



THE EPISCOPAL  
DIOCESE OF OHIO

# Convention Handbook

**The 208<sup>th</sup> Annual Convention**  
of the Episcopal Diocese of Ohio

**November 8-9, 2024**  
Hilton Garden Inn  
6165 Levis Commons Blvd.  
Perrysburg, Ohio 43551



# Contents

---

Schedule.....	2
General Information .....	3
How the Convention Organizes for Business.....	4
The Order of Business and Other Rules .....	5
Report of the Committee on Nominations.....	10
Nominations .....	11
Continuing Members of Elected Diocesan Positions .....	12
Diocesan Trustees Description and Nominees .....	13
Standing Committee Description and Nominees .....	15
Diocesan Council Description and Nominees.....	17
Episcopal Community Services (ECS) Development Council Description and Nominees .....	21
Regional Disciplinary Board Description and Nominees .....	25
Elections Tally Sheet .....	27
Overview of the 2025 Diocese Operating Budget .....	29
Year-to-Date Budget Report .....	38
Report of the Committee on Resolutions .....	45
R1: A Resolution on Clergy Compensation .....	46
R2: A Resolution on Anti-Racism .....	50
Report of the Committee on Constitution and Canons .....	51
First Proposed Amendment to the Constitution and Canons .....	52
Second Proposed Amendment to the Constitution and Canons .....	54
Third Proposed Amendment to the Constitution and Canons .....	55
Appendix: Report on Clergy Compensation .....	57
Appendix: Parochial Report Data .....	59
Appendix: 2023 Constitution and Canons .....	66

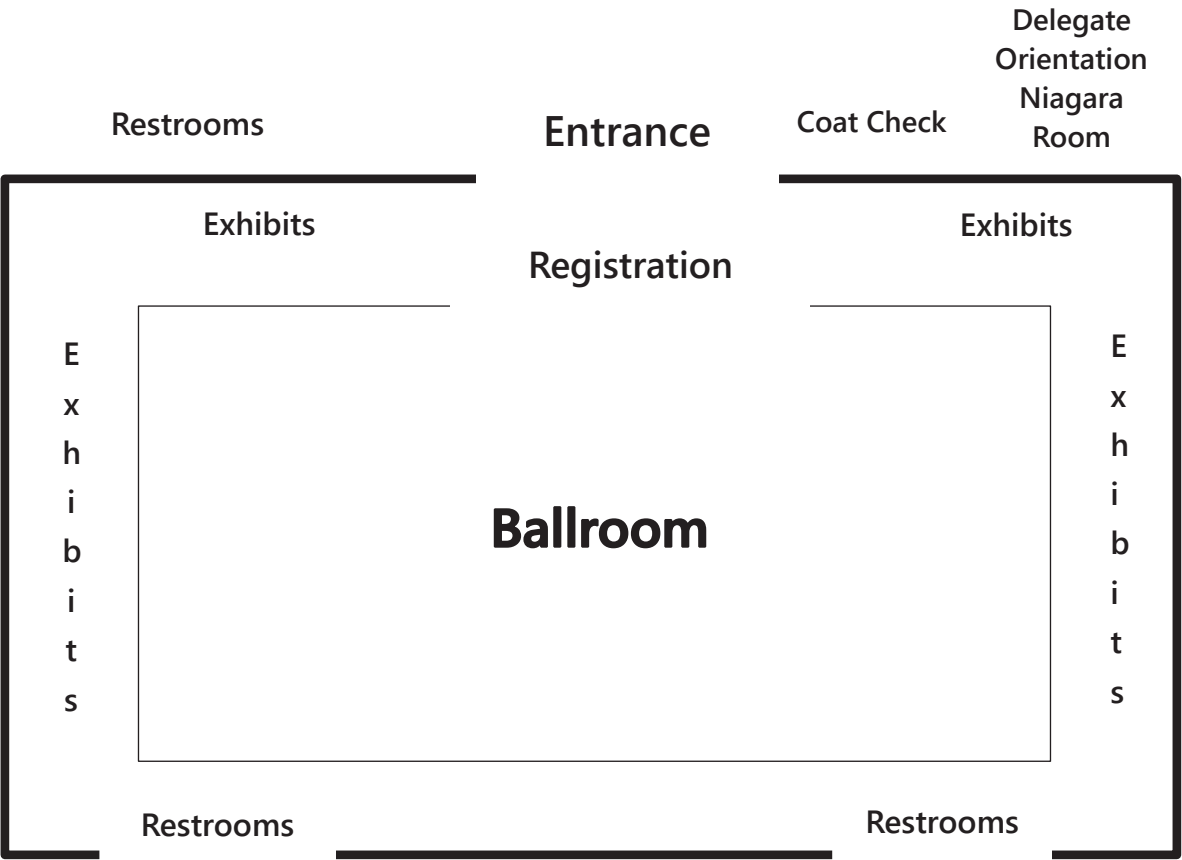
# Schedule

## Friday, November 8

- 5:30 p.m. . . . . Convention Eucharist, Hilton Garden Inn, Perrysburg
- 7:00 p.m. . . . . Convention Dinner, Hilton Garden Inn, Perrysburg

## Saturday, November 9

- 7:45 a.m. . . . . Registration opens
- 8:15 a.m. . . . . New Delegate Orientation
- 9:00 a.m. . . . . Convention Convenes
- Noon . . . . . Convention Recesses for Lunch
- 12:45 p.m.. . . . . Convention Reconvenes
- 3:30 p.m. . . . . Convention Adjourns



# General Information

---

## **Convention Eucharist**

The Convention Eucharist will take place at 5:30 p.m. on Friday, November 8 at the Hilton Garden Inn, Perrysburg.

## **Convention Banquet**

The Convention Banquet will take place at 7:00 p.m. on Friday, November 8 at the Hilton Garden Inn, Perrysburg.

## **Convention Business**

All business will take place on Saturday, November 9 at the Hilton Garden Inn in Perrysburg.

## **Convention Business Check-in**

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

## **Check-in Process**

1. Check-in at a kiosk – manually enter and sign your name
2. Pick up your name badge at the printing table – badges print automatically after check-in.
3. If you have voting privileges, receive your voting device – delegates will be directed to the appropriate table after picking up their name badges. A name badge is required to receive the voting device. A voting device may only be used by the delegate to whom it was issued, unless the delegate is officially replaced by an alternate.

*Please note: voting devices will not be replaced if they are misplaced or lost.*

## **Activation of Lay Alternates**

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

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

## **Ballots for the Elections**

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

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

## **Literature Distribution**

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

## **Childcare**

Childcare will be provided for infants to age 12. Attendees planning to utilize this service must register by October 10. To register or for more information, please contact Canon Russ Tripi at [rtstripi@dohio.org](mailto:rtstripi@dohio.org) or 216.774.0416.

# How the Convention Organizes for Business

---

## Where to Sit

Delegates, alternate delegates, and special youth representatives from each parish should sit together. Every parish may elect three (3) lay delegates, three (3) alternate delegates, and one (1) special youth representative who has seat and voice but may not vote.

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

Guests of Convention and non-delegates having privileges of the floor will sit in designated sections.

Special arrangements for seating or other needs may be made for persons with disabilities by contacting Antoinette Taylor at [ataylor@dohio.org](mailto:ataylor@dohio.org) or 216.774.0476.

## Certification of Delegates

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

Delegate certification forms are due to the Secretary of Convention by Thursday, October 10, 2024. Forms are posted on the Diocesan website.

## New Delegate Orientation

An orientation session to acquaint new delegates with the mechanics of Convention will be offered by Mr. William Powel and the Rev. Dr. Brian Wilbert on Saturday, November 9, at 8:15 a.m. in the Niagara Room of the Hilton Garden Inn, Perrysburg.

## 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 208th Convention has two legislative responsibilities:

- To nominate and elect persons to Diocesan offices.
- To adopt the Diocesan program and budget.

## Voting

Elections will be 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.

At registration on November 9, delegates will receive their name badge and a voting device for the appropriate order (lay or clergy). Once issued, voting devices will not be replaced.

A voting device may only be used by the delegate to whom it was issued, unless that delegate is officially replaced by an alternate.

## Nominations for Diocesan Positions

Candidates may be nominated in one of three ways:

- By the Convention Nominating Committee
- By persons who mail or email names of candidates to the Secretary of Convention prior to November 8, 2024.
- From the floor of Convention

## Changes to the Constitution and Canons

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

# How the Convention Organizes for Business

---

Changes to the Canons require a majority vote for approval. A Convention may consider a proposed change in the Canons on one day's notice without complying with the requirements of Title IV.

Canon 3. Section 1a. and b. ("that the proposed change be sent to the Committee on Canons no fewer than three months prior to the Convention with the Committee on Canons sending its recommendation to the Bishop and Vestries no fewer than thirty days prior to the Convention") provided that the Convention shall approve such consideration by a two-thirds majority vote. Such a change in the Canons requires a two-thirds majority vote.

## Convention Agenda

The Convention begins with prayer.

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

---

## The Order of Business and Other Rules

---

### 208th Annual Convention of The Episcopal Church in the Diocese of Ohio

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

#### Rule 1:

The following shall be the order of business:

Saturday, November 9, 2024

1. Convention is called to Order
2. Opening Prayers
3. Introduction of Head Table and Appointment of Parliamentarian
4. Organization of the Convention for Business.  
Report by the Secretary whether or not a quorum is present in the clerical and lay orders.
5. Appointment of Assistant Secretaries and Tellers, and Voting Judges

#### Adoption of the Rules of Order:

Resolution extending the privileges of the floor to :

- a) the Canon for Finance,
- b) the Canon for Communications,

- c) non-canonically-resident clergy serving in a parish as Interim, Priest-In-Charge, or Curate,
- d) Lutheran pastors serving in Episcopal Parishes,
- e) President of the Diocesan Episcopal Church Women,
- f) lay members of the Standing Committee,
- g) lay members of the Diocesan Council,
- h) lay members of the Trustees,
- i) lay Deputies and Alternate Deputies to the General Convention,
- j) recipients of the Bishop's Medal, and
- k) Special Youth Representatives

6. Housekeeping announcements & recognition of guests
7. Introduction of new clergy
8. Resolutions of Courtesy
9. Electronic voting demonstration and trial run
10. Report of the Nominating Committee
  - a) Nominations shall be confined to those who, by capacity and experience, are suited for the office to which elections are to be made. The Nominating Committee will present its

# The Order of Business and Other Rules

---

recommendations. Thereafter, the Secretary of Convention will place in nomination the names of those who have been nominated to office on or before November 8, 2024. Nominations may also be made from the floor.

- b) The name of the parish and the city of which a nominee is a member shall be placed on the ballot.
- c) No one who has allowed his or her name to appear as a candidate for any office may withdraw it during balloting.
- d) Offices to be filled:
  - 1. Trustee of the Diocese (one person for a five-year term)
  - 2. Standing Committee (one clergy and one lay for four-year terms)
  - 3. Diocesan Council (two clergy and two lay for three-year terms, one clergy for a two-year unexpired term)
  - 4. Episcopal Community Services Development Council (one clergy and three lay for three-year terms, one lay for a two-year unexpired term, one lay for a one-year unexpired term)
  - 5. Regional Disciplinary Board (one clergy for a three-year term)
  - 6. Treasurer of the Diocese
  - 7. Secretary of Convention
- 11. Casting of the First ballot and announcement of results for offices, subject to the rule that all elections shall be decided by a majority vote
- 12. Casting of the Second Ballot and announcement of results, if necessary
- 13. Report from the Treasurer of the Diocese of Ohio
- 14. Election of Treasurer
- 15. Election of the Secretary
- 16. Introduce Commission on Ministry appointments
- 17. Break
- 18. Second ballot (if necessary)
- 19. Report on Bellwether Farm
- 20. Report from the Committee on Resolutions
- 21. A word from the Dean of Trinity Cathedral

- 22. Report from the Committee on Constitutions and Canons
- 23. Episcopal Address
- 24. Noonday Prayer
- 25. Lunch Break
- 26. Episcopal Address, Continued
- 27. Presentation and Vote on the Proposed 2025 Diocesan Program and Budget
- 28. Report from the Trustees of the Diocese of Ohio
- 29. Episcopal Address, Continued
- 30. Recognition of the College for Congregational Development 2024 graduates
- 31. Table Conversations
- 32. Final Break
- 33. Recognition of off-going Commission and Committee leadership and retiring clergy.
- 34. Disposal of any Unfinished Business
- 35. Closing Prayers
- 36. Motion for Adjournment

## **Rule 2:**

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

## **Rule 3:**

Whenever any member is about to speak in debate, or deliver any matter to the Convention, the member shall give name and parish, and with due respect, address the Presiding Officer in an audible voice, confining comments to the point in debate.

## **Rule 4:**

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

## **Rule 5:**

Debate will end following:

- a) a successful vote to end debate;
- b) the end of the time allowed for debate by a Rule or Special Order; or

# The Order of Business and Other Rules

---

- c) by ruling of the Presiding Officer if
  - i. at least three Delegates have spoken in favor of the matter and no one rises to speak against it; or
  - ii. at least three Delegates have spoken against the matter and no one rises to speak in favor of it; or
  - iii. no one rises to speak on the matter.

## **Rule 6:**

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

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

## **Rule 7:**

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

## **Rule 8:**

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

## **Rule 9:**

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

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

The Secretary of Convention shall instruct the delegates as to proper voting procedure. Ballots must be cast according to the instruction of the Secretary of Convention in order to be counted as valid. The amount necessary to pass a matter will be determined

by those present and voting. The interpretation of the voting judges as to the validity of any ballot shall be final.

## **Rule 10:**

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

## **Rule 11:**

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

## **Rule 12:**

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

## **Rule 13:**

Motions shall be handled in accordance with the following:

How 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.

# The Order of Business and Other Rules

---

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

# The Order of Business and Other Rules

---

- 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 whether the question is divisible or not.
    - iii. If the question is divisible, the Convention proceeds to debate and acts on the divided parts of the question.
    - iv. If the Presiding Officer rules the question is not divisible, any member may appeal the ruling.
- e) To Reconsider Something Previously Acted Upon:
  - 1. Is used to reconsider a matter which was previously voted upon by the Convention.
  - 2. Has the following characteristics:
    - i. Any member may move to reconsider a matter.
    - ii. No amendments are allowed.
    - iii. Debate is allowed if the matter being reconsidered is debatable.
    - iv. A majority vote is required.
- v. A matter may only be reconsidered once.
- vi. If the motion for reconsideration is adopted, the resolution is restored to where it was immediately before the previous action being reconsidered was taken by the Convention.

## Rule 14:

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

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

# Report of the Committee on Nominations

---

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

This year, the Committee further updated the position descriptions and worked to streamline the nomination process. A call for nominations was published on the diocesan website and the weekly e-newsletter. The Committee also consulted the Mission Area Deans to help spread the message throughout the Diocese to secure nominations that broadly represent the diocese.

The candidates for 26 positions represent 22 different parishes from all eight Mission Areas in the Diocese.

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

The Committee on Nominations is pleased to present to the 208th Convention of the Diocese of Ohio nominees for the following offices: Diocesan Trustee, Standing Committee, Diocesan Council, the Episcopal Community Services (ECS) Development Council, Regional Disciplinary Board, Treasurer, and Secretary of Convention.

Faithfully submitted by the Nominating Committee:

Ms. Lois Jackson	<i>St. Andrew's Church, Cleveland</i>
Ms. Carol Loveless	<i>Grace Church, Mansfield</i>
The Rev. Nancy Kin	<i>Retired</i>
The Rev. Alexander Martin	<i>St. Barnabas Church, Bay Village</i>
The Rev. Peter Nielsen	<i>St. Peter's Church, Ashtabula</i>
Mr. John Shelley	<i>Christ Church, Shaker Heights</i>
The Rev. Canon Jessie Gutsell Dodson	<i>Episcopal Diocese of Ohio, Bishop's Staff</i>

---

## Nominations

---

### **Diocesan Trustee**

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

- Thomas Hill  
*St. James Church, Painesville*

### **Standing Committee**

*One Clergy and One Lay for Four-Year Terms*

#### **Clergy**

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

#### **Lay**

- Marc Norman  
*St. James Church, Wooster*

### **Diocesan Council**

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

#### **Clergy**

- The Rev. Mike Floyd  
*Christ Church, Huron*
- The Rev. Mike Lager  
*St. Peter's Church, Lakewood*
- The Rev. Megan Allen-Miller  
*All Saints Church, Toledo and Saint Andrew's Church, Toledo*

# Nominations

---

## Lay

- Br. Harry N. Finkbone, OSL, OblSB  
*St. Andrew's Church, Elyria*
- Nancy Geiger  
*Church of the Epiphany, Euclid*
- Matthew Moser Miller  
*Grace Church, Mansfield*
- Christopher Whitaker  
*St. Andrew Church, Mentor*

## Episcopal Community Services (ECS)

### Development Council

*One Clergy for a Three-Year Term; Three Lay for Three-Year Terms; 1 Lay for One-Year Uear unexpired term; 1 Lay for Two-Year Uear unexpired Term*

### Clergy

- The Rev. Lydia Bailey  
*St. Christopher's by-the-River Church, Gates Mills*
- The Rev. Dan Hinde  
*St. Luke's Church, Cleveland*

## Lay

- Amanda Baker Greenlee  
*Christ Church, Kent*
- Tucker Handley  
*St. Peter's Church, Lakewood*
- Michael Hippler  
*Christ Church, Oberlin*
- Jill Pafford  
*St. Barnabas Church, Bay Village*
- William Seifert-Kessell  
*St. Andrew's Church, Cleveland*

## Regional Disciplinary Board

*One Clergy for a Three-Year Term*

### Clergy

- The Rev. Rachel Kessler  
*Harcourt Parish, Gambier*

## Treasurer

- Mike Bickerton  
*St. Peter's Church, Lakewood*

## Secretary of Convention

- Rhea Crayton  
*St. Paul's Church, Oregon*

## Current Members of Elected Diocesan Positions

---

### Diocesan Trustee

- Tom Hill  
*St. James Church, Painesville 2024*
- Tina Monreal  
*Christ Church Hudson 2025*
- Robert Brown  
*St. Paul's Church, Cleveland Heights 2026*
- The Rev. Nancy Kin  
*Supply 2027*
- Todd Rosenberg  
*St. Paul's Church Akron 2028*

### Standing Committee

- The Rev. Alex Martin  
*St. Barnabas Church, Bay Village 2024*
- The Rev. Debra Bennett  
*Church of Our Savior, Akron 2025*
- The Rev. June Hardy Dorsey  
*St. Andrew's Church, Elyria 2026*
- The Rev. Seth Wymer  
*Grace Church, Sandusky 2027*
- Dave McCallops  
*Christ Church, Hudson 2024*
- Dianne Audrick Smith  
*St. Andrew's Church, Cleveland 2025*
- Halley Marsh  
*St. Barnabas Church, Bay Village 2026*
- Kristen Busa, *St. Paul's Church, Cleveland Heights 2027*

### Diocesan Council

- The Rev. David Radzik  
*St. Thomas Church, Berea 2026*
- The Rev. Sally Goodall  
*St. Peter's Church, Lakewood 2024*
- The Rev. Matt Wahlgren  
*St. Paul's Church, Fremont 2024*
- The Rev. Brian Bechtel  
*St. John's Church, Cuyahoga Falls 2025*
- The Rev. Rachel Harrison  
*St. James Church, Painesville 2025*
- The Rev. Leah Romanelli DeJesus  
*St. Luke's Church, Cleveland 2026*

- Nancy Geiger  
*Church of the Epiphany, Euclid 2024*
- Jeff Tennant  
*St. Peter's Church, Lakewood 2024*
- Rebecca Montague  
*Grace Church, Sandusky 2025*
- Lance Grahn  
*St. John's Church, Youngstown 2025*
- Amelinda Norton  
*St. Peter's Church, Lakewood 2026*
- Antoinette "Toni" Ponzo  
*Trinity Cathedral, Cleveland 2026*
- James Freshwater (Youth Representative)  
*Grace Church, Willoughby*

### Episcopal Community Services (ECS)

#### Development Council

- The Ven. Bryan Gillooly  
*St. Luke's Church, Cleveland 2024*
- The Rev. Dr. Robin Woodberry  
*St. Paul's Church, Canton 2025*
- The Rev. Mo Major  
*St. James Church, Boardman 2026*
- The Rev. Dr. Brian Wilbert 2024
- Lindsey Graves  
*Christ Church, Oberlin 2024*
- Tucker Handley  
*St. Peter's Church, Lakewood 2024*
- Lois Jackson  
*St. Andrew's Church, Cleveland 2024*
- Mary Shepherd  
*St. Paul's Church, Akron 2025*
- Aretha McCreary  
*Trinity Cathedral, Cleveland 2025*
- Alison Ricker  
*Christ Church, Oberlin 2025 (deceased)*
- Carol Loveless  
*Grace Church, Mansfield 2026*
- Liz Schaefer  
*Church of the Redeemer, Lorain 2026*
- Charlene Hettinger  
*Church of the Epiphany Euclid 2026 (resigned)*
- Catherine Heck 2026  
*St. Andrews Church, Elyria*

# Diocesan Trustees

---

## Overview:

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

## Joint Investment Fund (JIF)\*

Working with an investment advisor, the Diocesan Trustees:

- Establish an investment policy for JIF and monitor adherence to the policy
- Review financial performance of JIF and evaluate performance of individual investment managers
- As appropriate, make decisions on investment manager replacement, including interviewing new manager candidates
- Set the spending rule for the Fund
- 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:

- endowment funds of the Diocese,
- 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 \$58.4 million.

## Expectations:

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

Trustee meetings are held quarterly, normally on the third Tuesdays from 12:00 p.m.-2:00 p.m., at Trinity Commons in February, May, September, and November (other meetings are held as necessary). New members elected at Diocesan Convention attend their first regularly scheduled meeting in November. Members attend an overnight onboarding retreat at Bellwether Farm on December 6-7, 2024 alongside members of other diocesan leadership bodies.

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 or the law, or both
- Are passionate about furthering the mission and vision of the Diocese of Ohio through faithful use of its properties and finances
- Have experience providing input for decision making at both the local church and Diocesan levels

## Recent Accomplishments:

- Advised the bishop and staff on installation of a solar array at Bellwether Farm, as well as a possible community solar project
- Continued to make direct 'impact' investments, currently in the renewable energy industry, to gradually total 10% of JIF assets
- Reviewed ongoing expenditures to assist in funding the rebirth of St. Barnabas, Bay Village
- Advised the bishop and staff on the reimagination and repurposing of real estate no longer used for parochial purposes

## Candidate for Diocesan Trustees

One Clergy or Lay for a Five-Year Term

---

### Thomas Hill - St. James Church, Painesville



I have served as a trustee for the past five years, the most recent two as president. I believe I still have work to do. Working together, the trustees have improved our communication with our JIF members, begun the process of defining policies governing the properties for which we are responsible, and exploring how we can assist the Bishop and her staff in enhancing congregational development.

# 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 and are expected to commit to working collaboratively with the bishop for the welfare of the Diocese. Members attend an overnight onboarding retreat on December 6-7, 2024 at Bellwether Farm alongside members of other diocesan leadership bodies. They also attend an evening meeting during the annual retreat of the Commission on Ministry for collaboration and to build relationships with those in the ordination process. Occasionally, members are asked to attend diocesan regional meetings.

The Standing Committee meets monthly at a mutually agreeable time to be arranged during the onboarding retreat. Meetings are designed to be completed within an hour and a half. With the consent of the President of Standing Committee, members who live some distance from Cleveland may, on occasion, join the meeting via Zoom. To assist transition, the November Standing Committee meeting begins with a joint session between outgoing and newly-elected members usually following the close of Convention. New

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

## Requirements:

Lay Standing Committee members must be adult communicants of The Episcopal Church in good standing. Clerical members must be entitled to a seat at Diocesan Convention.

In compliance with the 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 when to listen and speak, and who will respect the diverse views of this body and the diocese. Organization, leadership, and basic technical skills are also valuable.

Due to the Standing Committee's function within the wider church, members will need to become familiar with the Constitution and Canons of The Episcopal Church and the Diocese of Ohio.

The Standing Committee benefits from having members drawn from parishes that are diverse in size and location.

Above all, members should have a deep faith in Jesus Christ and a commitment to the spread of the gospel.

## Recent Accomplishments:

Over the last year, the Standing Committee spent significant time working with Bishop Jolly on topics of onboarding, staff transitions, and building deeper connections across the diocese.

The Standing Committee met at various locations throughout the diocese and members are grateful to our host parishes.

Additionally, the committee worked with the Commission on Ministry to continue improving the care of those in the ordination process; consented to various episcopal elections throughout The Episcopal Church; and consented to parish requests to alienate church property.

## Candidates for Standing Committee

One Clergy and One Lay for a Four-Year Term

---

### CLERGY

---

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



I joined the Episcopal Church in 2001 and was ordained a priest in 2009. I have spent all that time within this Diocese, and have served on Diocesan Council, Commission on Ministry, and the Bishop Search Committee (which did an outstanding job, I must say). I am also Dean of CEMAC and Interim Dean of SEMAC, and served as a Deputy to General Convention #81. I have broad experience across the Diocese, having spent two years doing supply work as a priest. I am well organized and willing to speak my mind (for better or worse).

---

### LAY

---

#### Marc Norman - St. James Church, Wooster



I have always sought meaningful ways to give back to the communities where I live, worship, and work, and to share the skills I have gained throughout my business career. With over 40 years of experience collaborating with individuals and groups, I have developed a strong ability to identify solutions to business challenges. I believe in the importance of listening to all perspectives, gathering information, and then thoughtfully planning a way forward. Building relationships and engaging with others has always been something I enjoy. In 2015, I was received into the Episcopal Church as a member of Trinity Cathedral, where I served on the Cathedral Council for two years. After moving back to Wooster, I joined St. James Episcopal Church, where I have actively participated in various committees and now serve as Senior Warden on the Vestry. My husband and I live in Wooster, and we are proud parents of six adult children and grandparents to

six wonderful grandchildren.

# 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 liaison to parishes and mission areas of the Diocese

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

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

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

## Requirements:

Diocesan Council members serve three-year terms. Some are elected by Convention and others are elected by Mission Area Councils. Lay Council members must

be confirmed adult communicants of The Episcopal Church in good standing. Clerical Council members must be canonically resident in the Diocese of Ohio. Members attend an overnight onboarding retreat on December 6-7, 2024 at Bellwether Farm alongside members of other diocesan leadership bodies. For 2024-25, Diocesan Council will meet in person quarterly on Saturdays (three hours each), the location and time for which will be determined at the December organizing meeting. A one-hour Zoom meeting will be scheduled on the third Thursdays of the intervening months, as necessary.

In compliance with the 201st Diocesan Convention Resolution R-2, all Diocesan elected office holders are required to participate in the diocese's 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 should have interpersonal and communication skills and possess a general working knowledge of basic financial matters and the structure of The Episcopal Church. Members should also be committed to fostering the welfare of all parishes and affiliated ministries in the Diocese.

