGY SUPPORT	\$0.00	\$1,800.00	\$ 1,800.00	\$ (300.00)
CLERGY DEVELOPMENT				
Transitional Deacon Education	\$500.00	\$0.00	\$ 500.00	\$0.00
Commission on Ministry	\$0.00	\$0.00	\$ 0.00	\$1,500.00
Miller-Clergy Days	\$0.00	\$1,300.00	\$ 1,300.00	\$0.00
Educ. Fnds-Clergy Cont. Education Grants	\$0.00	\$15,000.00	\$ 15,000.00	\$0.00
Educ. Fnds-Lay Cont. Education Grants	\$0.00	\$4,000.00	\$ 4,000.00	\$0.00
Clergy Conferences	\$0.00	\$20,000.00	\$ 20,000.00	\$0.00
Miller-Clergy Professional Ed. Prog.	\$0.00	\$1,000.00	\$ 1,000.00	\$0.00
TOTAL CLERGY DEVELOPMENT	\$500.00	\$41,300.00	\$ 41,800.00	\$1,500.00
CLERGY DEPLOYMENT				
Search Exp. Assistance/Parish	\$ 1,200.00	\$0.00	\$ 1,200.00	\$0.00
Interim Team Training	\$ 500.00	\$0.00	\$ 500.00	\$0.00
Background Checks	\$ 1,500.00	\$0.00	\$ 1,500.00	\$0.00
TOTAL CLERGY DEPLOYMENT	\$ 3,200.00	\$0.00	\$ 3,200.00	\$0.00
PLANNING & ADMINISTRATION				
Business Exp./Ordained Ministry	\$ 800.00	\$0.00	\$ 800.00	\$0.00
Business Exp./Deployment	\$ 180.00	\$0.00	\$ 180.00	\$0.00
TOTAL CLERGY ADMIN./PLANNINGS	\$ 980.00	\$0.00	\$ 980.00	\$0.00
TOTAL FOR OFFICE FOR MINISTRY	\$ 19,630.00	\$202,540.00	\$ 222,170.00	\$1,200.00
OFFICE FOR CONGREGATIONS AND CHRISTIAN FORMATION				
GRANTS FOR CONGREGATIONS				
Ministry and Growth Grants (Existing Congregations)	\$20,000.00	\$0.00	\$ 20,000.00	\$0.00
Targeted Revitalization Congregations (Existing Cong.)	\$54,000.00	\$0.00	\$ 54,000.00	\$0.00
Congregation Development Programs and Training (Existing Cong.)	\$8,000.00	\$0.00	\$ 8,000.00	\$0.00
Support for New Work	\$10,000.00	\$0.00	\$ 10,000.00	\$0.00
Strategic Mission Congregations Support (Existing Cong.)	\$0.00	\$15,000.00	\$ 15,000.00	\$0.00
Strategic Mission Congregations Support (Existing Cong.)	\$0.00	\$25,000.00	\$ 25,000.00	\$0.00
TOTAL GRANTS TO CONGREGATIONS	\$92,000.00	\$40,000.00	\$ 132,000.00	\$0.00
FORMATION GRANTS				
Diocesan Youth Programs				
Fall Youth Events	\$ 4,000.00	\$0.00	\$ 4,000.00	\$0.00
Spiritual Retreat	\$ 4,000.00	\$0.00	\$ 4,000.00	\$0.00
Spring Youth Events	\$ 4,000.00	\$0.00	\$ 4,000.00	\$0.00
Youth Leadership Training	\$ 3,500.00	\$0.00	\$ 3,500.00	\$0.00
Episcopal Youth Event (EYE)	\$0.00	\$0.00	\$ 0.00	\$0.00

**Episcopal Diocese of Ohio
Diocesan Budget
For Year 2021**

	Operating	Special Funds	Total	Increase (Decrease)
Other Youth & Children Formation Program & Grants	\$ 3,000.00	\$0.00	\$ 3,000.00	\$0.00
Total Diocesan Youth Programs	\$ 18,500.00	\$0.00	\$ 18,500.00	\$0.00
College Ministry Grants (18-30)	\$ 18,500.00	\$0.00	\$ 18,500.00	\$0.00
Young Adult Formation	\$ 4,000.00	\$0.00	\$ 4,000.00	\$0.00
Adult Formation Events and Grants (31+)	\$ 6,000.00	\$0.00	\$ 6,000.00	\$0.00
TOTAL FORMATION GRANTS	\$ 47,000.00	\$0.00	\$ 47,000.00	\$0.00
CCFC COMMITTEES				
Business Expense	\$ 4,000.00	\$0.00	\$ 4,000.00	\$0.00
TOTAL CCFC COMMITTEES	\$ 4,000.00	\$0.00	\$ 4,000.00	\$0.00
OTHER EXPENSES				
Winter Convocation	\$0.00	\$0.00	\$0.00	\$35,000.00
Education for Ministry	\$6,500.00	\$0.00	\$6,500.00	\$0.00
Leadership Development Events	\$4,000.00	\$0.00	\$4,000.00	\$0.00
Additional Opportunities	\$17,000.00	\$0.00	\$17,000.00	\$0.00
Lay Preaching College	\$5,000.00	\$0.00	\$5,000.00	\$0.00
Resource Center-Materials/Supplies	\$2,000.00	\$0.00	\$2,000.00	\$0.00
TOTAL OTHER EXPENSES	\$34,500.00	\$0.00	\$34,500.00	\$35,000.00
TOTAL FOR OFFICE FOR CONGREGATIONS AND CHRISTIAN FORMATION	\$ 177,500.00	\$40,000.00	\$ 217,500.00	\$ 35,000.00
DIOCESAN, EPISCOPAL CHURCH AND ANGLICAN COMMUNION RESP. GENERAL CHURCH				
Assessment	\$ 413,413.25	\$0.00	\$ 413,413.25	\$ (12,152.00)
Provincial Synod	\$ 5,792.18	\$0.00	\$ 5,792.18	\$ (162.03)
TOTAL GENERAL CHURCH	\$ 419,205.43	\$0.00	\$ 419,205.43	\$ (12,314.03)
DIOCESE OF OHIO				
Diocesan Convention	\$ 27,500.00	\$0.00	\$ 27,500.00	\$0.00
Diocesan Council	\$ 2,500.00	\$0.00	\$ 2,500.00	\$0.00
TOTAL DIOCESE OF OHIO	\$ 30,000.00	\$0.00	\$ 30,000.00	\$0.00
TOTAL DIOCESAN, EPISCOPAL CHURCH AND ANGLICAN COMMUNION RESP	\$ 449,205.43	\$0.00	\$ 449,205.43	\$ (12,314.03)
MISSION OFFICE				
Business Expense	\$ 1,000.00	\$0.00	\$ 1,000.00	\$0.00
Domestic Mission & Service Projects:				
Mission Area Council Mission & Service Projects	\$ 8,000.00	\$0.00	\$ 8,000.00	\$0.00
Domestic Mission & Service Projects	\$ 3,000.00	\$0.00	\$ 3,000.00	\$0.00
International Mission & Service Projects				
CGDM-Belize	\$0.00	\$12,000.00	\$ 12,000.00	\$0.00
CGDM-Tanga	\$0.00	\$4,000.00	\$ 4,000.00	\$0.00
Total International Mission & Service Projects	\$0.00	\$16,000.00	\$ 16,000.00	\$0.00
Total Domestic and International Mission & Service Projects	\$ 11,000.00	\$16,000.00	\$ 27,000.00	\$0.00
Commission on Global and Domestic Mission (CGDM)	\$500.00	\$0.00	\$ 500.00	\$0.00
Social Concerns/Advocacy	\$1,000.00	\$0.00	\$ 1,000.00	\$0.00
SDG Expense	\$20,286.51	\$0.00	\$ 20,286.51	\$1,138.29

**Episcopal Diocese of Ohio
Diocesan Budget
For Year 2021**

	Operating	Special Funds	Total	Increase (Decrease)
Episcopal Community Services Admin.	\$2,000.00	\$0.00	\$ 2,000.00	\$0.00
Additional Opportunities	\$3,500.00	\$0.00	\$ 3,500.00	\$0.00
Commission for Racial Understanding	\$0.00	\$5,000.00	\$ 5,000.00	\$0.00
Community of Deacons	\$0.00	\$1,500.00	\$ 1,500.00	\$0.00
TOTAL MISSION OFFICE	\$39,286.51	\$22,500.00	\$ 61,786.51	\$1,138.29
OFFICE OF THE BISHOP AND SUPPORT OFFICES				
OFFICE OF THE BISHOP				
Support for Mission Area Councils	\$16,000.00	\$0.00	\$ 16,000.00	\$0.00
Ohio Council of Churches	\$4,000.00	\$0.00	\$ 4,000.00	\$0.00
New Ministry Initiatives	\$5,000.00	\$0.00	\$ 5,000.00	\$0.00
Video Conferencing	\$648.90	\$0.00	\$ 648.90	\$0.00
Reimbursement to Parishes-Time of Deans	\$16,000.00	\$0.00	\$ 16,000.00	\$0.00
Community Building/Hospitality	\$0.00	\$5,952.73	\$ 5,952.73	\$0.00
Community Building/Hospitality	\$0.00	\$4,845.28	\$ 4,845.28	\$0.00
TOTAL OFFICE OF THE BISHOP	\$41,648.90	\$10,798.01	\$ 52,446.91	\$0.00
FINANCE OFFICE				
Finance Office Business Expense	\$ 600.00	\$0.00	\$ 600.00	\$0.00
Accounting System Maintenance Contract	\$ 18,694.00	\$0.00	\$ 18,694.00	\$0.00
Archive Expense	\$ 3,000.00	\$0.00	\$ 3,000.00	\$0.00
Bank Fees	\$ 7,500.00	\$0.00	\$ 7,500.00	\$0.00
Payroll Service	\$ 2,750.00	\$0.00	\$ 2,750.00	\$0.00
Audit Fee	\$ 14,000.00	\$0.00	\$ 14,000.00	\$0.00
TOTAL FINANCE OFFICE	\$ 46,544.00	\$0.00	\$ 46,544.00	\$0.00
DEVELOPMENT OFFICE				
Business Expense	\$0.00	\$0.00	\$0.00	\$1,200.00
Gift Tracking - Software Maintenance	\$13,188.00	\$0.00	\$13,188.00	\$0.00
Stewardship Education & Promotion	\$0.00	\$0.00	\$0.00	\$2,500.00
Episcopal Network for Stewardship - subscription	\$752.14	\$0.00	\$752.14	\$0.00
Gift Planning - Resources and Promotion	\$0.00	\$0.00	\$0.00	\$633.00
Gift planning - printing and mailing	\$0.00	\$0.00	\$0.00	\$1,500.00
Expenses of Bishop's Appeal	\$0.00	\$33,000.00	\$33,000.00	\$0.00
TOTAL DEVELOPMENT OFFICE	\$13,940.14	\$33,000.00	\$46,940.14	\$5,833.00
COMMUNICATIONS OFFICE				
Communications Business Expense	\$ 1,000.00	\$0.00	\$ 1,000.00	\$0.00
Website maintenance & hosting	\$ 3,300.00	\$0.00	\$ 3,300.00	\$0.00
Church Life/Professional Services (writing)	\$ 550.00	\$0.00	\$ 550.00	\$0.00
Church Life/Professional Services (photos/videos)	\$ 1,500.00	\$0.00	\$ 1,500.00	\$0.00
Church Life/Production-printing	\$ 40,000.00	\$0.00	\$ 40,000.00	\$0.00
Church Life/postage	\$ 15,000.00	\$0.00	\$ 15,000.00	\$0.00
Diocesan Journal/Printing & Distribution	\$ 700.00	\$0.00	\$ 700.00	\$0.00
Advertising Campaign	\$ 18,750.00	\$0.00	\$ 18,750.00	\$0.00
Communications equipment	\$ 1,200.00	\$0.00	\$ 1,200.00	\$0.00
Website maintenance - No Exceptions.org	\$ 500.00	\$0.00	\$ 500.00	\$0.00
Ongoing Learning & Training	\$ 2,200.00	\$0.00	\$ 2,200.00	\$0.00
Diocesan Mailings	\$ 300.00	\$0.00	\$ 300.00	\$0.00
TOTAL COMMUNICATIONS OFFICE	\$ 85,000.00	\$0.00	\$ 85,000.00	\$0.00
PERSONNEL				

**Episcopal Diocese of Ohio
Diocesan Budget
For Year 2021**

	Operating	Special Funds	Total	Increase (Decrease)
Salaries and Benefits				
Salaries/Wages-Diocesan Staff	\$ 1,185,392.51	\$0.00	\$ 1,185,392.51	\$ 76,207.49
Non - Exempt Staff Overtime	\$ 5,000.00	\$0.00	\$ 5,000.00	\$0.00
FICA/Medicare Taxes	\$ 47,748.00	\$0.00	\$ 47,748.00	\$ 7,252.00
Clergy Pension	\$ 93,419.00	\$0.00	\$ 93,419.00	\$ (2,419.00)
Lay Pension & Long Term Disability	\$ 64,082.00	\$0.00	\$ 64,082.00	\$ 9,918.00
Employees' Health Insurance	\$ 313,830.00	\$0.00	\$ 313,830.00	\$ 7,170.00
Employees' Dental Insurance	\$ 21,310.00	\$0.00	\$ 21,310.00	\$ 690.00
Group Life Insurance	\$ 1,584.00	\$0.00	\$ 1,584.00	\$ 346.00
Workers' Compensation	\$ 900.00	\$0.00	\$ 900.00	\$ 50.00
Flexible Spending Plan	\$ -	\$0.00	\$ -	\$ 1,200.00
Professional Education-Diocesan Staff	\$0.00	\$6,000.00	\$ 6,000.00	\$0.00
Staff Training - Senior Staff	\$0.00	\$4,000.00	\$ 4,000.00	\$0.00
Staff Training - Support Team	\$0.00	\$5,610.00	\$ 5,610.00	\$0.00
Total Salaries and Benefits	\$ 1,733,265.51	\$15,610.00	\$ 1,748,875.51	\$ 100,414.49
Benefit Expense - Retirees				
Retirees' Health Insurance Supplement	\$ 9,000.00	\$0.00	\$ 9,000.00	\$0.00
Retirees' Group Life Insurance/Lay	\$ 98.00	\$0.00	\$ 98.00	\$0.00
Total Benefit Expense - Retirees	\$ 9,098.00	\$0.00	\$ 9,098.00	\$0.00
TOTAL PERSONNEL	\$ 1,742,363.51	\$15,610.00	\$ 1,757,973.51	\$ 100,414.49
TRAVEL EXPENSES				
STAFF TRAVEL REIMBURSEMENTS				
TRVL-Bishop	\$ 10,000.00	\$0.00	\$ 10,000.00	\$0.00
TRVL-Assisting Bishops	\$ 12,000.00	\$0.00	\$ 12,000.00	\$0.00
TRVL - Canon to the Ordinary	\$ 4,000.00	\$0.00	\$ 4,000.00	\$0.00
TRVL-Chief Financial Officer	\$ 500.00	\$0.00	\$ 500.00	\$0.00
TRVL-Support Team	\$ 5,000.00	\$0.00	\$ 5,000.00	\$0.00
TRVL-Canon for Ministry	\$ 5,000.00	\$0.00	\$ 5,000.00	\$0.00
TRVL-Canon for Congregations	\$ 5,000.00	\$0.00	\$ 5,000.00	\$0.00
TRVL-Stewardship/Development Officer	\$0.00	\$0.00	\$0.00	\$3,000.00
TRVL-Canon for Christian Formation	\$ 4,000.00	\$0.00	\$ 4,000.00	\$0.00
TRVL-Canon for Program and Mission	\$ 3,000.00	\$0.00	\$ 3,000.00	\$0.00
TRVL-Communications Director	\$ 2,200.00	\$0.00	\$ 2,200.00	\$0.00
TOTAL STAFF TRAVEL REIMBURSEMENTS	\$ 50,700.00	\$0.00	\$ 50,700.00	\$3,000.00
MILEAGE REIMBURSEMENTS				
Mileage Reimbursement-Bishop	\$ 9,500.00	\$0.00	\$ 9,500.00	\$0.00
TOTAL MILEAGE REIMBURSEMENTS	\$ 9,500.00	\$0.00	\$ 9,500.00	\$0.00
TOTAL TRAVEL EXPENSES	\$ 60,200.00	\$0.00	\$ 60,200.00	\$ 3,000.00
OFFICE EXPENSES				
Trinity Commons - T1 Internet Connection	\$ 7,000.00	\$0.00	\$ 7,000.00	\$0.00
Telephone-Local	\$ 2,800.00	\$0.00	\$ 2,800.00	\$0.00
Telephone-Advertising Exp.	\$0.00	\$0.00	\$ -	\$ 480.00
Insurance-Liability, D&O, Bonding	\$ 16,300.00	\$0.00	\$ 16,300.00	\$0.00
Building Operating Expenses	\$ 11,440.00	\$0.00	\$ 11,440.00	\$0.00
Real Estate Taxes	\$ 10,800.00	\$0.00	\$ 10,800.00	\$0.00
Building Operating Expenses	\$0.00	\$145,000.00	\$ 145,000.00	\$0.00

**Episcopal Diocese of Ohio
Diocesan Budget
For Year 2021**

	Operating	Special Funds	Total	Increase (Decrease)
Hospitality	\$0.00	\$1,200.00	\$ 1,200.00	\$0.00
TOTAL OFFICE EXPENSES	\$ 48,340.00	\$146,200.00	\$ 194,540.00	\$ 480.00
EQUIPMENT & SUPPLIES				
Postage Equip. (Lease & Maintenance)	\$ 1,000.00	\$0.00	\$ 1,000.00	\$0.00
Postage-Usage	\$ 7,500.00	\$0.00	\$ 7,500.00	\$0.00
Copiers-Lease Expense	\$ 9,900.00	\$0.00	\$ 9,900.00	\$0.00
Copiers-Maintenance Charges	\$ 2,500.00	\$0.00	\$ 2,500.00	\$0.00
Copier-Paper	\$ 1,150.00	\$0.00	\$ 1,150.00	\$0.00
Flocknote License	\$ 4,600.00	\$0.00	\$ 4,600.00	\$0.00
Computer Software	\$ 4,500.00	\$0.00	\$ 4,500.00	\$0.00
Computer Supplies	\$ 825.00	\$0.00	\$ 825.00	\$0.00
Computer Equipment Repair/Modification	\$ 1,000.00	\$0.00	\$ 1,000.00	\$0.00
Office Supplies	\$ 4,800.00	\$0.00	\$ 4,800.00	\$0.00
Stationery/Printing	\$ 1,500.00	\$0.00	\$ 1,500.00	\$0.00
EQUIPMENT & SUPPLIES	\$ 39,275.00	\$0.00	\$ 39,275.00	\$0.00
TOTAL OFFICE OF THE BISHOP AND SUPPORT OFFICES	\$ 2,077,311.55	\$205,608.01	\$ 2,282,919.56	\$ 109,727.49
TOTAL EXPENSES	\$ 2,762,933.49	\$470,648.01	\$ 3,233,581.50	\$ 134,751.75
FUND TRANSFERS				
INTER FUND TRANSFERS				
INTER FUND TRANSFERS TO OTHER FUNDS				
Transfer to Bellwether Farm Operating Fund	\$ 135,000.00	\$0.00	\$ 135,000.00	\$0.00
TOTAL INTER FUND TRANSFERS TO OTHER FUNDS	\$ 135,000.00	\$0.00	\$ 135,000.00	\$0.00
INTER FUND TRANSFERS FROM OTHER FUNDS				
Transfer From Other Custodial Funds	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL INTERFUND TRANSFERS FROM OTHER FUNDS	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL INTER FUND TRANSFERS	\$ 135,000.00	\$0.00	\$ 135,000.00	\$0.00
INTRA FUND TRANSFERS				
INTRA FUND TRANSFERS FROM UNDESIGNATED				
To Reserve General Convention	\$ 18,000.00	\$0.00	\$ 18,000.00	\$0.00
To Reserve for Episcopal Youth Event	\$ 5,000.00	\$0.00	\$ 5,000.00	\$0.00
To Reserve - Trinity Commons Capital	\$ 5,000.00	\$0.00	\$ 5,000.00	\$0.00
TOTAL INTRA FUND TRANSFERS FROM UNDESIGNATED	\$ 28,000.00	\$0.00	\$ 28,000.00	\$0.00
INTRA FUND TRANSFERS TO UNDESIGNATED				
From Operating Surplus Reserve	\$ (27,859.92)	\$0.00	\$ (27,859.92)	\$ 27,859.92
TOTAL INTRA FUND TRANSFERS TO UNDESIGNATED	\$ (27,859.92)	\$0.00	\$ (27,859.92)	\$ 27,859.92
TOTAL INTRA FUND TRANSFERS	\$ 140.08	\$0.00	\$ 140.08	\$ 27,859.92
TOTAL FUND TRANSFERS	\$ 135,140.08	\$0.00	\$ 135,140.08	\$ 27,859.92
NET SURPLUS/(DEFICIT)	\$0.00	\$0.00	\$0.00	\$0.00