## Recent Accomplishments:

- The Council has been actively engaging the bishop and her staff in the creation of a mission and vision for the Diocese of Ohio. A component of this has included the further integration of Bellwether Farm into that vision.
- The Council assembled a small working group to build an "asset mapping" tool for elected leadership bodies to use in their work. The hope is to continue sharing asset mapping tools to further engage the breadth of gifts, passions, and talents in our diocesan community.
- In 2022-2023, Council completed development of a Civil Discourse Curriculum as a first step in developing a context for parishes to hold difficult conversations about race.
- Council approved a change to annual parish audit requirements to allow parishes to submit "agreed upon procedures" audits in lieu of costly "full" audits.

## Candidates for Diocesan Council - Clergy

Two Clergy for Three-Year Terms; One Clergy for Two-Year Unexpired Term

---

### The Rev. Mike Floyd - Christ Church, Huron



I have served as the Priest at Christ Church in Huron for 8 years. I served on Diocesan Council once before for three years. I served on the Bishop Search Committee. I am the head of the teaching staff of the Lay Preachers College in the Diocese. I believe I have established a reputation for being willing and able to work across differences, to listen well, and to be willing to work in committees to accomplish the work of the Diocese. The Rev. Alex Barton has agreed to support my nomination for a position on Diocesan Council.

---

### The Rev. Mike Lager - St. Peter's Church, Lakewood



I come to St. Peter's, Lakewood and the Diocese of Ohio with 25 years of service in the Church. In that time it's been my privilege to serve on the Commission on Ministry in the Diocese of Kentucky, and most recently on the Diocesan Council and President of the Standing Committee in the Diocese of Arkansas. It would be my honor to serve the Diocese, bringing my experience in the wider Church as we journey together in our call to serve God and our neighbor.!

---

### The Rev. Megan Allen-Miller - All Saints, Toledo and Saint Andrew's, Toledo



One of the reasons that I feel called to serve on Diocesan Council is because I have a passion for working collaboratively with others and finding meaningful ways to uplift and support all people in their lives and ministry. I was ordained to the priesthood in December of 2023 and prior to my current call as the Diocesan Curate at St. Andrew's and All Saints in Toledo I spent a year as a chaplain resident providing spiritual and emotional support to hospital patients and staff. I find particular joy in journeying with others and cultivating brave spaces. If elected to Diocesan Council I will use my skills of imagination and meaning-making to support the work of the Diocese as we continue to discern where the Spirit is guiding us, in this moment, as the Body of Christ.

---

## Candidates for Diocesan Council - Lay

Two Lay for Three-Year Terms

---

### Br. Harry N. Finkbone, OSL, OblSB - St. Andrew's Church, Elyria



Harry spent more than 30 years as an industrial toxicologist, assessing the hazards of chemicals to humans and the environment and helping companies and industries develop effective risk management programs. Late in his career, Harry was called into ministry, becoming a bi-vocational UMC pastor for six years, followed by an additional 7 years as a local church pastor. Trained as a Spiritual Director, Harry continues to accompany seekers in their walk with and toward God. Confirmed in the Episcopal Church on March 24, 2024, Harry was most recently accepted as the Executive Director (ad interim), of Nehemiah Mission of Cleveland, a mission of the UMC dedicated to housing international newcomers and feeding & clothing the unhoused and under-housed of west Cleveland. As well, since fall of 2023, Harry has been contributing his teaching and administrative gifts at St. Andrews Church, Elyria.

---

### Nancy Geiger - Church of the Epiphany, Euclid



I am currently serving on Diocesan Council where I am a member of the Finance Committee. I would like to continue for a second term. As a lifelong member of the Church of the Epiphany, I have always been involved in the church. As a youth, I was in choir, youth group, Junior Daughters of the King, and more. As an adult, I served as Director of Christian Education for many years, along with helping with various committees. I have served on Vestry off and on and was on the Search Committee twice. I am currently finishing my second year as Senior Warden. I believe that being involved in the parish government and activities is as important as pledging. I would love to continue to be part of the growth of our Diocese and continue as a member of the Finance Committee.

---

### Matthew Moser Miller - Grace Church, Mansfield



Although I have spent my life attending services at a range of denominations, my recent confirmation in the Episcopal Church after several years of attendance was encouraged by the open and welcoming reception at Grace, and by the way Grace puts serving others at its heart. If invited to join the Diocesan Council, I look forward to serving the diocese and Church in whatever way is most useful. A former university professor and writer, I believe in the values of clear-eyed critical thinking, communication, and reliance upon the text; as a farmer, I spend a great deal of my time trying to make a world better than we found it. I am deeply committed to living as I believe we are called to by Christ: in service to others and to the Church, doing what we can to help bring a more just and equitable world into being.

---

## Candidates for Diocesan Council - Lay

Two Lay for Three-Year Terms

---

### Christopher Whitaker - St. Andrew Church, Mentor



I am currently a member of Finance Committee and Vestry of St. Andrew, Mentor. Through this work I have learned much about the blessings and challenges of a family-size parish. While I was baptized into the Episcopal Church as an infant I didn't consider my faith fundamental to my life until I began struggling with alcohol addiction as a young adult, and developed secondary health issues that required a double organ transplant. During this tumultuous time in my life my faith kept me sane and whole. Now physically sound and well into my addiction recovery, and having found spiritual guidance, growth, healing, safety, and beloved community at St. Andrew, I want to do all I can to lift up the church, and to encourage others in their faith journeys. To this end, I want to contribute to the good work of the Diocese of Ohio as it supports our parishes, shares the good news of Christ at the local, regional and national level, and leads us,

together, into the new church to come. I am currently a Doctoral Candidate in Business Administration through Franklin University. I have a B.S. and Masters in Healthcare Administration through Ohio University. Professionally, I have served as a Finance Analyst/Manager, Operations Manager, Department Manager, and Assistant Controller in institutional healthcare settings including Akron Children's Hospital, Summa Health Network and the Cleveland Clinic. I would be honored to join the Diocesan Council and lend my financial/administrative experience to its operations, as well as my devotion and enthusiasm for the Episcopal Church and its transforming work of love which saved my life and guides my path forward.

# Episcopal Community Services (ECS) Development Council

---

**Overview:**

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

**Expectations:**

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

ECS Development Council members meet four times each year in full committee at Trinity Commons or by Zoom. Members are assigned to sub-committees called review committees. In November, each review committee meets separately to review grant applications in detail and to develop recommendations for review in full committee. In addition, each review committee helps development council members facilitate virtual site visits. Each member is expected to 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 ECS 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:**

- Rewrote the guidelines for site visits to grant applicants and recipients.
- Reviewed the online grant application form.

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

One Clergy for a Three-Year Term

---

### The Rev. Lydia Bailey - St. Christopher's by-the-River Church, Gates Mills



I have served as Deacon at St. Christopher's by-the-River Church, Gates Mills, since 2016 while employed full-time at Lutheran Metropolitan Ministry's (LMM) Men's Shelter, Cleveland, since 2007. My ministry includes innovative projects such as the pastoral Listening program at the shelter with a steering committee of Stephen Ministers teamed with shelter residents, as well as an annual Lenten art retreat which was through Cleveland Ecumenical Institute. I am instrumental in the partnership of St. Christopher's by-the-River Church and St. Paul's Episcopal Church, Cleveland Heights, serving monthly meals at the shelter. As Coordinator of Volunteers at LMM I look for programs which meet the realities of homelessness, with a deacon's heart for empowering volunteers into the gift of service, from youth groups to corporations. I'm experienced with a variety of grant-making bodies for implementing projects, and grant reporting. If

elected, I would value learning how parishes around our diocese are realizing God's care for those in need and how we, the baptized, are being transformed through service with our wider community.

---

### The Rev. Dan Hinde - St. Luke's Church, Cleveland



As a Deacon, I am always looking for ways in which we can serve God and each other in our surrounding communities and across the diocese. Being part of ECS allows us to see and provide grants for all of the different types of ministries being provided by many volunteers who come together to answer the call to serve as stated in our Baptismal Covenant.

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

Three Lay for Three-Year Terms; 1 lay for One-Year Unexpired Term; 1 Lay for Two-Year Unexpired Term

---

### Amanda Baker Greenlee - Christ Church, Kent



Hello my fellow Episcopalians. Some of you who have watched me grow up in this Episcopal diocese. I have traveled to disadvantaged places in the world. I was humbled to see souls less fortunate than myself. This exposure grew my understanding of the world and taught me compassion to deal with poverty and hunger. I saw in my time at Cedar Hills as a camp counselor, the force of God. Working with children teaches you how to love. It teaches you how to listen. I want to share my gift of encouraging others to paint a different picture. Open the ears of others to listening to those in need. If I am elected to the Episcopal Community Services Board, I will urge those around me to deal with the challenging issues in life. It takes a village. I am honored to share my leadership. Let's change the world!

---

### Tucker Handley - St. Peter's Church, Lakewood



I am submitting my application for what would be my third term on ECS council. I work in a Quality Assurance position for a large Cleveland nonprofit that provides mental health services to youth and adolescents. I've been an active parishioner at St. Peter's Church, Lakewood since I moved back to the Cleveland area in 2015, having served a vestry term and been an adult chaperone on multiple youth mission trips (among other things). I also work for different local organizations, including the Lakewood/Rocky River Meals on Wheels and as a Voting Location Manager/Deputy for the Cuyahoga County Board of Elections. I feel that my past experience and work/volunteer history make me a good fit for the ECS board.

---

### Michael Hippler - Christ Church, Oberlin



I am a member of Christ Church in Oberlin and live with my wife in Wellington. I am the Junior Warden of the vestry and serve as acolyte, crucifer, chalice bearer and thurifer at the church. I volunteer with Oberlin Weekday Community Meals and am a third-year student in the Education for Ministry program. A retired engineer, I have broad experience in project management, budget creation and cost analysis. My background is aligned with reviewing proposals, evaluating existing partnerships and making funding recommendations. I would be honored to bring my passion for service and professional experience to serve on the Episcopal Community Services Development Council.

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

Three Lay for Three-Year Terms; 1 lay for One-Unexpired Term; 1 Lay for Two-Year Unexpired Term

---

### Jill Pafford - St. Barnabas Church, Bay Village



Jill is very passionate about St Barnabas, the Episcopal values, and is focused on living a Spirit-led life (with God's help). She loves her St Barnabas family, is empathetic, a good listener, and seeks God in others. She seeks opportunities to share God's loving message with others, often handing out St Barnabas cards and bookmarks and inviting others to join her at church whenever there is an opportunity. She is an active member of St Barnabas as a first year EfM participant, Greeter, Usher, Acolyte, member of the Altar Guild and participates on the Membership Committee. She is also a member of the Outreach Team, where she assists with Guns to Gardens, the Community Garden, and shops weekly for our Community Cupboard, which provides food to our neighbors, no questions asked. Most recently, she helped to secure a partnership with the Cleveland Foodbank allowing St Barnabas to access free and reduced cost food for the

Community Cupboard. We have greatly benefited from ECS grants to support the Community Cupboard. Jill has seen that impact firsthand by how heavily the pantry is depended on. This will give her empathy and understanding of other churches programs that need funding intended to strengthen the local communities.

---

### William Seifert-Kessell - St. Andrew's Church, Cleveland



During my tenure as the head of the Juvenile Court Clinic (we did complete psychological evaluations as well as individual and family therapy for every juvenile client who went before a judge) I was responsible for grant writing and grant administration for programs developed for our juvenile/family clients.

# Regional Disciplinary Board

---

## Overview:

If there is a case involving potential clergy misconduct, the Regional Disciplinary Board is the pool of individuals from which are selected members of a Conference or Hearing Panel. The current Title IV canons seek to provide for appropriate and transparent accountability when clergy have committed some sort of misconduct. It also seeks to be built upon a model of reconciliation and healing, as opposed to confrontation.

The Regional Disciplinary Board consists of 13 members (seven clergy and six lay) comprised of one lay and one clergy representative from each of the following contiguous Dioceses: Northwestern Pennsylvania, Ohio, Pittsburgh, Southern Ohio, West Virginia, and Western New York. Each Diocese elects one lay and one clergy member on an alternating basis; the thirteenth member (clergy) is selected by the bishops of the six dioceses.

## Requirements:

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

The lay members of the Board shall be adult communicants in good standing in the Diocese. All Regional Disciplinary Board members are required to complete training in Title IV matters, including the materials developed on the [titleiv.org](http://titleiv.org) website.

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:

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

## Gifts, Experiences, and Skills:

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

## Regional Disciplinary Board - Clergy

One Clergy for a Three-Year Term

---

### The Rev. Rachel Kessler - Harcourt Parish, Gambier



I currently serve as the rector of Harcourt Parish in Gambier and chaplain at Kenyon College. I have been resident in the Diocese of Ohio since 2015. I have served on the Commission on Ministry, and I am currently the South Central Mission Area representative on Diocesan Council. I take seriously our accountability to one another in the church, and I am happy to answer the call to serve the broader church through the disciplinary board.

# Elections Tally Sheet

## Diocesan Trustee

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

Votes Cast

Votes Required to Elect

--	--	--

Ballot 1

Ballot 2

Ballot 3

<b>Thomas Hill - St. James Church, Painesville</b>			

## Standing Committee - Clergy

*One Clergy for a Four-Year Term*

Votes Cast

Votes Required to Elect

--	--	--

Ballot 1

Ballot 2

Ballot 3

<b>The Rev. George Baum - St. Timothy's Church, Massillon</b>			

## Standing Committee - Lay

*One Lay for a Four-Year Term*

Votes Cast

Votes Required to Elect

--	--	--

Ballot 1

Ballot 2

Ballot 3

<b>Marc Norman - St. James Church, Wooster</b>			

## Diocesan Council - Clergy

*Two Clergy for Three-Year Terms; One Clergy for*

*Two-Year Unexpired Term*

Votes Cast

Votes Required to Elect

--	--	--

Ballot 1

Ballot 2

Ballot 3

<b>The Rev. Mike Floyd - Christ Church, Huron</b>			
<b>The Rev. Mike Lager - St. Peter's Church, Lakewood</b>			
<b>The Rev. Megan Allen-Miller - All Saints Church, Toledo and St. Andrew's Church, Toledo</b>			

# Elections Tally Sheet

## Diocesan Council - Lay

*Two Lay for Three-Year Terms*

Votes Cast  
Votes Required to Elect

--	--	--

Ballot 1

Ballot 2

Ballot 3

<b>Br. Harry N. Finkbone, OS�, OblSB - St. Andrew's Church, Elyria</b>			
<b>Nancy Geiger - Church of the Epiphany, Euclid</b>			
<b>Matthew Moser Miller - Grace Church, Mansfield</b>			
<b>Christopher Whitaker - St. Andrew Church, Mentor</b>			

## Episcopal Community Services

### Development Council - Clergy

*One Clergy for a Three-Year Term*

Votes Cast  
Votes Required to Elect

--	--	--

Ballot 1

Ballot 2

Ballot 3

<b>The Rev. Lydia Bailey - St. Christopher's by-the-River Church, Gates Mills</b>			
<b>The Rev. Dan Hinde - St. Luke's Church, Cleveland</b>			

## Episcopal Community Services

### Development Council - Lay

*Three Lay for Three-Year Terms; 1 lay for One-Year*

*Unexpired Term; 1 Lay for Two-Year Unexpired Term*

Votes Cast  
Votes Required to Elect

--	--	--

Ballot 1

Ballot 2

Ballot 3

<b>Amanda Baker Greenlee - Christ Church, Kent</b>			
<b>Tucker Handley - St. Peter's Church, Lakewood</b>			
<b>Michael Hippler - Christ Church, Oberlin</b>			
<b>Jill Pafford - St. Barnabas Church, Bay Village</b>			
<b>William Seifert-Kessell - St. Andrew's Church, Cleveland</b>			

## Regional Disciplinary Board - Clergy

*One Clergy for a Three-Year Term*

Votes Cast  
Votes Required to Elect

--	--	--

Ballot 1

Ballot 2

Ballot 3

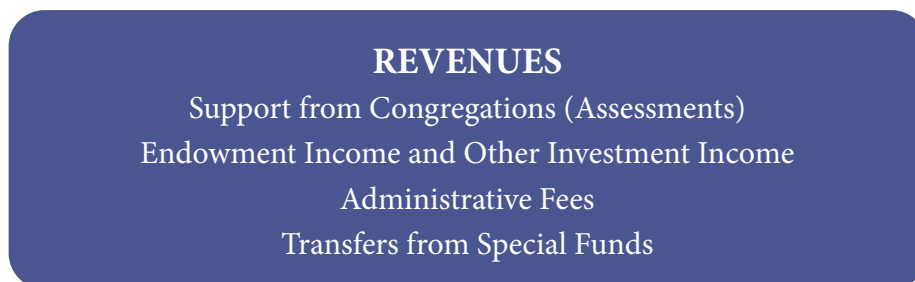
<b>The Rev. Rachel Kessler - Harcourt Parish, Gambier</b>			

# Overview of the 2025 Diocese Operating Budget

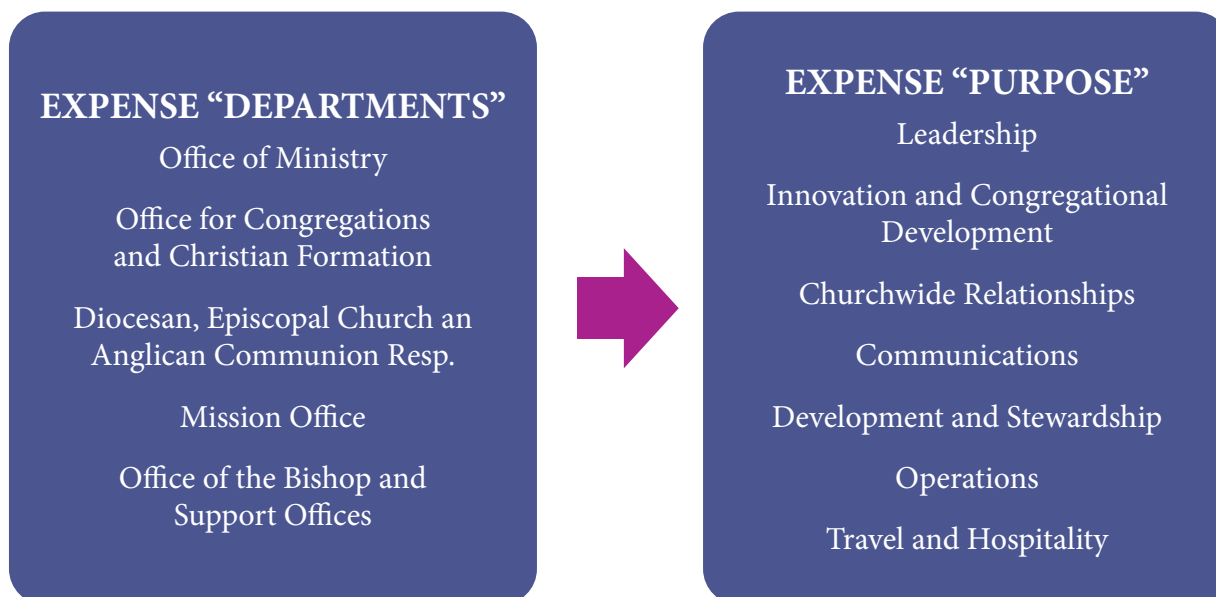
The 2025 budget has been redesigned to align the spending of our resources with our new organizational structure. Moving from a “department” design to a “purpose” design allows

for better insight into where we are focusing our current resources and to develop strategies for future resource allocations.

Our revenue sources continue to be grouped as in previous years:



Our expenses have been regrouped into new areas of focus for the diocese:



- Leadership – Support for clergy formation, continued development of clergy and lay leaders, professional education and development of staff, formation, mission, and diocesan governance.
- Innovation and Congregational Development – Support for our newly launched College for Congregational Development and financial assistance provided to our parishes through numerous grants.

- Churchwide Relationships – Support for our Diocesan gatherings (annual convention, winter gathering, and Clergy Conference) as well as our diocesan assessment and support for our international companion dioceses.
- Communications – Support for Church Life publication and distribution, parish resourcing “lunch and learns”, website hosting, and professional communication.

## Overview of the 2025 Diocese Operating Budget

- Development and Stewardship – Support for the Bishop’s Annual Appeal, parish stewardship education, and expanded parish resourcing.
- Operations – Support for administration, building, and human resources.
- Travel and Hospitality – Support for business related travel out and among the parishes of the diocese for continued equipping and resourcing of parishes, as well as diocesan conferences.
- Inter- and Intra- Fund Transfers – Transfers of resources between funds of the diocese. Support of Bellwether Farm continues, reserves are increased for future expenses (General Convention travel, Episcopal Youth Event, Trinity Commons capital expenses, etc.), and resources are drawn from previous reserves (CCD, prior years’ surpluses, etc.).

We have modest budgeted increases in assessment income (estimates based on parish data) and offsets in lower investment income (a function of rolling 12-quarter values of the spending rule calculation). Total revenue is budgeted to be \$64,269 higher in 2025 than 2024.

We have budgeted increased spending for Diocesan Gatherings, Human Resources, and Travel and Hospitality. These increases are an intentional effort to increase diocesan support of the eighty parishes as well as increase interaction and community building between the diocese and the parishes. We have added or expanded roles to support human resources and benefits administration, clergy spouses, retired clergy, and deacons. Total expenses are budgeted to be \$132,449 higher in 2025 than 2024.

To achieve a balanced 2025 budget, a transfer of prior years’ surplus funds in the amount of \$65,449 will be required. Our 2025 surplus/deficit is budgeted to be zero, a change of (\$2,741) from 2024. Diocesan leadership continues to work with Diocesan Council to align the resources of the diocese with the vision and mission of the Diocese of Ohio.

**Episcopal Diocese of Ohio**  
**Diocesan Budget**  
For Year 2025

		Operating	Special Funds	Total	Increase (Decrease) from 2024
REVENUE					
SUPPORT FROM CONGREGATIONS					
0101-4105-01	Assessment Income (current year)	\$2,561,397	\$0	\$2,561,397	\$73,271
0101-4106-01	Assessment Income (prior year(s))	(\$25,000)	\$0	(\$25,000)	\$35,000
Total SUPPORT FROM CONGREGATIONS		\$2,536,397	\$0	\$2,536,397	\$108,271
ENDOWMENT INCOME					
0101-4110-02	Endowment - Episcopate (Distrib.)	\$215,586	\$0	\$215,586	(\$9,486)
0101-4120-02	Endowment - Missions (Distrib)	\$63,974	\$0	\$63,974	(\$2,815)
0101-4130-02	Endowment - Custodial (Distrib.)	\$1,776	\$0	\$1,776	(\$78)
0101-4140-02	Endowment - Lay Pension	\$10,035	\$0	\$10,035	(\$442)
0101-4150-02	Endowment - Bishop's Office	\$72,452	\$0	\$72,452	\$598
0101-4155-02	Endowment Income - Legacy endowments	\$4,266	\$0	\$4,266	(\$188)
0101-4160-02	Endowment - ECS - Administration	\$54,613	\$0	\$54,613	(\$2,403)
Total ENDOWMENT INCOME		\$422,701	\$0	\$422,701	(\$14,813)
TOTAL INVESTMENT INCOME - OTHER					
0101-4120-04	Distribution JIF - General Funds	\$152,557	\$0	\$152,557	(\$6,712)
0101-4125-04	Distribution JIF - Unrestricted Custodial Accts	\$61,167	\$0	\$61,167	(\$2,691)
Total INVESTMENT INCOME - OTHER		\$213,724	\$0	\$213,724	(\$9,404)
FEES RECEIVED FOR ADMINISTRATIVE SERVICES					
0101-4103-06	Darnell Administration Fees	\$6,473	\$0	\$6,473	(\$29)
0101-4108-06	Brayton Administration Fees	\$18,698	\$0	\$18,698	(\$83)
0101-4109-06	Church Home Administration Fee	\$52,445	\$0	\$52,445	(\$232)
0101-4111-06	Holy Cross House - Administration Fee	\$9,650	\$0	\$9,650	(\$43)
0101-4115-06	Joint Investment Fund Administration Fee	\$165,416	\$0	\$165,416	(\$731)
0101-4118-06	BLF Loans and Grants Administration Fee	\$18,533	\$0	\$18,533	(\$82)
0101-4123-06	Cooper Administration Fees	\$1,054	\$0	\$1,054	(\$5)
0101-4124-06	Miller Funds Administration Fee	\$42,808	\$0	\$42,808	(\$189)
0101-4126-06	Education Funds - Hornby Adm. Fees	\$7,650	\$0	\$7,650	(\$34)
Total FEES RECEIVED FOR ADMINISTRATIVE SERVICES		\$322,728	\$0	\$322,728	(\$1,426)
OTHER REVENUE					
0101-4310-08	Grants Received for Operating items	\$11,060	\$0	\$11,060	(\$2,704)
Total OTHER REVENUE		\$11,060	\$0	\$11,060	(\$2,704)
TOTAL REVENUE BEFORE SPECIAL TRANSFERS		\$3,506,610	\$0	\$3,506,610	\$79,924
FROM SPECIAL FUNDS					
3201-4110-90	From Special Funds-BLF Loans and Grants	\$0	\$64,000	\$64,000	\$0
3376-4110-90	From Legacy Endowments-Arthur B. Williams, Jr. Fund	\$0	\$20,000	\$20,000	\$0
3403-4110-90	From Special Funds - Gun Violence Prevention	\$0	\$3,250	\$3,250	\$3,250
3405-4110-90	From Special Funds - Bishop's Discretionary Fund	\$0	\$7,153	\$7,153	\$0

**Episcopal Diocese of Ohio**  
**Diocesan Budget**  
For Year 2025

		Operating	Special Funds	Total	Increase (Decrease) from 2024
3408-4110-90	From Special Funds - Bishop's Appeal	\$0	\$90,000	\$90,000	(\$23,700)
3605-4110-90	From Special Funds-Custodial JIF	\$0	\$25,000	\$25,000	\$0
3705-4110-90	From Special Funds-Education Funds	\$0	\$134,345	\$134,345	\$4,785
5312-4110-90	From Special Funds - Global Mission Funds	\$0	\$16,000	\$16,000	\$0
Total FROM SPECIAL FUNDS		\$0	\$359,748	\$359,748	(\$15,665)
TOTAL REVENUE		\$3,506,610	\$359,748	\$3,866,358	\$64,259
EXPENSES					
LEADERSHIP					
CLERGY FORMATION					
0101-5180-05	Ordination Process	\$5,000	\$0	\$5,000	\$3,950
3408-5437-05	Seminarian Internships	\$0	\$10,000	\$10,000	\$30,000
3705-5160-05	Scholarships/Formation & Training	\$0	\$20,000	\$20,000	\$8,000
3705-5165-05	Recently Ordained Clergy Program	\$0	\$1,000	\$1,000	\$0
3705-5175-05	Deacon Formation Program	\$0	\$10,000	\$10,000	\$740
3705-5281-16	Community of Deacons	\$0	\$1,500	\$1,500	\$0
Total CLERGY FORMATION		\$5,000	\$42,500	\$47,500	\$42,690
CLERGY SUPPORT					
3408-5184-05	Retired Clergy and Clergy Spouses Programming	\$0	\$5,000	\$5,000	(\$4,300)
3705-5235-05	Fresh Start	\$0	\$5,500	\$5,500	(\$3,700)
Total CLERGY SUPPORT		\$0	\$10,500	\$10,500	(\$8,000)
LEADERSHIP DEVELOPMENT					
0101-5157-18	Reimbursement to Parishes-Time of Deans	\$16,000	\$0	\$16,000	\$0
0101-5334-05	Transitional Deacon Education	\$0	\$0	\$0	\$500
0101-5338-05	Commission on Ministry	\$10,000	\$0	\$10,000	\$0
0101-5630-10	Safe Church	\$1,000	\$0	\$1,000	\$1,000
3705-5380-05	Clergy Continuing Education Grants	\$0	\$15,000	\$15,000	\$0
3705-5381-05	Lay Continuing Education Grants	\$0	\$4,000	\$4,000	\$0
3705-5385-05	Clergy Professional Education Program	\$0	\$0	\$0	\$1,000
Total LEADERSHIP DEVELOPMENT		\$27,000	\$19,000	\$46,000	\$2,500
CANON TO THE ORDINARY					
CLERGY DEPLOYMENT					
0101-5415-05	Search Assistance Exp./Parish	\$2,500	\$0	\$2,500	\$2,500
0101-5420-05	Interim Team Training	\$1,500	\$0	\$1,500	(\$1,000)
Total CLERGY DEPLOYMENT		\$4,000	\$0	\$4,000	\$1,500
STAFF DEVELOPMENT					
3705-5170-25	Professional Education-Diocesan Staff	\$0	\$10,000	\$10,000	(\$3,625)
3705-5174-25	Staff Development	\$0	\$20,000	\$20,000	(\$14,000)
3705-5175-25	Staff Training-Support Team	\$0	\$0	\$0	\$8,000
Total STAFF DEVELOPMENT		\$0	\$30,000	\$30,000	(\$9,625)

# Episcopal Diocese of Ohio

## Diocesan Budget

For Year 2025

		Operating	Special Funds	Total	Increase (Decrease) from 2024
Total CANON TO THE ORDINARY		\$4,000	\$30,000	\$34,000	(\$8,125)
FORMATION					
0101-5304-10	Lay Licensing	\$9,000	\$0	\$9,000	(\$4,000)
0101-5444-10	Young Adult Formation	\$0	\$0	\$0	\$4,000
0101-5610-10	Education for Ministry	\$2,000	\$0	\$2,000	\$4,500
0101-5624-10	Fall Youth Events	\$0	\$0	\$0	\$4,000
0101-5626-10	Spiritual Retreat	\$5,500	\$0	\$5,500	(\$1,500)
0101-5627-10	Youth Events	\$2,000	\$0	\$2,000	\$2,000
0101-5628-10	Youth Leadership Training	\$0	\$0	\$0	\$3,500
0101-5669-10	Adult Formation Events	\$10,000	\$0	\$10,000	(\$4,000)
Total FORMATION		\$28,500	\$0	\$28,500	\$8,500
MISSION					
0101-5604-16	Commission on Global and Domestic Mission	\$500	\$0	\$500	\$0
0101-5606-16	Social Concerns/Advocacy	\$1,500	\$0	\$1,500	(\$500)
0101-5608-16	SDG Expense	\$19,371	\$0	\$19,371	(\$384)
0101-5609-16	Episcopal Community Services	\$1,000	\$0	\$1,000	\$1,000
0101-5611-16	Mission Opportunities	\$2,000	\$0	\$2,000	\$1,500
0101-5621-16	Commission for Racial Justice	\$5,000	\$0	\$5,000	\$0
3376-5621-16	Commission for Racial Justice	\$0	\$5,000	\$5,000	\$0
3403-5317-71	Gun Violence Prevention - Miscellaneous	\$0	\$250	\$250	(\$250)
Total MISSION		\$29,371	\$5,250	\$34,621	\$1,366
GOVERNANCE					
0101-5210-14	Leadership Retreats/Meetings	\$3,500	\$0	\$3,500	\$0
Total GOVERNANCE		\$3,500	\$0	\$3,500	\$0
Total LEADERSHIP		\$97,371	\$107,250	\$204,621	\$38,931
INNOVATION & CONGREGATIONAL DEVELOPMENT					
COLLEGE FOR CONGREGATIONAL DEVELOPMENT					
0101-5386-10	College for Congregational Development	\$67,000	\$0	\$67,000	(\$2,000)
Total COLLEGE FOR CONGREGATIONAL DEVELOPMENT		\$67,000	\$0	\$67,000	(\$2,000)
FINANCIAL ASSISTANCE					
0101-5144-18	Support for Mission Area Councils	\$16,000	\$0	\$16,000	\$0
0101-5153-18	New Ministry Initiatives	\$5,000	\$0	\$5,000	\$0
0101-5248-10	Ministry and Connection Grants (Existing Congregations)	\$15,000	\$0	\$15,000	\$0
0101-5249-10	Targeted Revitalization Congregations (Existing Cong.)	\$65,000	\$0	\$65,000	\$0
0101-5256-10	Congregation Development Programs and Training (Existing Co	\$7,000	\$0	\$7,000	\$0
0101-5257-10	Support for New Work	\$5,000	\$0	\$5,000	\$0
0101-5657-10	Additional Opportunities	\$17,000	\$0	\$17,000	\$0
0101-5661-16	Mission Area Council Mission & Service Projects	\$8,000	\$0	\$8,000	\$0

**Episcopal Diocese of Ohio**  
**Diocesan Budget**  
For Year 2025

		Operating	Special Funds	Total	Increase (Decrease) from 2024
0101-5662-16	Domestic Mission & Service Projects	\$3,000	\$0	\$3,000	\$0
0101-5667-10	Formation Grants	\$3,000	\$0	\$3,000	\$0
0101-5668-10	College Ministry Grants	\$18,500	\$0	\$18,500	\$0
3376-5258-10	Strategic Mission Congregations Support (Existing Cong.)	\$0	\$15,000	\$15,000	\$0
3403-5110-73	GVP - Grants to Parish Outreach Programs	\$0	\$3,000	\$3,000	(\$3,000)
3408-5181-05	Post-Ordination Internships	\$0	\$40,000	\$40,000	\$0
3605-5258-10	Strategic Mission Congregations Support (Existing Cong.)	\$0	\$25,000	\$25,000	\$0
Total FINANCIAL ASSISTANCE		\$162,500	\$83,000	\$245,500	(\$3,000)
Total INNOVATION & CONGREGATIONAL DEVELOPMENT		\$229,500	\$83,000	\$312,500	(\$5,000)
CHURCHWIDE RELATIONSHIPS					
DIOCESAN GATHERINGS					
0101-5205-14	Diocesan Convention	\$60,000	\$0	\$60,000	(\$10,000)
0101-5605-10	Winter Convocation	\$57,000	\$0	\$57,000	(\$22,000)
0101-5654-10	Leadership Development Events	\$0	\$0	\$0	\$4,000
3705-5335-05	Clergy Days	\$0	\$2,500	\$2,500	(\$1,200)
3705-5384-05	Clergy Conferences	\$0	\$40,000	\$40,000	\$0
Total DIOCESAN GATHERINGS		\$117,000	\$42,500	\$159,500	(\$29,200)
GENERAL CHURCH					
0101-5105-14	Assessment	\$350,373	\$0	\$350,373	\$17,433
0101-5110-14	Province V Assessment	\$7,007	\$0	\$7,007	\$349
Total GENERAL CHURCH		\$357,381	\$0	\$357,381	\$17,781
DIOCESE OF OHIO					
0101-5607-18	Ohio Council of Churches	\$4,000	\$0	\$4,000	\$0
5312-5672-16	CGDM - Companion Dioceses	\$0	\$12,000	\$12,000	\$0
5312-5673-16	CGDM - Other International	\$0	\$4,000	\$4,000	\$0
Total DIOCESE OF OHIO		\$4,000	\$16,000	\$20,000	\$0
Total CHURCHWIDE RELATIONSHIPS		\$478,381	\$58,500	\$536,881	(\$11,419)
COMMUNICATIONS					
0101-5114-30	Flocknote license	\$6,700	\$0	\$6,700	(\$700)
0101-5205-22	Church Life/Professional Services (writing)	\$550	\$0	\$550	\$0
0101-5206-22	Church Life/Professional Services (photos/videos)	\$1,500	\$0	\$1,500	\$0
0101-5210-22	Church Life/Production-printing	\$44,000	\$0	\$44,000	(\$1,000)
0101-5211-22	Website Maintenance and Hosting	\$3,600	\$0	\$3,600	\$0
0101-5215-22	Church Life/Postage	\$18,500	\$0	\$18,500	(\$500)
0101-5401-22	Advertising and Outreach	\$18,750	\$0	\$18,750	\$0
0101-5409-22	Communications Department Equipment	\$1,200	\$0	\$1,200	\$0
0101-5417-22	Ongoing Learning & Training	\$4,200	\$0	\$4,200	(\$2,000)
0101-5421-22	Website maintenance - No Exceptions.org	\$500	\$0	\$500	\$0
0101-5423-05	One License fee	\$19,000	\$0	\$19,000	(\$1,000)

# Episcopal Diocese of Ohio

## Diocesan Budget

For Year 2025

		Operating	Special Funds	Total	Increase (Decrease) from 2024
0101-5805-22	Diocesan Mailings	\$300	\$0	\$300	\$0
Total COMMUNICATIONS		\$118,800	\$0	\$118,800	(\$5,200)
DEVELOPMENT AND STEWARDSHIP					
0101-5113-21	Promotion/Publications	\$0	\$0	\$0	\$1,000
0101-5149-21	Stewardship Education & Promotion	\$3,000	\$0	\$3,000	\$0
0101-5162-21	Fundraising Expenses - general	\$1,000	\$0	\$1,000	\$250
0101-5164-21	Gift Planning - Resources and Promotion	\$0	\$0	\$0	\$2,500
0101-5443-21	Gift planning - printing and mailing	\$0	\$0	\$0	\$1,500
3408-5161-21	Expenses of Bishop's Appeal	\$0	\$35,000	\$35,000	(\$2,000)
Total DEVELOPMENT AND STEWARDSHIP		\$4,000	\$35,000	\$39,000	\$3,250
OPERATIONS					
ADMINISTRATION					
0101-5102-16	Business Expense - Mission	\$1,000	\$0	\$1,000	\$0
0101-5105-16	Business Expenses - Administration	\$1,000	\$0	\$1,000	(\$1,000)
0101-5106-22	Business Expense - Communications	\$1,000	\$0	\$1,000	\$0
0101-5110-20	Business Expense - Finance	\$2,500	\$0	\$2,500	(\$1,500)
0101-5115-21	Business Expense - Stewardship/Development	\$1,000	\$0	\$1,000	\$0
0101-5130-20	Business Expense - Archives	\$3,000	\$0	\$3,000	\$0
0101-5135-20	Audit Fee	\$20,000	\$0	\$20,000	(\$2,000)
0101-5400-22	Diocesan Journal/Printing & Dist	\$2,400	\$0	\$2,400	(\$1,400)
0101-5418-18	Video Conferencing	\$2,800	\$0	\$2,800	(\$2,151)
0101-5439-10	Business Expense - Innovation and Congregational Dev.	\$1,500	\$0	\$1,500	\$2,500
0101-5441-05	Business Expenses - Bishop's Office	\$3,000	\$0	\$3,000	(\$2,200)
0101-5442-05	Business Expense - Formation	\$1,000	\$0	\$1,000	(\$820)
Total ADMINISTRATION		\$40,200	\$0	\$40,200	(\$8,571)
BUILDING EXPENSES					
0101-5109-29	Trinity Commons - T1 Internet Connection	\$8,200	\$0	\$8,200	\$0
0101-5110-29	Telephone-Local	\$10,500	\$0	\$10,500	(\$500)
0101-5210-29	Insurance-Liability, D&O, Bonding	\$26,820	\$0	\$26,820	(\$3,920)
0101-5222-29	Building Operating Expenses	\$79,500	\$0	\$79,500	(\$3,020)
0101-5224-29	Real Estate Taxes	\$12,012	\$0	\$12,012	\$488
3201-5222-29	Building Operating Expenses	\$0	\$64,000	\$64,000	\$0
Total BUILDING EXPENSES		\$137,032	\$64,000	\$201,032	(\$6,952)
OFFICE SUPPLIES AND EQUIPMENT					
0101-5105-30	Postage Equip. (Lease & Maintenance)	\$1,000	\$0	\$1,000	\$0
0101-5106-30	Postage-Usage	\$7,500	\$0	\$7,500	\$0
0101-5205-30	Copiers-Lease Expense	\$9,900	\$0	\$9,900	\$0
0101-5210-30	Copiers-Maintenance Charges	\$2,500	\$0	\$2,500	\$0
0101-5220-30	Copier-Paper	\$1,150	\$0	\$1,150	\$0
0101-5310-30	Computer Supplies	\$825	\$0	\$825	\$0

**Episcopal Diocese of Ohio**  
**Diocesan Budget**  
For Year 2025

		Operating	Special Funds	Total	Increase (Decrease) from 2024
0101-5320-30	Computer Equipment Repair/Modification	\$1,000	\$0	\$1,000	\$0
0101-5505-30	Office Supplies	\$6,000	\$0	\$6,000	(\$1,200)
0101-5510-30	Stationery/Printing	\$1,500	\$0	\$1,500	\$0
Total OFFICE SUPPLIES AND EQUIPMENT		\$31,375	\$0	\$31,375	(\$1,200)
HUMAN RESOURCES					
0101-5105-25	Salaries/Wages-Diocesan Staff	\$1,419,503	\$0	\$1,419,503	(\$23,009)
0101-5130-25	FICA/Medicare Taxes	\$54,431	\$0	\$54,431	(\$1,088)
0101-5135-25	Clergy Pension	\$125,956	\$0	\$125,956	(\$21,464)
0101-5140-25	Lay Pension & Long Term Disability	\$77,681	\$0	\$77,681	(\$14,264)
0101-5145-25	Employees Health Insurance	\$397,752	\$0	\$397,752	(\$45,565)
0101-5150-25	Employees Dental Insurance	\$24,840	\$0	\$24,840	(\$4,956)
0101-5155-25	Group Life and Short Term Disability Insurance	\$4,777	\$0	\$4,777	(\$3,259)
0101-5160-25	Workers Compensation	\$2,073	\$0	\$2,073	(\$780)
0101-5195-25	Retirees Group Life Insur./Lay	\$100	\$0	\$100	\$0
0101-5425-05	Recruiting Expense/Background Checks	\$1,500	\$0	\$1,500	\$0
0101-5445-25	Non-Exempt Staff Overtime	\$4,000	\$0	\$4,000	\$0
Total HUMAN RESOURCES		\$2,112,613	\$0	\$2,112,613	(\$114,386)
SOFTWARE					
0101-5120-20	Acctg. System Maintenance Cont	\$26,073	\$0	\$26,073	(\$2,073)
0101-5125-21	Gift Tracking - Software Maintenance	\$14,414	\$0	\$14,414	(\$329)
0101-5305-30	Computer Software	\$6,500	\$0	\$6,500	(\$2,000)
0101-5376-30	Subscriptions - Jot Form	\$600	\$0	\$600	\$0
Total SOFTWARE		\$47,587	\$0	\$47,587	(\$4,401)
SERVICE FEES AND LICENSES					
0101-5132-20	Bank Fees	\$13,200	\$0	\$13,200	(\$1,200)
0101-5133-20	Payroll Service	\$4,000	\$0	\$4,000	\$0
0101-5374-20	Online gift fees	\$9,000	\$0	\$9,000	\$0
Total SERVICE FEES AND LICENSES		\$26,200	\$0	\$26,200	(\$1,200)
LEGAL FEES AND RELATED EXPENSES					
0101-5140-48	Legal & Other Expenses	\$2,500	\$0	\$2,500	(\$2,500)
Total LEGAL FEES AND RELATED EXPENSES		\$2,500	\$0	\$2,500	(\$2,500)
Total OPERATIONS		\$2,397,507	\$64,000	\$2,461,507	(\$139,211)
TRAVEL AND HOSPITALITY					
0101-5105-27	Travel - Bishop	\$28,000	\$0	\$28,000	(\$12,000)
0101-5107-27	Travel - Canon to the Ordinary	\$6,000	\$0	\$6,000	(\$2,000)
0101-5116-27	Travel - Finance	\$5,000	\$0	\$5,000	(\$4,500)
0101-5120-27	Travel - Administration	\$5,000	\$0	\$5,000	\$0
0101-5130-27	Travel - Other	\$5,000	\$0	\$5,000	\$0
0101-5135-27	Travel - Innovation and Congregational Development	\$9,500	\$0	\$9,500	(\$4,500)

**Episcopal Diocese of Ohio**  
**Diocesan Budget**  
For Year 2025

		Operating	Special Funds	Total	Increase (Decrease) from 2024
0101-5136-27	Travel - Stewardship/Development	\$4,000	\$0	\$4,000	\$0
0101-5140-27	Travel - Formation	\$4,000	\$0	\$4,000	\$0
0101-5145-27	Travel - Mission	\$4,000	\$0	\$4,000	(\$1,000)
0101-5150-27	Travel - Communications	\$4,000	\$0	\$4,000	(\$1,800)
0101-5185-27	Auto Exp/Operating-Bishop	\$0	\$0	\$0	\$11,000
0101-5190-27	Auto Exp/Insurance-Bishop	\$0	\$0	\$0	\$1,000
3405-5156-18	Community Building/Hospitality	\$0	\$5,953	\$5,953	\$0
3405-5215-29	Hospitality	\$0	\$1,200	\$1,200	\$0
3705-5156-18	Community Building/Hospitality	\$0	\$4,845	\$4,845	\$0
Total TRAVEL AND HOSPITALITY		\$74,500	\$11,998	\$86,498	(\$13,800)
TOTAL EXPENSES		\$3,400,059	\$359,748	\$3,759,807	(\$132,449)
FUND TRANSFERS					
INTER FUND TRANSFERS					
INTER FUND TRANSFERS TO OTHER FUNDS					
0101-7029-50	Transfer to Bellwether Farm - Operating Support	\$135,000	\$0	\$135,000	\$0
Total INTER FUND TRANSFERS TO OTHER FUNDS		\$135,000	\$0	\$135,000	\$0
TOTAL INTER FUND TRANSFERS		\$135,000	\$0	\$135,000	\$0
INTRA FUND TRANSFERS					
INTRA FUND TRANSFERS FROM UNDESIGNATED					
0101-7120-51	To Reserve General Convention	\$18,000	\$0	\$18,000	\$0
0101-7127-51	To Reserve for Future Assessments	\$9,000	\$0	\$9,000	\$0
0101-7130-51	To Reserve Future Epis. Trans.	\$20,000	\$0	\$20,000	\$0
0101-7132-51	To Reserve - Trinity Commons Capital	\$15,000	\$0	\$15,000	\$0
0101-7145-51	To Reserve Sabbatical Leave	\$5,000	\$0	\$5,000	\$0
0101-7147-51	To Reserve - Episcopal Youth Event	\$5,000	\$0	\$5,000	\$0
0101-7150-51	To Reserve Computer Equipment Acq.&Repl.	\$5,000	\$0	\$5,000	\$0
Total INTRA FUND TRANSFERS FROM UNDESIGNATED		\$77,000	\$0	\$77,000	\$0
INTRA FUND TRANSFERS TO UNDESIGNATED					
0101-7265-51	From Reserve for College for Congregational Development	(\$40,000)	\$0	(\$40,000)	\$0
0101-7299-51	From Operating Surplus Reserve	(\$65,449)	\$0	(\$65,449)	\$65,449
Total INTRA FUND TRANSFERS TO UNDESIGNATED		(\$105,449)	\$0	(\$105,449)	\$65,449
TOTAL INTRA FUND TRANSFERS		(\$28,449)	\$0	(\$28,449)	\$65,449
TOTAL FUND TRANSFERS		\$106,551	\$0	\$106,551	\$65,449
NET SURPLUS/(DEFICIT)		\$0	\$0	\$0	(\$2,741)

# Year-to-Date Budget Report

## Episcopal Diocese of Ohio Year-to-Date Budget Report Seven Months ended 7/31/2024

		Operating	Special Funds	Total	Budget	Favorable (Unfavorable)
REVENUE						
SUPPORT FROM CONGREGATIONS						
0101-4105-01	Assessment Income (current year)	\$1,238,206	\$0	\$1,238,206	\$1,244,063	(\$5,857)
0101-4106-01	Assessment Income (prior year(s))	(\$16,342)	\$0	(\$16,342)	(\$60,000)	\$43,658
Total SUPPORT FROM CONGREGATIONS		\$1,221,864	\$0	\$1,221,864	\$1,184,063	\$37,801
ENDOWMENT INCOME						
0101-4110-02	Endowment - Episcopate (Distrib.)	\$128,481	\$0	\$128,481	\$131,292	(\$2,810)
0101-4120-02	Endowment - Missions (Distrib)	\$38,639	\$0	\$38,639	\$38,960	(\$321)
0101-4130-02	Endowment - Custodial (Distrib.)	\$1,073	\$0	\$1,073	\$1,082	(\$9)
0101-4140-02	Endowment - Lay Pension	\$6,061	\$0	\$6,061	\$6,111	(\$50)
0101-4150-02	Endowment - Bishop's Office	\$35,927	\$0	\$35,927	\$35,927	\$0
0101-4155-02	Endowment Income - Legacy endowments	\$2,576	\$0	\$2,576	\$2,598	(\$21)
0101-4160-02	Endowment - ECS - Administration	\$32,985	\$0	\$32,985	\$33,259	(\$274)
Total ENDOWMENT INCOME		\$245,743	\$0	\$245,743	\$249,229	(\$3,486)
TOTAL INVESTMENT INCOME - OTHER						
0101-4120-04	Distribution JIF - General Funds	\$80,987	\$0	\$80,987	\$92,907	(\$11,919)
0101-4125-04	Distribution JIF - Unrestricted Custodial Accts	\$18,725	\$0	\$18,725	\$37,251	(\$18,526)
Total INVESTMENT INCOME - OTHER		\$99,712	\$0	\$99,712	\$130,158	(\$30,446)
FEES RECEIVED FOR ADMINISTRATIVE SERVICES						
0101-4103-06	Darnell Administration Fees	\$3,793	\$0	\$3,793	\$3,793	\$0
0101-4108-06	Brayton Administration Fees	\$10,955	\$0	\$10,955	\$10,955	\$0
0101-4109-06	Church Home Administration Fee	\$30,728	\$0	\$30,728	\$30,728	\$0
0101-4111-06	Holy Cross House - Administration Fee	\$5,654	\$0	\$5,654	\$5,654	\$0
0101-4115-06	Joint Investment Fund Administration Fee	\$96,919	\$0	\$96,919	\$96,919	\$0
0101-4118-06	BLF Loans and Grants Administration Fee	\$10,859	\$0	\$10,859	\$10,859	\$0
0101-4123-06	Cooper Administration Fees	\$618	\$0	\$618	\$618	\$0
0101-4124-06	Miller Funds Administration Fee	\$25,082	\$0	\$25,082	\$25,082	\$0
0101-4126-06	Education Funds - Hornby Adm. Fees	\$4,482	\$0	\$4,482	\$4,482	\$0
Total FEES RECEIVED FOR ADMINISTRATIVE SERVICES		\$189,090	\$0	\$189,090	\$189,090	\$0
OTHER REVENUE						
0101-4310-08	Grants Received for Operating items	\$5,640	\$0	\$5,640	\$6,882	(\$1,242)
Total OTHER REVENUE		\$5,640	\$0	\$5,640	\$6,882	(\$1,242)
TOTAL REVENUE BEFORE SPECIAL TRANSFERS		\$1,762,050	\$0	\$1,762,050	\$1,759,421	\$2,629
FROM SPECIAL FUNDS						
3201-4110-90	From Special Funds-BLF Loans and Grants	\$0	\$43,283	\$43,283	\$37,333	\$5,949
3376-4110-90	From Legacy Endowments-Arthur B. Williams, Jr. Fund	\$0	\$10,286	\$10,286	\$11,667	(\$1,380)
3403-4110-90	From Special Funds - Gun Violence Prevention	\$0	\$1,362	\$1,362	\$0	\$1,362
3405-4110-90	From Special Funds - Bishop's Discretionary Fund	\$0	\$3,274	\$3,274	\$4,172	(\$899)
3408-4110-90	From Special Funds - Bishop's Appeal	\$0	\$64,354	\$64,354	\$66,325	(\$1,971)

**Episcopal Diocese of Ohio**  
**Year-to-Date Budget Report**  
Seven Months ended 7/31/2024

		Operating	Special Funds	Total	Budget	Favorable (Unfavorable)
3605-4110-90	From Special Funds-Custodial JIF	\$0	\$14,583	\$14,583	\$14,583	\$0
3705-4110-90	From Special Funds-Education Funds	\$0	\$74,601	\$74,601	\$75,577	(\$976)
5312-4110-90	From Special Funds - Global Mission Funds	\$0	\$12,702	\$12,702	\$9,333	\$3,369
Total FROM SPECIAL FUNDS		\$0	\$224,445	\$224,445	\$218,991	\$5,454
TOTAL REVENUE		\$1,762,050	\$224,445	\$1,986,495	\$1,978,412	\$8,083
EXPENSES						
LEADERSHIP						
CLERGY FORMATION						
0101-5180-05	Ordination Process	\$0	\$0	\$0	\$5,221	\$5,221
3408-5437-05	Seminarian Internships	\$0	\$5,833	\$5,833	\$23,333	\$17,500
3705-5160-05	Scholarships/Formation & Training	\$0	\$3,268	\$3,268	\$16,333	\$13,065
3705-5165-05	Recently Ordained Clergy Program	\$0	\$0	\$0	\$583	\$583
3705-5175-05	Deacon Formation Program	\$0	\$0	\$0	\$6,265	\$6,265
3705-5281-16	Community of Deacons	\$0	\$0	\$0	\$875	\$875
Total CLERGY FORMATION		\$0	\$9,101	\$9,101	\$52,611	\$43,509
CLERGY SUPPORT						
3408-5184-05	Retired Clergy and Clergy Spouses Programming	\$0	\$0	\$0	\$350	\$350
3705-5235-05	Fresh Start	\$0	\$2,198	\$2,198	\$1,050	(\$1,148)
Total CLERGY SUPPORT		\$0	\$2,198	\$2,198	\$1,400	(\$798)
LEADERSHIP DEVELOPMENT						
0101-5157-18	Reimbursement to Parishes-Time of Deans	\$7,500	\$0	\$7,500	\$8,000	\$500
0101-5334-05	Transitional Deacon Education	\$0	\$0	\$0	\$292	\$292
0101-5338-05	Commission on Ministry	\$931	\$0	\$931	\$8,500	\$7,569
0101-5630-10	Safe Church	\$3,723	\$0	\$3,723	\$1,167	(\$2,556)
3705-5380-05	Clergy Continuing Education Grants	\$0	\$1,691	\$1,691	\$8,750	\$7,059
3705-5381-05	Lay Continuing Education Grants	\$0	\$300	\$300	\$2,333	\$2,033
3705-5385-05	Clergy Professional Education Program	\$0	\$0	\$0	\$583	\$583
Total LEADERSHIP DEVELOPMENT		\$12,154	\$1,991	\$14,145	\$29,625	\$15,480
CANON TO THE ORDINARY						
CLERGY DEPLOYMENT						
0101-5415-05	Search Assistance Exp./Parish	\$0	\$0	\$0	\$2,917	\$2,917
0101-5420-05	Interim Team Training	\$0	\$0	\$0	\$292	\$292
Total CLERGY DEPLOYMENT		\$0	\$0	\$0	\$3,208	\$3,208
STAFF DEVELOPMENT						
3705-5170-25	Professional Education-Diocesan Staff	\$0	\$12,023	\$12,023	\$3,719	(\$8,304)
3705-5174-25	Staff Development	\$0	\$5,076	\$5,076	\$3,500	(\$1,576)
3705-5175-25	Staff Training-Support Team	\$0	\$11,795	\$11,795	\$4,667	(\$7,128)
Total STAFF DEVELOPMENT		\$0	\$28,894	\$28,894	\$11,885	(\$17,008)
Total CANON TO THE ORDINARY		\$0	\$28,894	\$28,894	\$15,094	(\$13,800)