Year-to-Date Budget Report

Seven Months Ended July 31, 2020					
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
RECEIPTS					
SUPPORT FROM CONGREGATIONS					
Assessment Income (current year)	\$1,040,118.79	\$0.00	\$1,040,118.79	\$1,082,466.00	(\$42,347.21)
Assessment Income (prior year(s))	(\$103,743.84)	\$0.00	(\$103,743.84)	(\$90,000.00)	(\$13,743.84)
TOTAL SUPPORT FROM CONGREGATIONS	\$936,374.95	\$0.00	\$936,374.95	\$992,466.00	(\$56,091.05)
ENDOWMENT INCOME					
Endowment-Episcopate (Distrib.)	\$121,810.22	\$0.00	\$121,810.22	\$121,810.15	\$0.07
Endowment-Missions (Distrib)	\$36,146.32	\$0.00	\$36,146.32	\$35,901.18	\$245.14
Endowment-Custodial (Distrib.)	\$1,003.73	\$0.00	\$1,003.73	\$2,576.01	(\$1,572.28)
Endowment-Lay Pension	\$5,670.14	\$0.00	\$5,670.14	\$5,670.09	\$0.05
Endowment - Bishop's Office	\$30,249.11	\$0.00	\$30,249.11	\$30,249.11	\$0.00
Endowment Income - Legacy endowments	\$2,410.10	\$0.00	\$2,410.10	\$2,104.83	\$305.27
Endowment - ECS - Administration	\$30,857.40	\$0.00	\$30,857.40	\$30,857.33	\$0.07
TOTAL ENDOWMENT INCOME	\$228,147.02	\$0.00	\$228,147.02	\$229,168.70	(\$1,021.68)
TOTAL INVESTMENT INCOME - OTHER					
Distribution JIF-General Funds	\$81,955.09	\$0.00	\$81,955.09	\$88,528.64	(\$6,573.55)
Distribution JIF-Unrestricted Custodial Accts	\$24,600.07	\$0.00	\$24,600.07	\$26,046.37	(\$1,446.30)
TOTAL INVESTMENT INCOME	\$106,555.16	\$0.00	\$106,555.16	\$114,575.01	(\$8,019.85)
FEES RECEIVED FOR ADMINISTRATIVE SERVICES					
Darnell Adm. Fees	\$3,139.22	\$0.00	\$3,139.22	\$3,139.22	\$0.00
Brayton Administration Fees	\$9,067.52	\$0.00	\$9,067.52	\$9,067.52	\$0.00
Church Home Admin. Fee	\$24,272.78	\$0.00	\$24,272.78	\$24,272.73	\$0.05
Holy Cross House - Admin. Fee	\$4,678.52	\$0.00	\$4,678.52	\$4,678.52	\$0.00
Joint Investment Fund Admin. Fee	\$65,719.78	\$0.00	\$65,719.78	\$65,719.77	\$0.01
BLF Loans and Grants Administrative Fee	\$10,104.43	\$0.00	\$10,104.43	\$10,104.41	\$0.02
Cooper Administration Fees	\$511.21	\$0.00	\$511.21	\$511.16	\$0.05
Miller Funds Administrative Fee	\$20,385.75	\$0.00	\$20,385.75	\$20,385.75	\$0.00
Education Funds - Hornby Adm. Fees	\$3,880.45	\$0.00	\$3,880.45	\$3,880.45	\$0.00
TOTAL FEES RECEIVED FOR ADMINISTRATIVE SERVICES	\$141,759.66	\$0.00	\$141,759.66	\$141,759.53	\$0.13
OTHER RECEIPTS					
Other Income	\$14,899.26	\$0.00	\$14,899.26	\$0.00	\$14,899.26
Grants Received for Operating items	\$5,000.00	\$0.00	\$5,000.00	\$0.00	\$5,000.00
TOTAL OTHER RECEIPTS	\$19,899.26	\$0.00	\$19,899.26	\$0.00	\$19,899.26
FROM SPECIAL FUNDS					
From Special Funds-BLF Loans and Grants	\$0.00	\$78,514.94	\$78,514.94	\$84,583.31	(\$6,068.37)
From Legacy Endowments-Arthur B. Williams, Jr. Fund	\$0.00	\$8,731.51	\$8,731.51	\$8,750.00	(\$18.49)
From Special Funds - Bishop's Discretionary Fund	\$0.00	\$2,126.76	\$2,126.76	\$4,172.42	(\$2,045.66)
From Special Funds - Bishop's Appeal	\$0.00	\$33,244.68	\$33,244.68	\$66,325.00	(\$33,080.32)
From Special Funds-Custodial JIF	\$0.00	\$14,749.91	\$14,749.91	\$17,500.00	(\$2,750.09)
From Special Funds-Education Funds	\$0.00	\$80,039.40	\$80,039.40	\$83,880.58	(\$3,841.18)
From Special Funds - Global Mission Funds	\$0.00	\$0.00	\$0.00	\$9,333.31	(\$9,333.31)
TOTAL FROM SPECIAL FUNDS	\$0.00	\$217,407.20	\$217,407.20	\$274,544.62	(\$57,137.42)
TOTAL RECEIPTS	\$1,432,736.05	\$217,407.20	\$1,650,143.25	\$1,752,513.86	(\$102,370.61)
EXPENSES					
OFFICE OF MINISTRY					
CLERGY FORMATION					
Ordination Process	\$6,552.50	\$0.00	\$6,552.50	\$8,137.50	\$1,585.00

Seven Months Ended July 31, 2020					
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
Post-Ordination Internships	\$0.00	\$21,000.00	\$21,000.00	\$23,333.31	\$2,333.31
Summer Seminarian Internships	\$0.00	\$0.00	\$0.00	\$350.00	\$350.00
Seminarian Internships	\$0.00	\$0.00	\$0.00	\$23,333.31	\$23,333.31
Miller-Scholarships/Formation & Train	\$0.00	\$26,306.69	\$26,306.69	\$39,666.65	\$13,359.96
Miller-Recently Ordained Clergy Program	\$0.00	\$0.00	\$0.00	\$583.31	\$583.31
Post-Ordination Internships	\$0.00	\$29,589.29	\$29,589.29	\$0.00	(\$29,589.29)
Deacon Formation Program	\$0.00	\$5,405.45	\$5,405.45	\$6,265.00	\$859.55
TOTAL CLERGY FORMATION	\$6,552.50	\$82,301.43	\$88,853.93	\$101,669.08	\$12,815.15
CLERGY SUPPORT					
Fresh Start	\$0.00	\$706.10	\$706.10	\$875.00	\$168.90
TOTAL CLERGY SUPPORT	\$0.00	\$706.10	\$706.10	\$875.00	\$168.90
CLERGY DEVELOPMENT					
Transitional Deacon Education	\$0.00	\$0.00	\$0.00	\$291.65	\$291.65
Commission on Ministry	\$0.00	\$0.00	\$0.00	\$875.00	\$875.00
Miller-Clergy Days	\$0.00	\$0.00	\$0.00	\$758.31	\$758.31
Educ. Fnds-Clergy Cont. Education Grants	\$0.00	\$3,000.00	\$3,000.00	\$8,750.00	\$5,750.00
Educ.Fnds-Lay Cont. Education Grants	\$0.00	\$2,000.00	\$2,000.00	\$2,333.31	\$333.31
Clergy Conferences	\$0.00	\$58.23	\$58.23	\$20,000.00	\$19,941.77
Miller-Clergy Professional Ed. Prog.	\$0.00	\$1,500.00	\$1,500.00	\$583.31	(\$916.69)
TOTAL CLERGY DEVELOPMENT	\$0.00	\$6,558.23	\$6,558.23	\$33,591.58	\$27,033.35
CLERGY DEPLOYMENT					
Search Assistance Exp./Parish	\$0.00	\$0.00	\$0.00	\$700.00	\$700.00
Interim Team Training	\$0.00	\$0.00	\$0.00	\$291.65	\$291.65
Background Checks	\$675.00	\$0.00	\$675.00	\$875.00	\$200.00
TOTAL CLERGY DEPLOYMENT	\$675.00	\$0.00	\$675.00	\$1,866.65	\$1,191.65
PLANNING & ADMINISTRATION					
Business Exp./Ordained Ministry	\$727.04	\$0.00	\$727.04	\$466.65	(\$260.39)
Business Exp./Deployment	\$1,311.22	\$0.00	\$1,311.22	\$105.00	(\$1,206.22)
Admin. Exp./Ordained Ministry	\$137.00	\$0.00	\$137.00	\$0.00	(\$137.00)
TOTAL CLERGY ADMIN./PLANNINGS	\$2,175.26	\$0.00	\$2,175.26	\$571.65	(\$1,603.61)
TOTAL FOR OFFICE FOR MINISTRY	\$9,402.76	\$89,565.76	\$98,968.52	\$138,573.96	\$39,605.44
OFFICE FOR CONGREGATIONS AND CHRISTIAN FORMATION					
GRANTS FOR CONGREGATIONS					
Ministry Enhancement Grants (Existing Congregations)	\$0.00	\$0.00	\$0.00	\$16,916.65	\$16,916.65
Targeted Revitalization Congegations (Existing Cong.)	\$45,000.00	\$0.00	\$45,000.00	\$45,000.00	\$0.00
Congregation Development Programs and Training (Existing Con	\$2,200.00	\$0.00	\$2,200.00	\$4,666.65	\$2,466.65
Support for New Work	\$0.00	\$0.00	\$0.00	\$5,833.31	\$5,833.31
Strategic Mission Congregations Support (Existing Cong.)	\$0.00	\$8,750.00	\$8,750.00	\$8,750.00	\$0.00
Strategic Mission Congregations Support (Existing Cong.)	\$0.00	\$14,583.31	\$14,583.31	\$14,583.31	\$0.00
TOTAL GRANTS TO CONGREGATIONS	\$47,200.00	\$23,333.31	\$70,533.31	\$95,749.92	\$25,216.61
FORMATION GRANTS					
Diocesan Youth Programs					
Facility Expense	\$0.00	\$0.00	\$0.00	\$3,500.00	\$3,500.00
Diocesan Youth Event (DYE)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Happening	\$1,817.77	\$0.00	\$1,817.77	\$2,500.00	\$682.23
Spring Youth Gathering	\$0.00	\$0.00	\$0.00	\$2,500.00	\$2,500.00
Youth Leadership Training	\$944.93	\$0.00	\$944.93	\$583.31	(\$361.62)

Seven Months Ended July 31, 2020					
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
Episcopal Youth Event (E.Y.E.)	\$790.00	\$0.00	\$790.00	\$0.00	(\$790.00)
Other Youth & Children Formation Program & Grants	\$973.90	\$0.00	\$973.90	\$2,333.31	\$1,359.41
Total Diocesan Youth Programs	\$4,526.60	\$0.00	\$4,526.60	\$11,416.62	\$6,890.02
Young Adult Formation	\$880.36	\$0.00	\$880.36	\$2,333.31	\$1,452.95
College Ministry Grants	\$0.00	\$0.00	\$0.00	\$18,500.00	\$18,500.00
Adult Formation Events and Grants (31+)	\$0.00	\$0.00	\$0.00	\$3,500.00	\$3,500.00
TOTAL FORMATION GRANTS	\$5,406.96	\$0.00	\$5,406.96	\$35,749.93	\$30,342.97
CCFC COMMITTEES					
Business Expenses	\$961.24	\$0.00	\$961.24	\$2,333.31	\$1,372.07
TOTAL CCFC COMMITTEES	\$961.24	\$0.00	\$961.24	\$2,333.31	\$1,372.07
OTHER EXPENSES					
Lay Preaching College	\$118.65	\$0.00	\$118.65	\$4,000.00	\$3,881.35
Winter Convocation	\$34,056.69	\$0.00	\$34,056.69	\$35,000.00	\$943.31
Education for Ministry	\$2,950.00	\$0.00	\$2,950.00	\$1,750.00	(\$1,200.00)
Resource Center-Materials/Supp	\$1,102.94	\$0.00	\$1,102.94	\$1,166.65	\$63.71
Leadership Development Events	\$2,475.46	\$0.00	\$2,475.46	\$2,333.31	(\$142.15)
Additional Opportunities	\$2,997.00	\$0.00	\$2,997.00	\$9,916.65	\$6,919.65
TOTAL OTHER EXPENSES	\$43,700.74	\$0.00	\$43,700.74	\$54,166.61	\$10,465.87
TOTAL FOR OFFICE CACF	\$97,268.94	\$23,333.31	\$120,602.25	\$187,999.77	\$67,397.52
DIOCESAN, EPISCOPAL CHURCH AND ANGLICAN COMMUNION RESP.					
GENERAL CHURCH					
Assessment	\$232,720.81	\$0.00	\$232,720.81	\$234,069.05	\$1,348.24
Provincial Synod	\$5,350.15	\$0.00	\$5,350.15	\$5,630.15	\$280.00
TOTAL GENERAL CHURCH	\$238,070.96	\$0.00	\$238,070.96	\$239,699.20	\$1,628.24
DIOCESE OF OHIO					
Diocesan Convention	\$202.48	\$0.00	\$202.48	\$0.00	(\$202.48)
Diocesan Council	\$149.62	\$0.00	\$149.62	\$0.00	(\$149.62)
TOTAL DIOCESE OF OHIO	\$352.10	\$0.00	\$352.10	\$0.00	(\$352.10)
TOTAL D, EP, and AC RESP.	\$238,423.06	\$0.00	\$238,423.06	\$239,699.20	\$1,276.14
MISSION OFFICE					
Business Expense	\$74.72	\$0.00	\$74.72	\$583.31	\$508.59
Domestic Mission & Service Projects:					
Mission Area Council Mission & Service Projects	\$1,000.00	\$0.00	\$1,000.00	\$4,666.65	\$3,666.65
Domestic Mission & Service Projects	\$721.89	\$0.00	\$721.89	\$1,750.00	\$1,028.11
International Mission & Service Projects					
CGDM-Belize	\$0.00	\$0.00	\$0.00	\$7,000.00	\$7,000.00
CGDM-Tanga	\$0.00	\$0.00	\$0.00	\$2,333.31	\$2,333.31
Total International Mission & Service Projects	\$0.00	\$0.00	\$0.00	\$9,333.31	\$9,333.31
Total Domestic and International Mission & Service Projects	\$1,721.89	\$0.00	\$1,721.89	\$15,749.96	\$14,028.07
Commission on Global and Domestic Mission (CGDM)	\$125.96	\$0.00	\$125.96	\$291.65	\$165.69
Social Concerns/Advocacy	\$0.00	\$0.00	\$0.00	\$583.31	\$583.31
SDG Expense	\$16,000.00	\$0.00	\$16,000.00	\$12,497.80	(\$3,502.20)
Episcopal Community Services	\$33.42	\$0.00	\$33.42	\$1,166.65	\$1,133.23
Additional Opportunities	\$250.00	\$0.00	\$250.00	\$2,041.65	\$1,791.65

Seven Months Ended July 31, 2020					
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
Community of Deacons	\$0.00	\$746.56	\$746.56	\$875.00	\$128.44
Commision on Racial Understanding					
Commission for Racial Understanding	\$0.00	(\$18.49)	(\$18.49)	\$0.00	\$18.49
Commission for Racial Understanding	\$0.00	\$166.60	\$166.60	\$2,916.65	\$2,750.05
Total Commision on Racial Understanding	\$0.00	\$148.11	\$148.11	\$2,916.65	\$2,768.54
 TOTAL MISSION OFFICE	 \$18,205.99	 \$894.67	 \$19,100.66	 \$36,705.98	 \$17,605.32
 OFFICE OF THE BISHOP AND SUPPORT OFFICES					
OFFICE OF THE BISHOP					
Bishop's Office Business Exp.	\$2,299.37	\$0.00	\$2,299.37	\$0.00	(\$2,299.37)
Refurbish and display Bishops' portraits	\$416.00	\$0.00	\$416.00	\$0.00	(\$416.00)
Support for Mission Area Councils	\$5,080.00	\$0.00	\$5,080.00	\$9,333.31	\$4,253.31
New Ministry Initiatives	\$389.08	\$0.00	\$389.08	\$2,916.65	\$2,527.57
Reimbursement to Parishes-Time of Deans	\$8,500.00	\$0.00	\$8,500.00	\$8,000.00	(\$500.00)
Video Conferencing	\$0.00	\$0.00	\$0.00	\$378.50	\$378.50
Ohio Council of Churches	\$2,000.00	\$0.00	\$2,000.00	\$2,000.00	\$0.00
Community Building/Hospitality	\$0.00	\$2,078.86	\$2,078.86	\$3,472.42	\$1,393.56
Community Building/Hospitality	\$0.00	\$395.74	\$395.74	\$2,826.39	\$2,430.65
TOTAL OFFICE OF THE BISHOP	\$18,684.45	\$2,474.60	\$21,159.05	\$28,927.27	\$7,768.22
 FINANCE OFFICE					
Finance Office Business Exp.	\$227.00	\$0.00	\$227.00	\$350.00	\$123.00
Acctg. System Maintenance Cont	\$10,881.15	\$0.00	\$10,881.15	\$10,904.81	\$23.66
Archive Expense	\$257.02	\$0.00	\$257.02	\$1,750.00	\$1,492.98
Bank Fees	\$4,886.70	\$0.00	\$4,886.70	\$4,375.00	(\$511.70)
Payroll Service	\$3,066.65	\$0.00	\$3,066.65	\$1,604.15	(\$1,462.50)
Audit Fee	\$7,500.00	\$0.00	\$7,500.00	\$7,500.00	\$0.00
Parish Audit Team	\$210.93	\$0.00	\$210.93	\$0.00	(\$210.93)
TOTAL FINANCE OFFICE	\$27,029.45	\$0.00	\$27,029.45	\$26,483.96	(\$545.49)
 DEVELOPMENT OFFICE					
Office Expense	\$0.00	\$0.00	\$0.00	\$700.00	\$700.00
Gift Tracking - Software Maintenance	\$7,109.97	\$0.00	\$7,109.97	\$7,693.00	\$583.03
Stewardship Education & Promotion	\$0.00	\$0.00	\$0.00	\$1,458.31	\$1,458.31
Fundraising Expenses - general	\$0.00	\$0.00	\$0.00	\$438.74	\$438.74
Gift Planning - Resources and Promotion	\$231.74	\$0.00	\$231.74	\$369.25	\$137.51
Gift planning - printing and mailing	\$0.00	\$0.00	\$0.00	\$875.00	\$875.00
Expenses of Bishop's Appeal	\$0.00	\$12,244.68	\$12,244.68	\$26,000.00	\$13,755.32
TOTAL DEVELOPMENT OFFICE	\$7,341.71	\$12,244.68	\$19,586.39	\$37,534.30	\$17,947.91
 COMMUNICATIONS OFFICE					
Communications Office - Business Expense	\$147.72	\$0.00	\$147.72	\$0.00	(\$147.72)
Internet Website	\$0.00	\$0.00	\$0.00	\$583.31	\$583.31
Church Life/Professional Services (writing)	\$0.00	\$0.00	\$0.00	\$320.81	\$320.81
Church Life/Professional Services (photos/videos)	\$0.00	\$0.00	\$0.00	\$875.00	\$875.00
Church Life/Production-printin	\$13,858.41	\$0.00	\$13,858.41	\$20,000.00	\$6,141.59
Website Maintenance and Hosting	\$2,075.00	\$0.00	\$2,075.00	\$1,925.00	(\$150.00)
Church Life/Postage	\$5,831.76	\$0.00	\$5,831.76	\$7,500.00	\$1,668.24
Diocesan Journal/Prnting & Dis	\$0.00	\$0.00	\$0.00	\$408.31	\$408.31
Advertising Campaign	\$2,711.96	\$0.00	\$2,711.96	\$10,937.50	\$8,225.54
Communications Department Equipment	\$128.62	\$0.00	\$128.62	\$700.00	\$571.38
Domain Names (for parish web sites)	\$175.70	\$0.00	\$175.70	\$0.00	(\$175.70)
Ongoing Learning & Training	\$611.14	\$0.00	\$611.14	\$1,283.31	\$672.17
Website maintenance - No Exceptions.org	\$0.00	\$0.00	\$0.00	\$291.65	\$291.65