**Episcopal Diocese of Ohio**  
**Year-to-Date Budget Report**  
Seven Months ended 7/31/2024

		Operating	Special Funds	Total	Budget	Favorable (Unfavorable)
<b>FORMATION</b>						
0101-5304-10	Lay Licensing	\$3,808	\$0	\$3,808	\$2,917	(\$891)
0101-5444-10	Young Adult Formation	\$424	\$0	\$424	\$2,333	\$1,909
0101-5610-10	Education for Ministry	\$2,264	\$0	\$2,264	\$1,750	(\$514)
0101-5626-10	Spiritual Retreat	\$450	\$0	\$450	\$2,333	\$1,883
0101-5627-10	Youth Events	\$1,808	\$0	\$1,808	\$4,000	\$2,192
0101-5628-10	Youth Leadership Training	\$0	\$0	\$0	\$2,042	\$2,042
0101-5669-10	Adult Formation Events	\$1,684	\$0	\$1,684	\$3,500	\$1,816
<b>Total FORMATION</b>		<b>\$10,437</b>	<b>\$0</b>	<b>\$10,437</b>	<b>\$18,875</b>	<b>\$8,438</b>
<b>MISSION</b>						
0101-5604-16	Commission on Global and Domestic Mission	\$0	\$0	\$0	\$292	\$292
0101-5606-16	Social Concerns/Advocacy	\$204	\$0	\$204	\$583	\$379
0101-5608-16	SDG Expense	\$0	\$0	\$0	\$11,076	\$11,076
0101-5609-16	Episcopal Community Services	\$271	\$0	\$271	\$1,167	\$895
0101-5611-16	Mission Opportunities	\$100	\$0	\$100	\$2,042	\$1,942
0101-5621-16	Commission for Racial Justice	\$1,937	\$0	\$1,937	\$2,917	\$979
3376-5621-16	Commission for Racial Justice	\$0	\$1,536	\$1,536	\$2,917	\$1,380
3403-5317-71	Gun Violence Prevention - Miscellaneous	\$0	\$239	\$239	\$0	(\$239)
<b>Total MISSION</b>		<b>\$2,513</b>	<b>\$1,775</b>	<b>\$4,289</b>	<b>\$20,992</b>	<b>\$16,704</b>
<b>GOVERNANCE</b>						
0101-5210-14	Leadership Retreats/Meetings	\$696	\$0	\$696	\$0	(\$696)
<b>Total GOVERNANCE</b>		<b>\$696</b>	<b>\$0</b>	<b>\$696</b>	<b>\$0</b>	<b>(\$696)</b>
<b>Total LEADERSHIP</b>		<b>\$25,801</b>	<b>\$43,959</b>	<b>\$69,760</b>	<b>\$138,596</b>	<b>\$68,836</b>
<b>INNOVATION &amp; CONGREGATIONAL DEVELOPMENT</b>						
<b>COLLEGE FOR CONGREGATIONAL DEVELOPMENT</b>						
0101-5386-10	College for Congregational Development	(\$3,046)	\$0	(\$3,046)	\$0	\$3,046
<b>Total COLLEGE FOR CONGREGATIONAL DEVELOPMENT</b>		<b>(\$3,046)</b>	<b>\$0</b>	<b>(\$3,046)</b>	<b>\$0</b>	<b>\$3,046</b>
<b>FINANCIAL ASSISTANCE</b>						
0101-5144-18	Support for Mission Area Councils	\$5,200	\$0	\$5,200	\$9,333	\$4,133
0101-5153-18	New Ministry Initiatives	\$948	\$0	\$948	\$2,917	\$1,969
0101-5248-10	Ministry and Connection Grants (Existing Congregations)	\$0	\$0	\$0	\$8,750	\$8,750
0101-5249-10	Targeted Revitalization Congregations (Existing Cong.)	\$12,053	\$0	\$12,053	\$37,917	\$25,864
0101-5256-10	Congregation Development Programs and Training (Existing Co	\$5,000	\$0	\$5,000	\$4,083	(\$917)
0101-5257-10	Support for New Work	\$2,917	\$0	\$2,917	\$5,000	\$2,083
0101-5657-10	Additional Opportunities	\$5,641	\$0	\$5,641	\$9,917	\$4,276
0101-5661-16	Mission Area Council Mission & Service Projects	\$1,000	\$0	\$1,000	\$4,667	\$3,667
0101-5662-16	Domestic Mission & Service Projects	\$500	\$0	\$500	\$1,750	\$1,250
0101-5667-10	Formation Grants	\$1,246	\$0	\$1,246	\$1,750	\$504
3376-5258-10	Strategic Mission Congregations Support (Existing Cong.)	\$0	\$8,750	\$8,750	\$8,750	\$0

# Episcopal Diocese of Ohio

## Year-to-Date Budget Report

Seven Months ended 7/31/2024

		Operating	Special Funds	Total	Budget	Favorable (Unfavorable)
3403-5110-73	GVP - Grants to Parish Outreach Programs	\$0	\$1,124	\$1,124	\$0	(\$1,124)
3408-5181-05	Post-Ordination Internships	\$0	\$58,500	\$58,500	\$23,333	(\$35,167)
3605-5258-10	Strategic Mission Congregations Support (Existing Cong.)	\$0	\$14,583	\$14,583	\$14,583	\$0
Total FINANCIAL ASSISTANCE		\$34,505	\$82,957	\$117,462	\$132,750	\$15,288
Total INNOVATION & CONGREGATIONAL DEVELOPMENT		\$31,459	\$82,957	\$114,416	\$132,750	\$18,334
CHURCHWIDE RELATIONSHIPS						
DIOCESAN GATHERINGS						
0101-5205-14	Diocesan Convention	\$2,542	\$0	\$2,542	\$0	(\$2,542)
0101-5605-10	Winter Convocation	\$46,128	\$0	\$46,128	\$35,000	(\$11,128)
0101-5654-10	Leadership Development Events	\$69	\$0	\$69	\$2,333	\$2,265
3705-5335-05	Clergy Days	\$0	\$0	\$0	\$758	\$758
3705-5384-05	Clergy Conferences	\$0	\$33,390	\$33,390	\$40,000	\$6,610
Total DIOCESAN GATHERINGS		\$48,738	\$33,390	\$82,129	\$78,092	(\$4,037)
GENERAL CHURCH						
0101-5105-14	Assessment	\$214,554	\$0	\$214,554	\$214,554	\$0
0101-5110-14	Province V Assessment	\$7,356	\$0	\$7,356	\$7,356	\$0
0101-5115-14	Travel to Provincial Synod	\$819	\$0	\$819	\$0	(\$819)
0101-5305-14	General Convention-from Reserve	\$76,722	\$0	\$76,722	\$0	(\$76,722)
Total GENERAL CHURCH		\$299,450	\$0	\$299,450	\$221,910	(\$77,540)
DIOCESE OF OHIO						
0101-5607-18	Ohio Council of Churches	\$2,000	\$0	\$2,000	\$2,000	\$0
5312-5672-16	CGDM - Companion Dioceses	\$0	\$0	\$0	\$7,000	\$7,000
5312-5673-16	CGDM - Other International	\$0	\$12,702	\$12,702	\$2,333	(\$10,369)
Total DIOCESE OF OHIO		\$2,000	\$12,702	\$14,702	\$11,333	(\$3,369)
Total CHURCHWIDE RELATIONSHIPS		\$350,188	\$46,092	\$396,281	\$311,335	(\$84,946)
COMMUNICATIONS						
0101-5114-30	Flocknote license	\$3,802	\$0	\$3,802	\$3,500	(\$302)
0101-5205-22	Church Life/Professional Services (writing)	\$0	\$0	\$0	\$321	\$321
0101-5206-22	Church Life/Professional Services (photos/videos)	\$3,804	\$0	\$3,804	\$875	(\$2,929)
0101-5210-22	Church Life/Production-printing	\$26,435	\$0	\$26,435	\$21,500	(\$4,935)
0101-5211-22	Website Maintenance and Hosting	\$3,750	\$0	\$3,750	\$2,100	(\$1,650)
0101-5215-22	Church Life/Postage	\$8,400	\$0	\$8,400	\$9,000	\$600
0101-5401-22	Advertising and Outreach	\$4,743	\$0	\$4,743	\$10,938	\$6,195
0101-5409-22	Communications Department Equipment	\$714	\$0	\$714	\$700	(\$14)
0101-5417-22	Ongoing Learning & Training	\$1,114	\$0	\$1,114	\$1,283	\$170
0101-5421-22	Website maintenance - No Exceptions.org	\$0	\$0	\$0	\$292	\$292
0101-5423-05	One License fee	\$10,839	\$0	\$10,839	\$10,500	(\$339)
0101-5805-22	Diocesan Mailings	\$0	\$0	\$0	\$175	\$175
Total COMMUNICATIONS		\$63,601	\$0	\$63,601	\$61,183	(\$2,417)

**Episcopal Diocese of Ohio**  
**Year-to-Date Budget Report**  
Seven Months ended 7/31/2024

		Operating	Special Funds	Total	Budget	Favorable (Unfavorable)
<b>DEVELOPMENT AND STEWARDSHIP</b>						
0101-5113-21	Promotion/Publications	\$0	\$0	\$0	\$583	\$583
0101-5149-21	Stewardship Education & Promotion	\$0	\$0	\$0	\$1,750	\$1,750
0101-5162-21	Fundraising Expenses - general	\$0	\$0	\$0	\$729	\$729
0101-5164-21	Gift Planning - Resources and Promotion	\$0	\$0	\$0	\$1,458	\$1,458
0101-5443-21	Gift planning - printing and mailing	\$0	\$0	\$0	\$875	\$875
3408-5161-21	Expenses of Bishop's Appeal	\$0	\$20	\$20	\$19,250	\$19,230
Total DEVELOPMENT AND STEWARDSHIP		\$0	\$20	\$20	\$24,646	\$24,625
<b>OPERATIONS</b>						
<b>ADMINISTRATION</b>						
0101-5102-16	Business Expense - Mission	\$254	\$0	\$254	\$583	\$329
0101-5106-22	Business Expense - Communications	\$518	\$0	\$518	\$583	\$65
0101-5110-20	Business Expense - Finance	\$16,618	\$0	\$16,618	\$583	(\$16,035)
0101-5115-21	Business Expense - Stewardship/Development	\$154	\$0	\$154	\$583	\$430
0101-5130-20	Business Expense - Archives	\$2,262	\$0	\$2,262	\$1,750	(\$512)
0101-5135-20	Audit Fee	\$0	\$0	\$0	\$9,000	\$9,000
0101-5400-22	Diocesan Journal/Printing & Dist	\$590	\$0	\$590	\$583	(\$7)
0101-5418-18	Video Conferencing	\$1,732	\$0	\$1,732	\$379	(\$1,354)
0101-5439-10	Business Expense - Innovation and Congregational Dev.	\$599	\$0	\$599	\$2,333	\$1,734
0101-5441-05	Business Expenses - Bishop's Office	\$4,646	\$0	\$4,646	\$467	(\$4,179)
0101-5442-05	Business Expense - Formation	\$154	\$0	\$154	\$105	(\$49)
Total ADMINISTRATION		\$27,528	\$0	\$27,528	\$16,950	(\$10,578)
<b>BUILDING EXPENSES</b>						
0101-5109-29	Trinity Commons - T1 Internet Connection	\$9,705	\$0	\$9,705	\$4,783	(\$4,922)
0101-5110-29	Telephone-Local	\$1,029	\$0	\$1,029	\$5,833	\$4,804
0101-5210-29	Insurance-Liability, D&O, Bonding	\$13,408	\$0	\$13,408	\$13,358	(\$50)
0101-5222-29	Building Operating Expenses	\$15,012	\$0	\$15,012	\$44,613	\$29,602
0101-5224-29	Real Estate Taxes	\$7,007	\$0	\$7,007	\$7,292	\$285
3201-5222-29	Building Operating Expenses	\$0	\$43,283	\$43,283	\$37,333	(\$5,949)
Total BUILDING EXPENSES		\$46,161	\$43,283	\$89,444	\$113,213	\$23,769
<b>OFFICE SUPPLIES AND EQUIPMENT</b>						
0101-5105-30	Postage Equip. (Lease & Maintenance)	\$0	\$0	\$0	\$583	\$583
0101-5106-30	Postage-Usage	\$1,993	\$0	\$1,993	\$4,375	\$2,382
0101-5205-30	Copiers-Lease Expense	\$3,970	\$0	\$3,970	\$5,775	\$1,805
0101-5210-30	Copiers-Maintenance Charges	\$1,220	\$0	\$1,220	\$1,458	\$238
0101-5220-30	Copier-Paper	\$504	\$0	\$504	\$671	\$167
0101-5310-30	Computer Supplies	\$278	\$0	\$278	\$481	\$203
0101-5320-30	Computer Equipment Repair/Modification	\$1,064	\$0	\$1,064	\$583	(\$481)
0101-5505-30	Office Supplies	\$4,484	\$0	\$4,484	\$2,800	(\$1,684)
0101-5510-30	Stationery/Printing	\$1,989	\$0	\$1,989	\$875	(\$1,114)
Total OFFICE SUPPLIES AND EQUIPMENT		\$15,501	\$0	\$15,501	\$17,602	\$2,101

**Episcopal Diocese of Ohio**  
**Year-to-Date Budget Report**  
Seven Months ended 7/31/2024

		Operating	Special Funds	Total	Budget	Favorable (Unfavorable)
<b>HUMAN RESOURCES</b>						
0101-5105-25	Salaries/Wages-Diocesan Staff	\$803,270	\$0	\$803,270	\$814,621	\$11,351
0101-5130-25	FICA/Medicare Taxes	\$32,676	\$0	\$32,676	\$31,117	(\$1,559)
0101-5135-25	Clergy Pension	\$65,227	\$0	\$65,227	\$60,954	(\$4,273)
0101-5140-25	Lay Pension & Long Term Disability	\$44,413	\$0	\$44,413	\$36,993	(\$7,419)
0101-5145-25	Employees Health Insurance	\$202,884	\$0	\$202,884	\$205,442	\$2,558
0101-5150-25	Employees Dental Insurance	\$14,535	\$0	\$14,535	\$11,599	(\$2,936)
0101-5155-25	Group Life and Short Term Disability Insurance	\$1,650	\$0	\$1,650	\$886	(\$765)
0101-5160-25	Workers Compensation	\$227	\$0	\$227	\$754	\$527
0101-5195-25	Retirees Group Life Insur./Lay	\$22	\$0	\$22	\$58	\$36
0101-5425-05	Recruiting Expense/Background Checks	\$772	\$0	\$772	\$875	\$103
0101-5445-25	Non-Exempt Staff Overtime	\$0	\$0	\$0	\$2,333	\$2,333
Total HUMAN RESOURCES		\$1,165,676	\$0	\$1,165,676	\$1,165,632	(\$43)
<b>SOFTWARE</b>						
0101-5120-20	Acctg. System Maintenance Cont	\$14,152	\$0	\$14,152	\$14,000	(\$152)
0101-5125-21	Gift Tracking - Software Maintenance	\$7,740	\$0	\$7,740	\$8,216	\$477
0101-5305-30	Computer Software	\$6,676	\$0	\$6,676	\$2,625	(\$4,051)
0101-5376-30	Subscriptions - Jot Form	\$414	\$0	\$414	\$350	(\$64)
Total SOFTWARE		\$28,981	\$0	\$28,981	\$25,191	(\$3,790)
<b>SERVICE FEES AND LICENSES</b>						
0101-5132-20	Bank Fees	\$9,244	\$0	\$9,244	\$7,000	(\$2,244)
0101-5133-20	Payroll Service	\$2,397	\$0	\$2,397	\$2,333	(\$64)
0101-5374-20	Online gift fees	\$1,825	\$0	\$1,825	\$5,250	\$3,425
Total SERVICE FEES AND LICENSES		\$13,467	\$0	\$13,467	\$14,583	\$1,116
<b>LEGAL FEES AND RELATED EXPENSES</b>						
0101-5140-48	Legal & Other Expenses	\$178	\$0	\$178	\$0	(\$178)
Total LEGAL FEES AND RELATED EXPENSES		\$178	\$0	\$178	\$0	(\$178)
Total OPERATIONS		\$1,297,492	\$43,283	\$1,340,775	\$1,353,172	\$12,397
<b>TRAVEL AND HOSPITALITY</b>						
0101-5105-27	Travel - Bishop	\$11,265	\$0	\$11,265	\$9,333	(\$1,932)
0101-5107-27	Travel - Canon to the Ordinary	\$3,471	\$0	\$3,471	\$2,333	(\$1,137)
0101-5116-27	Travel - Finance	\$544	\$0	\$544	\$292	(\$252)
0101-5120-27	Travel - Administration	\$2,338	\$0	\$2,338	\$2,917	\$579
0101-5130-27	Travel - Other	\$60	\$0	\$60	\$2,917	\$2,856
0101-5135-27	Travel - Innovation and Congregational Development	\$4,758	\$0	\$4,758	\$2,917	(\$1,842)
0101-5136-27	Travel - Stewardship/Development	\$1,037	\$0	\$1,037	\$2,333	\$1,296
0101-5140-27	Travel - Formation	\$4,197	\$0	\$4,197	\$2,333	(\$1,864)
0101-5145-27	Travel - Mission	\$2,881	\$0	\$2,881	\$1,750	(\$1,131)
0101-5150-27	Travel - Communications	\$2,341	\$0	\$2,341	\$1,283	(\$1,057)
0101-5185-27	Auto Exp/Operating-Bishop	\$738	\$0	\$738	\$6,417	\$5,678

# Episcopal Diocese of Ohio

## Year-to-Date Budget Report

Seven Months ended 7/31/2024

		Operating	Special Funds	Total	Budget	Favorable (Unfavorable)
0101-5190-27	Auto Exp/Insurance-Bishop	\$0	\$0	\$0	\$583	\$583
3405-5156-18	Community Building/Hospitality	\$0	\$2,840	\$2,840	\$3,472	\$632
3405-5215-29	Hospitality	\$0	\$433	\$433	\$700	\$267
3705-5156-18	Community Building/Hospitality	\$0	\$4,860	\$4,860	\$2,826	(\$2,033)
Total TRAVEL AND HOSPITALITY		\$33,630	\$8,133	\$41,763	\$42,407	\$644
TOTAL EXPENSES		\$1,802,170	\$224,445	\$2,026,615	\$2,064,089	\$37,474
FUND TRANSFERS						
INTER FUND TRANSFERS						
INTER FUND TRANSFERS TO OTHER FUNDS						
0101-7029-50	Transfer to Bellwether Farm - Operating Support	\$78,750	\$0	\$78,750	\$78,750	\$0
Total INTER FUND TRANSFERS TO OTHER FUNDS		\$78,750	\$0	\$78,750	\$78,750	\$0
TOTAL INTER FUND TRANSFERS		\$78,750	\$0	\$78,750	\$78,750	\$0
INTRA FUND TRANSFERS						
INTRA FUND TRANSFERS FROM UNDESIGNATED						
0101-7120-51	To Reserve General Convention	\$10,500	\$0	\$10,500	\$10,500	\$0
0101-7127-51	To Reserve for Future Assessments	\$5,250	\$0	\$5,250	\$5,250	\$0
0101-7130-51	To Reserve Future Epis. Trans.	\$11,667	\$0	\$11,667	\$11,667	(\$0)
0101-7132-51	To Reserve - Trinity Commons Capital	\$8,750	\$0	\$8,750	\$8,750	\$0
0101-7145-51	To Reserve Sabbatical Leave	\$0	\$0	\$0	\$2,917	\$2,917
0101-7147-51	To Reserve - Episcopal Youth Event	\$2,917	\$0	\$2,917	\$2,917	\$0
0101-7150-51	To Reserve Computer Equipment Acq.&Repl.	\$0	\$0	\$0	\$2,917	\$2,917
Total INTRA FUND TRANSFERS FROM UNDESIGNATED		\$39,083	\$0	\$39,083	\$44,917	\$5,833
INTRA FUND TRANSFERS TO UNDESIGNATED						
0101-7220-51	From Reserve for General Convention	(\$76,722)	\$0	(\$76,722)	\$0	\$76,722
Total INTRA FUND TRANSFERS TO UNDESIGNATED		(\$76,722)	\$0	(\$76,722)	\$0	\$76,722
TOTAL INTRA FUND TRANSFERS		(\$37,639)	\$0	(\$37,639)	\$44,917	\$82,555
TOTAL FUND TRANSFERS		\$41,111	\$0	\$41,111	\$123,667	\$82,555
NET SURPLUS/(DEFICIT)		(\$81,232)	\$0	(\$81,232)	(\$209,344)	\$128,112

# 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:

- R-1: A Resolution on Clergy Compensation
- R-2: A Resolution to Recommit to Anti-Racism Training Requirements and Becoming Beloved Community in the Diocese of Ohio

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

Respectfully submitted,	
The Rev. Stephen Ashby, Chair	<i>Church of the Good Shepherd, Lyndhurst and St. Bartholomew's Church, Mayfield Village</i>
The Rev. Rachel Harrison	<i>St. James Church, Painesville</i>
Ms. Amy E. Kellogg	<i>St. Andrew's Church, Elyria</i>
The Rev. Canon Jessie Gutsell Dodson	<i>Episcopal Diocese of Ohio, Bishop's Staff</i>

## R1: A Resolution on Clergy Compensation

1. *Resolved*, that the minimum standard of full-time pension-based compensation (cash salary, utilities,
2. housing, and Social Security tax reimbursement) for clergy serving congregations in the Diocese of
3. Ohio during 2025 be established as follows:
4. • At least **\$59,015** for assisting clergy;
5. • At least **\$65,632** for a transitional deacon in charge of a congregation;
6. • At least **\$69,699** for clergy in charge of congregations with an annual Normal Operating Income
7. (NOI) of no more than **\$214,355**;
8. • At least **\$69,699** +10% of NOI greater than **\$214,355** up to **\$428,708** for clergy in charge of
9. congregations with an annual NOI greater than **\$214,355**;
10. • At least **\$91,136** for clergy in charge of congregations with NOI greater than **\$428,708** and be it
11. further
- 12.
13. *Resolved*, each congregation and clergy person should prayerfully consider together other forms of
14. non-monetary compensation and adjustments to benefits such as paid time off, or some combination
15. that maintains the minimum salary standards; and be it further
- 16.
17. *Resolved*, that each congregation prayerfully consider adjusting the current compensation level of
18. their clergy to account for the clergy person's years of experience; and be it further
- 19.
20. *Resolved*, that each employer of clergy in the Diocese of Ohio be encouraged to:
21. • Offer additional benefits either fully funded, or on a pre-tax salary reduction basis (e.g., dental
22. insurance, reimbursement for routine dental care, annual medical examination, child-care
23. allowance);
24. • Provide for sabbatical leave. A sabbatical policy should be incorporated into every call to ministry
25. and set forth the conditions under which a sabbatical would be earned, the criteria for activities
26. appropriate to the sabbatical, and the obligation of the parish to provide for coverage of the priest's
27. duties during their absence. This includes, but is not limited to, determining the parameters of
28. sabbatical leave, e.g. eligibility, duration, compensation; and setting aside funds to provide for such a
29. leave. Additionally, Diocesan continuing education funds might be used, where appropriate, to help
30. clergy with their sabbatical leave expenses; and be it further
- 31.
32. *Resolved*, that each employer of such clergy in the Diocese of Ohio shall pay a minimum of 95% of
33. the health insurance premium plus full (100%) funding of the plan deductible in a health savings
34. account (HSA) of the least expensive plan provided as an option by the Diocese for those clergy being
35. paid less than **\$69,699** (or the pro-rated part-time equivalent) and their eligible dependents; or 93%
36. of the health insurance premium plus full (100%) funding of the plan deductible in a health savings
37. account (HSA) of the least expensive plan provided as an option by the Diocese for the clergy being

## R1: A Resolution on Clergy Compensation (Continued)

38. paid **\$69,699** (or the pro-rated part-time equivalent) or more, and their eligible dependents.
- 39.
40. If a priest or transitional deacon chooses a health insurance plan that is more expensive, the
41. additional cost is the responsibility of the priest or transitional deacon unless the Vestry, Diocese,
42. or other participating Episcopal institution agrees to pay the additional cost for such coverage. The
43. employer may choose to pay 100% of its clergy's health insurance plan; and be it further
- 44.
45. *Resolved*, that in addition to the above minimum standards, each employer of such clergy in the
46. Diocese of Ohio shall:
47. • Make pension assessment payments as the Church Pension Fund shall determine [Note: The
48. Church Pension Assessment is based on the following elements: Base salary, Social Security tax
49. reimbursements, Cash housing allowance and/or utilities, Employer contributions to 403(b) or
50. deferred compensation plan, Value of church-provided housing, Housing Equity Allowances, and
51. Other cash allowances];
52. • Provide appropriate reimbursement for expenses incurred in the course of fulfilling the
53. responsibilities of the position, including the actual cost of the use of a personal automobile;
54. • Provide no fewer than four weeks of paid vacation annually;
55. • Provide no fewer than twelve (12) weeks of paid parental leave for the birth or adoption of a child
56. for a member of the clergy, and that parishes take advantage of the short-term disability leave
57. benefit provided by Church Pension Group for those clergy giving birth and using a maternity leave
58. benefit.
59. • Provide annual professional education/development leave of no fewer than two weeks, with a
60. minimum allowance of \$800; and be it further
- 61.
62. *Resolved*, that the provisions of this resolution be applied on a pro-rata basis to the minimum
63. compensation and benefits related to positions that are less than full-time and more than one-quarter
64. time; and be it further
- 65.
66. *Resolved*, that every letter of agreement shall be revisited by the Vestry and the Rector with the clergy
67. member at least once every two years; and be it further
- 68.
69. *Resolved*, that every letter of agreement shall be submitted to the Bishop's Office in compliance
70. with General Canon Title III.9.3 along with the most current version of the Clergy Minimum
71. Compensation Calculation Worksheet provided by the Finance Office and be it further
- 72.
73. *Resolved*, that (a) whenever clergy letters of agreement are amended, they should be submitted to
74. the Bishop's Office in compliance with General Canon Title III.9.3; along with (b) the Compensation

## R1: A Resolution on Clergy Compensation (Continued)

75. Worksheet provided by the Commission on Ministry to each parish; and be it finally

76.