Seven Months Ended July 31, 2020					
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
Parish web site assistance	\$520.00	\$0.00	\$520.00	\$0.00	(\$520.00)
Diocesan Mailings	\$0.00	\$0.00	\$0.00	\$175.00	\$175.00
TOTAL COMMUNICATIONS OFFICE	\$26,060.31	\$0.00	\$26,060.31	\$44,999.89	\$18,939.58
PERSONNEL					
Salaries and Benefits					
Salaries/Wages-Diocesan Staff	\$696,246.29	\$0.00	\$696,246.29	\$735,933.31	\$39,687.02
Overtime-nonexempt Salaried Dio.Staff	\$1,906.78	\$0.00	\$1,906.78	\$2,916.65	\$1,009.87
FICA/Medicare Taxes	\$27,706.40	\$0.00	\$27,706.40	\$32,083.31	\$4,376.91
Clergy Pension	\$53,937.27	\$0.00	\$53,937.27	\$53,083.31	(\$853.96)
Lay Pension & Long Term Disabi	\$38,402.93	\$0.00	\$38,402.93	\$43,166.65	\$4,763.72
Employees Health Insurance	\$174,996.50	\$0.00	\$174,996.50	\$187,250.00	\$12,253.50
Employees Dental Insurance	\$12,870.50	\$0.00	\$12,870.50	\$12,833.31	(\$37.19)
Group Life Insurance	\$1,012.00	\$0.00	\$1,012.00	\$1,125.81	\$113.81
Workers Compensation	\$1,685.16	\$0.00	\$1,685.16	\$554.15	(\$1,131.01)
Flexible Spending Plan	\$375.00	\$0.00	\$375.00	\$700.00	\$325.00
Professional Education-Diocesan Staff	\$0.00	\$8,030.40	\$8,030.40	\$6,000.00	(\$2,030.40)
Staff Training - Senior Staff	\$0.00	\$1,402.63	\$1,402.63	\$2,333.31	\$930.68
Staff Training-Support Team	\$0.00	\$898.31	\$898.31	\$3,272.50	\$2,374.19
Total Salaries and Benefits	\$1,009,138.83	\$10,331.34	\$1,019,470.17	\$1,081,252.31	\$61,782.14
Benefit Expense - Retirees					
Retirees Health Ins.Supplement	\$4,928.00	\$0.00	\$4,928.00	\$5,250.00	\$322.00
Retirees Group Life Insur./Lay	\$58.80	\$0.00	\$58.80	\$57.15	(\$1.65)
Total Benefit Expense - Retirees	\$4,986.80	\$0.00	\$4,986.80	\$5,307.15	\$320.35
TOTAL PERSONNEL	\$1,014,125.63	\$10,331.34	\$1,024,456.97	\$1,086,559.46	\$62,102.49
TRAVEL EXPENSES					
STAFF TRAVEL REIMBURSEMENTS					
TRVL-Bishop	\$2,387.34	\$0.00	\$2,387.34	\$5,833.31	\$3,445.97
TRVL-Assisting Bishops	\$973.65	\$0.00	\$973.65	\$7,000.00	\$6,026.35
TRVL - Canon to the Ordinary	\$962.42	\$0.00	\$962.42	\$2,333.31	\$1,370.89
TRVL-Chief Financial Officer	\$0.00	\$0.00	\$0.00	\$291.65	\$291.65
TRVL-Support Team	\$632.25	\$0.00	\$632.25	\$2,916.65	\$2,284.40
TRVL-Canon for Ministry	\$1,537.43	\$0.00	\$1,537.43	\$2,916.65	\$1,379.22
TRVL-Canon for Congregations	\$728.16	\$0.00	\$728.16	\$2,916.65	\$2,188.49
TRVL-Stewardship/Development Officer	\$129.38	\$0.00	\$129.38	\$1,750.00	\$1,620.62
TRVL-Canon for Christian Formation	\$1,417.67	\$0.00	\$1,417.67	\$2,333.31	\$915.64
TRVL-Canon for Mission	\$477.30	\$0.00	\$477.30	\$1,750.00	\$1,272.70
TRVL-Communications Director	\$559.75	\$0.00	\$559.75	\$1,283.31	\$723.56
TOTAL STAFF TRAVEL REIMBURSEMENTS	\$9,805.35	\$0.00	\$9,805.35	\$31,324.84	\$21,519.49
MILEAGE REIMBURSEMENTS					
Mileage Reimbursement-Bishop	\$2,072.03	\$0.00	\$2,072.03	\$5,541.65	\$3,469.62
TOTAL MILEAGE REIMBURSEMENTS	\$2,072.03	\$0.00	\$2,072.03	\$5,541.65	\$3,469.62
TOTAL TRAVEL EXPENSES	\$11,877.38	\$0.00	\$11,877.38	\$36,866.49	\$24,989.11
OFFICE EXPENSES					
Trinity Commons - T1 Internet Connection	\$3,053.07	\$0.00	\$3,053.07	\$4,083.31	\$1,030.24
Telephone-Local	\$1,138.32	\$0.00	\$1,138.32	\$1,633.31	\$494.99
Telephone-Advertising Exp.	\$280.00	\$0.00	\$280.00	\$280.00	\$0.00
Insurance-Liability, D&O, Bonding	\$10,665.84	\$0.00	\$10,665.84	\$9,508.31	(\$1,157.53)
Building Operating Expenses	\$6,633.17	\$0.00	\$6,633.17	\$6,673.31	\$40.14

Seven Months Ended July 31, 2020					
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
Real Estate Taxes	(\$2,196.92)	\$0.00	(\$2,196.92)	\$6,300.00	\$8,496.92
Building Operating Expenses	\$0.00	\$78,514.94	\$78,514.94	\$84,583.31	\$6,068.37
Hospitality	\$0.00	\$47.90	\$47.90	\$700.00	\$652.10
TOTAL OFFICE EXPENSES	\$19,573.48	\$78,562.84	\$98,136.32	\$113,761.55	\$15,625.23
EQUIPMENT & SUPPLIES					
Postage Equip. (Lease & Maintenance)	\$201.24	\$0.00	\$201.24	\$583.31	\$382.07
Postage-Usage	\$3,269.80	\$0.00	\$3,269.80	\$4,375.00	\$1,105.20
Flocknote license	\$10,233.00	\$0.00	\$10,233.00	\$4,600.00	(\$5,633.00)
Copiers-Lease Expense	\$5,403.75	\$0.00	\$5,403.75	\$5,775.00	\$371.25
Copiers-Maintenance Charges	\$984.96	\$0.00	\$984.96	\$1,458.31	\$473.35
Copier-Paper	\$0.00	\$0.00	\$0.00	\$670.81	\$670.81
Computer Software	\$3,716.52	\$0.00	\$3,716.52	\$2,625.00	(\$1,091.52)
Computer Supplies	\$145.00	\$0.00	\$145.00	\$481.25	\$336.25
Computer Equipment Repair/Modification	\$575.00	\$0.00	\$575.00	\$583.31	\$8.31
Office Furnishings	\$183.43	\$0.00	\$183.43	\$0.00	(\$183.43)
Office Supplies	\$2,028.21	\$0.00	\$2,028.21	\$2,800.00	\$771.79
Stationery/Printing	\$1,276.77	\$0.00	\$1,276.77	\$875.00	(\$401.77)
Office Equipment-misc.	\$95.29	\$0.00	\$95.29	\$0.00	(\$95.29)
EQUIPMENT & SUPPLIES	\$28,112.97	\$0.00	\$28,112.97	\$24,826.99	(\$3,285.98)
TOTAL OFFICE OF THE BISHOP AND SUPPORT OFFICES	\$1,152,805.38	\$103,613.46	\$1,256,418.84	\$1,399,959.91	\$143,541.07
TOTAL EXPENSES	\$1,516,106.13	\$217,407.20	\$1,733,513.33	\$2,002,938.82	\$269,425.49
FUND TRANSFERS					
INTER FUND TRANSFERS					
INTER FUND TRANSFERS TO OTHER FUNDS					
Transfer to Wakeman - Operating Support	\$78,750.00	\$0.00	\$78,750.00	\$78,750.00	\$0.00
TOTAL INTER FUND TRANSFERS TO OTHER FUNDS	\$78,750.00	\$0.00	\$78,750.00	\$78,750.00	\$0.00
TOTAL INTER FUND TRANSFERS	\$78,750.00	\$0.00	\$78,750.00	\$78,750.00	\$0.00
INTRA FUND TRANSFERS					
INTRA FUND TRANSFERS FROM UNDESIGNATED					
To Reserve General Convention	\$10,500.00	\$0.00	\$10,500.00	\$10,500.00	\$0.00
To Reserve - Trinity Commons Capital	\$2,916.69	\$0.00	\$2,916.69	\$2,916.65	(\$0.04)
To Reserve - Episcopal Youth Event	\$2,916.62	\$0.00	\$2,916.62	\$2,916.65	\$0.03
TOTAL INTRA FUND TRANSFERS FROM UNDESIGNATED	\$16,333.31	\$0.00	\$16,333.31	\$16,333.30	(\$0.01)
INTRA FUND TRANSFERS TO UNDESIGNATED					
From Reserve for International Development	(\$16,000.00)	\$0.00	(\$16,000.00)	\$0.00	\$16,000.00
TOTAL INTRA FUND TRANSFERS TO UNDESIGNATED	(\$16,000.00)	\$0.00	(\$16,000.00)	\$0.00	\$16,000.00
TOTAL INTRA FUND TRANSFERS	\$333.31	\$0.00	\$333.31	\$16,333.30	\$15,999.99
TOTAL FUND TRANSFERS	\$79,083.31	\$0.00	\$79,083.31	\$95,083.30	\$15,999.99
NET SURPLUS/(DEFICIT)	(\$162,453.39)	\$0.00	(\$162,453.39)	(\$345,508.26)	\$183,054.87

Diocesan Funding Sources for the 2021 Budget

Support from Congregations (Assessments)

Support from congregations (also known as assessments) continues to fund the largest share of the budget. In 2020, 61.1% comes from support from parishes.

This line item is \$163,000 or about 7.3% less than the year 2020.

Endowment and Investment Income

These sections of the budget comprise about 17.7% of the revenue for the 2021 budget. Almost all of the income in these sections come from amounts invested in the Joint Investment Fund of the Trustees of the Diocese of Ohio (JIF). The Trustees authorize the spending rate for JIF funds on an annual basis. For 2021, the annual spending rate continues to be 4.5%. The income from these funds reflects an increase of 0.2% for 2021, due to the increased unit value of the JIF portfolio, using a rolling 12-quarter average. The endowment supporting the Bishop's Office is invested separately from the JIF, based on the donor's restriction. This endowment uses a 4% spending rule based on a rolling 3-year annual average.

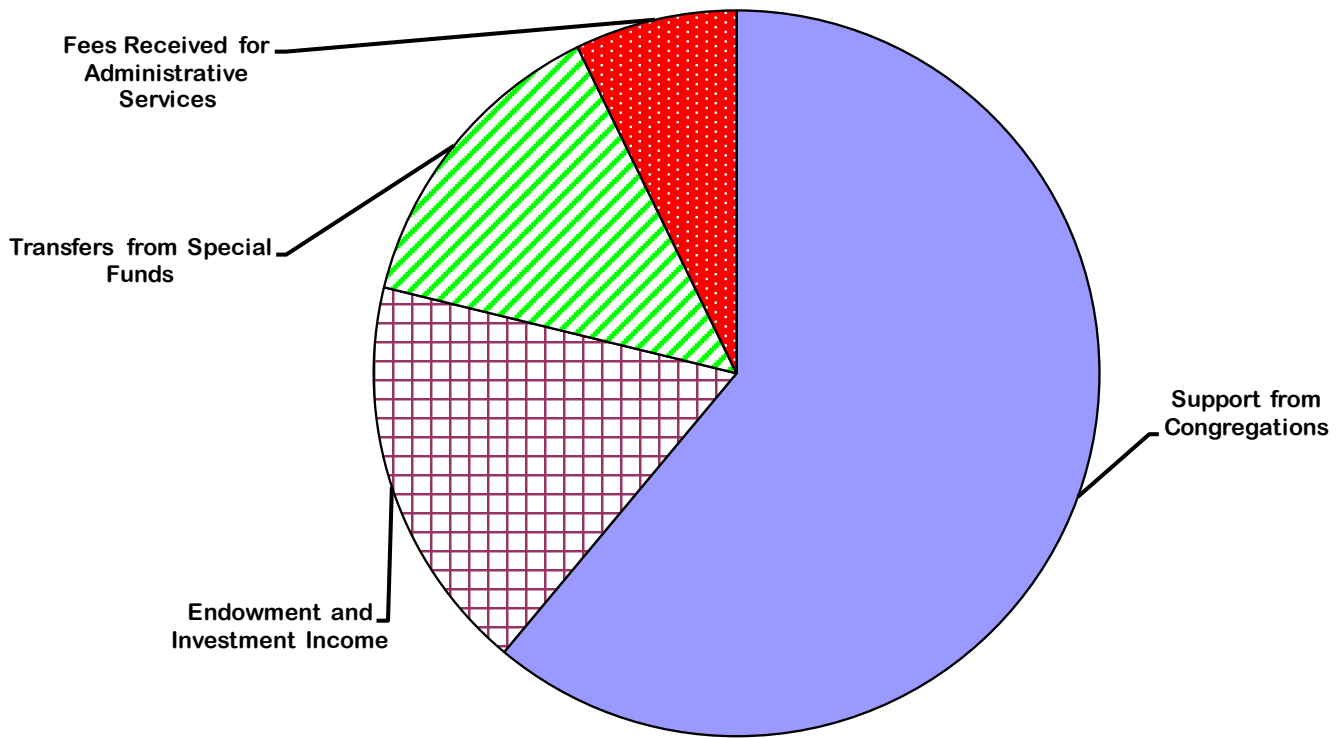
Fees Received for Administrative Services

These amounts represent fees for administering certain endowments and accounting and administrative services provided to the JIF. In 2014, the Diocesan Council authorized these fees to be based on a June 30 annual valuation for the endowments. Fees for administrative services fund about 7.2% of the 2021 budget.

Transfers from Special Funds

The transfers from special funds represent the reimbursement of expenses paid from non-operating or custodial funds. Without these special funds, important Diocesan programs and ministries might otherwise not take place. These amounts are offset by expenses in various areas of the budget. In 2021, the amount from special funds is unchanged from the 2020 budget and comprise 14.0% of the total budget.

2021 Diocesan Budget - Funding Sources



	<u>Amount</u>	<u>Percent</u>
Support from Congregations	\$ 2,057,000	61.1%
Endowment and Investment Income	597,884	17.7%
Transfers from Special Funds	470,648	14.0%
Fees Received for Administrative Services	<u>243,190</u>	<u>7.2%</u>
Total Revenues	<u>\$ 3,368,722</u>	<u>100.0%</u>

Proposed Program and Budget Narratives

Office for Ministry

Commission on Ministry

The work of the Commission on Ministry is to advise and assist the Bishop in the work of discernment, formation, and support for persons in Holy Orders, and to support the ministries of Lay Professionals in the Diocese of Ohio.

The Commission works with the Bishop on the present and future needs in the diocese's ministry, assisting in the selection of personnel for Holy Orders; providing for the guidance, pastoral care, and continuing education of clergy and lay professionals; determining clergy compensation standards; and attending to the professional and personal needs of the clergy and lay professionals and their families. This year the Commission met with 14 individuals in discernment for Holy Orders. Last spring using strict COVID-19 guidelines, Christopher Decatur, David McBee, and Noah Sutterisch were ordained to the Diaconate.

Scholarship Assistance and Local Internships

The Diocese of Ohio has been fortunate to be able to provide substantial financial assistance to individuals who are in the process of education and formation for ordained ministry. The Diocese's ability to offer scholarships for theological education is a result of the generosity of a number of benefactors over the years that have made provisions in their wills for such endowments, in addition to the funding from the generous donors to the Bishop's Appeal. With these monies, we give stipends to two residential seminarians and five local cohort seminarians. The local cohort has two students in local church fieldwork internships and 3 who are working in secular jobs as well as attending seminary and fieldwork. **\$65,963.38**

Deacon Formation Program

A key piece in our diocesan priority to develop servant leaders is having a strong network of deacons who are able to both call members

of the diocese to develop their own diaconal ministry and assist individuals in understanding how their actions are spiritually formative.

The deacon formation program has been gathering together with the local priestly formation program in a parallel track gathering together for worship and reflection and building a community of people who will serve God together in the Church. **\$5,565.45**

Special Ministries

Money is generated through donations to the Bishop's Annual Appeal and interest earned on the Miller Endowment Fund. These funds are used to underwrite the salary of newly ordained clergy in their first calls. This year's funds are going to the Rev. Stephen Ashby at Good Shepherd, Lyndhurst and the Rev. Christopher Decatur at St. Luke's, Cleveland. These funds are essential for providing resources to deploy clergy who have gone through our formation process and to initiate critical and strategic new ministries.

Lay Ministries

This year the Commission on Ministry formed a task force on lay discernment. The task force has identified types and methods of decision making through prayer and reflection and the ways one can bring God into the process of coming to a conclusion. The task force hopes to run a pilot retreat during Advent at Bellwether Farm.

Clergy Development

In an effort to assist in the ongoing development of clergy, a variety of programs are offered. Clergy days provide opportunities for clergy to gather with the Bishop. The annual Clergy Conference in May provides significant continuing education opportunities in addition to time for worship and building collegial relationships. This year's Clergy Conference was restricted to a one day Zoom meeting, on which we were joined by Presiding Bishop Micheal Curry.

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

Fresh Start is a church wide program, led by clergy in this diocese for clergy that are in a new position. The purpose of Fresh Start is “to support clergy... in navigating the critical period of transition in clergy leadership”. The program goal is to build a culture in which mutual ministry of the clergy and congregation begins with a strong foundation. The topics are adapted each year to meet the needs of those who attend. This year, the Rev. Anne Kidder led Fresh Start, both in person and on Zoom. In the 2019-2020 year we had eight participants who met with each other for prayer and reflection.

Transition Ministry

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

In this year of COVID-19, the transition officers are learning to meet remotely and have just begun different methods of share names and

information. The technology learned during this time will change how we exchange information forever. A search Committee can watch a clergy person lead worship without leaving home, although for the finalist it is still advised to make a parish visit. Clergy can see how congregations are worshiping now in a way that before was not possible.

Office for Congregations and Christian Formation

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

- **Grants for Congregations (\$132,000)**

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

- Ministry and Connection Grants are to assist congregations in developing meaningful relationships with their surrounding neighborhoods.
- Targeted Revitalization includes funds to help support development in specific congregations. Congregational Development Training is to support diocesan wide training, including Connecting Communities, and Strategic Mission Support supports the ministry of St. Luke's Church in Cleveland. There are also funds included for supporting New Work outside of a traditional congregational space. Combined, these grants represent 52% of our expenditures.

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

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

- Diocesan Children and Youth

programming (\$18,500) - The budget reflects an increase in Youth Leadership Training, which includes Diocesan and Provincial enrichment opportunities. The budgets for youth events include both Diocesan-wide events as well as specialized gatherings, such as for specific regions or age groups.

- The remaining \$24,000 are for Young Adult Formation, Young Adult (including traditional college ministries), and Adult Formation grants, programs, and events. This budget does not include the Winter Convocation. The total budget here is 17% of our expenditures.

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

Administrative expenses represent 2% of our expenditures.

- **Other Expenses (\$69,500)**

Registration fees cover only a small portion of Winter Convocation expenses. Remaining Convocation expenses are budgeted for \$35,000 (the same as it has been for the past four years). This year's Convocation will not be in-person but we don't yet know how we might replace it, so any unused funds will be used for parish support and/or faith formation, or not used at all. Other components in this section are \$6,500 for Education for Ministry (EfM), \$17,000 for additional opportunities, \$4,000 for leadership development events, \$5,000 for Lay Preaching training and support, and \$2,000 for the Diocesan Resource Center. The total here is 27% of our expenditures.

Collaborative Ministries

Bellwether Farm

The first full year of operation in 2019 was a success for Bellwether Farm, and the 2020

budget anticipated hosting a great many events for Diocesan and outside groups, in addition to an expanded six-week summer camp season.

COVID-19 shutdown forced the cancellation of all Bellwether events beginning in March, including the entire summer camp season. During the fall of 2020, the Bellwether Farm staff began to offer programming to continue engaging members of the Diocese and the local community in Bellwether Farm's mission. Following the departure of the Director in July, the Bellwether Farm staff currently includes four full-time employees: farm manager, chef and director of hospitality, director of programming, and facilities manager, in addition to a part-time housekeeper and a part-time administrative assistant.

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

In 2020, the diocesan budget provided support of \$135,000. The elimination of summer camp and program revenue for much of the year will require additional diocesan support in the estimated amount of \$117,225, subject to approval by the Trustees of the Diocese. Support from the diocesan operating budget for 2021 is allocated at \$135,000. Camp, event, and meeting room fees, as well as investment income from three endowments is anticipated to provide additional revenue to support operations. The monies for Bellwether Farm are listed under Fund Transfers in the diocesan budget.

We are cautiously optimistic about the 2021 program year and the return of summer camp. Many camper families requested that their 2020 deposits be held for 2021. We also anticipate a growing number of adult retreats and other events that will generate revenue.

The Bellwether Farm staff has not finalized its

operations plan for 2021. Diocesan Council will approve the budget at its December 2020 meeting.

Diocesan, Episcopal Church, and Anglican Communion Responsibilities

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

The largest item of \$413,413.25 is the Diocese of Ohio's share of The Episcopal Church's budget, as adopted by General Convention in 2018. The 2021 figure is \$12,152 more than the 2020 amount. Full payment of our calculated share is a long-standing commitment of the diocese. The support for the 2021 DFMS budget is calculated as follows:

(2019 Operating Income less \$140,000) x 15%

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

The provincial synod assessment of \$5,792 is \$162 more than 2020. This amount of support for the Province V budget is .2% of our 2019 operating income reported to The Episcopal Church.

Expenses of the annual Diocesan Convention are budgeted at \$27,500, unchanged from 2020. The 2021 Diocesan Convention will be held in the Cleveland area. We hope it will be an in-person event. An amount of \$2,500 is budgeted for Diocesan Council, which pays for copies, postage, and the annual orientation meeting in December for the full Council. This amount is unchanged from 2020.

The allocation for Reserve for Travel to General Convention is unchanged at \$18,000 for 2021 to begin funding for the 2024 General Convention.

Office for Mission

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

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

Commission for Racial Understanding/Racial Justice

This Commission has recently expanded its efforts in response to the events of 2020 that have exposed more clearly the racial inequities in health care and policing, and in our own churches and Diocese.

The commission is focused on curating resources and opportunities for parishes to explore their own history and current context.

After canceling two of our Seeing the Face of God in Each Other anti-racism trainings due to COVID-19, the training team put in many hours developing an online version of the training, which is mandated by R-2 at the 201st Convention for those appointed and elected to Diocesan leadership positions. At this point, approximately 130 people have taken or are registered to take the training in the remainder of 2020.

We have continued to connect with Province V colleagues in this work, and look ahead to the next Big Provincial Gathering in 2021, which will use some of our budgeted funds. Our budget is unchanged for 2021 as much of our work is volunteer led. We anticipate developing specific proposals that will require funding in addition to the cost of training.

Commission for Global and Domestic Mission (CGDM)

The Commission for Global and Domestic Mission (CGDM) serves as a resource to parishes by developing and supporting international partnerships that build relationships across boundaries of difference. However, in the past year it has been in a season of re-imagination. Thus, the Canon for Mission, with advice and counsel of past Commission members, has been carrying on those efforts until a new structure is unveiled.

Since 2006, Diocesan Council has delegated to CGDM the responsibility for soliciting, reviewing, and making recommendations on grant requests for ministry initiatives aimed at fulfilling the 17 United Nations Sustainable Development Goals (previously the Millennium Development Goals).

The Diocese designates 0.7% of its annual budget toward projects that fulfill one or more of the goals, in accordance with the UN Resolution and the endorsing resolution of General Convention in 2015. Corresponding to the overall decrease in operating income, the amount designated for 2021 will decrease about 5% to \$20,287.

The Commission joined with the Diocese of Southern Ohio in presenting a day-long workshop entitled GO: Doing Mission with Eyes Wide Open in February which was well-received and included developing a video course through ChurchNext.

The COVID-19 pandemic curtailed our efforts and suspended all travel to Belize and Tanzania in 2020, and this is likely to extend into 2021.

However, relationships have been maintained with Belize and included a small grant towards a feeding program serving those left hungry by COVID-19 and its effects. We look forward to the resumption of seminarian internships and are evaluating new programs to deepen our relationships and engage in mutual sharing of gifts and capacity building. For 2021, \$12,000 and \$4,000 are budgeted for Belize and Tanga respectively.

Administrative, Advocacy, and Additional Opportunities

The budget of \$1,000 for business expenses provides modest hospitality at some meetings as well as books, materials, and conference fees. The budget includes \$3,500 for “Additional Opportunities”, a way to provide seed money toward proposals that don’t fit with existing categories or timing. The budget of \$1,000 for Social Advocacy efforts provides seed funding for initiatives that are parish and Mission Area based, and also for various informal networks across the church around creation care, economic justice, and immigration advocacy.

Office of the Bishop and Support Offices

Office of the Bishop

This budget amount remains unchanged from 2020.

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

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

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

All other expenses are budgeted to remain the same.

Finance Office

The total of \$46,544 for the Finance Office is unchanged from the 2020 budget.

The budget consists of administrative expenses and financial resource costs of \$600; maintenance costs for accounting software of \$18,694; bank fees of \$7,500; archive expenses of \$3,000; payroll preparation costs of \$2,750; and the fee for the Diocesan audit of \$14,000.

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

- Administers the Joint Investment Fund (JIF) for The Trustees of the Diocese (investments of about \$60 million and 290 Diocesan and parish accounts);
- Administers the health and dental insurance programs for approximately 107 lay and clergy employees and their families, and retirees;
- Administers the Capital Loans and Grants program;
- Maintains records of all gifts and grants to the Bishop's Annual Appeal, ECS, and Planting for Tomorrow;
- Provides training for parish treasurers and bookkeepers in accounting and internal controls;
- Coordinates the CPA audits of the Diocese and the Joint Investment Fund;
- Coordinates audits of 84 parishes using the Diocesan audit team, committee, and CPA audits;
- Works with parishes in meeting their canonical requirements for reporting in the areas of assessments, insurance, lay pensions, and parochial reports; and
- Provides accounting, payroll, financial reporting, and budgeting for all diocesan operations (Council, Trustees, ECS, the Church Home, Holy Cross, and Bellwether Farm).

Development Office

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

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

The Bishop's Annual Appeal

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

- **Episcopal Community Services (ECS)**
 - ECS supports a network of parish-sponsored programs that respond to community needs and opportunities in the areas of health and homelessness, the fight against hunger, youth and education, and other social services. The goal of Episcopal Community

Services is to make grants to strengthen communities through citizen involvement and leadership in local programs that combat poverty, illness, nutritional deficit, and low educational achievement while increasing a sense of ownership, leadership, and competence among those who serve and are served.

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

In 2019, contributions to the Bishop's Annual Appeal raised nearly \$300,000. More than 643 households in the Diocese contributed. \$100,000 was directed to Episcopal Community Services and more than \$100,000 was provided for youth formation, ministry to the newly ordained, seminarian education, and leadership opportunities.

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

Summary

The budget of the Development Office provides for the development, printing, and distribution of materials for the Bishop's Annual Appeal. The proposed 2021 budget is \$5,833 lower than the 2020 budget, reflecting the reduction in membership dues and related expenses.

Office of Communications

The Office of Communications creates and maintains channels for the people and parishes of the Diocese of Ohio to share information with one another and with those in the community. The 2021 budget remains that same as 2020. There were a few projects we had hoped to start or continue (such as the Lunch and Learn sessions) that had to be postponed due to the Coronavirus pandemic.

In 2020, we worked on a number of projects including, but not limited to:

- We have begun the implementation of new protocols to update member records in the Diocesan database. We feel it is important to be able to communicate with parishioners across the diocese as a way to stay connected to events and stories that showcase inspiring ministries and initiatives and ways that we are collaborating together.
- A lot of time and effort has been put into research (and implementation) to be able to host a virtual convention for 2020.
- We are continuing our partnership with an external vendor to help parishes acquire new, responsive websites at an affordable price.
- We remain working on our social media pages for the Diocese of Ohio and Bellwether Farm on Facebook, Instagram, and Twitter. Some examples include photos of Bishops' visitations, progress at Bellwether, photos of indigenous animals and plants with short feature pieces, photos pulled from our photo banks that tie into trending hashtags, and new photos showcasing our retreat rooms and meeting facilities.
- *Church Life* is designed and mailed out quarterly. We featured special issues with personal reflections about the

Coronavirus and racial inequity and injustice.

- We send out the weekly e-bulletin that features events around the diocese. We have a monthly e-blast titled “Articles & Announcements” that showcases one major announcement or story.
- A new e-newsletter was designed for Bellwether Farm. Right now, it primarily focuses on promoting upcoming events.
- This office is also responsible for Convention handbooks, journals, and A/V. Communications staff also handled A/V for Convocation and built out the app that is used for both events.

Personnel, Travel, Office Equipment and Supplies

Personnel

Expenses for Personnel in 2021 are \$101,414 (5.4%) lower than the 2020 budget. Salaries are \$76,207 lower than the 2020 budget, as the development officer position is not funded in 2021. The Bishop’s Appeal funds summer internships for high school and college students. Reimbursements from diocesan trusts administered by diocesan staff fund about 13.8% percent (\$243,190 of the \$1,757,974) of the personnel budget. The personnel budget includes a 1% cost-of-living increase in salaries and full funding for health and dental insurance premiums, which increased 5.5% and 0%, respectively, for the year 2021.

The budget includes funding for Bishop Hollingsworth, 6 full-time program staff positions, 1 half-time program staff, 7 full-time support staff, two part-time assisting bishops, one part-time position in the archives, one part-time position in the Resource Center, and a part-time ecumenical officer.

Salaries and benefits are 52.2% of the Diocesan budget in 2021 and 52.6% in 2020.

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

Travel

The 2021 budget for travel expenses represents reimbursement for all business-related travel expenses of the Diocesan staff. The \$60,200 represents a decrease of \$3,000 from the 2020 budget that reflects elimination of the travel budget for the Development Officer. The Zoom Room has increased our capacity for hosting remote meetings, which has decreased travel costs for the staff. Actual travel costs have decreased significantly in 2020, due to the COVID-19 pandemic.

Office Equipment and Supplies

Office expenses are \$194,540 for 2021, a decrease of \$480 from 2020 that is attributable to elimination of Yellow Pages advertising costs. The reserve for Trinity Commons’ capital remains constant at \$5,000 for 2021. There are no changes to other items.

Equipment and supplies are \$39,275 in the 2021 budget. This amount is unchanged from the 2020 amount. There were no changes in individual line item amounts. Postage and copy costs, computer supplies, and a Flocknote license for participating parishes are included in this section of the budget.

Appendix: Report on Clergy Compensation

City, Parish	Position	2020 Compensation	2020 Estimated NOE	2019 NOI
Akron, Church of Our Saviour	Rector	\$91,897.00	\$341,411.00	\$378,043.00
Akron, St. Andrew's Church	Sunday Supply		\$49,752.00	\$59,304.00
Akron, St. Paul's Church	Rector	\$129,282.58	\$966,985.00	\$1,106,956.00
Akron, St. Paul's Church	Associate Rector	\$59,922.20		
Akron, St. Philip's Church	Sunday Supply	\$6,598.00	\$38,100.00	\$48,840.00
Alliance, Trinity Church	Rector, <i>See Our Saviour, Salem</i>	\$41,250.00	\$77,470.00	\$81,647.00
Ashland, St. Matthew's Church	Rector	\$25,426.00	\$54,433.00	\$73,999.00
Ashtabula, St. Peter's Church	Rector	\$84,751.00	\$196,946.00	\$203,853.00
Barberton, St. Andrew's Church	Rector	\$19,482.00	\$63,692.00	\$74,255.00
Bay Village, St. Barnabas Church	Priest-in-Charge	\$75,790.00	\$145,412.00	\$150,571.00
Bellevue, St. Paul's Church	Sunday Supply		\$17,191.00	\$21,518.00
Berea, St. Thomas's Church	Rector	\$48,795.00	\$191,568.00	\$215,588.00
Boardman, St. James's Church	Interim Rector	\$20,000.00	\$96,850.00	\$109,286.00
Bowling Green, St. John the Baptist's Church	Sunday Supply		\$14,614.00	\$31,300.00
Brecksville, St. Matthew's Church	Rector	\$47,585.00	\$129,403.00	\$145,663.00
Brunswick, St. Patrick's Church	Sunday Supply		\$31,210.00	\$35,681.00
Canton, St. Mark's Church	Interim Rector	\$50,016.00	\$194,036.00	\$189,008.00
Canton, St. Paul's Church	Extended Supply			\$180,620.00
Chagrin Falls, St. Martin's Church	Rector	\$100,000.00	\$243,688.00	\$279,908.00
Chardon, St. Luke's Church	Rector	\$40,635.00	\$104,245.00	\$116,421.00
Cleveland, Diocese of Ohio	Bishop	\$199,733.95		
Cleveland, Diocese of Ohio	Canon for Congregations	\$108,211.80		
Cleveland, Diocese of Ohio	Canon for Christian Formation	\$49,960.00		
Cleveland, Diocese of Ohio	Canon for Ministry	\$108,211.80		
Cleveland, Diocese of Ohio	Canon for Mission	\$43,284.72		
Cleveland, St. Andrew's Church	Priest-in-Charge	\$60,000.00	\$199,561.00	\$197,471.00
Cleveland, Historic St. John's Church				
Cleveland, St. Luke's Church	Deacon-in-Charge	\$58,092.00	\$56,197.00	\$97,061.00
Cleveland, Trinity Cathedral	Dean	\$121,800.00	\$1,362,456.00	\$1,340,668.00
Cleveland, Trinity Cathedral	Associate Rector	\$56,100.00		
Cleveland Heights, St. Paul's Church	Rector	\$131,967.00	\$1,447,752.00	\$1,875,503.00
Cleveland Heights, St. Paul's, Church	Assistant Rector	\$65,000.00		
Cleveland Heights, St. Paul's Church	Interim Associate Rector	\$84,000.00		
Coshocton, Trinity Church	Sunday Supply		\$44,414.00	\$49,456.00
Cuyahoga Falls, St. John's Church	Priest-in-Charge	\$38,369.28	\$167,919.00	\$130,928.00
Defiance, Grace Church	Sunday Supply		\$36,021.00	\$44,895.00
East Liverpool, St. Stephen's Church	Sunday Supply	\$15,482.88	\$85,778.00	\$93,379.00
Elyria, St. Andrew's Church	Rector	\$71,400.00	\$212,914.00	\$261,219.00
Euclid, Church of the Epiphany	Rector	\$45,764.60	\$134,255.00	\$151,457.00
Findlay, Trinity Church	Rector	\$74,458.62	\$158,100.00	\$172,703.00
Fremont, St. Paul's Church	Priest-in-Charge	\$61,689.00	\$184,233.00	\$195,319.00
Gambier, Harcourt Parish	Priest-in-Charge	\$76,500.00	\$139,488.00	\$161,126.00
Gates Mills, St. Christopher's by the River Church	Rector	\$104,958.75	\$349,130.00	\$397,341.00
Geneva, Christ Church	Extended Supply		\$55,121.00	\$65,311.00
Hudson, Christ Church	Rector	\$103,800.00	\$459,442.00	\$518,506.00
Huron, Christ Church	Rector	\$76,219.00	\$155,350.00	\$138,853.00
Kent, Christ Church	Rector	\$62,933.05	\$142,301.00	\$188,380.00
Kirtland Hills, St. Hubert's Church	Rector	\$99,239.00	\$287,881.00	\$334,582.00
Lakewood, St. Peter's Church	Rector	\$90,780.00	\$537,312.00	\$601,212.00
Lakewood, Church of the Ascension	Rector	\$77,125.10	\$180,966.00	\$167,150.00
Lisbon, Trinity Church	Extended Supply		\$22,700.00	\$25,549.00
Lorain, Church of the Redeemer	Priest-in-Charge	\$59,060.00	\$131,500.00	\$177,870.00
Lyndhurst, Church of the Good Shepherd	Priest-in-Charge	\$60,480.00	\$165,072.00	\$138,456.00
Macedonia, St. Timothy's Church	Rector	\$60,600.00	\$137,076.00	\$143,337.00
Mansfield, Grace Church	Rector	\$84,685.00	\$254,166.00	\$288,063.00
Mansfield, Grace Church	Associate Rector	\$59,112.00		
Massillon, St. Timothy's Church	Rector	\$72,600.00	\$201,288.00	\$238,211.00
Maumee, St. Paul's Church	Rector	\$113,805.38	\$506,284.00	\$439,639.00
Mayfield Village, St. Bartholomew Church	Priest-in-Charge	\$43,000.00	\$126,000.00	\$142,275.00
Medina, St. Paul's Church	Interim Rector	\$72,782.00	\$249,523.00	\$267,828.00
Mentor, St. Andrew Episcopal Church	Rector	\$49,153.00	\$145,550.00	\$170,535.00
Mount Vernon, St. Paul's Church	Priest-in-Charge	\$65,106.72	\$144,648.00	\$167,853.00
Napoleon, St. John the Evangelist Church	Sunday Supply			
New Philadelphia, Trinity Church	Sunday Supply		\$45,553.00	\$43,534.00

City, Parish	Position	2020 Compensation	2020 Estimated NOE	2019 NOI
Niles, St. Luke's Church				\$42,836.00
Norwalk, St. Paul's Church	Rector	\$29,530.00	\$86,635.00	\$92,854.00
Oberlin, Christ Church	Interim Rector	\$70,000.00	\$279,196.00	\$294,844.00
Oberlin, Christ Church	Curate	\$54,500.00		
Oregon, St. Paul's Church	Part time Priest-in-Charge		\$80,095.00	\$85,465.00
Painesville, St. James's Church	Rector	\$72,000.00	\$198,555.00	\$233,100.00
Parma, All Saints Church	Deacon-in-Charge	\$38,369.00	\$83,750.00	\$80,510.00
Perrysburg, St. Timothy's Church	Rector	\$90,181.00	\$324,570.00	\$365,797.00
Port Clinton, St. Thomas/Peace Lutheran	Priest-in-Charge	\$34,000.00	\$125,338.00	\$138,730.00
Put-In-Bay, St. Paul's Church	Priest-in-Charge	\$60,297.80	\$107,224.00	\$106,052.00
Ravenna, Grace Church	Rector	\$74,430.20	\$161,985.00	\$180,717.00
Salem, Church of Our Saviour	<i>See Trinity, Alliance</i>		\$37,470.00	\$70,639.00
Sandusky, Grace Church	Rector	\$89,737.84	\$418,370.00	\$497,957.00
Shaker Heights, Christ Church	Rector	\$104,827.00	\$368,730.00	\$465,590.00
Shelby, St. Mark's Church	<i>Share priest w/ Grace, Mansfield</i>		\$65,000.00	\$69,305.00
Sidney, St. Mark's Church	<i>Share with Southern Ohio</i>		\$15,199.00	\$12,089.00
Steubenville, St. Paul's Church	Sunday Supply		\$67,183.00	\$66,172.00
Steubenville, St. Stephen's Church	Extended Supply		\$31,636.00	\$36,522.00
Tiffin, Old Trinity Church	Rector	\$71,000.00	\$176,165.00	\$198,000.00
Toledo, All Saints Church	Sunday Supply			
Toledo, St. Andrew's Church	Rector	\$74,429.24	\$193,982.00	\$209,495.00
Toledo, St. Matthew's Church	Priest-in-Charge	\$67,000.00	\$217,214.00	\$284,595.00
Toledo, St. Michael's-in-the-Hills Church	Priest-in-Charge	\$86,275.00	\$426,221.00	\$428,162.00
Toledo, Trinity Church	Rector	\$116,154.00	\$542,956.00	\$659,476.00
Uniontown, New Life Episcopal Church	Priest-in-Charge	\$24,000.00	\$97,440.00	\$82,872.00
Wadsworth, St. Mark's Church	Sunday Supply		\$41,404.00	\$49,563.00
Warren, Christ Church	Rector	\$77,997.00	\$267,101.00	\$289,664.00
Westlake, Church of the Advent			\$123,390.00	\$130,175.00
Willoughby, Grace Church	Rector	\$71,814.60	\$198,681.00	\$211,631.00
Wooster, St. James Church	Rector	\$69,349.00	\$197,643.00	\$214,862.00
Youngstown, St. John's Church	Rector	\$76,760.00	\$419,227.00	\$462,999.00