77. *Resolved*, without regard to whether a letter of agreement has been amended, the Compensation

78. Worksheet should be submitted by the parish for each clergy person to the Bishop's Office every two

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

80.

81. *Resolved*, that those congregations/missions areas that are served by the ministry of a vocational

82. deacon, would consider reimbursement for mileage and/or the costs associated with participation in

83. ministries done on behalf of the congregations/mission areas, and that those congregations/mission

84. areas that have long-standing relationships with vocational deacons consider contributing to the

85. annual continuing education costs of said deacon.

86.

87. Rationale:

88. The amounts of minimum compensation and parish Normal Operating Income (NOI) represent a

89. 2.5% increase from the 2024 resolution presented at the 207th Convention, which increase is similar

90. to the amount for compensation included in the 2025 Diocesan budget submitted for approval. The

91. increase amount is obtained directly from the US Bureau of Labor Statistics' Consumer Price Index

92. for the Midwest Region and reflects the most recent three months' CPI data at the time this resolution

93. was written (August 2024).

94.

95. The Commission prepared the following table to show the increase to pension-based compensation

96. as outlined in the resolution:

97.

98.

99.

100.

101.

102.

103.

104.

105.

106.

107.

108.

109.

110.

111.

## R1: A Resolution on Clergy Compensation (Continued)

112.		<b>Full Time</b>	<b>¾ Time</b>	<b>½ Time</b>	<b>1/3 Time</b>	<b>¼ Time</b>
113.						
114.						
115.	<b>Assisting Clergy</b>	\$59,015	\$44,262	\$29,888	\$19,672	\$15,132
116.	<b>Transitional Deacon</b>	\$65,632	\$49,224	\$32,815	\$21,878	\$16,408
117.						
118.	<b>Clergy in charge and an NOI of no more than \$214,355</b>	\$69,699	\$52,274	\$34,850	\$23,234	\$17,425
119.						
120.						
121.	<b>Clergy in charge and an NOI more than \$214,355 up to \$428,708</b>	\$69,699 +10% of NOI over \$214,355	\$52,274 +10% of NOI over \$214,355	\$34,850 +10% of NOI over \$214,355	\$23,234 +10% of NOI over \$214,355	\$17,425 +10% of NOI over \$214,355
122.						
123.						
124.	<b>Clergy in charge and an NOI over \$428,708</b>	\$91,136	\$68,351	\$45,568	\$29,637	\$22,784
125.						
126.						
127.	<b>Continuing Ed</b>	\$ 800	\$ 600	\$ 400	\$ 267	\$ 200
128.						
129.	<b>Pension</b>	18%	18%	18%	18%	18%
130.						
131.	<b>Health</b>	93%	93%	93%	31%	23.25%

133. *Submitted by:*

134. The Commission on Ministry

135.

136.

137.

138.

139.

140.

141.

142.

143.

144.

145.

146.

147.

148.

## R-2: A Resolution on Anti-Racism

1. *Resolved*, that this 208th Diocesan Convention affirms the commitment of The Episcopal Church
2. to the work of combating individual and systemic racism in our Church and the Episcopal Diocese
3. of Ohio recommits to its work of racial healing, justice, and reconciliation by requiring anti-racism
4. training for all clergy, Diocesan staff, and clergy and lay leaders elected or appointed to Diocesan
5. committees and commissions, including those serving ex-officio, and be it further
- 6.
7. *Resolved*, that individuals complete the required training within one year of the beginning of their
8. appointment and repeat the training every five years, and be it further
- 9.
10. *Resolved*, that all leaders in every context of our common life throughout the Diocese are strongly
11. urged to receive anti-racism training, and be it further
- 12.
13. *Resolved*, that the Diocesan staff facilitate access to and keep records of all such trainings, and be it further
- 14.
15. *Resolved*, that individuals, congregations, and the Diocese continue to support The Episcopal Church's
16. long-term commitment to racial healing and justice.
- 17.
18. **Explanation:**
19. This Resolution reaffirms and clarifies Resolution 2 of the 201st Diocesan Convention of the Diocese
20. of Ohio, requiring Diocesan elected and appointed Lay and Clergy leaders to receive anti-racism
21. training, by clarifying who is eligible for the requirement, and the time within which it must be
22. completed and repeated.
- 23.
24. The Resolution is supported by Resolution 2000-B049 of the 73rd General Convention of the
25. Episcopal Church (2000), which introduced the mandatory requirement for anti-racism training for
26. the lay and ordained leadership of the Episcopal Church, including all ordained persons, professional
27. staff, and those elected or appointed to positions of leadership on committees, commissions, agencies,
28. and boards, and accords with Resolution 2024-A035 of the 81st General Convention of the Episcopal
29. Church (2024), which resolves, in part,
30. *That TEC [The Episcopal Church] acknowledge that the times and circumstances demand*
31. *that the Church better articulate a clear and firm commitment to Dismantling Racism, Racial*
32. *Healing, and Justice and Reconciliation in a manner similar to how the Church addresses the*
33. *protection of children and youth (commonly referred to as "Safe Church"), through model policies*
34. *and training. [2024-A035]*
- 35.
36. **Sponsor:**
37. The Rev. Canon Rosalind C. Hughes

# Report of the Committee on Constitution and Canons

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

1. Canon 2, Section 1(a): The deadline for receipt by the Secretary of Convention of the Certification of Lay Delegates to Convention is proposed to be extended from 15 days to 30 days prior to the start date of any Convention.
2. Canon 2 Section 1 (a): Has been amended to allow Diocesan Convention delegates to be elected either by the vestry or as prescribed by parish bylaws.
3. Canon 10, Section1: Provincial Synod Delegates will now be referred to as Deputies. The purpose of this amendment is to correct a legislative term. Acceptance of the Canon amendment does not constitute a change in the election process or authority given to Province V Deputies.

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

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

The membership of the Constitution and Canons Committee consists of:

The Rev. Rachel Harrison	<i>St. James Church, Painesville</i>
Amy Kellogg	<i>St. Andrew's Church, Elyria and Vice-Chancellor of the Diocese</i>
Clare Long	<i>St. Barnabas Church, Bay Village</i>
The Rev. John Drymon	<i>Trinity Church, Findlay</i>
Bill Powel	<i>St. Paul's Church, Cleveland Heights and Chancellor of the Diocese</i>
The Rev. Canon Jessie Gutsell Dodson	<i>Episcopal Diocese of Ohio, Bishop's Staff</i>

# First Proposed Amendment to the Constitution and Canons of the Episcopal Diocese of Ohio

1. Proposed Amendment:
2. CANON 2: Of the Convention
- 3.
4. Sec. 1. (a) It shall be the duty of all Clergy entitled to vote in the Convention to attend the same, and
5. of each Parish in union with the Convention to send one or more Lay Delegates, not exceeding three,
6. elected by the Vestry, before the meeting of the Convention, from among the adult communicants
7. in good standing qualified to vote, of said Parish. The Clerk of each Parish shall, at least ~~fifteen (15)~~
8. **thirty (30)** days before the meeting of any Convention, send to the Secretary of the Convention, for
9. each delegate elected as aforesaid, a Certificate in the form prescribed in Section 3 of this Canon.
- 10.
11. [...]
- 12.
13. Sec. 3. The form printed in Appendix I shall be the form used by a Parish for the Certification of Lay
14. Delegates to an Annual or Special Convention.
- 15.
16. [...]
- 17.
18. APPENDIX I
- 19.
20. Form for the Certification of Lay Delegates to Convention
- 21.
22. THIS IS TO CERTIFY that at a meeting of the Vestry of \_\_\_\_\_ (name of
23. Parish) in \_\_\_\_\_ held on the \_\_\_\_\_ day of \_\_\_\_\_
24. 20\_\_\_\_, the following named persons, who are adult communicants of good standing in said Parish
25. were elected Lay Delegates to represent the same in the Convention of The Episcopal Church in the
26. Diocese of Ohio, to be held \_\_\_\_\_ in the year of our Lord 20\_\_\_\_.
- 27.
28. Delegates Alternates
29. 1. \_\_\_\_\_ 1. \_\_\_\_\_
30. 2. \_\_\_\_\_ 2. \_\_\_\_\_
31. 3. \_\_\_\_\_ 3. \_\_\_\_\_
- 32.
33. We do further certify that the payment of the annual assessments to the Church Pension Fund
34. and those to the Diocesan Fund are current. We do further certify that we do associate ourselves
35. for the purpose of maintaining the worship of God and preaching the Gospel, according to the
36. doctrine, discipline and worship of The Episcopal Church and do hereby promise conformity to the

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

37. Constitution and Canons of The Episcopal Church and of the Diocese of Ohio.

38.

39.

40. Signed, \_\_\_\_\_

41. Clerk of the Vestry

42.

43. The Canon requires that this certificate be sent electronically (or mailed via United States mail) to  
44. the Secretary of the Convention, 2230 Euclid Avenue, Cleveland, Ohio, at least ~~fifteen (15)~~ **thirty (30)**  
45. business days before the meeting of the Convention.

46.

47. Rationale:

48. In order to meet the commitment and final count requirements of Diocesan Convention sites, hotels,  
49. and convention service providers, it is necessary to require submission of the Certification of Lay  
50. Delegate form earlier than 15 days prior to the start date of a Convention that the Canons currently  
51. require. The deadline for receipt by the Secretary of Convention of the Certification of Lay Delegates  
52. to Convention is proposed to be extended from 15 days to 30 days prior to the start date of any  
53. Convention.

54.

55.

56.

57.

58.

59.

60.

61.

62.

63.

64.

65.

66.

67.

68.

69.

70.

71.

72.

## Second Proposed Amendment to the Constitution and Canons of the Episcopal Diocese of Ohio

1. Proposed Amendment:
2. ARTICLE II, Section 2(d)
- 3.
4. Each Parish in canonical union with the Convention shall be entitled to representation by three lay
5. delegates in any Convention. The lay delegates shall be adult communicants in good standing in
6. the Parish, and they shall be chosen in such manner as may be prescribed by Canon, or by special
7. parochial charter or **bylaws of their Parish.**
- 8.
9. Canons of the Episcopal Diocese of Ohio
- 10.
11. CANON 2: Of the Convention
- 12.
13. Sec. 1. (a) It shall be the duty of all Clergy entitled to vote in the Convention to attend the same, and
14. of each Parish in union with the Convention to send one or more Lay Delegates, not exceeding three,
15. **elected by the Vestry or as prescribed by the bylaws,** before the meeting of the Convention, from
16. among the adult communicants in good standing qualified to vote, of said Parish. The Clerk of each
17. Parish shall, at least **thirty (30) days** before the meeting of any Convention, send to the Secretary of
18. the Convention, for each delegate elected as aforesaid, a Certificate in the form prescribed in Section
19. 3 of this Canon.
- 20.
21. Rationale:
22. The Constitution states that delegates shall be chosen in such manner as may be prescribed by
23. “Canon, or by special parochial charter or by laws of their Parish.” The “or” authorizes alternate ways
24. to select delegates beyond that prescribed by Canon 2.1(a). While the Canon states that “delegates
25. are elected by the Vestry,” the Constitution holds the position of greater authority and when the
26. Constitution and Canons are in conflict, the Constitution takes precedence.
- 27.
28. To address this possible confusion Canon 2 Section 1 (a) has been amended to allow delegates to be
29. elected either by the vestry or as prescribed by parish bylaws.
- 30.
- 31.
- 32.
- 33.
- 34.
- 35.
- 36.

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

1. Proposed Amendment:
2. TITLE I: CANONS RELATING TO DIOCESAN STRUCTURE
- 3.
4. CANON 10: Of the ~~Delegates~~ **Deputies** to Provincial Synod
- 5.
6. CANON 10: Of the ~~Delegates~~ **Deputies** to Provincial Synod
7. Sec. 1. The Annual Convention shall elect in the year prior to each General Convention, one clergy
8. canonically resident in the Diocese, and two members of the laity who shall be adult communicants
9. in good standing of the Church in the Diocese, to act as ~~Delegates~~ **Deputies** from this Diocese to the
10. Provincial Synod. The ~~Delegates~~ **Deputies** to Provincial Synod shall hold their respective office(s)
11. until their successors are elected, and shall be ~~Delegates~~ **Deputies** for any Provincial Synod which
12. may be held during their term in office.
13. Reference Article II, Sec. 1 (b) of the By-Laws For The Governance Of Province V Of The Episcopal
14. Church (The Province Of The Midwest), current version.
- 15.
16. Sec. 2 Vacancies shall be filled by the Standing Committee with the concurrence of the Bishop until
17. the next Annual Convention.
- 18.
19. Rationale: What this amendment seeks to accomplish:
20. The purpose of this amendment is to correct a legislative term. Acceptance of the Canon amendment
21. does not constitute a change in the election process or authority given to Province V Deputies.
- 22.
23. The language of the Province V By-Laws and the Constitution and Canons for the Episcopal
24. Church indicate the Provincial Synod consists of a House of Bishops and a House of Deputies. The
25. Constitution and Canons of the Episcopal Church in the Diocese of Ohio uses “delegates” instead
26. of “deputies,” which is inconsistent with the Provincial and General Convention level legislative
27. documents. The distinction between “delegates” and “deputies” is notable beyond a simple clerical
28. correction, as the level of authority is different. In the way of explanation, parish delegates at
29. the Diocese of Ohio Convention are expected to represent the interest of their sending parish,
30. emphasizing power being delegated to them. Deputies to General Convention, and likewise Synod
31. Deputies, are deputized to act on their own conscience and accord with no requirement to vote in a
32. certain way to represent the Diocese of Ohio.
- 33.
34. The reference note addition has been proposed due to the Province V By-Laws being the driving
35. document and source of the requirements for the Province V Synod Deputies. Any amendments to
36. this Canon need to align with the Province V By-Laws.

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

37.

38. References:

39. 2022 Constitution and Canons of The Episcopal Church, Canon 9, Sec. 8:

40. *“Sec. 8. Each Diocese and Area Mission within the Province shall be entitled to representation in the*  
41. *Provincial House of Deputies by Presbyters or Deacons canonically resident in the Diocese or Area*  
42. *Mission, and Lay Persons, confirmed adult communicants of this Church in good standing but not*  
43. *necessarily domiciled in the Diocese or Area Mission, in such number as the Provincial Synod, by*  
44. *Ordinance, may provide. Each Diocese and Area Mission shall determine the manner in which its*  
45. *Deputies shall be elected.”*

46.

47. April 2024 By-Laws For The Governance Of Province V Of The Episcopal Church (The Province Of  
48. The Midwest): Article II, Sec. 1 (b):

49. *“(b) Each Diocese within the Province shall be entitled to representation in the Synod House of*  
50. *Deputies by one (1) Presbyter or Deacon canonically resident in the Diocese they represent and two*  
51. *(2) Lay Persons, confirmed adult communicants in good standing of this Church and members*  
52. *of churches within the Diocese they represent. Deputies shall serve for a term of three years. Every*  
53. *deputy shall have seat, voice, and vote.”*

54.

55.

56.

57.

58.

59.

60.

61.

62.

63.

64.

65.

66.

67.

68.

69.

70.

71.

72.

## Appendix: Report on Clergy Compensation

City, Parish	Position	2024 Compensation	2024 Estimated NOE	2023 NOI
Akron, Church of Our Saviour	Rector	\$104,677.78	\$364,336	\$432,951
Akron, St. Paul's Church	Rector	\$139,939.62	\$1,235,584	\$1,242,929
Akron, St. Paul's Church	Associate Rector	\$69,317.45		
Akron, St. Philip's Church	Sunday Supply	\$6,598.00	\$29,550	\$38,264
Alliance, Trinity Church	Priest-in-Charge	\$31,200.00	\$88,117	\$51,384
Ashland, St. Matthew's Church	Interim Sunday Supply		\$43,637	\$81,474
Ashtabula, St. Peter's Church	Rector	\$87,717.00	\$187,964	\$233,134
Barberton, St. Andrew's Church	Rector	\$21,300.00	\$78,691	\$92,002
Bay Village, St. Barnabas Church	Priest-in-Charge	\$96,655.00	\$225,424	\$270,130
Bellevue, St. Paul's Church	Sunday Supply			\$19,420
Berea, St. Thomas's Church	Rector	\$61,689.00	\$202,910	\$210,684
Boardman, St. James's Church	Priest-in-Charge	\$66,083.00	\$154,154	\$149,120
Brecksville, St. Matthew's Church	Rector	\$47,585.00	\$162,926	\$165,181
Brunswick, St. Patrick's Church	Extended Supply	\$7,200.00	\$29,622	\$28,765
Canton, St. Mark's Church	Rector	\$74,710.64	\$245,122	\$294,741
Canton, St. Paul's Church	Priest-in-Charge	\$80,154.30	\$232,283	\$330,680
Chagrin Falls, St. Martin's Church	Interim Sunday Supply		\$208,275	\$244,897
Chardon, St. Luke's Church	Rector	\$42,800.00	\$116,169	\$126,011
Cleveland Heights, St. Paul's Church	Rector		\$1,580,997	\$1,962,271
Cleveland Heights, St. Paul's Church	Assistant Rector	\$62,000.00		
Cleveland Heights, St. Paul's Church	Assistant Rector	\$58,000.00		
Cleveland Heights, St. Paul's, Church	Interim Assistant Rector			
Cleveland, Diocese of Ohio	Bishop	\$185,220.00		
Cleveland, Diocese of Ohio	Canon for Formation	\$90,000.00		
Cleveland, Diocese of Ohio	Canon for Innovation & Cong. Dev.	\$90,000.00		
Cleveland, Diocese of Ohio	Canon to the Ordinary	\$113,190.00		
Cleveland, Diocese of Ohio	CCD Co-Director	\$6,000.00		
Cleveland, Diocese of Ohio	Diocesan Liturgist	\$9,500.00		
Cleveland, Diocese of Ohio	Interim Archdeacon for Mission	\$18,000.00		
Cleveland, Diocese of Ohio	Interim Canon for Mission	\$45,000.00		
Cleveland, Diocese of Ohio	Missioner for Innovation & Transition	\$30,000.00		
Cleveland, St. Andrew's Church	Rector	\$64,512.00	\$192,644	\$214,157
Cleveland, St. Luke's Church	Curate	\$66,100.00	\$105,407	\$125,318
Cleveland, Trinity Cathedral	Dean	\$139,694.00	\$1,434,848	\$1,491,965
Cleveland, Trinity Cathedral	Canon for Mission & Transformation	\$70,806.00		
Coshocton, Trinity Church	Sunday Supply		\$60,797	\$45,576
Cuyahoga Falls, St. John's Church	Priest-in-Charge	\$62,689.00	\$223,247	\$243,295
Defiance, Grace Church	Sunday Supply		\$45,749	\$46,885
East Liverpool, St. Stephen's Church	Share priest with Trinity, Alliance	\$21,000.00	\$102,400	\$103,702
Elyria, St. Andrew's Church	Rector	\$73,466.00	\$246,308	\$300,451
Euclid, Church of the Epiphany	Rector	\$34,238.92	\$144,236	\$176,604
Findlay, Trinity Church	Rector	\$82,814.38	\$168,500	\$182,921
Fremont, St. Paul's Church	Interim Sunday Supply		\$138,029	\$233,765
Gambier, Harcourt Parish	Rector	\$81,903.00	\$129,063	\$146,904
Gates Mills, St. Christopher's by the River Church	Sunday Supply		\$368,166	\$445,544
Geneva, Christ Church	Priest-in-Charge		\$68,200	\$78,332
Hudson, Christ Church	Sunday Supply		\$460,411	\$527,299
Huron, Christ Church	Rector	\$76,219.00	\$165,310	\$157,869
Kent, Christ Church	Interim Rector	\$62,400.00	\$162,437	\$122,950
Kirtland Hills, St. Hubert's Church	Interim Rector	\$44,100.00	\$218,383	\$332,879
Lakewood, Church of the Ascension	Rector	\$81,834.00	\$206,642	\$197,615
Lakewood, St. Peter's Church	Rector	\$106,000.00	\$490,365	\$544,250

City, Parish	Position	2024 Compensation	2024 Estimated NOE	2023 NOI
Lisbon, Trinity Church	Extended Supply		\$18,924	
Lorain, Church of the Redeemer	Rector	\$59,060.00	\$137,107	\$132,886
Lyndhurst, Church of the Good Shepherd	Priest-in-Charge	\$68,000.00	\$140,500	\$155,455
Macedonia, St. Timothy's Church	Rector		\$138,575	\$163,770
Mansfield, Grace Church	Interim Sunday Supply		\$275,354	\$306,891
Mansfield, Grace Church	Associate Rector	\$69,218.00		
Massillon, St. Timothy's Church	Rector	\$72,600.00	\$209,198	\$253,053
Maumee, St. Paul's Church	Rector	\$108,785.18	\$331,250	\$437,550
Mayfield Village, St. Bartholomew Church	Share priest w/ Lyndhurst		\$130,300	\$123,508
Medina, St. Paul's Church	Rector	\$77,161.20	\$256,632	\$295,794
Mentor, St. Andrew Episcopal Church	Rector	\$49,153.00	\$170,894	\$182,927
Mount Vernon, St. Paul's Church	Interim Sunday Supply		\$141,241	\$224,950
Napoleon, St. John the Evangelist Church	Sunday Supply		\$15,187	
New Philadelphia, Trinity Church	Sunday Supply		\$42,069	\$45,027
Niles, St. Luke's Church	Sunday Supply			\$24,394
Norwalk, St. Paul's Church	Extended Supply		\$48,815	\$64,625
Oberlin, Christ Church	Rector	\$94,623.10	\$326,671	\$359,273
Oregon, St. Paul's Church	Priest-in-Charge		\$70,550	\$64,114
Painesville, St. James's Church	Rector	\$70,000.00	\$199,070	\$193,869
Parma, All Saints Church	Rector	\$67,999.00	\$160,321	\$170,423
Perrysburg, St. Timothy's Church	Rector	\$94,731.92	\$348,424	\$399,055
Port Clinton, St. Thomas/Peace Lutheran	Priest-in-Charge		\$136,987	\$147,897
Put-In-Bay, St. Paul's Church	Priest-in-Charge	\$75,078.90	\$111,811	\$118,884
Ravenna, Grace Church	Rector	\$76,854.70	\$179,725	\$194,646
Salem, Church of Our Saviour	Sunday Supply		\$33,030	\$36,094
Sandusky, Grace Church	Extended Supply	\$101,000.00	\$511,300	\$268,390
Shaker Heights, Christ Church	Rector	\$100,000.00	\$483,981	\$503,172
Shelby, St. Mark's Church	Share priest w/ Grace, Mansfield		\$80,000	\$78,023
Sidney, St. Mark's Church	Extended Supply		\$15,118	\$13,477
Steubenville, St. Paul's Church	Sunday Supply		\$75,000	
Steubenville, St. Stephen's Church	Extended Supply			\$36,768
Tiffin, Old Trinity Church	Rector	\$85,080.00	\$242,551	\$141,082
Toledo, All Saints Church	Curate	\$5,000.00	\$59,698	\$44,754
Toledo, St. Andrew's Church	Curate	\$15,000.00	\$216,811	\$233,548
Toledo, St. Matthew's Church	Rector	\$67,000.00	\$200,050	\$235,685
Toledo, St. Michael's-in-the-Hills Church	Rector	\$93,656.00	\$386,229	\$423,465
Toledo, Trinity Church	Interim Rector	\$125,000.00	\$541,412	\$847,875
Uniontown, New Life Episcopal Church	Priest-in-Charge		\$79,980	\$95,588
Warren, Christ Church	Interim Rector		\$273,397	\$238,893
Westlake, Church of the Advent			\$133,350	\$136,107
Willoughby, Grace Church	Interim Rector	\$72,084.00	\$216,829	\$215,799
Wooster, St. James Church	Priest-in-charge	\$67,999.00	\$201,772	\$195,872
Youngstown, St. John's Church	Interim Rector	\$48,000.00	\$325,084	\$414,776