Appendix: Parochial Report Data

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA + Mbrs	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach (Lines 13+16+18)	Pledge & Plate	Pledge & Plate + ASA	Oper Exp + ASA	From Inv. + Operating Exp
Akron, Church of Our Saviour														
2015	230	62	27%	\$425,164	\$0	\$425,164	\$442,823	\$54,009	\$425,164	\$ 15,856	\$137,902	\$2,224	\$6,857	54%
2016	228	62	27%	\$455,460	\$0	\$455,460	\$522,827	\$60,382	\$455,460	\$ 14,063	\$131,742	\$2,125	\$7,346	49%
2017	228	55	24%	\$417,820	\$0	\$417,820	\$690,853	\$54,433	\$417,820	\$ 20,487	\$123,292	\$2,242	\$7,597	68%
2018	216	50	23%	\$385,852	\$0	\$385,852	\$659,589	\$47,587	\$385,852	\$ 20,922	\$124,186	\$2,484	\$7,717	65%
2019	226	55	23%	\$378,043	\$0	\$378,043	\$401,224	\$47,823	\$378,043	\$ 15,194	\$138,953	\$2,526	\$6,874	60%
Akron, St. Andrew's Church														
2015	25	20	80%	\$47,352	\$0	\$47,352	\$50,905	\$4,279	\$47,352	\$ 1,642	\$27,086	\$1,354	\$2,368	16%
2016	26	21	81%	\$44,166	\$0	\$44,166	\$46,880	\$3,730	\$44,166	\$ 4,083	\$28,920	\$1,377	\$2,103	15%
2017	22	22	100%	\$55,653	\$0	\$55,653	\$55,653	\$5,459	\$55,653	\$ 3,773	\$30,794	\$1,400	\$2,530	20%
2018	23	17	74%	\$50,754	\$0	\$50,754	\$50,754	\$4,361	\$50,754	\$ 222	\$22,746	\$1,338	\$2,986	21%
2019	16	16	64%	\$59,304	\$0	\$59,304	\$59,304	\$5,000	\$59,304	\$ 3,947	\$18,147	\$1,134	\$3,706	50%
Akron, St. Paul's Church														
2015	1378	314	23%	\$1,027,519	\$0	\$1,027,519	\$1,970,310	\$144,467	\$1,027,519	\$ 349,122	\$751,154	\$2,392	\$3,272	0%
2016	1370	296	22%	\$991,261	\$0	\$991,261	\$1,710,025	\$153,308	\$991,261	\$ 437,633	\$799,651	\$2,702	\$3,349	0%
2017	975	246	25%	\$990,139	\$0	\$990,139	\$1,674,716	\$144,917	\$990,139	\$ 331,330	\$784,698	\$3,190	\$4,025	0%
2018	961	231	24%	\$1,129,659	\$0	\$1,129,659	\$1,588,947	\$165,918	\$1,129,659	\$ 295,968	\$771,201	\$3,339	\$4,890	0%
2019	938	231	14%	\$1,106,956	\$0	\$1,106,956	\$2,582,747	\$170,562	\$1,106,956	\$ 339,042	\$765,968	\$3,316	\$4,792	0%
Akron, St. Philip's Church														
2015	59	28	47%	\$34,377	\$0	\$34,377	\$36,486	\$3,314	\$34,377	\$ 1,050	\$37,214	\$1,329	\$1,228	0%
2016	56	25	45%	\$45,833	\$0	\$45,833	\$46,585	\$3,555	\$45,833	\$ 802	\$36,548	\$1,462	\$1,833	20%
2017	53	25	47%	\$47,853	\$0	\$47,853	\$48,106	\$3,795	\$47,853	\$ 1,706	\$39,006	\$1,560	\$1,914	18%
2018	59	21	36%	\$40,136	\$0	\$40,136	\$44,255	\$4,360	\$51,860	\$ 4,850	\$38,824	\$1,849	\$2,470	0%
2019	64	25	39%	\$48,840	\$0	\$48,840	\$48,840	\$4,045	\$48,840	\$ 499	\$36,156	\$1,446	\$1,954	0%
Alliance, Trinity Church														
2015				\$58,448	\$0	\$58,448	\$62,699	\$6,883	\$58,448	\$ 1,469	\$49,466			17%
2016	54	27	50%	\$85,348	\$0	\$85,348	\$110,274	\$6,288	\$85,348	\$ 1,423	\$44,102	\$1,633	\$3,161	42%
2017	53	23	43%	\$89,056	\$0	\$89,056	\$170,083	\$7,997	\$89,056	\$ 1,186	\$39,505	\$1,718	\$3,872	51%
2018	54	22	41%	\$90,639	\$0	\$90,639	\$96,773	\$9,677	\$90,639	\$ 1,760	\$41,015	\$1,864	\$4,120	33%
2019	58	23	27%	\$81,647	\$0	\$81,647	\$222,691	\$8,311	\$81,647	\$ 1,906	\$57,746	\$2,511	\$3,550	29%
Ashland, St. Matthew's Church														
2015	91	49	54%	\$92,989	\$9,150	\$102,139	\$102,139	\$6,755	\$102,139	\$ 120	\$83,616	\$1,706	\$2,084	0%
2016	52	44	85%	\$62,750	\$0	\$62,750	\$125,608	\$7,520	\$62,750	\$ 0	\$50,796	\$1,154	\$1,426	0%
2017	92	44	48%	\$66,444	\$0	\$66,444	\$66,444	\$6,932	\$70,304	\$ 7,300	\$52,652	\$1,197	\$1,598	0%
2018	89	44	49%	\$64,324	\$0	\$64,324	\$102,616	\$6,469	\$64,324	\$ 958	\$64,324	\$1,462	\$1,462	0%
2019	53	37	41%	\$73,999	\$0	\$73,999	\$83,236	\$7,875	\$73,999	\$ 1,810	\$61,827	\$1,671	\$2,000	8%
Ashtabula, St. Peter's Church														
2015	141	66	47%	\$189,776	\$5,000	\$194,776	\$250,491	\$22,522	\$194,776	\$ 20,597	\$139,662	\$2,116	\$2,951	0
2016	130	37	28%	\$212,539	\$0	\$212,539	\$271,929	\$23,670	\$212,539	\$ 56,758	\$131,136	\$3,544	\$5,744	5%
2017	88	62	70%	\$200,895	\$0	\$200,895	\$247,505	\$23,986	\$200,895	\$ 48,201	\$128,361	\$2,070	\$3,240	0
2018	94	57	61%	\$201,900	\$0	\$201,900	\$289,188	\$23,030	\$201,900	\$ 45,327	\$125,731	\$2,206	\$3,542	0
2019	99	59	42%	\$203,853	\$0	\$203,853	\$314,335	\$23,369	\$203,853	\$ 40,948	\$133,164	\$2,257	\$3,455	0
Barberton, St. Andrew's Church														
2015	114	44	39%	\$63,937	\$0	\$63,937	\$99,650	\$6,207	\$63,937	\$ 50,661	\$76,133	\$1,730	\$1,453	0%
2016	111	48	43%	\$67,167	\$0	\$67,167	\$94,616	\$6,432	\$67,167	\$ 19,704	\$65,691	\$1,369	\$1,399	0%
2017	111	52	47%	\$73,190	\$0	\$73,190	\$92,464	\$6,280	\$73,190	\$ 17,292	\$71,758	\$1,380	\$1,408	0%
2018	109	44	40%	\$75,033	\$0	\$75,033	\$85,223	\$6,618	\$75,033	\$ 13,602	\$75,033	\$1,705	\$1,705	0%
2019	109	52	38%	\$74,255	\$0	\$74,255	\$110,424	\$6,745	\$74,255	\$ 13,606	\$70,871	\$1,363	\$1,428	0%
Bay Village, St. Barnabas Church														
2015	105	56	53%	\$109,395	\$16,000	\$125,395	\$185,425	\$5,383	\$125,395	\$ 8,289	\$85,693	\$1,530	\$2,239	0%
2016	102	60	59%	\$135,984	\$0	\$135,984	\$172,018	\$7,000	\$135,984	\$ 7,046	\$93,955	\$1,566	\$2,266	0%
2017	117	51	44%	\$130,941	\$0	\$130,941	\$157,093	\$0	\$129,660	\$ 7,824	\$90,422	\$1,773	\$2,542	0%
2018	125	61	49%	\$119,398	\$0	\$119,398	\$160,892	\$0	\$119,398	\$ 9,271	\$90,071	\$1,477	\$1,957	0%
2019	144	81	56%	\$150,571	\$0	\$150,571	\$257,151	\$7,217	\$150,571	\$ 0	\$107,592	\$1,328	\$1,859	0%
Bellevue, St. Paul's Church														
2015	26	14	54%	\$33,963	\$1,200	\$35,163	\$46,644	\$2,445	\$35,163	\$ 5,228	\$20,462	\$1,462	\$2,512	30%
2016	27	11	41%	\$26,646	\$1,400	\$28,046	\$28,046	\$1,522	\$28,046	\$ 150	\$19,383	\$1,762	\$2,550	26%
2017														
2018	16	8	50%	\$22,962	\$1,000	\$23,962	\$23,962	\$1,623	\$23,962	\$ 1,960	\$756	\$95	\$2,995	25%
2019	18	10	37%	\$21,518	\$0	\$21,518	\$21,518	\$1,810	\$21,518	\$ 2,080	\$14,874	\$1,487	\$2,152	19%
Berea, St. Thomas' Church														
2015	248	101	41%	\$173,106	\$0	\$173,106	\$222,703	\$18,500	\$173,106	\$ 13,398	\$146,784	\$1,453	\$1,714	20%
2016	248	86	35%	\$161,497	\$0	\$161,497	\$237,654	\$17,386	\$161,497	\$ 35,431	\$134,064	\$1,559	\$1,878	17%
2017	257	91	35%	\$205,450	\$0	\$205,450	\$295,425	\$21,855	\$205,450	\$ 41,178	\$127,082	\$1,397	\$2,258	28%
2018	243	92	38%	\$212,979	\$0	\$212,979	\$272,948	\$24,311	\$212,979	\$ 81,813	\$133,789	\$1,454	\$2,315	30%
2019	143	84	28%	\$215,588	\$15,000	\$230,588	\$354,265	\$25,812	\$225,246	\$ 49,193	\$142,869	\$1,701	\$2,682	30%
Boardman, St. James Church														
2015	102	60	59%	\$138,235	\$9,999	\$148,234	\$149,623	\$16,175	\$148,234	\$ 1,630	\$97,223	\$1,620	\$2,471	3%
2016	99	56	57%	\$161,268	\$7,000	\$168,268	\$169,133	\$15,106	\$168,268	\$ 1,157	\$132,263	\$2,362	\$3,005	17%
2017	72	55	76%	\$146,472	\$5,000	\$151,472	\$154,808	\$16,214	\$151,472	\$ 479	\$119,117	\$2,166	\$2,754	4%
2018	77	48	62%	\$105,371	\$0	\$105,371	\$105,371	\$8,690	\$82,535	\$ 261	\$88,815	\$1,850	\$1,719	0%
2019	81	45	50%	\$109,286	\$0	\$109,286	\$110,233	\$12,266	\$109,286	\$ 699	\$87,219	\$1,938	\$2,429	0%
Bowling Green, St. John the Baptist Church														

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA + Mbrs	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach (Lines 13+16+18)	Pledge & Plate	Pledge & Plate + ASA	Oper Exp + ASA	From Inv. + Operating Exp
2015	21	16	76%	\$46,462	\$0	\$46,462	\$46,724	\$3,996	\$46,462	\$ 4,429	\$42,119	\$2,632	\$2,904	0%
2016	16	13	81%	\$44,675	\$0	\$44,675	\$66,437	\$3,998	\$44,675	\$ 3,475	\$43,025	\$3,310	\$3,437	4%
2017	20	15	75%	\$42,264	\$0	\$42,264	\$43,813	\$3,953	\$42,264	\$ 1,752	\$31,573	\$2,105	\$2,818	0%
2018	12	14	117%	\$43,263	\$0	\$43,263	\$43,374	\$4,079	\$43,263	\$ 4,222	\$40,425	\$2,887	\$3,090	0%
2019	12	14	117%	\$31,300	\$0	\$31,300	\$32,162	\$2,692	\$31,300	\$ 1,158	\$40,485	\$2,892	\$2,236	0%
Brecksville, St. Matthew's Church														
2015	186	95	51%	\$168,984	\$0	\$168,984	\$172,884	\$18,628	\$168,984	\$ 5,752	\$173,854	\$1,830	\$1,779	0%
2016	187	86	46%	\$152,118	\$0	\$152,118	\$152,118	\$15,232	\$152,118	\$ 1,654	\$151,591	\$1,763	\$1,769	0%
2017	164	79	48%	\$150,947	\$0	\$150,947	\$187,561	\$17,860	\$150,947	\$ 2,952	\$149,740	\$1,895	\$1,911	0%
2018	162	69	43%	\$157,581	\$0	\$157,581	\$158,581	\$16,053	\$157,581	\$ 1,033	\$142,035	\$2,058	\$2,284	0%
2019	167	69	41%	\$145,663	\$0	\$145,663	\$182,163	\$16,181	\$145,663	\$ 1,811	\$135,013	\$1,957	\$2,111	0%
Brunswick, St. Patrick's Church														
2015	39	45	115%	\$51,785	\$18,018	\$69,803	\$69,819	\$4,686	\$69,803	\$ 902	\$49,160	\$1,092	\$1,551	0%
2016	42	37	88%	\$37,136	\$0	\$37,136	\$37,264	\$3,731	\$37,136	\$ 2,615	\$40,952	\$1,107	\$1,004	0%
2017	38	43	113%	\$58,291	\$0	\$58,291	\$61,085	\$5,296	\$58,291	\$ 3,411	\$48,548	\$1,129	\$1,356	17%
2018	40	32	80%	\$45,745	\$2,400	\$48,145	\$75,559	\$4,513	\$48,145	\$ 7,321	\$43,290	\$1,353	\$1,505	0%
2019	34	25	74%	\$35,681	\$0	\$35,681	\$37,871	\$3,076	\$35,681	\$ 2,705	\$38,480	\$1,539	\$1,427	0%
Canton, St. Mark's Church														
2015	206	101	49%	\$242,797	\$0	\$242,797	\$253,528	\$30,736	\$242,797	\$ 6,141	\$202,770	\$2,008	\$2,404	14%
2016	201	96	48%	\$226,554	\$0	\$226,554	\$237,921	\$24,442	\$226,554	\$ 8,939	\$202,026	\$2,104	\$2,360	9%
2017	201	92	46%	\$236,498	\$0	\$236,498	\$310,738	\$26,667	\$236,498	\$ 13,233	\$207,468	\$2,255	\$2,571	11%
2018	156	86	55%	\$230,909	\$0	\$230,909	\$313,697	\$25,196	\$230,909	\$ 21,703	\$218,295	\$2,538	\$2,685	3%
2019	161	87	26%	\$189,008	\$0	\$189,008	\$281,628	\$21,231	\$189,008	\$ 28,519	\$157,498	\$1,810	\$2,173	0%
Canton, St. Paul's Church														
2015	115	66	57%	\$273,295	\$0	\$273,295	\$284,396	\$28,981	\$273,295	\$ 41,302	\$203,557	\$3,084	\$4,141	24%
2016	115	57	50%	\$233,433	\$0	\$233,433	\$256,539	\$28,853	\$233,433	\$ 59,112	\$171,447	\$3,008	\$4,095	25%
2017	115	57	50%	\$194,130	\$0	\$194,130	\$248,034	\$19,073	\$194,134	\$ 46,174	\$179,673	\$3,152	\$3,406	7%
2018	115	54	47%	\$168,538	\$0	\$168,538	\$199,761	\$12,396	\$168,538	\$ 84,860	\$161,627	\$2,993	\$3,121	0%
2019	108	50	24%	\$180,620	\$0	\$180,620	\$218,996	\$12,686	\$180,620	\$ 66,618	\$163,107	\$3,262	\$3,612	7%
Chagrin Falls, St. Martin's Church														
2015	266	105	39%	\$293,313	\$0	\$293,313	\$365,919	\$31,500	\$293,313	\$ 1,730	\$214,903	\$2,047	\$2,793	4%
2016	263	109	41%	\$290,121	\$0	\$290,121	\$365,069	\$35,848	\$290,121	\$ 6,353	\$245,047	\$2,248	\$2,662	11%
2017	264	107	41%	\$285,855	\$0	\$285,855	\$369,952	\$35,835	\$285,855	\$ 37,818	\$236,509	\$2,210	\$2,672	14%
2018	282	98	35%	\$284,774	\$0	\$284,774	\$366,221	\$34,650	\$284,774	\$ 29,745	\$278,079	\$2,838	\$2,906	0%
2019	280	86	27%	\$279,908	\$0	\$279,908	\$320,670	\$36,220	\$279,908	\$ 14,072	\$258,130	\$3,002	\$3,255	0%
Chardon, St. Luke's Church														
2015	73	40	55%	\$120,555	\$2,000	\$122,555	\$168,704	\$17,817	\$122,555	\$ 7,177	\$106,448	\$2,661	\$3,064	0%
2016	82	42	51%	\$120,143	\$2,000	\$122,143	\$127,386	\$12,291	\$122,143	\$ 1,630	\$107,580	\$2,561	\$2,908	0%
2017	70	47	67%	\$117,602	\$2,000	\$119,602	\$126,331	\$12,336	\$119,602	\$ 1,195	\$107,236	\$2,282	\$2,545	0%
2018	74	45	61%	\$122,568	\$2,000	\$124,568	\$124,568	\$12,374	\$124,568	\$ 1,896	\$109,660	\$2,437	\$2,768	0%
2019	77	42	17%	\$116,421	\$2,000	\$118,421	\$164,140	\$12,089	\$118,421	\$ 2,137	\$102,833	\$2,448	\$2,820	0%
Cleveland, St. Andrew's Church														
2015	125	65	52%	\$205,956	\$0	\$205,956	\$239,015	\$20,188	\$205,956	\$ 20,178	\$142,846	\$2,198	\$3,169	0%
2016	99	54	55%	\$178,578	\$0	\$178,578	\$222,956	\$25,389	\$178,578	\$ 15,746	\$133,276	\$2,468	\$3,307	0%
2017	121	53	44%	\$149,434	\$0	\$149,434	\$168,378	\$21,450	\$149,434	\$ 11,645	\$135,967	\$2,565	\$2,820	0%
2018	121	60	50%	\$186,648	\$0	\$186,648	\$199,962	\$27,668	\$186,648	\$ 14,872	\$133,591	\$2,227	\$3,111	0%
2019	125	58	45%	\$197,471	\$2,000	\$199,471	\$210,678	\$23,634	\$199,471	\$ 13,771	\$126,646	\$2,184	\$3,439	0%
Cleveland, St. Luke's Church														
2015	61	62	102%	\$79,591	\$0	\$79,591	\$97,081	\$6,983	\$79,591	\$ 19,111	\$74,680	\$1,205	\$1,284	4%
2016	69	59	86%	\$93,061	\$0	\$93,061	\$120,713	\$8,081	\$93,061	\$ 10,003	\$88,881	\$1,506	\$1,577	3%
2017	42	45	107%	\$131,121	\$44,349	\$175,470	\$288,516	\$7,819	\$175,470	\$ 108,537	\$93,582	\$2,080	\$3,899	20%
2018	39	40	103%	\$163,347	\$36,817	\$200,164	\$309,420	\$23,301	\$200,164	\$ 101,599	\$98,932	\$2,473	\$5,004	8%
2019	42	28	43%	\$97,061	\$40,000	\$137,061	\$258,139	\$6,388	\$137,061	\$ 87,177	\$87,690	\$3,132	\$4,895	0%
Cleveland, Trinity Church														
2015	1010	371	37%	\$1,520,354	\$0	\$1,520,354	\$1,963,570	\$228,114	\$1,520,354	\$ 476,266	\$680,046	\$1,833	\$4,098	56%
2016	854	388	45%	\$1,425,017	\$0	\$1,425,017	\$3,272,825	\$224,915	\$1,425,017	\$ 549,791	\$745,663	\$1,922	\$3,673	41%
2017	822	275	33%	\$1,408,285	\$0	\$1,408,285	\$2,340,817	\$228,170	\$1,408,285	\$ 474,742	\$645,557	\$2,347	\$5,121	50%
2018	480	228	48%	\$1,412,431	\$18,500	\$1,430,931	\$2,122,359	\$196,891	\$1,430,931	\$ 440,081	\$591,620	\$2,595	\$6,276	54%
2019	467	233	30%	\$1,340,668	\$25,010	\$1,365,678	\$2,519,126	\$194,919	\$1,365,678	\$ 376,294	\$510,480	\$2,191	\$5,861	56%
Cleveland Hts., St. Paul's Church Church														
2015	1507	357	24%	\$1,836,891	\$0	\$1,836,891	\$2,424,321	\$247,649	\$1,836,891	\$ 337,621	\$1,483,598	\$4,156	\$5,145	19%
2016	1444	378	26%	\$1,800,850	\$0	\$1,800,850	\$2,454,726	\$249,402	\$1,800,850	\$ 261,787	\$1,609,688	\$4,258	\$4,764	11%
2017	1414	377	27%	\$1,823,280	\$0	\$1,823,280	\$2,103,010	\$249,430	\$1,823,280	\$ 348,365	\$1,615,824	\$4,286	\$4,836	11%
2018	1374	354	26%	\$1,912,949	\$0	\$1,912,949	\$2,223,148	\$260,437	\$1,912,949	\$ 336,805	\$1,526,640	\$4,313	\$5,404	20%
2019	1318	345	26%	\$1,875,503	\$0	\$1,875,503	\$2,202,520	\$257,531	\$1,875,503	\$ 453,725	\$1,562,157	\$4,528	\$5,436	17%
Coshocton, Trinity Church														
2015	80	20	25%	\$81,123	\$0	\$81,123	\$81,123	\$8,998	\$81,123	\$0	\$20,088	\$1,004	\$4,056	145%
2016	80	18	23%	\$37,196	\$0	\$37,196	\$37,196	\$2,597	\$37,196	\$0	\$7,330	\$407	\$2,066	30%
2017	79	17	22%	\$40,484	\$0	\$40,484	\$40,484	\$3,888	\$40,484	\$0	\$15,161	\$892	\$2,381	63%
2018	70	16	23%	\$48,612	\$0	\$48,612	\$48,612	\$4,198	\$48,612	\$0	\$20,162	\$1,260	\$3,038	0%
2019	78	15	19%	\$49,456	\$0	\$49,456	\$49,456	\$4,556	\$49,456	\$600	\$7,433	\$496	\$3,297	0%
Cuyahoga Falls, St. John's Church														
2015	140	84	60%	\$200,130	\$0	\$200,130	\$235,785	\$23,970	\$200,130	\$ 4,810	\$175,745	\$2,092	\$2,383	9%

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA + Mbrs	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach (Lines 13+16+18)	Pledge & Plate	Pledge & Plate + ASA	Oper Exp + ASA	From Inv. + Operating Exp
2016	129	94	73%	\$223,806	\$0	\$223,806	\$255,241	\$25,790	\$223,806	\$ 4,743	\$209,313	\$2,227	\$2,381	5%
2017	164	95	58%	\$288,629	\$0	\$288,629	\$288,629	\$30,543	\$288,629	\$ 850	\$220,511	\$2,321	\$3,038	13%
2018	168	89	53%	\$217,877	\$0	\$217,877	\$217,877	\$28,793	\$217,877	\$ 614	\$173,293	\$1,947	\$2,448	18%
2019	161	70	43%	\$130,928	\$0	\$130,928	\$152,784	\$18,974	\$130,928	\$ 27,067	\$130,928	\$1,870	\$1,870	0%
Defiance, Grace Church														
2015	35	22	63%	\$63,382	\$0	\$63,382	\$80,276	\$4,899	\$63,382	\$ 1,555	\$37,594	\$1,709	\$2,881	0%
2016	34	23	68%	\$56,377	\$0	\$56,377	\$65,231	\$6,470	\$56,377	\$ 1,108	\$44,039	\$1,915	\$2,451	0%
2017	37	22	59%	\$65,119	\$0	\$65,119	\$70,571	\$6,894	\$65,119	\$ 1,521	\$50,219	\$2,283	\$2,960	0%
2018	36	21	58%	\$46,134	\$0	\$46,134	\$46,134	\$4,417	\$46,134	\$ 124	\$43,289	\$2,061	\$2,197	0%
2019	23	20	47%	\$44,895	\$0	\$44,895	\$44,895	\$3,686	\$44,895	\$ 5,064	\$42,702	\$2,135	\$2,245	0%
East Liverpool, St. Stephen's Church														
2015	65	42	65%	\$115,815	\$0	\$115,815	\$146,365	\$12,064	\$115,815	\$ 10,700	\$54,122	\$1,289	\$2,758	25%
2016	75	36	48%	\$92,049	\$0	\$92,049	\$114,881	\$10,404	\$92,049	\$ 9,222	\$49,372	\$1,371	\$2,557	45%
2017	60	40	67%	\$84,729	\$0	\$84,729	\$112,285	\$8,048	\$84,729	\$ 6,674	\$43,505	\$1,088	\$2,118	17%
2018	35	28	80%	\$83,883	\$0	\$83,883	\$105,035	\$8,267	\$83,883	\$ 13,739	\$36,859	\$1,316	\$2,996	55%
2019	35	29	25%	\$93,379	\$0	\$93,379	\$118,885	\$9,228	\$93,379	\$ 7,841	\$34,923	\$1,204	\$3,220	52%
Elyria, St. Andrew's Church														
2015	187	74	40%	\$240,723	\$1,250	\$241,973	\$324,498	\$25,112	\$241,973	\$ 31,164	\$180,541	\$2,440	\$3,270	25%
2016	202	77	38%	\$252,924	\$0	\$252,924	\$341,207	\$29,185	\$252,924	\$ 55,071	\$197,388	\$2,563	\$3,285	22%
2017	211	81	38%	\$304,227	\$0	\$304,227	\$493,133	\$28,003	\$304,227	\$ 22,857	\$183,596	\$2,267	\$3,756	9%
2018	210	73	35%	\$273,037	\$0	\$273,037	\$336,298	\$29,946	\$273,037	\$ 30,055	\$198,225	\$2,715	\$3,740	7%
2019	217	68	21%	\$261,219	\$0	\$261,219	\$287,918	\$27,158	\$261,219	\$ 26,202	\$198,490	\$2,919	\$3,841	9%
Euclid, Church of the Epiphany														
2015	197	59	30%	\$145,722	\$0	\$145,722	\$257,813	\$15,213	\$145,722	\$ 5,059	\$121,182	\$2,054	\$2,470	3%
2016	195	61	31%	\$148,602	\$0	\$148,602	\$266,957	\$15,522	\$148,602	\$ 3,936	\$115,076	\$1,886	\$2,436	3%
2017	196	57	29%	\$148,542	\$0	\$148,542	\$173,622	\$15,445	\$148,542	\$ 3,764	\$117,546	\$2,062	\$2,606	7%
2018	192	55	29%	\$152,404	\$0	\$152,404	\$159,486	\$15,618	\$152,404	\$ 6,033	\$129,162	\$2,348	\$2,771	5%
2019	184	50	17%	\$151,457	\$0	\$151,457	\$153,162	\$15,856	\$151,457	\$ 4,779	\$118,139	\$2,363	\$3,029	6%
Findlay, Trinity Church														
2015	173	34	20%	\$106,986	\$0	\$106,986	\$145,757	\$11,820	\$106,986	\$ 4,332	\$102,678	\$3,020	\$3,147	2%
2016	131	68	52%	\$114,169	\$0	\$114,169	\$156,073	\$10,249	\$114,169	\$ 2,265	\$107,984	\$1,588	\$1,679	1%
2017	140	71	51%	\$155,655	\$0	\$155,655	\$266,545	\$15,541	\$155,655	\$ 9,945	\$150,184	\$2,115	\$2,192	1%
2018	151	69	46%	\$166,782	\$0	\$166,782	\$505,085	\$18,650	\$166,782	\$ 7,209	\$155,514	\$2,254	\$2,417	5%
2019	165	69	42%	\$172,703	\$0	\$172,703	\$238,649	\$18,670	\$172,703	\$ 5,303	\$143,120	\$2,074	\$2,503	8%
Fremont, St. Paul's Church														
2015	50	25	50%	\$108,680	\$0	\$108,680	\$147,912	\$12,659	\$108,680	\$ 19,629	\$69,535	\$2,781	\$4,347	14%
2016	46	25	54%	\$104,522	\$0	\$104,522	\$113,594	\$10,916	\$104,522	\$ 6,062	\$81,595	\$3,264	\$4,181	21%
2017	51	29	57%	\$154,234	\$0	\$154,234	\$176,264	\$15,446	\$154,234	\$ 9,992	\$86,038	\$2,967	\$5,318	41%
2018	58	33	57%	\$183,991	\$0	\$183,991	\$198,989	\$20,220	\$183,991	\$ 5,049	\$89,036	\$2,698	\$5,575	57%
2019	60	34	22%	\$195,319	\$0	\$195,319	\$210,318	\$22,552	\$195,319	\$ 5,409	\$103,060	\$3,031	\$5,745	0%
Gambier, Harcourt Parish														
2015	102	52	51%	\$126,957	\$0	\$126,957	\$196,203	\$12,163	\$126,957	\$ 19,923	\$108,622	\$2,089	\$2,441	0%
2016	91	67	74%	\$156,591	\$0	\$156,591	\$216,006	\$16,933	\$156,591	\$ 28,566	\$124,415	\$1,857	\$2,337	3%
2017	86	73	85%	\$165,096	\$0	\$165,096	\$194,030	\$17,840	\$165,096	\$ 31,159	\$130,740	\$1,791	\$2,262	7%
2018	87	64	74%	\$158,989	\$0	\$158,989	\$179,032	\$17,163	\$158,989	\$ 17,126	\$113,685	\$1,776	\$2,484	9%
2019	76	71	62%	\$161,126	\$0	\$161,126	\$184,507	\$17,291	\$161,126	\$ 22,241	\$118,309	\$1,666	\$2,269	19%
Gates Mills, St. Christopher-by-the-River Church														
2015	176	87	49%	\$385,036	\$0	\$385,036	\$509,441	\$49,937	\$385,036	\$ 2,735	\$198,186	\$2,278	\$4,426	48%
2016	183	76	42%	\$353,809	\$0	\$353,809	\$451,771	\$44,901	\$353,809	\$ 3,030	\$215,468	\$2,835	\$4,655	39%
2017	186	81	44%	\$374,711	\$0	\$374,711	\$376,368	\$44,673	\$374,711	\$ 1,657	\$251,206	\$3,101	\$4,626	3%
2018	92	69	75%	\$380,805	\$0	\$380,805	\$575,242	\$50,841	\$390,805	\$ 1,496	\$240,372	\$3,484	\$5,664	3%
2019	125	72	49%	\$397,341	\$0	\$397,341	\$443,954	\$51,514	\$397,341	\$ 36,405	\$248,277	\$3,448	\$5,519	5%
Geneva, Christ Church														
2015	69	37	54%	\$61,247	\$0	\$61,247	\$73,977	\$5,070	\$61,247	\$ 9,379	\$60,441	\$1,634	\$1,655	0%
2016	67	38	57%	\$61,248	\$0	\$61,248	\$84,801	\$5,160	\$61,248	\$ 12,497	\$60,269	\$1,586	\$1,612	0%
2017	59	34	58%	\$61,740	\$0	\$61,740	\$76,133	\$6,460	\$61,740	\$ 9,260	\$54,185	\$1,594	\$1,816	0%
2018	53	33	62%	\$63,833	\$0	\$63,833	\$112,435	\$5,470	\$63,833	\$ 10,509	\$57,383	\$1,739	\$1,934	0%
2019	54	31	41%	\$65,311	\$0	\$65,311	\$80,359	\$5,790	\$65,311	\$ 8,326	\$50,287	\$1,622	\$2,107	8%
Hudson, Christ Church														
2015	319	103	32%	\$479,520	\$0	\$479,520	\$636,656	\$51,818	\$422,580	\$ 10,299	\$359,533	\$3,491	\$4,103	7%
2016	281	139	49%	\$446,676	\$0	\$446,676	\$499,032	\$55,530	\$446,643	\$ 38,362	\$417,676	\$3,005	\$3,213	2%
2017	302	151	50%	\$489,307	\$0	\$489,307	\$602,087	\$61,167	\$489,307	\$ 59,401	\$427,969	\$2,834	\$3,240	7%
2018	305	141	46%	\$481,473	\$0	\$481,473	\$586,814	\$59,812	\$481,473	\$ 48,926	\$462,906	\$3,283	\$3,415	0%
2019	306	145	39%	\$518,506	\$0	\$518,506	\$1,120,995	\$66,342	\$518,506	\$ 73,390	\$505,521	\$3,486	\$3,576	0%
Huron, Christ Church														
2015	225	37	16%	\$68,285	\$0	\$68,285	\$124,671	\$8,530	\$68,285	\$ 6,089	\$61,258	\$1,656	\$1,846	0%
2016	35	44	126%	\$122,207	\$10,000	\$132,207	\$137,067	\$6,644	\$132,207	\$ 8,101	\$109,165	\$2,481	\$3,005	0%
2017	204	47	23%	\$148,662	\$5,647	\$154,309	\$177,464	\$16,935	\$154,309	\$ 15,823	\$145,630	\$3,099	\$3,283	0%
2018	204	53	26%	\$148,305	\$0	\$148,305	\$171,808	\$17,737	\$148,305	\$ 16,070	\$100,305	\$1,893	\$2,798	27%
2019	227	55	20%	\$138,853	\$0	\$138,853	\$165,571	\$18,841	\$138,853	\$ 15,807	\$132,316	\$2,406	\$2,525	0%
Kent, Christ Church														
2015	164	70	43%	\$166,499	\$0	\$166,499	\$280,689	\$17,148	\$166,499	\$ 15,346	\$144,812	\$2,069	\$2,379	11%
2016	165	70	42%	\$170,245	\$0	\$170,245	\$193,492	\$19,053	\$170,245	\$ 8,589	\$143,555	\$2,051	\$2,432	19%

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA + Mbrs	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach (Lines 13+16+18)	Pledge & Plate	Pledge & Plate + ASA	Oper Exp + ASA	From Inv. + Operating Exp
2017	146	64	37%	\$166,670	\$0	\$166,670	\$173,279	\$16,495	\$16,670	\$ 9,412	\$136,917	\$2,139	\$2,604	20%
2018	142	63	44%	\$185,436	\$0	\$185,436	\$193,463	\$21,800	\$185,436	\$ 2,516	\$150,958	\$2,396	\$2,943	3%
2019	145	58	35%	\$188,380	\$0	\$188,380	\$196,645	\$22,655	\$188,380	\$ 3,606	\$127,308	\$2,195	\$3,248	3%
Kirtland Hills, St. Hubert's Church														
2015	253	95	38%	\$280,453	\$0	\$280,453	\$503,869	\$33,231	\$280,453	\$ 7,649	\$216,001	\$2,274	\$2,952	27%
2016	235	87	37%	\$291,784	\$0	\$291,784	\$743,403	\$33,570	\$291,784	\$ 14,739	\$208,832	\$2,400	\$3,354	28%
2017	296	81	27%	\$287,967	\$0	\$287,967	\$600,265	\$34,843	\$287,967	\$ 12,201	\$208,362	\$2,572	\$3,555	28%
2018	170	79	46%	\$296,057	\$0	\$296,057	\$575,570	\$40,935	\$296,057	\$ 12,347	\$216,597	\$2,742	\$3,748	27%
2019	185	89	37%	\$334,582	\$0	\$334,582	\$448,574	\$40,844	\$334,582	\$ 7,447	\$236,926	\$2,662	\$3,759	27%
Lakewood, Church of the Ascension														
2015	94	60	64%	\$100,040	\$39,691	\$139,731	\$249,300	\$10,800	\$139,731	\$ 10,260	\$92,004	\$1,533	\$2,329	0%
2016	105	69	66%	\$102,493	\$50,564	\$153,057	\$286,681	\$10,873	\$153,057	\$ 2,533	\$98,693	\$1,430	\$2,218	0%
2017	116	62	53%	\$107,739	\$45,030	\$152,769	\$297,042	\$11,126	\$152,769	\$ 7,964	\$91,475	\$1,475	\$2,464	0%
2018	128	70	55%	\$128,820	\$31,560	\$160,380	\$306,120	\$12,327	\$160,380	\$ 12,008	\$108,901	\$1,556	\$2,291	0%
2019	140	72	44%	\$167,150	\$48,370	\$215,520	\$357,343	\$17,679	\$215,520	\$ 10,835	\$126,720	\$1,760	\$2,993	3%
Lakewood, St. Peter's Church														
2015	503	164	33%	\$506,229	\$0	\$506,229	\$843,507	\$69,106	\$506,229	\$ 132,630	\$482,348	\$2,941	\$3,087	0%
2016	539	170	32%	\$581,361	\$10,904	\$592,265	\$960,028	\$76,253	\$592,265	\$ 98,661	\$542,875	\$3,193	\$3,484	0%
2017	398	168	42%	\$588,572	\$24,911	\$613,483	\$932,142	\$77,158	\$613,483	\$ 78,595	\$536,262	\$3,192	\$3,652	0%
2018	410	153	37%	\$587,090	\$23,907	\$610,997	\$1,407,129	\$79,089	\$610,997	\$ 64,552	\$546,339	\$3,571	\$3,993	0%
2019	418	157	27%	\$601,212	\$10,565	\$611,777	\$1,981,916	\$82,595	\$611,777	\$ 98,396	\$555,935	\$3,541	\$3,897	0%
Lisbon, Holy Trinity Church														
2015	46	15	33%	\$22,196	\$0	\$22,196	\$30,107	\$2,098	\$22,196	\$ 1,958	\$12,803	\$854	\$1,480	41%
2016	46	15	33%	\$24,232	\$0	\$24,232	\$33,841	\$2,166	\$24,232	\$ 1,207	\$12,346	\$823	\$1,615	49%
2017	44	14	32%	\$24,667	\$0	\$24,667	\$32,886	\$2,277	\$24,667	\$ 3,205	\$14,725	\$1,052	\$1,762	39%
2018	42	12	29%	\$24,170	\$0	\$24,170	\$26,800	\$2,029	\$24,170	\$ 2,630	\$8,575	\$715	\$2,014	64%
2019	41	12	29%	\$25,549	\$0	\$25,549	\$26,549	\$2,409	\$25,549	\$ 1,455	\$4,367	\$364	\$2,129	61%
Lorain, Church of the Redeemer														
2015	112	52	46%	\$147,675	\$5,505	\$153,180	\$161,306	\$15,702	\$153,180	\$ 6,834	\$109,058	\$2,097	\$2,946	9%
2016	112	52	46%	\$158,835	\$0	\$158,835	\$158,835	\$15,703	\$158,835	\$ 8,191	\$91,804	\$1,765	\$3,055	14%
2017	112	40	36%	\$128,777	\$14,449	\$143,226	\$144,533	\$10,215	\$143,226	\$ 3,623	\$79,279	\$1,982	\$3,581	16%
2018	132	46	35%	\$153,877	\$25,916	\$179,793	\$185,098	\$16,843	\$179,793	\$ 1,000	\$89,226	\$1,940	\$3,909	12%
2019	139	54	39%	\$177,870	\$17,916	\$195,786	\$231,311	\$15,728	\$195,786	\$ 10,045	\$91,295	\$1,691	\$3,626	13%
Lyndhurst, Church of the Good Shepherd														
2015	148	61	41%	\$193,905	\$0	\$193,905	\$221,870	\$22,121	\$193,905	\$ 4,171	\$143,218	\$2,348	\$3,179	0%
2016	148	60	41%	\$191,614	\$0	\$191,614	\$200,499	\$21,160	\$191,614	\$ 4,127	\$136,595	\$2,277	\$3,194	0%
2017	140	43	31%	\$190,076	\$0	\$190,076	\$197,000	\$20,692	\$190,076	\$ 3,604	\$138,419	\$3,219	\$4,420	0%
2018	129	48	37%	\$189,882	\$0	\$189,882	\$193,812	\$20,554	\$189,882	\$ 4,541	\$137,610	\$2,867	\$3,956	0%
2019	65	46	71%	\$138,456	\$9,787	\$148,243	\$188,007	\$14,921	\$148,243	\$ 4,459	\$121,575	\$2,643	\$3,223	0%
Macedonia, St. Timothy's Church														
2015	177	53	30%	\$142,930	\$0	\$142,930	\$187,482	\$14,726	\$142,930	\$ 8,047	\$132,536	\$2,501	\$2,697	0%
2016	174	48	28%	\$141,479	\$0	\$141,479	\$214,470	\$15,374	\$141,479	\$ 6,062	\$128,459	\$2,676	\$2,947	1%
2017	173	49	28%	\$142,044	\$3,000	\$145,044	\$216,372	\$13,844	\$145,044	\$ 6,672	\$136,947	\$2,795	\$2,960	2%
2018	129	41	32%	\$143,422	\$2,000	\$145,422	\$181,862	\$16,207	\$145,422	\$ 13,950	\$159,565	\$3,892	\$3,547	0%
2019	129	39	17%	\$143,337	\$2,000	\$145,337	\$176,025	\$13,323	\$145,337	\$ 7,117	\$132,614	\$3,400	\$3,727	4%
Mansfield, Grace Church														
2015	335	75	22%	\$269,480	\$0	\$269,480	\$439,970	\$31,363	\$269,480	\$ 133,273	\$143,578	\$1,914	\$3,593	51%
2016	330	71	22%	\$276,021	\$0	\$276,021	\$448,070	\$31,642	\$276,021	\$ 118,215	\$142,286	\$2,004	\$3,888	43%
2017	203	65	32%	\$278,689	\$0	\$278,689	\$418,114	\$32,498	\$278,689	\$ 126,859	\$149,136	\$2,294	\$4,288	45%
2018	209	67	32%	\$292,264	\$0	\$292,264	\$510,918	\$30,991	\$292,264	\$ 121,826	\$127,689	\$1,906	\$4,362	46%
2019	213	67	21%	\$288,063	\$0	\$288,063	\$456,408	\$33,346	\$288,063	\$ 239,244	\$142,958	\$2,134	\$4,299	46%
Massillon, St. Timothy's Church														
2015	272	83	31%	\$205,006	\$0	\$205,006	\$213,126	\$22,807	\$205,006	\$ 13,712	\$179,006	\$2,157	\$2,470	13%
2016	250	79	32%	\$186,294	\$0	\$186,294	\$195,146	\$19,777	\$186,294	\$ 8,046	\$167,294	\$2,118	\$2,358	10%
2017	253	87	34%	\$219,618	\$0	\$219,618	\$257,356	\$24,205	\$219,618	\$ 11,708	\$168,858	\$1,941	\$2,524	13%
2018	132	83	63%	\$215,089	\$0	\$215,089	\$373,049	\$27,459	\$215,089	\$ 12,587	\$187,270	\$2,256	\$2,591	11%
2019	142	95	38%	\$238,211	\$0	\$238,211	\$289,527	\$24,503	\$238,211	\$ 6,670	\$197,308	\$2,077	\$2,507	13%
Maumee, St. Paul's Church														
2015	526	140	27%	\$534,660	\$0	\$534,660	\$771,682	\$95,260	\$534,660	\$ 225,400	\$229,295	\$1,638	\$3,819	55%
2016	500	137	27%	\$504,086	\$0	\$504,086	\$1,090,523	\$41,777	\$504,086	\$ 271,372	\$262,522	\$1,916	\$3,679	24%
2017	486	131	27%	\$426,588	\$0	\$426,588	\$690,521	\$60,229	\$426,588	\$ 429,058	\$269,312	\$2,056	\$3,256	35%
2018	485	119	25%	\$531,075	\$0	\$531,075	\$783,230	\$53,261	\$434,849	\$ 405,847	\$281,034	\$2,362	\$3,654	56%
2019	450	116	200%	\$439,639	\$0	\$439,639	\$745,139	\$55,897	\$439,639	\$ 465,117	\$294,764	\$2,541	\$3,790	62%
Mayfield Village, St. Barthomew's Church														
2015	81	60	74%	\$126,928	\$0	\$126,928	\$159,979	\$12,728	\$126,928	\$ 6,845	\$113,026	\$1,884	\$2,115	9%
2016	79	59	75%	\$140,348	\$0	\$140,348	\$152,613	\$15,897	\$140,348	\$ 7,856	\$112,093	\$1,900	\$2,379	4%
2017	81	59	73%	\$135,550	\$0	\$135,550	\$146,412	\$10,734	\$135,550	\$ 5,597	\$117,804	\$1,997	\$2,297	7%
2018	88	54	61%	\$137,802	\$0	\$137,802	\$143,804	\$14,087	\$137,802	\$ 5,639	\$104,715	\$1,939	\$2,552	1%
2019	93	60	52%	\$142,275	\$0	\$142,275	\$150,090	\$14,670	\$142,275	\$ 6,280	\$125,612	\$2,094	\$2,371	4%
Medina, St. Paul's Church														
2015	460	105	23%	\$303,308	\$3,000	\$306,308	\$395,878	\$32,803	\$306,308	\$ 39,243	\$266,786	\$2,541	\$2,917	1%
2016	498	100	20%	\$309,042	\$3,500	\$312,542	\$393,172	\$34,636	\$312,542	\$ 37,095	\$241,527	\$2,415	\$3,125	5%
2017	496	100	20%	\$314,172	\$3,500	\$317,672	\$434,617	\$35,412	\$317,672	\$ 47,367	\$283,624	\$2,836	\$3,177	3%