# 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
<b>Akron, Church of Our Saviour</b>														
2019	226	55	23%	\$378,043	\$0	\$378,043	\$401,224	\$47,823	\$378,043	\$15,194	\$138,953	\$2,526	\$6,874	60%
2020	214	56	24%	\$341,186	\$0	\$341,186	\$350,709	\$44,450	\$341,186	\$5,150	\$107,365	\$1,917	\$6,093	55%
2021	130	54	36%	\$338,635	\$0	\$338,635	\$340,655	\$38,359	\$338,635	\$8,367	\$159,626	\$2,956	\$6,271	41%
2022	98	56	57%	\$392,251	\$0	\$392,251	\$563,803	\$52,206	\$392,251	\$14,665	\$143,252	\$2,558	\$7,004	52%
2023	104	55	53%	\$432,951	\$0	\$432,951	\$615,200	\$54,001	\$432,951	\$28,152	\$137,434	\$2,499	\$7,872	48%
<b>Akron, St. Paul's Church</b>														
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%
2020	914	199	13%	\$1,033,503	\$0	\$1,033,503	\$1,750,626	\$149,320	\$1,033,503	\$275,311	\$688,719	\$3,461	\$5,193	0%
2021	895	109	7%	\$1,149,666	\$0	\$1,149,666	\$2,080,378	\$178,253	\$1,149,666	\$471,015	\$781,113	\$7,166	\$10,547	0%
2022	882	112	13%	\$1,245,307	\$0	\$1,245,307	\$1,832,982	\$199,139	\$1,245,307	\$420,875	\$734,164	\$6,555	\$11,119	0%
2023	865	154	18%	\$1,242,929	\$0	\$1,242,929	\$1,788,919	\$209,274	\$1,242,929	\$367,131	\$817,883	\$5,311	\$8,071	0%
<b>Akron, St. Philip's Church</b>														
2019	64	25	39%	\$48,840	\$0	\$48,840	\$48,840	\$4,045	\$48,840	\$499	\$36,156	\$1,446	\$1,954	0%
2020	61	25	41%	\$43,816	\$0	\$43,816	\$43,816	\$5,016	\$33,483	\$600	\$42,640	\$1,706	\$1,339	0%
2021	59	26	44%	\$33,132	\$0	\$33,132	\$34,482	\$2,441	\$33,132	\$50	\$31,793	\$1,223	\$1,274	0%
2022	59	29	78%	\$39,504	\$0	\$39,504	\$39,504	\$4,747	\$44,597	\$50	\$37,884	\$1,306	\$1,538	0%
2023	59	19	32%	\$38,264	\$0	\$38,264	\$38,264	\$3,908	\$34,537	\$50	\$38,264	\$2,014	\$1,818	0%
<b>Alliance, Trinity Church</b>														
2019	58	23	27%	\$81,647	\$0	\$81,647	\$222,691	\$8,311	\$81,647	\$1,906	\$57,746	\$2,511	\$3,550	29%
2020	54	24	29%	\$58,563	\$0	\$58,563	\$68,810	\$5,742	\$58,563	\$1,800	\$51,479	\$2,145	\$2,440	19%
2021	51	15	19%	\$54,976	\$0	\$54,976	\$74,596	\$4,480	\$54,976	\$2,350	\$53,016	\$3,534	\$3,665	0%
2022	39	17	44%	\$73,069	\$0	\$73,069	\$94,698	\$7,115	\$73,069	\$2,155	\$58,255	\$3,427	\$4,298	0%
2023	52	21	40%	\$51,384	\$27,827	\$79,211	\$97,458	\$8,127	\$104,760	\$1,868	\$49,763	\$2,370	\$4,989	0%
<b>Ashland, St. Matthew's Church</b>														
2019	53	37	41%	\$73,999	\$0	\$73,999	\$83,236	\$7,875	\$73,999	\$1,810	\$61,827	\$1,671	\$2,000	8%
2020	0	-	0%	\$60,601	\$4,000	\$64,601	\$77,126	\$6,541	\$64,601	\$468	\$56,273	\$0	\$0	0%
2021	54	18	25%	\$65,336	\$2,000	\$67,336	\$69,061	\$6,283	\$67,336	\$1,128	\$53,057	\$2,948	\$3,741	6%
2022	50	23	46%	\$72,174	\$1,500	\$73,674	\$78,474	\$7,289	\$73,674	\$1,851	\$56,033	\$2,436	\$3,203	6%
2023	54	27	50%	\$81,474	\$2,000	\$83,474	\$89,176	\$7,755	\$83,474	\$0	\$54,317	\$2,012	\$3,092	12%
<b>Ashtabula, St. Peter's Church</b>														
2019	99	59	42%	\$203,853	\$0	\$203,853	\$314,335	\$23,369	\$203,853	\$40,948	\$133,164	\$2,257	\$3,455	0%
2020	81	50	37%	\$207,868	\$0	\$207,868	\$318,231	\$23,781	\$207,868	\$24,564	\$111,001	\$2,220	\$4,157	0%
2021	81	30	23%	\$209,052	\$0	\$209,052	\$250,597	\$23,899	\$209,052	\$19,595	\$132,702	\$4,423	\$6,968	0%
2022	75	35	47%	\$227,209	\$0	\$227,209	\$261,273	\$26,053	\$227,209	\$34,064	\$135,567	\$3,873	\$6,492	0%
2023	79	35	44%	\$233,134	\$0	\$233,134	\$1,640,948	\$26,834	\$233,134	\$90,580	\$132,393	\$3,783	\$6,661	36%
<b>Barberton, St. Andrew's Church</b>														
2019	109	52	38%	\$74,255	\$0	\$74,255	\$110,424	\$6,745	\$74,255	\$13,606	\$70,871	\$1,363	\$1,428	0%
2020	112	42	30%	\$77,364	\$0	\$77,364	\$99,829	\$6,836	\$77,364	\$6,553	\$71,174	\$1,695	\$1,842	7%
2021	107	23	17%	\$83,078	\$0	\$83,078	\$164,275	\$7,816	\$83,078	\$7,296	\$83,078	\$3,612	\$3,612	0%
2022	36	32	89%	\$85,120	\$0	\$85,120	\$101,783	\$8,115	\$85,120	\$11,146	\$81,595	\$2,550	\$2,660	3%
2023	62	38	61%	\$92,002	\$0	\$92,002	\$110,580	\$8,668	\$92,002	\$12,537	\$77,577	\$2,042	\$2,421	16%
<b>Bay Village, St. Barnabas Church</b>														
2019	144	81	56%	\$150,571	\$0	\$150,571	\$257,151	\$7,217	\$150,571	\$0	\$107,592	\$1,328	\$1,859	0%
2020	154	92	60%	\$188,668	\$100,000	\$288,668	\$299,305	\$15,355	\$288,668	\$21,010	\$190,789	\$2,074	\$3,138	0%
2021	258	89	34%	\$226,483	\$89,166	\$315,649	\$353,457	\$30,737	\$315,649	\$3,518	\$158,985	\$3,878	\$7,699	0%
2022	339	96	28%	\$230,724	\$79,166	\$309,890	\$350,055	\$27,692	\$292,415	\$5,885	\$207,567	\$2,162	\$3,046	0%
2023	348	103	30%	\$270,130	\$70,000	\$340,130	\$375,692	\$28,477	\$335,077	\$13,661	\$239,882	\$2,329	\$3,253	0%
<b>Bellevue, St. Paul's Church</b>														
2019	18	10	37%	\$21,518	\$0	\$21,518	\$21,518	\$1,810	\$21,518	\$2,080	\$14,874	\$1,487	\$2,152	19%
2020	15	9	39%	\$16,603	\$0	\$16,603	\$16,603	\$1,583	\$16,603	\$633	\$11,484	\$1,276	\$1,845	12%
2021	15	7	30%	\$1,723	\$0	\$1,723	\$1,723	\$1,723	\$1,723	\$0	\$9,076	\$1,297	\$246	348%
2022	15	7	47%	\$19,891	\$0	\$19,891	\$19,891	\$1,850	\$19,891	\$1,200	\$10,500	\$1,500	\$2,842	45%
2023	16	10	63%	\$19,420	\$0	\$19,420	\$19,420	\$1,850	\$18,550	\$1,450	\$10,420	\$1,042	\$1,855	41%
<b>Berea, St. Thomas' Church</b>														
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%
2020	127	86	30%	\$165,458	\$15,000	\$180,458	\$192,030	\$20,623	\$180,458	\$24,321	\$119,365	\$1,388	\$2,098	14%
2021	121	42	15%	\$173,050	\$15,000	\$188,050	\$290,074	\$20,507	\$188,050	\$21,224	\$133,786	\$3,185	\$4,477	14%
2022	99	59	60%	\$175,687	\$15,000	\$190,687	\$216,098	\$20,655	\$190,687	\$43,999	\$104,306	\$1,768	\$3,232	20%
2023	82	46	56%	\$210,684	\$15,000	\$225,684	\$301,598	\$25,596	\$227,615	\$137,952	\$115,546	\$2,512	\$4,948	35%
<b>Boardman, St. James Church</b>														
2019	81	45	50%	\$109,286	\$0	\$109,286	\$110,233	\$12,266	\$109,286	\$699	\$87,219	\$1,938	\$2,429	0%
2020	59	40	48%	\$112,356	\$0	\$112,356	\$358,191	\$12,684	\$112,356	\$13,995	\$69,214	\$1,730	\$2,809	0%
2021	44	23	32%	\$113,928	\$0	\$113,928	\$113,928	\$11,531	\$113,928	\$1,270	\$67,020	\$2,914	\$4,953	0%
2022	58	28	48%	\$165,547	\$0	\$165,547	\$165,547	\$16,916	\$165,547	\$5,076	\$69,232	\$2,473	\$5,912	0%
2023	69	33	48%	\$149,120	\$50,000	\$199,120	\$218,620	\$16,284	\$203,984	\$2,677	\$73,011	\$2,212	\$6,181	25%
<b>Bowling Green, St. John the Baptist Church</b>														
2019	12	14	117%	\$31,300	\$0	\$31,300	\$32,162	\$2,692	\$31,300	\$1,158	\$40,485	\$2,892	\$2,236	0%
2020	10	11	110%	\$31,498	\$0	\$31,498	\$31,593	\$1,968	\$31,498	\$2,343	\$36,328	\$3,303	\$2,863	0%
2021	closed													
2022	closed													
2023	closed													

## 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
<b>Brecksville, St. Matthew's Church</b>														
2019	167	69	41%	\$145,663	\$0	\$145,663	\$182,163	\$16,181	\$145,663	\$1,811	\$135,013	\$1,957	\$2,111	0%
2020	165	69	42%	\$147,750	\$0	\$147,750	\$147,750	\$15,621	\$147,750	\$2,333	\$143,849	\$2,085	\$2,141	0%
2021	163	40	25%	\$159,681	\$0	\$159,681	\$169,191	\$14,813	\$139,129	\$1,562	\$153,433	\$3,836	\$3,478	0%
2022	100	47	47%	\$147,152	\$0	\$147,152	\$147,152	\$15,635	\$147,152	\$1,601	\$145,983	\$3,106	\$3,131	0%
2023	96	55	57%	\$165,181	\$0	\$165,181	\$190,308	\$17,870	\$167,145	\$0	\$129,323	\$2,351	\$3,039	0%
<b>Brunswick, St. Patrick's Church</b>														
2019	34	25	74%	\$35,681	\$0	\$35,681	\$37,871	\$3,076	\$35,681	\$2,705	\$38,480	\$1,539	\$1,427	0%
2020	27	30	88%	\$20,790	\$0	\$20,790	\$21,745	\$1,925	\$20,790	\$1,130	\$26,934	\$898	\$693	0%
2021	20	12	36%	\$20,145	\$0	\$20,145	\$23,545	\$1,588	\$20,145	\$1,359	\$33,541	\$2,795	\$1,679	0%
2022	18	14	78%	\$26,470	\$0	\$26,470	\$26,470	\$2,232	\$26,470	\$559	\$22,950	\$1,639	\$1,891	0%
2023	20	14	70%	\$28,765	\$0	\$28,765	\$28,765	\$2,612	\$37,920	\$5,319	\$28,762	\$2,054	\$2,709	0%
<b>Canton, St. Mark's Church</b>														
2019	161	87	26%	\$189,008	\$0	\$189,008	\$281,628	\$21,231	\$189,008	\$28,519	\$157,498	\$1,810	\$2,173	0%
2020	156	77	23%	\$221,832	\$0	\$221,832	\$299,133	\$21,373	\$221,834	\$22,675	\$192,361	\$2,498	\$2,881	0%
2021	154	35	10%	\$259,059	\$0	\$259,059	\$292,900	\$30,913	\$259,059	\$21,234	\$197,930	\$5,655	\$7,402	15%
2022	156	63	40%	\$293,724	\$0	\$293,724	\$305,604	\$30,613	\$293,724	\$36,517	\$182,652	\$2,899	\$4,662	25%
2023	157	74	47%	\$294,741	\$0	\$294,741	\$318,481	\$31,134	\$294,741	\$35,084	\$186,896	\$2,526	\$3,983	22%
<b>Canton, St. Paul's Church</b>														
2019	108	50	24%	\$180,620	\$0	\$180,620	\$218,996	\$12,686	\$180,620	\$66,618	\$163,107	\$3,262	\$3,612	7%
2020	103	46	22%	\$186,766	\$0	\$186,766	\$208,912	\$10,517	\$186,766	\$66,409	\$158,201	\$3,439	\$4,060	13%
2021	77	21	10%	\$209,592	\$0	\$209,592	\$215,586	\$18,441	\$209,592	\$66,943	\$144,779	\$6,894	\$9,981	18%
2022	75	26	35%	\$256,707	\$11,984	\$268,691	\$275,291	\$21,329	\$268,691	\$70,915	\$143,646	\$5,525	\$10,334	45%
2023	83	38	46%	\$330,680	\$11,984	\$342,664	\$457,793	\$24,846	\$270,646	\$76,533	\$164,054	\$4,317	\$7,122	46%
<b>Chagrin Falls, St. Martin's Church</b>														
2019	280	86	27%	\$279,908	\$0	\$279,908	\$320,670	\$36,220	\$279,908	\$14,072	\$258,130	\$3,002	\$3,255	0%
2020	256	78	25%	\$273,106	\$0	\$273,106	\$390,411	\$29,858	\$273,106	\$7,015	\$261,317	\$3,350	\$3,501	0%
2021	247	43	13%	\$282,853	\$0	\$282,853	\$292,807	\$38,862	\$282,853	\$6,031	\$260,377	\$6,055	\$6,578	0%
2022	340	59	17%	\$281,424	\$0	\$281,424	\$290,626	\$33,721	\$281,424	\$5,129	\$242,682	\$4,113	\$4,770	0%
2023	341	52	15%	\$244,897	\$0	\$244,897	\$254,239	\$36,182	\$298,828	\$8,210	\$229,064	\$4,405	\$5,747	0%
<b>Chardon, St. Luke's Church</b>														
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%
2020	80	32	40%	\$107,113	\$2,000	\$109,113	\$113,683	\$10,991	\$109,113	\$747	\$106,952	\$3,342	\$3,410	0%
2021	83	28	32%	\$116,403	\$2,000	\$118,403	\$126,770	\$11,674	\$118,403	\$2,315	\$100,317	\$3,583	\$4,229	0%
2022	57	34	60%	\$124,902	\$2,000	\$126,902	\$157,408	\$12,905	\$126,902	\$566	\$117,122	\$3,445	\$3,732	0%
2023	60	40	67%	\$126,011	\$2,000	\$128,011	\$150,931	\$13,465	\$131,634	\$1,945	\$109,508	\$2,738	\$3,291	0%
<b>Cleveland, St. Andrew's Church</b>														
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%
2020	122	55	43%	\$205,404	\$0	\$205,404	\$211,462	\$30,082	\$205,404	\$7,699	\$138,235	\$2,513	\$3,735	0%
2021	128	36	28%	\$193,059	\$0	\$193,059	\$193,727	\$20,655	\$193,059	\$5,009	\$125,930	\$3,498	\$5,363	13%
2022	40	31	78%	\$206,647	\$0	\$206,647	\$208,317	\$18,459	\$206,647	\$544	\$100,043	\$3,227	\$6,666	19%
2023	42	35	83%	\$214,157	\$0	\$214,157	\$227,607	\$31,018	\$219,484	\$7,503	\$111,825	\$3,195	\$6,271	0%
<b>Cleveland, St. Luke's Church</b>														
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%
2020	41	26	43%	\$101,876	\$50,000	\$151,876	\$249,056	\$11,146	\$151,876	\$93,733	\$97,301	\$3,742	\$5,841	0%
2021	24	12	48%	\$120,324	\$40,500	\$160,824	\$285,016	\$15,605	\$160,824	\$91,220	\$113,509	\$9,459	\$13,402	0%
2022	11	18	164%	\$99,071	\$71,717	\$170,788	\$285,218	\$9,138	\$170,788	\$106,461	\$113,815	\$6,323	\$9,488	0%
2023	28	21	75%	\$125,318	\$75,300	\$200,618	\$314,535	\$12,105	\$184,533	\$122,665	\$117,079	\$5,575	\$8,787	0%
<b>Cleveland, Trinity Cathedral</b>														
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%
2020	333	257	68%	\$1,328,143	\$20,000	\$1,348,143	\$2,203,788	\$229,364	\$1,348,143	\$393,110	\$503,637	\$1,960	\$5,246	58%
2021	345	122	31%	\$1,229,235	\$0	\$1,229,235	\$1,814,613	\$159,002	\$1,229,235	\$329,814	\$495,573	\$4,062	\$10,076	70%
2022	350	161	46%	\$1,388,279	\$690	\$1,388,969	\$1,833,442	\$196,677	\$1,388,969	\$265,103	\$501,758	\$3,117	\$8,627	53%
2023	286	182	64%	\$1,491,965	\$250	\$1,492,215	\$2,323,425	\$225,320	\$1,492,215	\$355,391	\$541,434	\$2,975	\$8,199	57%
<b>Cleveland Hts., St. Paul's Church</b>														
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%
2020	1294	321	25%	\$1,722,415	\$0	\$1,722,415	\$2,020,930	\$232,961	\$1,722,415	\$373,328	\$1,571,230	\$4,895	\$5,366	9%
2021	1241	175	14%	\$1,719,158	\$0	\$1,719,158	\$1,925,101	\$228,018	\$1,719,158	\$393,434	\$1,477,658	\$8,444	\$9,824	0%
2022	1153	245	21%	\$1,947,154	\$0	\$1,947,154	\$2,124,201	\$263,105	\$1,947,154	\$425,761	\$1,720,960	\$7,024	\$7,948	12%
2023	1108	273	25%	\$1,962,271	\$0	\$1,962,271	\$3,802,995	\$261,920	\$1,962,271	\$395,386	\$1,591,601	\$5,830	\$7,188	19%
<b>Coshocton, Trinity Church</b>														
2019	78	15	19%	\$49,456	\$0	\$49,456	\$49,456	\$4,556	\$49,456	\$600	\$7,433	\$496	\$3,297	0%
2020		11	14%	\$59,810	\$0	\$59,810	\$59,810	\$4,610	\$59,810	\$500	\$27,400	\$2,491	\$5,437	0%
2021	77	9	12%	\$48,060	\$0	\$48,060	\$48,060	\$5,471	\$48,060	\$0	\$36,592	\$4,066	\$5,340	0%
2022	77	11	14%	\$109,233	\$0	\$109,233	\$109,233	\$5,238	\$109,233	\$0	\$62,051	\$5,641	\$9,930	46%
2023	70	11	16%	\$45,576	\$0	\$45,576	\$45,576	\$6,102	\$60,197	\$600	\$38,076	\$3,461	\$5,472	0%
<b>Cuyahoga Falls, St. John's Church</b>														
2019	161	70	43%	\$130,928	\$0	\$130,928	\$152,784	\$18,974	\$130,928	\$27,067	\$130,928	\$1,870	\$1,870	0%
2020	154	59	38%	\$184,050	\$0	\$184,050	\$206,488	\$19,022	\$184,050	\$18,590	\$141,006	\$2,390	\$3,119	3%
2021	155	35	23%	\$246,173	\$0	\$246,173	\$257,474	\$23,391	\$246,173	\$23,869	\$129,329	\$3,695	\$7,034	41%
2022	157	44	28%	\$236,525	\$0	\$236,525	\$240,525	\$27,072	\$236,525	\$23,480	\$129,952	\$2,953	\$5,376	41%
2023	155	51	33%	\$243,295	\$0	\$243,295	\$243,295	\$22,472	\$234,279	\$25,395	\$113,498	\$2,225	\$4,594	52%

## 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
<b>Defiance, Grace Church</b>														
2019	23	20	47%	\$44,895	\$0	\$44,895	\$44,895	\$3,686	\$44,895	\$5,064	\$42,702	\$2,135	\$2,245	0%
2020	31	19	45%	\$48,033	\$0	\$48,033	\$48,033	\$3,331	\$33,235	\$360	\$48,033	\$2,528	\$1,749	0%
2021	28	20	48%	\$26,890	\$0	\$26,890	\$26,890	\$3,590	\$26,890	\$0	\$45,748	\$2,287	\$1,345	0%
2022	31	20	65%	\$42,627	\$0	\$42,627	\$43,056	\$3,134	\$42,627	\$5,145	\$33,210	\$1,661	\$2,131	10%
2023	30	19	63%	\$46,885	\$0	\$46,885	\$46,885	\$3,796	\$36,112	\$2,019	\$41,815	\$2,201	\$1,901	0%
<b>East Liverpool, St. Stephen's Church</b>														
2019	35	29	25%	\$93,379	\$0	\$93,379	\$118,885	\$9,228	\$93,379	\$7,841	\$34,923	\$1,204	\$3,220	52%
2020	35	27	24%	\$87,341	\$0	\$87,341	\$99,920	\$9,413	\$87,341	\$3,604	\$31,642	\$1,172	\$3,235	55%
2021	30	27	24%	\$83,714	\$500	\$84,214	\$99,336	\$8,130	\$84,214	\$2,563	\$29,015	\$1,075	\$3,119	64%
2022	50	72	144%	\$88,174	\$0	\$88,174	\$161,881	\$9,567	\$94,274	\$3,676	\$29,068	\$404	\$1,309	62%
2023	43	23	53%	\$103,702	\$0	\$103,702	\$123,357	\$9,382	\$103,702	\$3,090	\$26,014	\$1,131	\$4,509	73%
<b>Elyria, St. Andrew's Church</b>														
2019	217	68	21%	\$261,219	\$0	\$261,219	\$287,918	\$27,158	\$261,219	\$26,202	\$198,490	\$2,919	\$3,841	9%
2020	188	61	27%	\$231,757	\$0	\$231,757	\$235,257	\$24,057	\$231,757	\$32,032	\$217,242	\$3,561	\$3,799	11%
2021	189	40	18%	\$224,681	\$0	\$224,681	\$246,973	\$20,767	\$224,681	\$40,052	\$231,061	\$5,777	\$5,617	9%
2022	191	43	23%	\$285,000	\$0	\$285,000	\$322,295	\$30,020	\$285,000	\$31,081	\$234,447	\$5,452	\$6,628	16%
2023	204	49	24%	\$300,451	\$0	\$300,451	\$1,276,011	\$32,284	\$299,635	\$31,606	\$238,300	\$4,863	\$6,115	16%
<b>Euclid, Church of the Epiphany</b>														
2019	184	50	17%	\$151,457	\$0	\$151,457	\$153,162	\$15,856	\$151,457	\$4,779	\$118,139	\$2,363	\$3,029	6%
2020	179	53	18%	\$147,619	\$0	\$147,619	\$149,257	\$17,003	\$147,619	\$2,462	\$112,023	\$2,114	\$2,785	6%
2021	176	35	12%	\$142,646	\$0	\$142,646	\$168,682	\$15,154	\$142,646	\$50	\$128,054	\$3,659	\$4,076	6%
2022	76	33	43%	\$155,874	\$0	\$155,874	\$206,602	\$16,141	\$155,874	\$14,671	\$113,175	\$3,430	\$4,723	6%
2023	70	39	56%	\$176,604	\$0	\$176,604	\$216,353	\$16,583	\$154,594	\$7,502	\$142,289	\$3,648	\$3,964	5%
<b>Findlay, Trinity Church</b>														
2019	165	69	42%	\$172,703	\$0	\$172,703	\$238,649	\$18,670	\$172,703	\$5,303	\$143,120	\$2,074	\$2,503	8%
2020	164	67	41%	\$165,900	\$0	\$165,900	\$202,623	\$17,868	\$165,900	\$3,550	\$148,953	\$2,223	\$2,476	8%
2021	165	40	24%	\$167,284	\$0	\$167,284	\$174,924	\$17,529	\$167,284	\$4,503	\$126,551	\$3,164	\$4,182	8%
2022	172	65	38%	\$180,625	\$0	\$180,625	\$190,698	\$19,283	\$180,625	\$4,526	\$161,562	\$2,486	\$2,779	8%
2023	179	62	35%	\$182,921	\$0	\$182,921	\$189,833	\$19,856	\$182,921	\$5,878	\$140,221	\$2,262	\$2,950	22%
<b>Fremont, St. Paul's Church</b>														
2019	60	34	22%	\$195,319	\$0	\$195,319	\$210,318	\$22,552	\$195,319	\$5,409	\$103,060	\$3,031	\$5,745	0%
2020	60	35	58%	\$118,092	\$65,000	\$183,092	\$194,068	\$14,541	\$183,092	\$4,838	\$97,306	\$2,780	\$5,231	0%
2021	62	26	42%	\$153,581	\$50,000	\$203,581	\$220,032	\$8,515	\$153,581	\$3,337	\$109,673	\$4,218	\$5,907	0%
2022	55	28	51%	\$120,465	\$80,000	\$200,465	\$208,709	\$9,038	\$200,465	\$9,390	\$113,633	\$4,058	\$7,159	0%
2023	54	35	65%	\$233,765	\$50,000	\$283,765	\$297,566	\$18,643	\$204,060	\$57,802	\$96,118	\$2,746	\$5,830	0%
<b>Gambier, Harcourt Parish</b>														
2019	76	71	62%	\$161,126	\$0	\$161,126	\$184,507	\$17,291	\$161,126	\$22,241	\$118,309	\$1,666	\$2,269	19%
2020	79	54	46%	\$149,725	\$0	\$149,725	\$192,666	\$15,889	\$149,725	\$28,369	\$122,985	\$2,278	\$2,773	10%
2021	67	44	42%	\$150,940	\$0	\$150,940	\$202,232	\$16,042	\$150,940	\$21,749	\$138,980	\$3,159	\$3,430	1%
2022	65	40	62%	\$163,417	\$0	\$163,417	\$191,035	\$17,419	\$163,417	\$19,600	\$121,789	\$3,045	\$4,085	8%
2023	65	48	74%	\$146,904	\$0	\$146,904	\$187,929	\$15,628	\$146,931	\$28,805	\$130,984	\$2,729	\$3,061	2%
<b>Gates Mills, St. Christopher-by-the-River Church</b>														
2019	125	72	49%	\$397,341	\$0	\$397,341	\$443,954	\$51,514	\$397,341	\$36,405	\$248,277	\$3,448	\$5,519	5%
2020	128	69	47%	\$404,722	\$0	\$404,722	\$405,300	\$52,980	\$404,722	\$18,779	\$218,580	\$3,168	\$5,866	4%
2021	128	42	29%	\$390,774	\$0	\$390,774	\$511,870	\$51,186	\$390,774	\$18,199	\$233,059	\$5,549	\$9,304	29%
2022	116	55	47%	\$402,088	\$0	\$402,088	\$427,026	\$52,329	\$402,088	\$26,458	\$261,395	\$4,753	\$7,311	4%
2023	112	60	54%	\$445,544	\$0	\$445,544	\$459,195	\$54,708	\$408,995	\$14,229	\$277,461	\$4,624	\$6,817	37%
<b>Geneva, Christ Church</b>														
2019	54	31	41%	\$65,311	\$0	\$65,311	\$80,359	\$5,790	\$65,311	\$8,326	\$50,287	\$1,622	\$2,107	8%
2020	46	27	36%	\$56,140	\$0	\$56,140	\$59,252	\$6,065	\$56,140	\$2,849	\$42,580	\$1,577	\$2,079	0%
2021	41	14	20%	\$57,884	\$0	\$57,884	\$65,807	\$5,210	\$57,884	\$3,442	\$42,602	\$3,043	\$4,135	0%
2022	46	19	41%	\$65,563	\$0	\$65,563	\$75,222	\$5,860	\$65,563	\$1,510	\$45,751	\$2,408	\$3,451	0%
2023	35	21	60%	\$78,332	\$0	\$78,332	\$109,011	\$6,905	\$75,637	\$2,791	\$59,705	\$2,843	\$3,602	0%
<b>Hudson, Christ Church</b>														
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%
2020	307	150	39%	\$511,434	\$20,004	\$531,438	\$2,017,282	\$65,546	\$531,438	\$45,328	\$436,067	\$2,907	\$3,543	0%
2021	287	38	10%	\$532,503	\$20,004	\$552,507	\$968,665	\$75,588	\$552,507	\$36,137	\$479,101	\$12,608	\$14,540	7%
2022	245	109	44%	\$532,737	\$8,335	\$541,072	\$784,331	\$72,535	\$541,072	\$61,951	\$483,093	\$4,432	\$4,964	7%
2023	229	124	54%	\$527,299	\$0	\$527,299	\$664,505	\$63,792	\$527,299	\$106,145	\$523,909	\$4,225	\$4,252	1%
<b>Huron, Christ Church</b>														
2019	227	55	20%	\$138,853	\$0	\$138,853	\$165,571	\$18,841	\$138,853	\$15,807	\$132,316	\$2,406	\$2,525	0%
2020	157	54	19%	\$159,595	\$0	\$159,595	\$162,954	\$18,799	\$159,595	\$6,718	\$124,620	\$2,308	\$2,955	0%
2021	142	28	10%	\$184,716	\$0	\$184,716	\$190,893	\$22,954	\$184,716	\$6,177	\$148,892	\$5,318	\$6,597	0%
2022	45	38	84%	\$179,458	\$0	\$179,458	\$202,669	\$16,024	\$179,458	\$6,932	\$127,381	\$3,352	\$4,723	0%
2023	48	43	90%	\$157,869	\$0	\$157,869	\$180,113	\$21,065	\$175,161	\$9,904	\$137,767	\$3,204	\$4,074	0%
<b>Kent, Christ Church</b>														
2019	145	58	35%	\$188,380	\$0	\$188,380	\$196,645	\$22,655	\$188,380	\$3,606	\$127,308	\$2,195	\$3,248	3%
2020	137	62	38%	\$156,302	\$0	\$156,302	\$171,307	\$15,918	\$156,302	\$14,773	\$122,226	\$1,971	\$2,521	3%
2021	145	28	16%	\$164,040	\$0	\$164,040	\$165,442	\$16,654	\$164,040	\$1,205	\$124,702	\$4,454	\$5,859	13%
2022	53	30	56%	\$157,314	\$0	\$157,314	\$160,708	\$15,731	\$149,063	\$1,041	\$141,053	\$4,717	\$4,985	11%
2023	78	32	41%	\$122,950	\$0	\$122,950	\$144,422	\$12,288	\$120,822	\$625	\$110,086	\$3,440	\$3,776	10%