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA + Mbrs	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach (Lines 13+16+18)	Pledge & Plate	Pledge & Plate + ASA	Oper Exp ÷ ASA	From Inv. + Operating Exp
2018	501	89	18%	\$308,452	\$1,420	\$309,872	\$370,942	\$33,341	\$309,872	\$ 65,916	\$267,637	\$3,007	\$3,482	2%
2019	183	84	17%	\$267,828	\$0	\$267,828	\$309,028	\$30,073	\$267,828	\$ 26,507	\$255,717	\$3,044	\$3,188	0%
Mentor, St. Andrew Church														
2015	254	99	39%	\$162,757	\$0	\$162,757	\$184,887	\$15,726	\$162,757	\$ 13,574	\$162,591	\$1,642	\$1,644	0%
2016	250	97	39%	\$168,324	\$0	\$168,324	\$202,916	\$20,927	\$168,324	\$ 16,554	\$152,336	\$1,570	\$1,735	0%
2017	249	76	31%	\$190,166	\$0	\$190,166	\$219,735	\$19,394	\$190,166	\$ 29,388	\$146,507	\$1,928	\$2,502	6%
2018	259	71	27%	\$182,924	\$0	\$182,924	\$214,042	\$16,942	\$182,924	\$ 21,739	\$124,671	\$1,756	\$2,576	0%
2019	261	64	25%	\$170,535	\$0	\$170,535	\$239,066	\$17,001	\$170,535	\$ 31,185	\$142,020	\$2,219	\$2,665	24%
Mount Vernon, St. Paul's Church														
2015	73	45	62%	\$161,098	\$0	\$161,098	\$202,882	\$16,435	\$161,098	\$ 8,394	\$122,999	\$2,733	\$3,580	17%
2016	78	45	58%	\$163,724	\$0	\$163,724	\$244,712	\$17,117	\$163,724	\$ 14,861	\$108,383	\$2,409	\$3,638	27%
2017	77	54	70%	\$169,684	\$0	\$169,684	\$188,042	\$18,827	\$169,684	\$ 15,084	\$118,770	\$2,199	\$3,142	28%
2018	71	48	68%	\$163,657	\$0	\$163,657	\$178,299	\$17,048	\$163,657	\$ 20,071	\$130,782	\$2,725	\$3,410	27%
2019	72	45	63%	\$167,853	\$0	\$167,853	\$179,674	\$17,335	\$167,853	\$ 15,141	\$129,957	\$2,888	\$3,730	26%
Napoleon, St. John the Evangelist Church														
2015														
2016														
2017														
2018														
2019														
New Philadelphia, Trinity Church														
2015	61	23	38%	\$36,365	\$0	\$36,365	\$36,365	\$3,054	\$36,365	\$ 1,463	\$47,917	\$2,083	\$1,581	10%
2016	62	24	39%	\$34,445	\$0	\$34,445	\$54,885	\$3,066	\$34,445	\$ 540	\$34,445	\$1,435	\$1,435	0%
2017	62	27	44%	\$42,114	\$0	\$42,114	\$43,106	\$3,738	\$42,114	\$ 1,000	\$42,114	\$1,560	\$1,560	0%
2018	61	27	44%	\$41,069	\$0	\$41,069	\$41,069	\$3,654	\$41,069	\$ 546	\$41,069	\$1,521	\$1,521	0%
2019	59	23	39%	\$43,534	\$0	\$43,534	\$57,382	\$3,866	\$43,534	\$ 1,267	\$43,534	\$1,893	\$1,893	0%
Niles, St. Luke's Church														
2015	130	50	38%	\$91,013	\$0	\$91,013	\$106,897	\$9,910	\$91,013	\$ 4,090	\$49,802	\$996	\$1,820	33%
2016	117	49	42%	\$90,230	\$0	\$90,230	\$95,201	\$9,229	\$90,230	\$ 3,397	\$56,327	\$1,150	\$1,841	25%
2017	117	38	32%	\$28,815	\$0	\$28,815	\$25,322	\$3,520	\$25,322	\$ 3,520	\$39,572	\$1,041	\$666	20%
2018	117	38	32%	\$21,801	\$0	\$21,801	\$25,294	\$0	\$21,801	\$ 1,389	\$39,572	\$1,041	\$574	23%
2019	124	31	25%	\$43,533	\$0	\$43,533	\$44,230	\$0	\$43,533	\$ 697	\$42,836	\$1,382	\$1,404	0%
Norwalk, St. Paul's Church														
2015	48	31	65%	\$94,442	\$2,000	\$96,442	\$96,557	\$9,831	\$96,442	\$ 650	\$75,824	\$2,446	\$3,111	20%
2016	44	31	70%	\$91,940	\$1,000	\$92,940	\$92,940	\$9,402	\$92,940	\$ 896	\$65,734	\$2,120	\$2,998	14%
2017	49	31	63%	\$95,300	\$0	\$95,300	\$95,300	\$9,575	\$95,300	\$ 1,470	\$75,387	\$2,432	\$3,074	6%
2018	46	28	61%	\$92,132	\$0	\$92,132	\$94,230	\$8,645	\$92,132	\$ 1,452	\$65,278	\$2,331	\$3,290	6%
2019	43	27	52%	\$92,854	\$0	\$92,854	\$94,314	\$9,642	\$92,854	\$ 668	\$65,360	\$2,421	\$3,439	5%
Oberlin, Christ Church														
2015	95	64	67%	\$206,046	\$0	\$206,046	\$382,526	\$24,061	\$206,046	\$ 73,374	\$187,820	\$2,935	\$3,219	4%
2016	98	70	71%	\$226,472	\$0	\$226,472	\$393,592	\$22,343	\$226,472	\$ 98,233	\$184,480	\$2,635	\$3,235	5%
2017	95	62	65%	\$265,815	\$0	\$265,815	\$401,171	\$28,251	\$265,815	\$ 56,213	\$188,684	\$2,043	\$4,287	23%
2018	90	62	69%	\$305,213	\$0	\$305,213	\$517,616	\$33,637	\$305,213	\$ 88,623	\$185,098	\$2,985	\$4,923	26%
2019	65	54	56%	\$294,844	\$0	\$294,844	\$430,389	\$32,908	\$294,844	\$ 51,192	\$186,475	\$3,453	\$5,460	29%
Oregon, St. Paul's Church														
2015	0	36	25%	\$72,778	\$0	\$72,778	\$73,648	\$7,506	\$72,778	\$ 2,030	\$60,498	\$1,681	\$2,022	0%
2016	45	29	64%	\$51,055	\$0	\$51,055	\$54,557	\$4,061	\$51,055	\$ 3,991	\$48,229	\$1,663	\$1,761	0%
2017	41	23	56%	\$45,396	\$0	\$45,396	\$61,842	\$3,930	\$45,396	\$ 2,951	\$39,014	\$1,696	\$1,974	0%
2018	47	27	57%	\$77,689	\$0	\$77,689	\$77,795	\$7,039	\$77,689	\$ 1,747	\$45,499	\$1,685	\$2,877	0%
2019	42	29	24%	\$85,465	\$0	\$85,465	\$101,278	\$8,439	\$85,465	\$ 2,232	\$45,980	\$1,586	\$2,947	0%
Painesville, St. James' Church														
2015	184	94	51%	\$233,981	\$0	\$233,981	\$427,641	\$26,617	\$233,981	\$ 18,503	\$192,319	\$2,046	\$2,489	9%
2016	172	77	45%	\$228,012	\$0	\$228,012	\$690,656	\$25,362	\$228,012	\$ 22,627	\$185,725	\$2,412	\$2,961	7%
2017	163	67	41%	\$236,703	\$0	\$236,703	\$340,278	\$24,869	\$236,703	\$ 48,362	\$194,481	\$2,903	\$3,533	7%
2018	155	69	45%	\$242,544	\$0	\$242,544	\$343,907	\$26,191	\$242,544	\$ 52,060	\$190,542	\$2,761	\$3,515	10%
2019	146	74	43%	\$233,100	\$0	\$233,100	\$450,623	\$25,570	\$233,100	\$ 45,090	\$181,409	\$2,451	\$3,150	13%
Parma, All Saints Church														
2015	298	76	26%	\$137,100	\$0	\$137,100	\$137,420	\$14,509	\$137,100	\$ 650	\$107,763	\$1,418	\$1,804	1%
2016	306	76	25%	\$136,019	\$0	\$136,019	\$197,154	\$14,257	\$136,019	\$ 2,760	\$104,074	\$1,369	\$1,790	1%
2017	186	65	35%	\$124,092	\$0	\$124,092	\$346,356	\$12,925	\$124,092	\$ 16,558	\$106,090	\$1,632	\$1,909	4%
2018	189	61	32%	\$92,323	\$0	\$92,323	\$156,217	\$9,142	\$92,323	\$ 5,408	\$92,323	\$1,513	\$1,513	0%
2019	183	59	32%	\$80,510	\$0	\$80,510	\$108,507	\$7,910	\$80,510	\$ 5,769	\$80,510	\$1,365	\$1,365	0%
Perrysburg, St. Timothy's Church														
2015	279	120	43%	\$326,129	\$0	\$326,129	\$493,502	\$39,042	\$323,063	\$ 10,589	\$283,113	\$2,359	\$2,692	9%
2016	232	109	47%	\$329,542	\$0	\$329,542	\$449,879	\$43,451	\$329,542	\$ 24,150	\$295,579	\$2,712	\$3,023	9%
2017	259	102	39%	\$339,823	\$0	\$339,823	\$463,491	\$37,975	\$339,823	\$ 30,508	\$280,704	\$2,752	\$3,332	16%
2018	262	97	37%	\$304,149	\$0	\$304,149	\$405,921	\$41,808	\$304,149	\$ 16,296	\$282,426	\$2,912	\$3,136	16%
2019	268	96	36%	\$365,797	\$0	\$365,797	\$493,793	\$38,039	\$365,797	\$ 26,645	\$296,621	\$3,090	\$3,810	19%
Port Clinton, St. Thomas' Church														
2015	53	29	55%	\$67,560	\$0	\$67,560	\$77,524	\$8,630	\$67,560	\$ 3,535	\$63,915	\$2,204	\$2,330	1%
2016	51	25	49%	\$80,652	\$0	\$80,652	\$96,385	\$6,537	\$80,652	\$ 15,668	\$62,326	\$2,493	\$3,226	0%
2017	52	23	44%	\$65,420	\$0	\$65,420	\$71,245	\$7,402	\$65,420	\$ 3,277	\$39,199	\$1,704	\$2,844	31%
2018	48	21	44%	\$91,085	\$0	\$91,085	\$92,920	\$7,825	\$91,085	\$ 1,580	\$59,198	\$2,819	\$4,337	15%

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA + Mbrs	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach (Lines 13+16+18)	Pledge & Plate	Pledge & Plate + ASA	Oper Exp + ASA	From Inv. + Operating Exp
2019	42	24	47%	\$138,730	\$0	\$138,730	\$143,076	\$14,307	\$138,730	\$ 1,630	\$81,265	\$3,386	\$5,780	40%
Put-in-Bay, St. Paul's Church														
2015	43	31	72%	\$118,550	\$0	\$118,550	\$149,922	\$10,102	\$118,550	\$ 26,832	\$66,521	\$2,146	\$3,824	13%
2016	41	29	71%	\$103,458	\$0	\$103,458	\$122,209	\$9,923	\$103,458	\$ 6,568	\$59,071	\$2,037	\$3,568	0%
2017	34	29	85%	\$109,018	\$0	\$109,018	\$138,673	\$10,636	\$109,018	\$ 4,227	\$72,514	\$2,500	\$3,759	25%
2018	43	26	60%	\$112,715	\$0	\$112,715	\$242,343	\$12,278	\$112,715	\$ 3,853	\$48,708	\$1,873	\$4,335	0%
2019	41	26	60%	\$106,052	\$0	\$106,052	\$127,713	\$10,100	\$106,052	\$ 4,096	\$69,884	\$2,688	\$4,079	0%
Ravenna, Grace Church														
2015	115	61	53%	\$180,848	\$0	\$180,848	\$196,196	\$19,111	\$180,848	\$ 15,348	\$103,512	\$1,697	\$2,965	37%
2016	111	62	56%	\$176,418	\$0	\$176,418	\$185,224	\$20,373	\$176,418	\$ 8,806	\$103,658	\$1,672	\$2,845	34%
2017	106	60	57%	\$176,309	\$0	\$176,309	\$178,129	\$19,034	\$176,309	\$ 1,820	\$107,391	\$1,790	\$2,938	33%
2018	107	57	53%	\$176,147	\$0	\$176,147	\$177,577	\$18,565	\$176,147	\$ 1,430	\$104,723	\$1,837	\$3,090	34%
2019	108	58	38%	\$180,717	\$0	\$180,717	\$182,122	\$19,680	\$180,717	\$ 1,405	\$100,425	\$1,731	\$3,116	39%
Salem, Church of Our Saviour														
2015	25	22	88%	\$62,010	\$0	\$62,010	\$62,685	\$5,699	\$62,010	\$ 1,176	\$26,371	\$1,199	\$2,819	37%
2016	28	22	79%	\$70,123	\$0	\$70,123	\$70,423	\$6,687	\$70,123	\$ 300	\$36,340	\$1,652	\$3,187	43%
2017														
2018	24	18	75%	\$72,930	\$0	\$72,930	\$72,930	\$6,899	\$72,930	\$ 241	\$23,595	\$1,311	\$4,052	62%
2019	31	23	43%	\$70,639	\$0	\$70,639	\$77,051	\$6,433	\$70,639	\$ 284	\$21,028	\$914	\$3,071	57%
Sandusky, Grace Church														
2015	212	97	46%	\$457,505	\$0	\$457,505	\$1,297,841	\$57,995	\$457,505	\$ 72,777	\$142,752	\$1,472	\$4,717	34%
2016	185	95	51%	\$460,402	\$0	\$460,402	\$853,570	\$58,447	\$460,402	\$ 90,161	\$140,426	\$1,478	\$4,846	40%
2017	156	90	58%	\$481,655	\$0	\$481,655	\$1,643,958	\$58,371	\$481,655	\$ 95,057	\$109,622	\$1,218	\$5,352	48%
2018	145	83	57%	\$519,021	\$0	\$519,021	\$886,568	\$60,502	\$519,021	\$ 103,338	\$105,734	\$1,274	\$6,253	27%
2019	133	71	28%	\$497,957	\$0	\$497,957	\$689,782	\$67,305	\$497,957	\$ 86,458	\$109,252	\$1,539	\$7,013	21%
Shaker Heights, Christ Church														
2015	216	122	56%	\$455,182	\$0	\$455,182	\$747,754	\$59,292	\$455,182	\$ 15,683	\$291,875	\$2,392	\$3,731	29%
2016	214	135	63%	\$501,536	\$0	\$501,536	\$684,141	\$66,462	\$501,536	\$ 13,065	\$302,194	\$2,238	\$3,715	25%
2017	214	125	58%	\$417,670	\$3,500	\$421,170	\$586,902	\$70,464	\$421,170	\$ 29,643	\$366,255	\$2,930	\$3,369	2%
2018	218	113	52%	\$455,511	\$0	\$455,511	\$617,924	\$44,443	\$455,511	\$ 102,440	\$436,088	\$3,859	\$4,031	4%
2019	227	122	34%	\$465,590	\$0	\$465,590	\$610,812	\$64,417	\$465,590	\$ 117,670	\$404,657	\$3,317	\$3,816	13%
Shelby, St. Mark's Church														
2015	31	21	68%	\$70,268	\$0	\$70,268	\$77,839	\$5,603	\$70,268	\$ 45,088	\$54,728	\$2,606	\$3,346	0%
2016	32	22	69%	\$70,826	\$2,500	\$73,326	\$96,509	\$5,807	\$73,326	\$ 32,529	\$49,907	\$2,269	\$3,333	21%
2017	32	22	69%	\$74,145	\$0	\$74,145	\$74,145	\$5,969	\$74,145	\$ 48,354	\$50,794	\$2,309	\$3,370	24%
2018	31	22	71%	\$71,136	\$0	\$71,136	\$136,061	\$9,022	\$71,136	\$ 45,125	\$41,410	\$1,882	\$3,233	38%
2019	33	22	31%	\$69,305	\$0	\$69,305	\$119,855	\$6,610	\$69,305	\$ 49,739	\$37,669	\$1,712	\$3,150	40%
Sidney, St. Mark's Church														
2015	40	18	45%	\$19,873	\$10,000	\$29,873	\$30,106	\$1,749	\$29,873	\$ 138	\$21,120	\$1,173	\$1,660	0%
2016	42	25	60%	\$29,576	\$0	\$29,576	\$29,920	\$3,083	\$29,576	\$ 98	\$18,169	\$727	\$1,183	38%
2017	33	13	39%	\$20,360	\$0	\$20,360	\$20,360	\$1,697	\$20,360	\$ 2,678	\$18,798	\$1,446	\$1,566	8%
2018	13	11	85%	\$16,424	\$0	\$16,424	\$16,424	\$1,112	\$16,424	\$ 3,975	\$11,693	\$1,063	\$1,493	0%
2019	21	14	67%	\$12,089	\$0	\$12,089	\$108,603	\$1,508	\$16,707	\$0	\$9,505	\$679	\$1,193	0%
Steubenville, St. Paul's Church														
2015	50	25	50%	\$79,115	\$0	\$79,115	\$79,115	\$9,350	\$79,115	\$0	\$29,385	\$1,175	\$3,165	34%
2016	50	25	50%	\$72,939	\$0	\$72,939	\$72,939	\$6,495	\$72,939	\$75	\$28,403	\$1,136	\$2,918	34%
2017	68	25	37%	\$79,012	\$0	\$79,012	\$79,012	\$7,693	\$79,012	\$0	\$34,363	\$1,375	\$3,160	23%
2018	56	23	41%	\$74,810	\$0	\$74,810	\$74,960	\$7,256	\$74,810	\$0	\$37,494	\$1,630	\$3,253	43%
2019	54	30	56%	\$66,172	\$0	\$66,172	\$66,725	\$5,947	\$72,672	\$0	\$37,856	\$1,262	\$2,422	32%
Steubenville, St. Stephen's Church														
2015														
2016	36	24	67%	\$44,705	\$0	\$44,705	\$45,946	\$6,444	\$44,705	\$0	\$37,479	\$1,562	\$1,863	47%
2017	27	26	96%	\$29,414	\$0	\$29,414	\$29,994	\$2,788	\$29,414	\$ 152	\$29,414	\$1,131	\$1,131	0%
2018	29	23	79%	\$30,320	\$0	\$30,320	\$217,985	\$2,757	\$30,320	\$ 650	\$33,373	\$1,451	\$1,318	0%
2019	26	22	22%	\$33,479	\$0	\$33,479	\$41,979	\$3,046	\$33,479	\$ 2,200	\$36,522	\$1,660	\$1,522	0%
Tiffin, Old Trinity Church														
2015	58	27	47%	\$125,588	\$15,000	\$140,588	\$140,611	\$14,141	\$140,588	\$ 1,317	\$50,039	\$1,853	\$5,207	43%
2016	60	35	58%	\$140,391	\$0	\$140,391	\$140,391	\$13,804	\$140,391	\$ 252	\$78,899	\$2,254	\$4,011	51%
2017	51	32	63%	\$162,585	\$0	\$162,585	\$514,075	\$15,977	\$162,585	\$ 29,581	\$48,772	\$1,524	\$5,081	68%
2018	50	31	62%	\$190,252	\$0	\$190,252	\$225,642	\$17,371	\$190,252	\$ 16,007	\$38,367	\$1,238	\$6,137	63%
2019	58	34	46%	\$198,000	\$0	\$198,000	\$210,382	\$17,788	\$198,000	\$ 20,048	\$44,303	\$1,303	\$5,824	61%
Toledo, All Saints Church														
2015	107	43	40%	\$81,949	\$0	\$81,949	\$123,256	\$11,018	\$81,949	\$ 1,166	\$81,414	\$1,893	\$1,906	0%
2016	53	34	64%	\$59,368	\$0	\$59,368	\$71,875	\$7,492	\$59,368	\$ 5,670	\$69,417	\$2,042	\$1,746	0%
2017	47	28	60%	\$50,488	\$0	\$50,488	\$56,770	\$4,725	\$50,488	\$0	\$56,005	\$2,000	\$1,803	0%
2018	39	25	27%	\$48,814	\$0	\$48,814	\$48,814	\$5,049	\$48,814	\$0	\$45,916	\$1,837	\$1,953	0%
2019														
Toledo, St. Andrew's Church														
2015	222	118	53%	\$194,460	\$0	\$194,460	\$200,676	\$12,957	\$194,460	\$ 5,257	\$141,827	\$1,202	\$1,648	1%
2016	188	104	55%	\$152,259	\$10,450	\$162,709	\$216,199	\$23,695	\$162,709	\$ 10,348	\$123,855	\$1,191	\$1,565	0%
2017	152	105	69%	\$188,609	\$350	\$188,959	\$190,625	\$21,461	\$188,959	\$ 6,005	\$144,377	\$1,375	\$1,800	11%
2018	152	85	56%	\$202,422	\$0	\$202,422	\$237,266	\$21,163	\$202,422	\$ 4,023	\$134,299	\$1,580	\$2,381	6%
2019	151	85	44%	\$209,495	\$0	\$209,495	\$220,501	\$23,764	\$209,495	\$ 4,442	\$131,759	\$1,550	\$2,465	21%