## 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
<b>Kirtland Hills, St. Hubert's Church</b>														
2019	185	89	37%	\$334,582	\$0	\$334,582	\$448,574	\$40,844	\$334,582	\$7,447	\$236,926	\$2,662	\$3,759	27%
2020	181	76	32%	\$322,387	\$0	\$322,387	\$351,992	\$40,193	\$322,387	\$5,564	\$229,191	\$3,016	\$4,242	17%
2021	244	50	20%	\$304,715		\$304,715	\$380,025	\$36,541	\$304,715	\$10,378	\$219,826	\$4,397	\$6,094	17%
2022	53	30	56%	\$157,314	\$0	\$157,314	\$160,708	\$15,731	\$149,063	\$1,041	\$141,053	\$4,717	\$4,985	11%
2023	149	80	54%	\$332,879	\$0	\$332,879	\$671,383	\$39,319	\$332,879	\$13,810	\$275,313	\$3,441	\$4,161	17%
<b>Lakewood, Church of the Ascension</b>														
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%
2020	143	66	40%	\$176,592	\$31,556	\$208,148	\$303,048	\$19,869	\$208,148	\$5,890	\$133,113	\$2,017	\$3,154	2%
2021	152	46	26%	\$174,940	\$52,483	\$227,423	\$367,134	\$18,592	\$227,423	\$4,012	\$151,377	\$3,291	\$4,944	6%
2022	161	68	42%	\$191,991	\$43,236	\$235,227	\$326,091	\$20,961	\$235,227	\$4,262	\$174,350	\$2,564	\$3,459	0%
2023	166	73	44%	\$197,615	\$27,020	\$224,635	\$602,904	\$20,211	\$224,635	\$6,115	\$176,795	\$2,422	\$3,077	0%
<b>Lakewood, St. Peter's Church</b>														
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%
2020	364	155	43%	\$548,095	\$0	\$548,095	\$777,092	\$74,416	\$548,095	\$78,471	\$622,166	\$4,014	\$3,536	0%
2021	345	63	18%	\$478,587	\$0	\$478,587	\$578,696	\$63,201	\$478,587	\$109,192	\$591,584	\$9,390	\$7,597	0%
2022	291	89	31%	\$497,261	\$0	\$497,261	\$537,741	\$64,399	\$497,261	\$68,401	\$540,365	\$6,072	\$5,587	0%
2023	303	113	37%	\$544,250	\$0	\$544,250	\$660,248	\$78,000	\$577,512	\$67,795	\$515,150	\$4,559	\$5,111	1%
<b>Lisbon, Holy Trinity Church</b>														
2019	41	12	29%	\$25,549	\$0	\$25,549	\$26,549	\$2,409	\$25,549	\$1,455	\$4,367	\$364	\$2,129	61%
2020	41	10	24%	\$21,542	\$0	\$21,542	\$22,542	\$2,005	\$21,542	\$2,455	\$2,768	\$277	\$2,154	74%
2021														
2022														
2023														
<b>Lorain, Church of the Redeemer</b>														
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%
2020	138	54	39%	\$119,212	\$38,750	\$157,962	\$252,543	\$16,361	\$157,962	\$28,686	\$76,866	\$1,423	\$2,925	14%
2021	134	29	22%	\$180,141	\$20,000	\$200,141	\$303,534	\$20,206	\$200,141	\$37,788	\$84,384	\$2,910	\$6,901	11%
2022	146	30	21%	\$244,811	\$30,000	\$274,811	\$354,320	\$17,576	\$274,811	\$87,015	\$74,289	\$2,476	\$9,160	8%
2023	100	48	48%	\$132,886	\$5,000	\$137,886	\$376,847	\$20,651	\$346,911	\$148,390	\$94,775	\$1,974	\$7,227	15%
<b>Lyndhurst, Church of the Good Shepherd</b>														
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%
2020	67	33	49%	\$170,137	\$21,000	\$191,137	\$200,655	\$18,727	\$191,136	\$4,158	\$137,153	\$4,156	\$5,792	0%
2021	70	33	48%	\$179,298	\$21,000	\$200,298	\$203,252	\$18,871	\$200,298	\$5,742	\$132,057	\$4,002	\$6,070	0%
2022	59	28	47%	\$173,594	\$28,500	\$202,094	\$207,017	\$18,950	\$202,094	\$1,577	\$137,323	\$4,904	\$7,218	0%
2023	71	32	45%	\$155,455	\$0	\$155,455	\$164,860	\$17,310	\$155,455	\$2,650	\$125,296	\$3,916	\$4,858	0%
<b>Macedonia, St. Timothy's Church</b>														
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%
2020	128	46	19%	\$146,213	\$2,000	\$148,213	\$178,030	\$17,582	\$148,213	\$4,962	\$152,602	\$3,317	\$3,222	3%
2021	126	20	9%	\$145,760	\$2,000	\$147,760	\$312,557	\$11,796	\$147,760	\$7,828	\$89,796	\$4,490	\$7,388	3%
2022	120	25	21%	\$151,298	\$2,000	\$153,298	\$173,152	\$19,316	\$153,298	\$16,166	\$154,483	\$6,179	\$6,132	0%
2023	120	25	21%	\$163,770	\$0	\$163,770	\$184,358	\$13,091	\$162,668	\$646	\$149,061	\$5,962	\$6,507	0%
<b>Mansfield, Grace Church</b>														
2019	213	67	21%	\$288,063	\$0	\$288,063	\$456,408	\$33,346	\$288,063	\$239,244	\$142,958	\$2,134	\$4,299	46%
2020	218	69	22%	\$290,624	\$0	\$290,624	\$709,020	\$34,470	\$290,624	\$279,310	\$143,789	\$2,084	\$4,212	37%
2021	228	45	14%	\$307,019	\$459	\$307,478	\$409,966	\$37,270	\$307,478	\$108,853	\$146,482	\$3,255	\$6,833	52%
2022	326	53	16%	\$300,689	\$0	\$300,689	\$525,744	\$36,161	\$300,689	\$131,145	\$135,293	\$2,553	\$5,673	55%
2023	270	58	21%	\$306,891	\$0	\$306,891	\$484,011	\$37,393	\$306,891	\$181,352	\$123,122	\$2,123	\$5,291	60%
<b>Massillon, St. Timothy's Church</b>														
2019	142	95	38%	\$238,211	\$0	\$238,211	\$289,527	\$24,503	\$238,211	\$6,670	\$197,308	\$2,077	\$2,507	13%
2020	133	106	44%	\$251,390	\$0	\$251,390	\$500,646	\$27,805	\$251,390	\$17,904	\$199,189	\$1,879	\$2,372	7%
2021	69	32	13%	\$241,086	\$16,173	\$257,259	\$274,724	\$24,935	\$257,259	\$23,122	\$190,677	\$5,959	\$8,039	16%
2022	85	53	62%	\$236,091	\$18,523	\$254,614	\$464,614	\$29,692	\$254,614	\$28,986	\$165,896	\$3,130	\$4,804	16%
2023	76	63	83%	\$253,053	\$0	\$253,053	\$254,693	\$28,329	\$256,568	\$21,725	\$218,233	\$3,464	\$4,073	12%
<b>Maumee, St. Paul's Church</b>														
2019	450	116	200%	\$439,639	\$0	\$439,639	\$745,139	\$55,897	\$439,639	\$465,117	\$294,764	\$2,541	\$3,790	62%
2020				\$394,421	\$0	\$394,421	\$704,589	\$48,174	\$394,421	\$410,923	\$463,837			31%
2021	351	51	12%	\$358,373	\$0	\$358,373	\$845,175	\$36,810	\$358,373	\$429,013	\$409,236	\$8,024	\$7,027	21%
2022	349	71	20%	\$422,300	\$0	\$422,300	\$1,033,459	\$55,693	\$422,300	\$972,251	\$492,463	\$6,936	\$5,948	34%
2023	325	86	26%	\$437,550	\$0	\$437,550	\$1,053,401	\$39,415	\$981,557	\$683,657	\$428,887	\$4,987	\$11,413	0%
<b>Mayfield Village, St. Bartholomew's Church</b>														
2019	93	60	52%	\$142,275	\$0	\$142,275	\$150,090	\$14,670	\$142,275	\$6,280	\$125,612	\$2,094	\$2,371	4%
2020	105	53	45%	\$133,562	\$0	\$133,562	\$146,281	\$14,625	\$133,562	\$6,140	\$147,799	\$2,789	\$2,520	4%
2021	72	45	42%	\$126,297	\$0	\$126,297	\$127,287	\$12,721	\$126,297	\$40,920	\$118,082	\$2,624	\$2,807	11%
2022	86	37	43%	\$84,561	\$0	\$84,561	\$93,171	\$8,495	\$84,561	\$0	\$99,704	\$2,695	\$2,285	9%
2023	86	38	44%	\$123,508	\$0	\$123,508	\$128,063	\$14,463	\$140,661	\$0	\$109,381	\$2,878	\$3,702	5%
<b>Medina, St. Paul's Church</b>														
2019	183	84	17%	\$267,828	\$0	\$267,828	\$309,028	\$30,073	\$267,828	\$26,507	\$255,717	\$3,044	\$3,188	0%
2020	178	78	17%	\$265,690	\$500	\$266,190	\$299,646	\$32,048	\$266,190	\$30,572	\$233,576	\$2,995	\$3,413	3%
2021	175	39	8%	\$207,609	\$0	\$207,609	\$342,733	\$22,803	\$207,609	\$16,539	\$187,772	\$4,815	\$5,323	0%
2022	172	53	31%	\$289,266	\$0	\$289,266	\$552,409	\$31,015	\$289,266	\$43,536	\$224,402	\$4,234	\$5,458	0%
2023	172	68	40%	\$295,794	\$0	\$295,794	\$615,884	\$31,931	\$293,511	\$40,182	\$267,735	\$3,937	\$4,316	0%

## 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
<b>Mentor, St. Andrew Church</b>														
2019	261	64	25%	\$170,535	\$0	\$170,535	\$239,066	\$17,001	\$170,535	\$31,185	\$142,020	\$2,219	\$2,665	24%
2020	260	58	22%	\$156,677	\$0	\$156,677	\$212,079	\$22,454	\$156,677	\$22,948	\$143,989	\$2,483	\$2,701	0%
2021	262	34	13%	\$166,133	\$0	\$166,133	\$372,683	\$22,370	\$166,133	\$33,311	\$146,240	\$4,301	\$4,886	0%
2022	59	53	90%	\$184,552	\$18,400	\$202,952	\$269,406	\$23,037	\$202,952	\$31,337	\$145,680	\$2,749	\$3,829	0%
2023	81	42	52%	\$182,927	\$0	\$182,927	\$256,793	\$16,053	\$186,560	\$38,580	\$155,645	\$3,706	\$4,442	0%
<b>Mount Vernon, St. Paul's Church</b>														
2019	72	45	63%	\$167,853	\$0	\$167,853	\$179,674	\$17,335	\$167,853	\$15,141	\$129,957	\$2,888	\$3,730	26%
2020	60	40	67%	\$202,242	\$0	\$202,242	\$217,818	\$18,617	\$202,242	\$15,895	\$127,330	\$3,183	\$5,056	29%
2021	58	26	45%	\$207,144	\$0	\$207,144	\$210,541	\$23,825	\$207,144	\$7,373	\$136,892	\$5,265	\$7,967	22%
2022	46	28	61%	\$206,238	\$0	\$206,238	\$206,238	\$23,523	\$206,238	\$6,784	\$128,373	\$4,585	\$7,366	31%
2023	37	27	73%	\$224,950	\$0	\$224,950	\$224,950	\$19,163	\$160,404	\$5,737	\$133,768	\$4,954	\$5,941	26%
<b>Napoleon, St. John the Evangelist Church</b>														
2019														
2020														
2021														
2022														
2023														
<b>New Philadelphia, Trinity Church</b>														
2019	59	23	39%	\$43,534	\$0	\$43,534	\$57,382	\$3,866	\$43,534	\$1,267	\$43,534	\$1,893	\$1,893	0%
2020	58	21	36%	\$42,637	\$0	\$42,637	\$42,637	\$3,851	\$42,637	\$200	\$42,637	\$2,030	\$2,030	0%
2021	22	19	33%	\$45,466	\$0	\$45,466	\$45,466	\$4,115	\$45,466	\$200	\$45,466	\$2,393	\$2,393	0%
2022	28	20	71%	\$48,816	\$0	\$48,816	\$48,816	\$4,335	\$48,816	\$300	\$44,762	\$2,238	\$2,441	10%
2023	25	18	72%	\$45,027	\$0	\$45,027	\$47,727	\$4,010	\$51,937	\$6,274	\$36,951	\$2,053	\$2,885	15%
<b>Niles, St. Luke's Church</b>														
2019	124	31	25%	\$43,533	\$0	\$43,533	\$44,230	\$0	\$43,533	\$697	\$42,836	\$1,382	\$1,404	0%
2020	136	31	25%	\$34,061	\$0	\$34,061	\$36,558	\$4,534	\$34,061	\$1,850	\$27,995	\$903	\$1,099	0%
2021	126	19	15%	\$36,384	\$0	\$36,384	\$54,384	\$4,154	\$36,384	\$4,250	\$25,202	\$1,326	\$1,915	0%
2022	126	17	13%	\$29,554	\$0	\$29,554	\$29,554	\$1,412	\$29,554	\$3,725	\$23,650	\$1,391	\$1,738	41%
2023	123	20	16%	\$24,394	\$0	\$24,394	\$24,394	\$2,100	\$26,705	\$800	\$24,394	\$1,220	\$1,335	0%
<b>Norwalk, St. Paul's Church</b>														
2019	43	27	52%	\$92,854	\$0	\$92,854	\$94,314	\$9,642	\$92,854	\$668	\$65,360	\$2,421	\$3,439	5%
2020				\$60,676	\$0	\$60,676	\$61,072	\$7,252	\$72,527	\$1,481	\$49,876			0%
2021	32	17	43%	\$33,538	\$0	\$33,538	\$33,538	\$3,216	\$33,538	\$6,848	\$34,179	\$2,011	\$1,973	0%
2022	35	19	54%	\$42,114	\$0	\$42,114	\$45,799	\$4,108	\$42,114	\$50	\$48,773	\$2,567	\$2,217	0%
2023	37	19	51%	\$64,625	\$0	\$64,625	\$67,675	\$4,108	\$25,983	\$237	\$64,210	\$3,379	\$1,368	0%
<b>Oberlin, Christ Church</b>														
2019	65	54	56%	\$294,844	\$0	\$294,844	\$430,389	\$32,908	\$294,844	\$51,192	\$186,475	\$3,453	\$5,460	29%
2020	63	47	50%	\$312,577	\$0	\$312,577	\$719,088	\$37,832	\$312,577	\$97,940	\$186,941	\$3,977	\$6,651	29%
2021	59	28	32%	\$305,801	\$0	\$305,801	\$305,801	\$36,875	\$305,801	\$20,317	\$191,442	\$6,837	\$10,921	33%
2022	52	43	83%	\$315,363	\$0	\$315,363	\$762,268	\$38,606	\$315,363	\$120,219	\$197,153	\$4,585	\$7,334	33%
2023	61	49	80%	\$359,273	\$0	\$359,273	\$624,715	\$43,728	\$359,273	\$237,352	\$222,144	\$4,534	\$7,332	38%
<b>Oregon, St. Paul's Church</b>														
2019	42	29	24%	\$85,465	\$0	\$85,465	\$101,278	\$8,439	\$85,465	\$2,232	\$45,980	\$1,586	\$2,947	0%
2020	38	33	28%	\$78,309	\$0	\$78,309	\$87,986	\$7,456	\$78,309	\$2,416	\$49,389	\$1,497	\$2,373	0%
2021	44	28	22%	\$83,183	\$0	\$83,183	\$167,095	\$7,002	\$83,183	\$11,473	\$46,793	\$1,671	\$2,971	0%
2022	38	27	71%	\$95,222	\$0	\$95,222	\$106,192	\$7,433	\$95,222	\$16,819	\$52,075	\$1,929	\$3,527	0%
2023	78	35	45%	\$64,114	\$0	\$64,114	\$78,266	\$8,319	\$101,065	\$16,606	\$53,223	\$1,521	\$2,888	5%
<b>Painesville, St. James' Church</b>														
2019	146	74	43%	\$233,100	\$0	\$233,100	\$450,620	\$25,570	\$233,100	\$45,090	\$181,409	\$2,451	\$3,150	13%
2020	141	52	32%	\$224,477	\$0	\$224,477	\$329,273	\$25,710	\$224,477	\$29,975	\$179,690	\$3,456	\$4,317	2%
2021	136	41	26%	\$236,789	\$0	\$236,789	\$298,383	\$27,373	\$236,789	\$31,168	\$186,003	\$4,537	\$5,775	12%
2022	155	53	34%	\$172,535	\$0	\$172,535	\$369,931	\$18,363	\$172,535	\$29,790	\$174,309	\$3,289	\$3,255	0%
2023	153	52	34%	\$193,869	\$0	\$193,869	\$340,399	\$21,129	\$193,869	\$42,345	\$174,316	\$3,352	\$3,728	3%
<b>Parma, All Saints Church</b>														
2019	183	59	32%	\$80,510	\$0	\$80,510	\$108,507	\$7,910	\$80,510	\$5,769	\$80,510	\$1,365	\$1,365	0%
2020	86	49	28%	\$80,852	\$0	\$80,852	\$81,167	\$8,029	\$80,852	\$1,289	\$80,733	\$1,648	\$1,650	0%
2021	64	-	0%	\$125,278	\$0	\$125,278	\$127,388	\$11,673	\$125,278	\$2,113	\$95,409			23%
2022	68	53	78%	\$154,708	\$0	\$154,708	\$218,092	\$16,404	\$154,708	\$2,538	\$112,472	\$2,122	\$2,919	16%
2023	84	64	76%	\$170,423	\$0	\$170,423	\$217,508	\$18,725	\$170,422	\$2,968	\$116,016	\$1,813	\$2,663	5%
<b>Perrysburg, St. Timothy's Church</b>														
2019	268	96	36%	\$365,797	\$0	\$365,797	\$493,793	\$38,039	\$365,797	\$26,645	\$296,621	\$3,090	\$3,810	19%
2020	263	87	33%	\$327,813	\$0	\$327,813	\$440,853	\$51,279	\$365,226	\$26,344	\$321,431	\$3,695	\$4,198	0%
2021	214	45	21%	\$393,333	\$0	\$393,333	\$482,871	\$49,835	\$393,333	\$20,873	\$353,185	\$7,849	\$8,741	0%
2022	0	59		\$357,387	\$0	\$357,387	\$711,829	\$47,287	\$357,387	\$15,821	\$304,670	\$5,164	\$6,057	7%
2023	216	48	22%	\$399,055	\$0	\$399,055	\$796,942	\$53,093	\$402,823	\$16,952	\$327,807	\$6,829	\$8,392	10%
<b>Port Clinton, St. Thomas' Church</b>														
2019	42	24	47%	\$138,730	\$0	\$138,730	\$143,076	\$14,307	\$138,730	\$1,630	\$81,265	\$3,386	\$5,780	40%
2020	40	21	45%	\$135,814	\$0	\$135,814	\$149,409	\$14,453	\$135,814	\$4,010	\$77,121	\$3,672	\$6,467	26%
2021	47	24	51%	\$146,176	\$0	\$146,176	\$187,631	\$15,219	\$146,176	\$7,718	\$82,511	\$3,438	\$6,091	31%
2022	49	21	43%	\$144,424	\$0	\$144,424	\$162,847	\$15,279	\$144,424	\$6,607	\$85,366	\$4,065	\$6,877	39%
2023	49	27	55%	\$147,897	\$0	\$147,897	\$155,665	\$15,331	\$147,897	\$9,456	\$91,980	\$3,407	\$5,478	38%