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA + Mbrs	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach (Lines 13+16+18)	Pledge & Plate	Pledge & Plate + ASA	Oper Exp ÷ ASA	From Inv. + Operating Exp
Toledo, St. Matthew's Church														
2015	200	115	58%	\$296,094	\$0	\$296,094	\$314,869	\$36,725	\$296,094	\$ 37,550	\$252,513	\$2,196	\$2,575	7%
2016	184	110	60%	\$285,275	\$0	\$285,275	\$290,817	\$31,966	\$285,275	\$ 11,084	\$252,104	\$2,292	\$2,593	8%
2017		109	34%	\$217,211	\$0	\$217,211	\$280,816	\$28,229	\$217,211	\$ 8,102	\$217,211	\$1,993	\$1,993	0%
2018		96	58%	\$200,613	\$0	\$200,613	\$254,804	\$20,052	\$200,613	\$ 14,914	\$212,006	\$2,208	\$2,090	11%
2019	165	92	56%	\$284,595	\$0	\$284,595	\$321,522	\$29,903	\$284,595	\$ 8,965	\$218,340	\$2,373	\$2,277	11%
Toledo, St. Michael's-in-the-Hills Church														
2015	277	130	47%	\$385,670	\$0	\$385,670	\$615,372	\$48,948	\$385,670	\$ 16,000	\$372,250	\$2,863	\$2,967	1%
2016	277	132	48%	\$401,119	\$0	\$401,119	\$550,698	\$53,011	\$401,119	\$ 11,459	\$369,176	\$2,797	\$3,039	1%
2017	275	100	36%	\$337,107	\$0	\$337,107	\$873,797	\$44,740	\$337,107	\$ 11,567	\$334,607	\$3,346	\$3,371	1%
2018	270	100	37%	\$357,465	\$0	\$357,465	\$370,331	\$48,037	\$357,465	\$ 38,125	\$324,370	\$3,244	\$3,575	7%
2019	241	104	43%	\$428,162	\$0	\$428,162	\$441,477	\$56,365	\$428,162	\$ 11,966	\$346,778	\$3,334	\$4,117	18%
Toledo, Trinity Church														
2015	75	75	100%	\$385,439	\$0	\$385,439	\$389,804	\$45,000	\$385,439	\$ 4,952	\$170,549	\$2,274	\$5,139	31%
2016	70	76	109%	\$460,145	\$0	\$460,145	\$469,197	\$65,000	\$460,145	\$ 14,137	\$168,753	\$2,220	\$6,055	56%
2017	123	93	76%	\$464,705	\$0	\$464,705	\$950,445	\$60,000	\$464,705	\$ 5,633	\$166,555	\$1,791	\$4,997	47%
2018	135	93	69%	\$591,623	\$0	\$591,623	\$731,308	\$80,118	\$591,623	\$ 13,043	\$171,943	\$1,849	\$6,362	49%
2019	165	106	44%	\$659,476	\$0	\$659,476	\$721,271	\$103,950	\$659,476	\$ 12,083	\$170,276	\$1,606	\$4,039	79%
Uniontown, New Life Church														
2015	83	54	65%	\$142,173	\$0	\$142,173	\$150,908	\$14,433	\$142,173	\$ 9,841	\$89,681	\$1,661	\$2,633	37%
2016	79	36	46%	\$156,846	\$200	\$157,046	\$161,091	\$15,690	\$157,046	\$ 8,344	\$80,678	\$2,241	\$4,362	55%
2017	79	34	43%	\$172,570	\$0	\$172,570	\$174,434	\$18,442	\$172,570	\$ 3,445	\$80,262	\$2,361	\$5,076	53%
2018	55	29	53%	\$71,263	\$0	\$71,263	\$74,382	\$8,228	\$71,263	\$ 3,822	\$77,335	\$2,667	\$2,457	67%
2019	53	30	39%	\$82,872	\$0	\$82,872	\$86,341	\$7,905	\$82,872	\$ 2,883	\$83,286	\$2,776	\$2,762	0%
Wadsworth, St. Mark's Church														
2015	51	34	67%	\$65,206	\$6,639	\$71,845	\$75,386	\$6,132	\$71,845	\$ 6,227	\$50,188	\$1,476	\$2,113	17%
2016	48	26	54%	\$52,693	\$0	\$52,693	\$53,512	\$5,500	\$52,693	\$ 3,879	\$41,479	\$1,595	\$2,027	15%
2017	47	24	51%	\$50,325	\$0	\$50,325	\$53,992	\$4,100	\$50,325	\$ 3,794	\$47,428	\$1,976	\$2,097	2%
2018	48	24	50%	\$51,460	\$0	\$51,460	\$53,482	\$4,200	\$51,460	\$ 3,827	\$38,554	\$1,606	\$2,144	21%
2019	44	25	57%	\$49,563	\$0	\$49,563	\$49,708	\$4,313	\$49,563	\$ 3,863	\$35,279	\$1,411	\$3,315	17%
Warren, Christ Church														
2015	219	86	39%	\$301,384	\$0	\$301,384	\$326,944	\$36,440	\$301,384	\$ 20,574	\$154,783	\$1,800	\$3,504	41%
2016	206	72	35%	\$292,476	\$0	\$292,476	\$563,447	\$35,237	\$292,476	\$ 43,133	\$153,722	\$2,135	\$4,062	40%
2017	196	78	40%	\$274,082	\$0	\$274,082	\$359,838	\$32,405	\$274,082	\$ 22,979	\$141,015	\$1,808	\$3,514	40%
2018	206	72	35%	\$288,431	\$0	\$288,431	\$367,864	\$33,664	\$288,431	\$ 29,675	\$138,798	\$1,928	\$4,006	40%
2019	209	64	31%	\$284,664	\$2,500	\$287,164	\$370,633	\$34,560	\$287,164	\$ 22,696	\$134,280	\$2,098	\$4,487	45%
Westlake, Advent Episcopal Church														
2015	139	70	50%	\$224,401	\$0	\$224,401	\$239,001	\$23,276	\$224,401	\$ 8,364	\$207,625	\$2,966	\$3,206	0%
2016	141	66	47%	\$226,069	\$0	\$226,069	\$236,534	\$25,201	\$226,069	\$ 8,356	\$184,452	\$2,795	\$3,425	0%
2017	140	53	38%	\$121,007	\$0	\$121,007	\$121,007	\$12,775	\$121,007	\$ 9,759	\$105,820	\$1,997	\$2,283	0%
2018	134	44	33%	\$120,894	\$0	\$120,894	\$120,894	\$10,753	\$120,894	\$ 7,118	\$171,107	\$3,889	\$2,748	1%
2019	134	43	32%	\$130,175	\$0	\$130,175	\$130,175	\$13,425	\$130,175	\$ 3,197	\$144,361	\$3,357	\$6,678	0%
Willoughby, Grace Church														
2015	93	54	58%	\$201,956	\$0	\$201,956	\$357,840	\$18,972	\$201,956	\$ 19,642	\$68,431	\$1,267	\$3,740	59%
2016	102	63	62%	\$239,178	\$0	\$239,178	\$262,078	\$23,737	\$239,178	\$ 34,183	\$78,367	\$1,244	\$3,796	62%
2017	108	62	57%	\$227,647	\$0	\$227,647	\$235,506	\$24,434	\$227,647	\$ 20,368	\$89,101	\$1,437	\$3,672	58%
2018	109	58	53%	\$213,067	\$0	\$213,067	\$221,709	\$22,422	\$213,067	\$ 14,751	\$92,526	\$1,595	\$3,674	54%
2019	114	60	53%	\$211,631	\$0	\$211,631	\$243,432	\$20,649	\$211,631	\$ 29,673	\$108,310	\$1,805	\$2,170	81%
Wooster, St. James' Church														
2015	258	88	34%	\$237,056	\$0	\$237,056	\$526,112	\$27,462	\$237,056	\$ 26,707	\$235,726	\$2,679	\$2,694	0%
2016	116	89	77%	\$244,220	\$0	\$244,220	\$575,410	\$27,795	\$244,220	\$ 36,304	\$216,810	\$2,436	\$2,744	10%
2017	97	64	66%	\$223,069	\$0	\$223,069	\$594,818	\$26,317	\$223,069	\$ 17,908	\$201,915	\$3,155	\$3,485	3%
2018	94	58	62%	\$209,821	\$0	\$209,821	\$395,891	\$24,544	\$209,821	\$ 10,385	\$182,102	\$3,140	\$3,618	12%
2019	122	61	46%	\$214,862	\$0	\$214,862	\$347,289	\$23,781	\$214,862	\$ 14,135	\$185,381	\$3,039	\$3,469	9%
Youngstown, St. John's Church														
2015	210	91	43%	\$460,786	\$0	\$460,786	\$538,316	\$60,529	\$460,786	\$ 60,389	\$282,793	\$3,108	\$5,064	41%
2016	237	105	44%	\$447,201	\$0	\$447,201	\$651,551	\$58,685	\$447,201	\$ 78,809	\$258,634	\$2,463	\$4,259	43%
2017	275	100	36%	\$457,608	\$0	\$457,608	\$684,029	\$60,584	\$457,608	\$ 85,484	\$264,999	\$2,650	\$4,576	38%
2018	275	97	35%	\$474,033	\$0	\$474,033	\$576,924	\$62,141	\$474,033	\$ 52,704	\$261,406	\$2,695	\$4,887	40%
2019	275	99	27%	\$466,463	\$0	\$466,463	\$543,128	\$62,438	\$466,463	\$ 44,370	\$251,030	\$2,536	\$4,677	40%
Totals														
2015	12,959	5,828	45%	\$18,194,908	\$144,452	\$18,339,360	\$25,472,349	\$2,210,486	\$18,339,360	\$ 2,666,781	\$12,804,184	\$2,197	\$3,147	21%
2016	12,571	5,907	47%	\$18,603,563	\$99,518	\$18,703,081	\$27,652,362	\$2,264,012	\$18,703,081	\$ 2,880,545	\$13,400,312	\$2,269	\$3,166	19%
2017	11,671	5,359	46%	\$18,159,605	\$151,736	\$18,311,341	\$27,290,516	\$2,211,561	\$18,311,341	\$ 3,044,678	\$12,956,769	\$2,418	\$3,417	19%
2018	12,440	5,034	41%	\$18,458,460	\$145,520	\$18,603,980	\$25,744,757	\$2,189,962	\$18,506,652	\$ 3,031,274	\$12,787,758	\$2,559	\$3,676	20%
2019	10,901	5,087	31%	\$18,767,239	\$170,148	\$18,937,387	\$27,525,922	\$2,300,157	\$18,937,387	\$ 3,273,130	\$12,931,468	\$2,542	\$3,723	20%



The Episcopal Church in the Diocese of Ohio

2019-20 Constitution and Canons

Revised through 203rd Convention held
November 8-9, 2019

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)**

TABLE OF CONTENTS

Table of Contents	1
Constitution of the Episcopal Diocese of Ohio (Revised through 203 rd Convention, Nov. 8-9, 2019).....	4
ARTICLE I Diocese of Ohio	4
ARTICLE II The Convention	4
ARTICLE III The President of the Convention	5
ARTICLE IV Convention Quorum	5
ARTICLE V Convention Elections.....	5
ARTICLE VI Mode of Voting and Elections.....	6
ARTICLE VII Election to the Episcopate.....	7
ARTICLE VIII The Chancellor	7
ARTICLE IX Parishes	7
ARTICLE X Amendment of the Constitution	7
Canons of the Episcopal Diocese of Ohio (Revised through 203 rd Annual Convention, Nov. 8-9,2019).....	9
Title I: Canons Relating to Diocesan Structure	9
CANON 1: Of the Ecclesiastical Authority.....	9
CANON 2: Of the Convention	9
CANON 3: Of the Election of a Bishop.....	10
CANON 4: Of the Secretary	10
CANON 5: Of the Treasurer.....	10
CANON 6: Of the Standing Committee.....	11
CANON 7: Of the Diocesan Council	12
CANON 8: Of the Trustees	13
CANON 9: Of the Deputies to General Convention.....	14
CANON 10: Of the Development Council of Episcopal Community Services	15
CANON 11: Of the Commission on Ministry	15
CANON 12: Of Preparation for Ordination	16
CANON 13: Of the Archivist	16
CANON 14: Of the Diocesan Fund	16
Title II: Canons Relating to the Congregations of the Diocese.....	17
CANON 1: Of Parishes	17
CANON 2: Of the Cathedral	21
CANON 3: Of Mission Areas.....	22
CANON 4: Of Shared and Regional Ministries.....	24
CANON 5: Of New Parishes.....	25
CANON 6: Of Imperiled Parishes	27
CANON 7: Of Declaring Parishes Extinct	28
CANON 8: Of Minimum Clergy Compensation	29
CANON 9: Of Clergy Pensions.....	29
CANON 10: Of Lay Pensions	29
CANON 11: Of Licensed Ministries.....	29
Title III. Canons Relating to Dispute Resolution and Discipline.....	30
CANON 1: Of the Reconciliation of Disagreements Affecting the Pastoral Relation.....	30
CANON 2: Of the Dissolution of the Pastoral Relation.....	30
CANON 3: Title IV of General Canons	30
CANON 4: Discipline Structure	30

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)

CANON 5: Costs and Expenses.....	32
CANON 6: Records	32
CANON 7: Responsibility to State Authorities	32
Title IV. Other Canons.....	33
CANON 1: Of Non-Discrimination.....	33
CANON 2: Of Business Methods in Church Affairs.....	33
CANON 3: Of the Enactment, Amendment, and Repeal of the Canons.....	33
CANON 4: Of Electronic Communications.....	33
Appendix I	35
Form for the Certification of Lay Delegates to Convention	35
Appendix II	35
Title I. Canon 17: Of Regulations Respecting the Laity	35
Appendix III.....	36
Title III. Canon 9, Section 14: Of the Reconciliation of Disagreements Affecting the Pastoral Relation.....	36
Appendix IV.....	36
Title III. Canon 9, Section 15: Of the Dissolution of the Pastoral Relation	36
Appendix V	38
Title I. Canon 17: Of Regulations Respecting the Laity	38
Title III. Canon 1: Of the Ministry of All Baptized Persons.....	38

CONSTITUTION OF THE EPISCOPAL DIOCESE OF OHIO

(REVISED THROUGH 203RD ANNUAL CONVENTION, NOVEMBER 8-9, 2019)

ARTICLE I Diocese of Ohio

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

ARTICLE II The Convention

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

Sec. 2. Members of any Convention shall be:

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

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

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

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

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)

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 203rd Annual Convention, November 8-9, 2019)**

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

ARTICLE VI Mode of Voting and Elections

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)

ARTICLE VII Election to the Episcopate

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

ARTICLE VIII The Chancellor

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

ARTICLE IX Parishes

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

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

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

ARTICLE X Amendment of the Constitution

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

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)**

- 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.

CANONS OF THE EPISCOPAL DIOCESE OF OHIO

(REVISED THROUGH 203RD ANNUAL CONVENTION, NOVEMBER 8-9, 2019)

TITLE I: CANONS RELATING TO DIOCESAN STRUCTURE

CANON 1: Of the Ecclesiastical Authority

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

CANON 2: Of the Convention

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

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

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

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

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

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)

matter thereof shall have been embraced within a proposed form of Resolution submitted to the Secretary for advance distribution to the members of Convention and for review by a Resolutions Committee appointed by the Ecclesiastical Authority. The Secretary shall not accept any such submission of a proposed Resolution fewer than forty-five (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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)

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

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

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

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

CANON 6: Of the Standing Committee

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

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

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

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

Sec. 3. In exercising its power to fill vacancies, the Standing Committee, in addition to considering experience and other qualifications for service, shall use its appointment

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)

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

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

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

CANON 7: Of the Diocesan Council

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

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

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)

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

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

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

CANON 8: Of the Trustees

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

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)**

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

CANON 9: Of the Deputies to General Convention

- Sec. 1 The Annual Convention shall elect in the year following each General Convention, four clergy canonically resident in the Diocese, and four members of the laity who shall be adult communicants in good standing of the Church in the Diocese, to act as Deputies from this Diocese to the General Convention. The next Annual Convention shall elect, in like manner, four clergy and four members of the laity, with like

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)

qualifications, as Provisional Deputies. These Provisional Deputies shall fill any vacancy in the order of their election. The Deputies and Provisional Deputies shall hold their respective office(s) until their successors are elected, and shall be Deputies, or Provisional Deputies, for any General Convention which may be held during their continuance in office.

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

CANON 10: Of the Development Council of Episcopal Community Services

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

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

CANON 11: Of the Commission on Ministry

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

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

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

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

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)**

- 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 12: Of Preparation for Ordination

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

CANON 13: Of the Archivist

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

CANON 14: Of the Diocesan Fund

- Sec. 1. At each Annual Convention an assessment shall be made upon all parishes in the Diocese, according to the formula set forth in Section 2 of this Canon.
- Sec. 2. (a) In each year, there shall be an annual assessment made upon all parishes in the Diocese as follows:
- 10 percent of the first \$50,000 of Normal Operating Expenses (NOE) of a parish;
 - 13 percent of that portion of the NOE above \$50,000 and up to \$150,000;
 - 16 percent of that portion of the NOE above \$150,000 and up to \$250,000;
 - 19 percent of that portion of the NOE above \$250,000.
- (b) Normal Operating Expenses is defined as “All Other Operating Expenses” (line #14) less “Assistance from diocese for operating budget” (line #7) in the Line-by-Line Instructions for the preparation of the Parochial Report as provided by the Episcopal Church.
- Sec. 3. (a) By February 20, each parish shall estimate an annual assessment based on projected or budgeted Normal Operating Expenses for the current calendar year, and shall use that estimate to calculate an average annual percentage rate of assessment to be used as described in Section 3(b) below. The average annual percentage is determined by dividing the estimated annual assessment to the Diocese by the total estimated NOE of the parish for the year.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)

- (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.

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.

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.

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)**

- 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.)
- (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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)

than two consecutive full terms, nor be re-elected or appointed until one year shall have elapsed following the expiration of the second term.

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

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

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

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

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

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

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

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

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)**

special purposes, provided that the provisions of the Canon “Of Business Methods in Church Affairs” be faithfully observed.

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

- (a) A resolution approving any alienation or encumbrance of real property shall first be adopted by the affirmative vote of a majority of the number of members of the entire Vestry who are (in accordance with the laws of the State of Ohio) eighteen years of age or older, with only such members voting.
- (b) The Secretary of the Vestry shall transmit to the Ecclesiastical Authority of the Diocese minutes of its proceedings, stating fully therein the reason(s) for such alienation or encumbrance, and in the case of a proposed alienation, the price to be obtained and the disposition of the proceeds, and in the case of an encumbrance, the amount, the rate of interest to be paid, a statement of the necessity therefore, and all relevant financial information.
- (c) The Ecclesiastical Authority shall solicit from the Treasurer of the Diocese a report of the financial implications of the proposed transaction.
- (d) Upon the written approval of the Bishop (if there be one) and the Standing Committee of the Diocese, the Vestry may proceed to give effect to its Resolution.

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

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

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)

- (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.”

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.

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)**

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

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

CANON 3: Of Mission Areas

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

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)

- (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.

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.

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)**

- (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

- (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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)

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.

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)

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.

(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.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)

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.
- (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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)

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.

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.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)

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.

CANON 10: Of Lay Pensions

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

CANON 11: Of Licensed Ministries

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

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)**

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

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

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

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

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)

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

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

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

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

Sec. 9. Investigator. The Bishop may appoint an Investigator in consultation with the President of the Board. The Investigator may, but need not, be a Member of the Church.

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

Sec. 11. Pastoral Response Coordinator. The Bishop may appoint a Pastoral Response Coordinator, to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral responses provided for in Title IV.8 of the General Canons and

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)**

this Title. The Pastoral Response Coordinator may not serve in any other appointed or elected capacity under this Title.

Sec. 12. Advisors. In each proceeding under this Title, the Bishop must, when requested, appoint an Advisor for the Complainant and an Advisor for the Respondent. Persons serving as Advisors shall hold no other appointed or elected position provided for under this Title, and must not include chancellors or vice chancellors of this Diocese or any person likely to be called as a witness in the proceeding. Either the Complainant or the Respondent may, without penalty, decline the services of an Advisor.

Sec. 13. Clerk. The Board may appoint a Board Clerk to assist the Board with records management and administrative support. The Clerk may be a member of the Board.

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

CANON 5: Costs and Expenses

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

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

CANON 6: Records

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

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

CANON 7: Responsibility to State Authorities

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)

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 or Bishop's Committees no fewer than thirty (30) days prior to the Convention.

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

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

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

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)**

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

CANON 4: Of Electronic Communication

- Sec. 1. Notice. Any notice that is required pursuant to the Constitution and Canons of this diocese may be accomplished through electronic means (for example, fax, e-mail, or internet platform).
- Sec. 2. Participation. Members of any board or committee described in the Constitution and Canons of this diocese may participate by means of conference telephone, voice over internet protocol, internet video conferencing, or any communications equipment by means of which all persons participating in the meeting can fully communicate with and understand each other. Participation in a meeting pursuant to this section shall constitute presence in person at such meeting.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)

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 fifteen (15) days before the meeting of the Convention.

APPENDIX II

from the 2018 Constitution and Canons of The Episcopal Church. Definitions of adult communicants, and communicants in good standing

Title I. Canon 17: Of Regulations Respecting the Laity

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

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 203rd Annual Convention, November 8-9, 2019)

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

from the 2018 Constitution and Canons of The Episcopal Church

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

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

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)

Committee is the Ecclesiastical Authority of the Diocese, it shall request the Bishop of another Diocese to perform the duties of the Bishop under this Canon.

- (c) Within sixty days of receipt of the written notice the Bishop Diocesan or the Bishop exercising authority under this canon may initiate further mediation and reconciliation processes between Rector and Vestry in every way which the Bishop deems proper. The Bishop may appoint a committee of at least one Presbyter and one Lay Person, none of whom may be members of or related to the Parish involved, to interview the 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.

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)**

- (ii) The judgment shall include such terms and conditions including financial settlements as shall seem to the Bishop just and compassionate.
- (8) In either event the Bishop shall offer appropriate supportive services to the Priest and the Parish.
- (e) In the event of the failure or refusal of either party to comply with the terms of the judgment, the Bishop may impose such penalties as may be set forth in the Constitution 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 2018 Constitution and Canons of The Episcopal Church

Title I. Canon 17: Of Regulations Respecting the Laity

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

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

- Sec. 2. No person shall be denied access to the discernment process or to any process for the employment, licensing, calling, or deployment for any ministry, lay or ordained, in this Church because of race, color, ethnic origin, immigration status, national origin,

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 203rd Annual Convention, November 8-9, 2019)

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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