## 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
<b>Put-in-Bay, St. Paul's Church</b>														
2019	41	26	60%	\$106,052	\$0	\$106,052	\$127,713	\$10,100	\$106,052	\$4,096	\$69,884	\$2,688	\$4,079	0%
2020	36	14	39%	\$117,807	\$0	\$117,807	\$117,807	\$11,560	\$117,807	\$3,000	\$113,298	\$8,093	\$8,415	0%
2021	28	10	36%	\$108,920	\$0	\$108,920	\$116,883	\$11,537	\$117,942	\$9,726	\$83,275	\$8,328	\$11,794	22%
2022	31	18	58%	\$143,576	\$0	\$143,576	\$185,383	\$15,332	\$143,576	\$8,488	\$75,369	\$4,187	\$7,976	0%
2023	34	21	62%	\$118,884	\$0	\$118,884	\$124,884	\$13,161	\$131,522	\$5,491	\$72,294	\$3,443	\$6,263	29%
<b>Ravenna, Grace Church</b>														
2019	108	58	38%	\$180,717	\$0	\$180,717	\$182,122	\$19,680	\$180,717	\$1,405	\$100,425	\$1,731	\$3,116	39%
2020	107	54	36%	\$186,178	\$0	\$186,178	\$187,237	\$20,484	\$186,178	\$1,059	\$119,427	\$2,212	\$3,448	19%
2021	104	45	31%	\$182,414	\$0	\$182,414	\$188,653	\$20,241	\$182,414	\$6,239	\$134,251	\$2,983	\$4,054	25%
2022	93	38	41%	\$198,437	\$0	\$198,437	\$204,600	\$21,900	\$198,437	\$6,163	\$123,586	\$3,252	\$5,222	35%
2023	65	41	63%	\$194,646	\$0	\$194,646	\$200,958	\$21,593	\$194,624	\$6,312	\$146,356	\$3,570	\$4,747	22%
<b>Salem, Church of Our Saviour</b>														
2019	31	23	43%	\$70,639	\$0	\$70,639	\$77,051	\$6,433	\$70,639	\$284	\$21,028	\$914	\$3,071	57%
2020	32	22	41%	\$39,318	\$0	\$39,318	\$39,318	\$4,363	\$39,318	\$0	\$25,635	\$1,165	\$1,787	39%
2021	24	18	34%	\$38,928	\$0	\$38,928	\$42,928	\$3,487	\$38,928	\$4,000	\$21,008	\$1,167	\$2,163	39%
2022	24	13	54%	\$38,749	\$0	\$38,749	\$38,749	\$3,513	\$38,749	\$0	\$16,191	\$1,245	\$2,981	59%
2023	18	11	61%	\$36,094	\$0	\$36,094	\$36,094	\$3,252	\$36,094	\$0	\$16,413	\$1,492	\$3,281	56%
<b>Sandusky, Grace Church</b>														
2019	133	71	28%	\$497,957	\$0	\$497,957	\$689,782	\$67,305	\$497,957	\$86,458	\$109,252	\$1,539	\$7,013	21%
2020	125	57	27%	\$505,021	\$0	\$505,021	\$654,823	\$64,187	\$505,021	\$63,666	\$89,516	\$1,570	\$8,860	19%
2021	82	35	33%	\$498,116	\$0	\$498,116	\$812,049	\$63,422	\$498,116	\$61,710	\$83,161	\$2,376	\$14,232	56%
2022	103	52	50%	\$584,031	\$0	\$584,031	\$855,101	\$73,151	\$584,031	\$72,207	\$94,807	\$1,823	\$11,231	23%
2023	127	73	57%	\$268,390	\$0	\$268,390	\$562,156	\$67,450	\$560,881	\$80,202	\$95,817	\$1,313	\$7,683	37%
<b>Shaker Heights, Christ Church</b>														
2019	227	122	34%	\$465,590	\$0	\$465,590	\$610,812	\$64,417	\$465,590	\$117,670	\$404,657	\$3,317	\$3,816	13%
2020	238	136	51%	\$405,779	\$0	\$405,779	\$513,339	\$51,855	\$405,779	\$164,174	\$382,524	\$2,813	\$2,984	3%
2021	195	82	30%	\$400,045	\$0	\$400,045	\$525,372	\$56,865	\$400,045	\$201,340	\$325,025	\$3,964	\$4,879	0%
2022	187	87	47%	\$480,213	\$0	\$480,213	\$567,360	\$57,432	\$480,213	\$183,359	\$382,180	\$4,393	\$5,520	13%
2023	168	85	51%	\$503,172	\$0	\$503,172	\$545,468	\$72,322	\$503,172	\$62,200	\$322,759	\$3,797	\$5,920	24%
<b>Shelby, St. Mark's Church</b>														
2019	33	22	31%	\$69,305	\$0	\$69,305	\$119,855	\$6,610	\$69,305	\$49,739	\$37,669	\$1,712	\$3,150	40%
2020	33	23	32%	\$74,632	\$0	\$74,632	\$160,014	\$7,173	\$74,632	\$35,756	\$45,747	\$1,989	\$3,245	32%
2021	35	17	26%	\$43,715	\$0	\$43,715	\$83,793	\$4,394	\$43,715	\$50,244	\$31,146	\$1,832	\$2,571	25%
2022	35	16	46%	\$76,300	\$0	\$76,300	\$142,121	\$7,807	\$76,300	\$48,093	\$33,331	\$2,083	\$4,769	54%
2023	32	16	50%	\$78,023	\$0	\$78,023	\$104,864	\$7,531	\$78,023	\$44,233	\$47,757	\$2,985	\$4,876	39%
<b>Sidney, St. Mark's Church</b>														
2019	21	14	67%	\$12,089	\$0	\$12,089	\$108,603	\$1,508	\$16,707	\$0	\$9,505	\$679	\$1,193	0%
2020	16	20	105%	\$14,196	\$0	\$14,196	\$14,758	\$1,344	\$14,196	\$0	\$10,439	\$522	\$710	4%
2021	17	28	133%	\$13,363	\$0	\$13,363	\$35,934	\$2,275	\$13,363	\$0	\$23,627	\$844	\$477	0%
2022	16	53	331%	\$14,319	\$0	\$14,319	\$14,319	\$1,954	\$14,319	\$0	\$16,095	\$304	\$270	27%
2023	20	10	50%	\$13,477	\$0	\$13,477	\$13,477	\$0	\$18,148	\$0	\$12,530	\$1,253	\$1,815	0%
<b>Steubenville, St. Paul's Church</b>														
2019	54	30	56%	\$66,172	\$0	\$66,172	\$66,725	\$5,947	\$72,672	\$0	\$37,856	\$1,262	\$2,422	32%
2020														
2021														
2022														
2023														
<b>Steubenville, St. Stephen's Church</b>														
2019	26	22	22%	\$33,479	\$0	\$33,479	\$41,979	\$3,046	\$33,479	\$2,200	\$36,522	\$1,660	\$1,522	0%
2020	29	12	12%	\$29,866	\$0	\$29,866	\$29,866	\$2,705	\$29,866	\$0	\$29,257	\$2,438	\$2,489	0%
2021	20	15	75%	\$29,787	\$0	\$29,787	\$29,787	\$2,798	\$29,787	\$0	\$31,567	\$2,104	\$1,986	0%
2022	21	16	76%	\$35,823	\$0	\$35,823	\$57,378	\$3,257	\$35,823	\$0	\$29,819	\$1,864	\$2,239	0%
2023	16	15	94%	\$36,768	\$0	\$36,768	\$51,483	\$3,342	\$36,768	\$143	\$30,031	\$2,002	\$2,451	0%
<b>Tiffin, Old Trinity Church</b>														
2019	58	34	46%	\$198,000	\$0	\$198,000	\$210,382	\$17,788	\$198,000	\$20,048	\$44,303	\$1,303	\$5,824	61%
2020	61	24	29%	\$155,490	\$0	\$155,490	\$155,490	\$16,623	\$155,490	\$12,434	\$40,489	\$1,687	\$6,479	60%
2021	50	15	19%	\$193,042	\$0	\$193,042	\$842,669	\$20,001	\$193,042	\$276,556	\$51,220	\$3,415	\$12,869	52%
2022	47	22	47%	\$213,463	\$0	\$213,463	\$886,227	\$18,945	\$213,463	\$16,718	\$55,505	\$2,523	\$9,703	65%
2023	36	23	64%	\$141,082	\$0	\$141,082	\$141,082	\$24,503	\$278,141	\$13,054	\$60,025	\$2,610	\$12,093	57%
<b>Toledo, All Saints Church</b>														
2019	31	24	77%	\$49,148	\$0	\$49,148	\$215,396	\$4,123	\$49,148	\$2,078	\$39,042	\$1,627	\$2,048	0%
2020	28	22	79%	\$43,230	\$0	\$43,230	\$43,586	\$2,999	\$43,230	\$373	\$25,700	\$1,168	\$1,965	16%
2021	28	18	64%	\$46,521	\$0	\$46,521	\$98,857	\$5,943	\$46,521	\$2,246	\$32,506	\$1,806	\$2,585	37%
2022														
2023	28	19	68%	\$44,754	\$0	\$44,754	\$45,081	\$4,287	\$54,122	\$327	\$44,279	\$2,330	\$2,849	0%
<b>Toledo, St. Andrew's Church</b>														
2019	151	85	44%	\$209,495	\$0	\$209,495	\$220,501	\$23,764	\$209,495	\$4,442	\$131,759	\$1,550	\$2,465	21%
2020	152	80	42%	\$207,343	\$0	\$207,343	\$217,697	\$23,391	\$207,343	\$8,429	\$143,620	\$1,795	\$2,592	16%
2021	152	35	18%	\$212,801	\$0	\$212,801	\$403,642	\$24,003	\$212,801	\$3,380	\$139,039	\$3,973	\$6,080	9%
2022	108	51	47%	\$218,921	\$2,150	\$221,071	\$238,114	\$25,955	\$221,071	\$2,662	\$155,066	\$3,041	\$4,335	14%
2023	104	48	46%	\$233,548	\$2,000	\$235,548	\$252,561	\$25,928	\$235,548	\$6,463	\$127,284	\$2,652	\$4,907	10%

## 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
<b>Toledo, St. Matthew's Church</b>														
2019	165	92	56%	\$284,595	\$0	\$284,595	\$321,522	\$29,903	\$284,595	\$8,965	\$218,340	\$2,373	\$2,277	11%
2020	146	82	56%	\$221,038	\$0	\$221,038	\$245,009	\$17,173	\$221,038	\$13,812	\$176,708	\$2,155	\$2,696	19%
2021	100	47	47%	\$225,686	\$0	\$225,686	\$237,986	\$38,304	\$225,686	\$3,850	\$149,802	\$3,187	\$4,802	18%
2022	103	59	57%	\$222,441	\$0	\$222,441	\$269,600	\$27,893	\$222,441	\$12,741	\$143,563	\$2,433	\$3,770	11%
2023	106	60	57%	\$235,685	\$0	\$235,685	\$252,477	\$25,861	\$233,518	\$7,304	\$166,550	\$2,776	\$3,892	17%
<b>Toledo, St. Michael's-in-the-Hills Church</b>														
2019	241	104	43%	\$428,162	\$0	\$428,162	\$441,477	\$56,365	\$428,162	\$11,966	\$346,778	\$3,334	\$4,117	18%
2020	140	108	60%	\$434,317	\$0	\$434,317	\$443,878	\$58,747	\$434,317	\$18,853	\$323,770	\$2,998	\$4,021	25%
2021	126	50	29%	\$433,160	\$0	\$433,160	\$455,999	\$56,921	\$433,160	\$22,626	\$296,759	\$5,935	\$8,663	19%
2022	124	80	65%	\$411,534	\$0	\$411,534	\$436,530	\$56,498	\$411,534	\$43,107	\$315,323	\$3,942	\$5,144	22%
2023	159	61	38%	\$423,465	\$0	\$423,465	\$457,456	\$39,756	\$313,853	\$25,670	\$326,660	\$5,355	\$5,145	22%
<b>Toledo, Trinity Church</b>														
2019	165	106	44%	\$659,476	\$0	\$659,476	\$721,271	\$103,950	\$659,476	\$12,083	\$170,276	\$1,606	\$4,039	79%
2020	175	115	43%	\$618,530	\$0	\$618,530	\$1,198,122	\$92,000	\$618,530	\$16,548	\$199,631	\$1,736	\$5,379	52%
2021	235	73	26%	\$630,195	\$0	\$630,195	\$632,049	\$93,000	\$630,195	\$16,143	\$221,376	\$3,033	\$8,633	46%
2022	341	78	23%	\$658,633	\$0	\$658,633	\$660,508	\$96,000	\$658,633	\$25,762	\$209,115	\$2,681	\$8,444	47%
2023	368	90	24%	\$847,875	\$0	\$847,875	\$871,173	\$105,500	\$716,447	\$11,310	\$195,453	\$2,172	\$7,961	33%
<b>Uniontown, New Life Church</b>														
2019	53	30	39%	\$82,872	\$0	\$82,872	\$86,341	\$7,905	\$82,872	\$2,883	\$83,286	\$2,776	\$2,762	0%
2020	46	27	59%	\$76,280	\$0	\$76,280	\$77,791	\$6,835	\$76,280	\$1,330	\$71,643	\$2,653	\$2,825	0%
2021	45	22	49%	\$85,759	\$0	\$85,759	\$88,139	\$9,096	\$85,759	\$500	\$79,945	\$3,634	\$3,898	0%
2022	47	23	49%	\$79,139	\$0	\$79,139	\$79,609	\$7,611	\$79,139	\$500	\$87,563	\$3,807	\$3,441	0%
2023	48	26	54%	\$95,588	\$0	\$95,588	\$97,338	\$8,879	\$86,398	\$3,415	\$95,588	\$3,676	\$3,323	0%
<b>Wadsworth, St. Mark's Church</b>														
2019	44	25	57%	\$49,563	\$0	\$49,563	\$49,708	\$4,313	\$49,563	\$3,863	\$35,279	\$1,411	\$3,315	17%
2020	41	19	46%	\$45,405	\$0	\$45,405	\$46,734	\$4,201	\$45,405	\$3,351	\$38,069	\$2,004	\$2,390	13%
2021	36	12	33%	\$49,592	\$0	\$49,592	\$50,041	\$3,900	\$49,592	\$3,106	\$25,518	\$2,127	\$4,133	48%
2022 closed														
2023 closed														
<b>Warren, Christ Church</b>														
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%
2020	165	52	32%	\$275,945	\$2,000	\$277,945	\$642,949	\$33,590	\$277,945	\$11,073	\$143,175	\$2,753	\$5,345	10%
2021	147	70	48%	\$289,033	\$2,000	\$291,033	\$354,768	\$35,766	\$291,033	\$11,854	\$146,996	\$2,100	\$4,158	38%
2022	134	56	42%	\$278,706	\$1,500	\$280,206	\$334,307	\$36,347	\$280,206	\$12,504	\$139,114	\$2,484	\$5,004	41%
2023	142	48	34%	\$238,893	\$0	\$238,893	\$350,094	\$27,069	\$238,893	\$28,625	\$143,896	\$2,998	\$4,977	35%
<b>Westlake, Advent Episcopal Church</b>														
2019	134	43	32%	\$130,175	\$0	\$130,175	\$130,175	\$13,425	\$130,175	\$3,197	\$144,361	\$3,357	\$6,678	0%
2020	90	32	24%	\$129,817	\$0	\$129,817	\$129,817	\$13,615	\$129,817	\$7,706	\$136,339	\$4,261	\$4,057	1%
2021	88	36	41%	\$142,155	\$0	\$142,155	\$142,155	\$15,281	\$143,337	\$11,875	\$133,792	\$3,716	\$3,982	0%
2022	80	36	45%	\$137,792	\$0	\$137,792	\$137,792	\$12,866	\$155,597	\$19,165	\$130,298	\$3,619	\$4,322	0%
2023	78	37	47%	\$136,107	\$0	\$136,107	\$136,107	\$13,790	\$154,035	\$16,500	\$127,182	\$3,437	\$4,163	1%
<b>Willoughby, Grace Church</b>														
2019	114	60	53%	\$211,631	\$0	\$211,631	\$243,432	\$20,649	\$211,631	\$29,673	\$108,310	\$1,805	\$2,170	81%
2020	113	57	50%	\$210,963	\$0	\$210,963	\$462,242	\$22,372	\$210,963	\$18,045	\$87,377	\$1,533	\$3,701	57%
2021	113	30	27%	\$220,946	\$0	\$220,946	\$547,818	\$24,334	\$220,946	\$49,659	\$96,825	\$3,228	\$7,365	54%
2022	68	28	41%	\$241,885	\$0	\$241,885	\$482,074	\$26,180	\$241,885	\$17,734	\$87,794	\$3,136	\$8,639	61%
2023	60	43	72%	\$215,799	\$0	\$215,799	\$557,680	\$24,504	\$215,799	\$9,195	\$76,535	\$1,780	\$5,019	63%
<b>Wooster, St. James' Church</b>														
2019	122	61	46%	\$214,862	\$0	\$214,862	\$347,289	\$23,781	\$214,862	\$14,135	\$185,381	\$3,039	\$3,469	9%
2020	126	60	44%	\$213,456	\$0	\$213,456	\$603,275	\$24,321	\$213,456	\$9,435	\$188,114	\$3,135	\$3,558	0%
2021	115	26	21%	\$206,385	\$0	\$206,385	\$351,735	\$23,225	\$206,385	\$6,555	\$155,465	\$5,979	\$7,938	0%
2022	77	37	48%	\$210,956	\$0	\$210,956	\$350,243	\$22,900	\$210,956	\$5,491	\$194,088	\$5,246	\$5,702	0%
2023	69	41	59%	\$195,872	\$0	\$195,872	\$212,716	\$22,644	\$210,920	\$9,480	\$164,570	\$4,014	\$5,144	6%
<b>Youngstown, St. John's Church</b>														
2019	275	99	27%	\$466,463	\$0	\$466,463	\$543,128	\$62,438	\$466,463	\$44,370	\$251,030	\$2,536	\$4,677	40%
2020	290	100	31%	\$428,713	\$0	\$428,713	\$481,390	\$57,797	\$428,713	\$32,222	\$262,017	\$2,620	\$4,287	21%
2021	298	38	11%	\$412,906	\$0	\$412,906	\$535,372	\$55,552	\$412,906	\$19,011	\$266,573	\$7,015	\$10,866	28%
2022	299	54	18%	\$448,925	\$0	\$448,925	\$470,925	\$59,297	\$448,925	\$24,659	\$285,116	\$5,280	\$8,313	32%
2023	250	62	25%	\$414,776	\$0	\$414,776	\$465,277	\$57,027	\$414,776	\$27,893	\$275,497	\$4,444	\$6,690	28%
<b>Totals</b>														
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	11,053	5,174	31%	\$19,045,679	\$168,148	\$19,213,827	\$28,076,915	\$2,319,610	\$19,213,827	\$3,295,067	\$13,079,698	\$2,528	\$3,714	20%
2020	9,744	4,674	31%	\$18,062,523	\$371,810	\$18,434,333	\$26,967,119	\$2,257,856	\$18,434,333	\$3,028,328	\$13,128,187	\$2,809	\$3,944	16%
2021	9,616	2,748	19%	\$18,007,345	\$333,285	\$18,340,630	\$25,187,665	\$2,208,711	\$18,340,630	\$3,300,244	\$12,746,061	\$2,956	\$6,271	19%
2022	9,901	3,544	36%	\$19,464,292	\$414,701	\$19,878,993	\$26,731,122	\$2,381,110	\$19,864,460	\$3,746,972	\$13,184,832	\$3,720	\$5,605	20%



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

## **2023-24 Constitution and Canons**

Revised through 207<sup>th</sup> Convention held  
November 10-11, 2023

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio  
(Revised through 207<sup>th</sup> Annual Convention, November 10-11, 2023)**

---

**TABLE OF CONTENTS**

---

Table of Contents.....	1
Constitution of the Episcopal Diocese of Ohio (Revised through 206 <sup>th</sup> Convention, Nov. 19, 2022).....	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 206 <sup>th</sup> Annual Convention, Nov. 19, 2022).....	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 Delegates to Provincial Synod.....	15
CANON 11:    Of the Development Council of Episcopal Community Services.....	15
CANON 12:    Of the Commission on Ministry.....	15
CANON 13:    Of Preparation for Ordination.....	16
CANON 14:    Of the Archivist.....	16
CANON 15:    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.....	25
CANON 5:    Of New Parishes.....	26
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
CANON 5:    Costs and Expenses.....	33

# **Constitution and Canons of the Episcopal Church in the Diocese of Ohio** **(Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

CANON 6: Records.....	33
CANON 7: Responsibility to State Authorities.....	33
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.....	34
Appendix I.....	36
Form for the Certification of Lay Delegates to Convention.....	36
Appendix II.....	36
Title I. Canon 17: Of Regulations Respecting the Laity.....	36
Appendix III.....	37
Title III. Canon 9, Section 14: Of the Reconciliation of Disagreements Affecting the Pastoral Relation.....	37
Appendix IV.....	37
Title III. Canon 9, Section 15: Of the Dissolution of the Pastoral Relation .....	37
Appendix V.....	39
Title I. Canon 17: Of Regulations Respecting the Laity.....	39
Title III. Canon 1: Of the Ministry of All Baptized Persons.....	39

---

# CONSTITUTION OF THE EPISCOPAL DIOCESE OF OHIO

(REVISED THROUGH 206<sup>TH</sup> ANNUAL CONVENTION, NOVEMBER 18-19, 2022)

---

## ARTICLE I Diocese of Ohio

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

## ARTICLE II The Convention

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

Sec. 2. Members of any Convention shall be:

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

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

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

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

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

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio**  
**(Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

**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 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

- (e) two members of the clergy canonically resident in the Diocese, and two lay persons who shall be adult communicants in good standing of the Church in the Diocese to be members of the Diocesan Council for a term of three years;
- (f) one member of the clergy canonically resident in the Diocese, and three lay persons who shall be adult communicants in good standing in the Diocese to be members of the Development Council of the Diocese of Ohio Episcopal Community Services for a term of three years;

Sec. 3. When required, the Convention shall elect clerical and lay deputies and provisional deputies to the General Convention, clerical and lay delegates to the Provincial Synod, a clerical and a lay member to the Cathedral Chapter, and clerical and lay members to the Diocesan Disciplinary Board.

Sec. 4. The foregoing officers shall respectively perform the duties which by Canon or general usage may be prescribed for them; and each shall continue in office until a successor is elected.

Sec. 5. Those elected to the Standing Committee when their terms have expired, shall be ineligible for re-election to the same office for a period of one Convention year.

Sec. 6. Vacancies occurring in foregoing offices shall be filled as follows:

- (a) Any vacancies arising during the recess of Convention among the foregoing offices, excepting Trustees of the Diocese, members of the Development Council of the Diocese of Ohio Episcopal Community Services, and Deputies to the General Convention so long as Alternate Deputies are elected and available, may be filled by appointment of the Standing Committee with the concurrence of the Bishop, if there be one, until the next Annual Convention, which shall fill any unexpired term.
- (b) If a vacancy shall occur in the Trustees of the Diocese of Ohio or members of the Development Council of the Diocese of Ohio Episcopal Community Services, the Bishop shall appoint a person to fill such vacancy until the next Annual Convention, which shall fill any unexpired term.

**ARTICLE VI Mode of Voting and Elections**

Sec. 1. The clergy and lay delegates shall deliberate in one body on all matters and elections. There shall also be one vote unless a separate vote by orders is requested under Section 2. hereof. All elections shall be by ballot unless dispensed with by unanimous consent.

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

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio**  
**(Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

**ARTICLE VII Election to the Episcopate**

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

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

**ARTICLE VII The Chancellor**

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

**ARTICLE IX Parishes**

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

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

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

**ARTICLE X Amendment of the Constitution**

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

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio**  
**(Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

- 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 205<sup>TH</sup> ANNUAL CONVENTION, NOVEMBER 12-13, 2021)

---

### 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 matter thereof

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio  
(Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

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

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

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

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

**CANON 4: Of the Secretary**

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

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

**CANON 5: Of the Treasurer**

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

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

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio**  
**(Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

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

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

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

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

**CANON 6: Of the Standing Committee**

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

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

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

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

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

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio  
(Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

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

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

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

**CANON 7: Of the Diocesan Council**

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

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

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

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

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio  
(Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

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 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.

## **Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

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

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

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

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio**  
**(Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

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 Delegates to Provincial Synod**

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

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

**CANON 11: Of the Development Council of Episcopal Community Services**

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

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

**CANON 12: Of the Commission on Ministry**

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

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

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

## **Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

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

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

### **CANON 13: Of Preparation for Ordination**

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

### **CANON 14: Of the Archivist**

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

### **CANON 15: Of the Diocesan Fund**

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

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

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio**  
**(Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

dividing the estimated annual assessment to the Diocese by the total estimated NOE of the parish for the year.

- (b) On the 20th day of each month thereafter, each parish shall pay to the Diocese a monthly payment determined by applying the average annual percentage rate of assessment for the parish to the parish's Normal Operating Expenses for the preceding month.
- (c) No later than March 1, each year, each parish will determine its final assessment for the preceding year by performing an end-of-year reconciliation of its assessment due using the formula set forth in Section 2 above and the final Parochial Report data for the same year, to the total assessment payments made for the calendar year. Any overpayments may be applied to the parish's assessment for the following year and/or may be recorded as additional support of diocesan program at the discretion of the parish.

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 other 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.

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio  
(Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

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

Sec. 4. (a) Every Parish shall establish, in its Articles of Incorporation or By-Laws, provisions for giving public notice of, and for establishing a quorum for the transaction of business at all Annual and Special Meetings. Such notice shall be given no fewer than one nor more than three weeks prior to any meeting. Such quorum shall consist of not fewer than ten (10) Qualified Electors (as defined in Section 5(a) of this Canon), provided that a smaller number may adjourn any meeting to a date not fewer than seven, nor more than fourteen days thereafter.

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

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

- (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

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio**  
**(Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

expiration of their terms, and until their successors shall have been elected and qualified. Parish by-laws may provide for removal from office prior to the expiration of a term, for cause. No member of any Vestry shall be elected to more than two consecutive full terms, nor be re-elected or appointed until one year shall have elapsed following the expiration of the second term.

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

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

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

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

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

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

- (d) The Clerk of the Parish shall also act as Secretary of the Vestry, and it shall be the duty of the Clerk to take, record, and preserve minutes of the proceedings of any Regular or Special meeting of the Parish and of the Vestry, to attest to its public acts, to preserve all records and papers belonging to the Parish 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.

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio  
(Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

The Vestry may, in its discretion, appoint treasurers for funds raised for special purposes, provided that the provisions of the Canon “Of Business Methods in Church Affairs” be faithfully observed.

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

- (a) A resolution approving any alienation or encumbrance of real property shall first be adopted by the affirmative vote of a majority of the number of members of the entire Vestry who are (in accordance with the laws of the State of Ohio) eighteen years of age or older, with only such members voting.
- (b) The Secretary of the Vestry shall transmit to the Ecclesiastical Authority of the Diocese minutes of its proceedings, stating fully therein the reason(s) for such alienation or 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 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

- 
- (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 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

Sec. 2. There shall be a council of advice to the Cathedral, to be called the Cathedral Chapter, which shall meet at least two times per year, to be convened by the Bishop with the Agenda of the meetings set by the Dean of the Cathedral. The Chapter shall consist of the following:

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

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

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

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

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio**  
**(Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

petition the Diocesan Council to be changed from one Mission Area to another Mission Area.

- (b) Two or more congregations within one Mission Area may form a voluntary Mission Partnership for the purpose of collaborative ministry.
- (c) Parishes in a shared ministry situated in two Mission Areas may form Mission Partnerships with parishes in either Mission Area.

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

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

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.

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio  
(Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

- (d) Support and encourage the development of Mission Partnerships.
- (e) When requested by funding sources, the Mission Area Council shall receive, discuss, and recommend grant applications.
- (f) Facilitate regional conversations among parishes concerning congregational planting, reorganization, and closing.
- (g) Recruit and recommend individuals to be considered when filling vacancies on diocesan commissions, committees, and leadership positions.
- (h) Oversee the allocation and expenditure of all money designated for Mission Area usage.

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

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

- (a) Each Mission Area Council shall elect a single representative, lay or ordained, from its body to Diocesan Council at its Pre-Convention meeting. Such representatives shall serve for a term of three years and may not be reelected without a year’s break in service.
- (b) Mission Area representatives will be elected in the following rotation and their terms will begin on December 1 of the year they are elected:  
  
Year 1 – Summit, North Central, Southeast  
  
Year 2 – Cuyahoga, South Central, West  
  
Year 3 – Central East, Northeast
- (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.

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio**  
**(Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

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

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

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

- (a) The method of selection of the leadership that will be shared by the Shared Ministry, including ordained clergy and licensed lay ministries;
- (b) The method of financing the Shared Ministry including the shared lay and ordained leadership;
- (c) The method by which the Shared Ministry governing body is chosen;
- (d) The responsibilities of the Shared Ministry governing body and the Wardens and Vestry of the member congregations, and;
- (e) The method by which individual congregations may associate with or disassociate from the Shared Ministry.

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

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

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

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.

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio  
(Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

**CANON 5: Of New Parishes**

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

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio**  
**(Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

consideration of the interests of neighboring congregations, shall render a decision in writing, either giving or refusing license for the change; and that decision shall be final.

**CANON 6: Of Imperiled Parishes**

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

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

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

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

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio  
(Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

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

Sec. 4. It shall be the obligation of all parties to labor to restore the Parish to a greater degree of health, setting forth problems to be addressed in an open, honest manner and working toward the resolution of such problems in a climate of respect and charity, and for the greater good of the Church's witness to its Lord.

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

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

**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 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

**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 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

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

---

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

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

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

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

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

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

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

**CANON 4: Discipline Structure**

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

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

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio**  
**(Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

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

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

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

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

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

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

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio  
(Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

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

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

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio  
(Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

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

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

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

**CANON 5: Costs and Expenses**

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

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

**CANON 6: Records**

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

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

**CANON 7: Responsibility to State Authorities**

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

---

**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.

## **Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

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

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

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

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

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

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

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

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

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

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

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio  
(Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

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 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

---

**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) business days before the meeting of the Convention.

---

---

**APPENDIX II**

---

---

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

Title I. Canon 17: Of Regulations Respecting the Laity

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

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

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

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio  
(Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

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

---

---

**APPENDIX III**

---

*from the 2022 Constitution and Canons of The Episcopal Church*

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

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

---

**APPENDIX IV**

---

*from the 2018 Constitution and Canons of The Episcopal Church*

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

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

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio**  
**(Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

---

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

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

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

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

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

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

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

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

(7) If the relation is to be dissolved:

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

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

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

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio**  
**(Revised through 206<sup>th</sup> Annual Convention, November 18-19, 2022)**

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

---

## APPENDIX V

---

*from the 2022 Constitution and Canons of The Episcopal Church*

Title I. Canon 17: Of Regulations Respecting the Laity

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

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

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





## The Episcopal Diocese of Ohio

2230 Euclid Avenue,  
Cleveland, OH 44115-2499  
216.771.4815  
[www.dohio.org](http://www.dohio.org)