



THE EPISCOPAL
DIOCESE OF OHIO

Convention Handbook

The 203rd Annual Convention
of the Episcopal Diocese of Ohio

November 9, 2019
Lyman Harbor Entertainment Complex
1615 1st Street
Sandusky, Ohio

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Schedule and Location of Events

Friday, November 8

Grace Church, 315 Wayne Street, Sandusky

Lyman Harbor Entertainment Complex, 1615 1st Street, Sandusky

5:30 p.m. Convention Eucharist Grace Church, Sandusky

7:00 p.m. Convention Reception Lyman Harbor Entertainment Complex

Saturday, November 9

Lyman Harbor Entertainment Complex 1615 1st Street, Sandusky

7:45 a.m. Registration Opens Starlite Room

8:15-8:45 a.m. New Delegate Orientation Boeckling Room

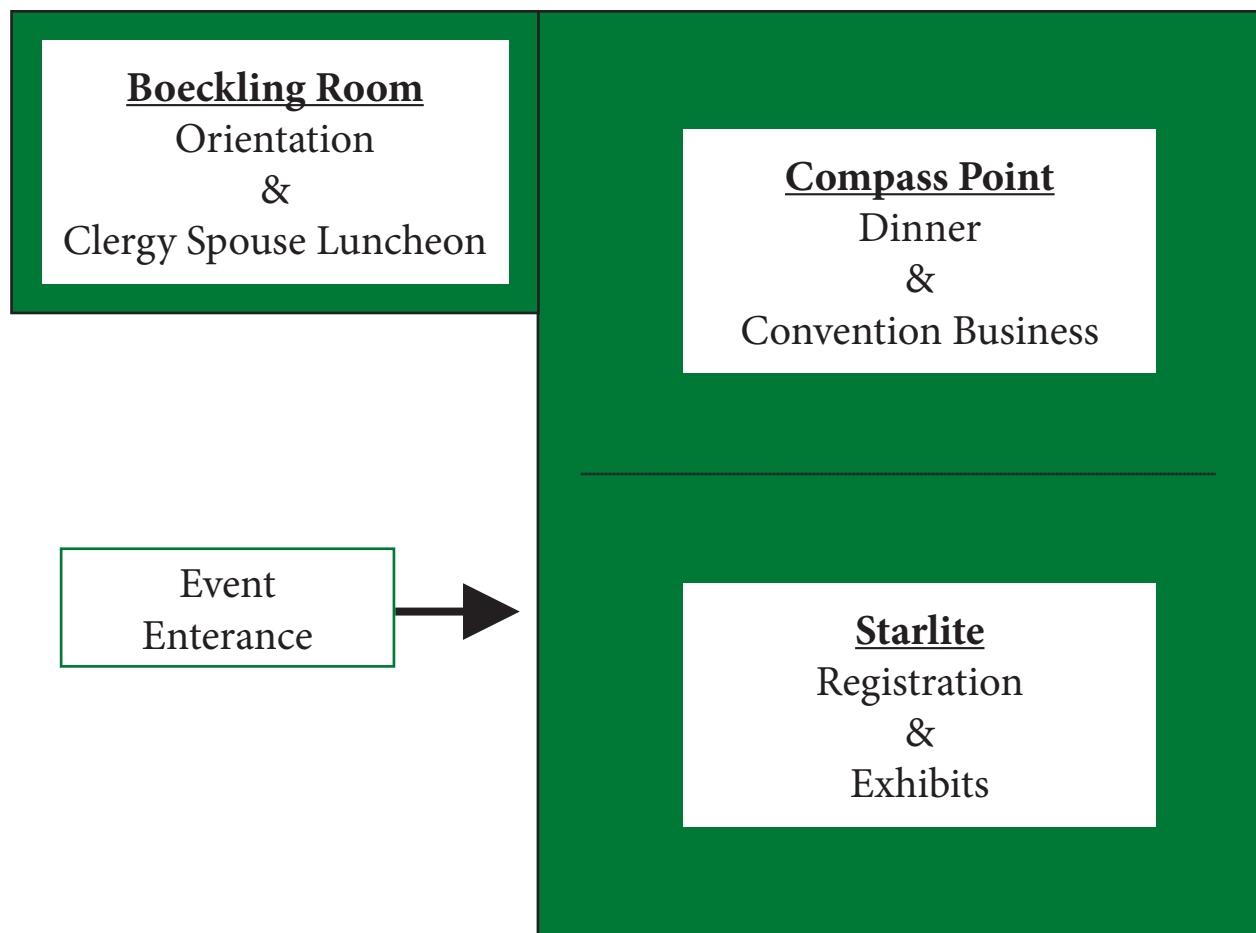
9:00 a.m. Convention Convenes Compass Point Ballroom

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

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

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

4:00 p.m. Convention Adjourns Compass Point Ballroom



General Information

Registration

All registration is in the Starlite Room.

Registration will be open on Saturday, November 9 at 8:00 a.m. and will remain open throughout the business sessions of Convention.

Clergy will register alphabetically at the clergy table.

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

Should an alternate delegate need to replace a delegate and be seated, it will be necessary for the alternate delegate to go to the registration area in order to be certified. This may be accomplished at the appropriate registration table. If an alternate delegate is replacing a delegate, the alternate will need to have the name tag and the electronic voting device of the delegate being replaced. Name tags will not be replaced if they are misplaced or lost.

Ballots for the Elections

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

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

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

Convention Eucharist

The Convention Eucharist will take place at 5:30 p.m. on Friday, November 8 at Grace Church, Sandusky.

Special Arrangements

Special seating arrangements may be made for persons with disabilities by contacting Eva Cole at ecole@dohio.org or 216.774.0457.

Literature Distribution

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

Childcare

Childcare is available for children ages 5 and younger with pre-registration by October 14.

How the Convention Organizes for Business

Where to Sit

Every parish may send 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 a failure to meet canonically mandated reporting and assessment requirements are seated on the floor of Convention at tables with other clergy and parochial delegates.

Official guests of Convention and other persons having privileges of the floor will sit in designated sections.

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

Only persons in the delegates' section will be recognized for voice and/or vote.

Special arrangements for seating or other needs may be made for persons with disabilities by contacting Eva Cole at ecole@dohio.org or 216.774.0457.

Certification of Delegates

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

Delegate certification forms are due in the Office of the Secretary of Convention by Friday, October 25, 2019. 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 William Powel and the Rev. Dr. Brian K. Wilbert on Saturday, November 9, at 8:30 a.m. in the Boeckling room.

Business Sessions

Clergy and lay delegates sit as one house.

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

The Convention has three legislative responsibilities:

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

Voting

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

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

Nominations for Diocesan Positions

Candidates may be nominated in one of three ways:

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

Changes to the Constitution and Canons

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

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 rules of order are on the next page.

The Order of Business and Other Rules

The Rt. Rev. Mark Hollingsworth, Jr.
Bishop of Ohio
Presiding Officer
203rd Annual Convention of the Episcopal
Church in the Diocese of Ohio

Rule 1:

The following shall be the order of business:

Saturday, November 9, 2019

1. Convention is called to Order
2. Opening Prayers
3. Appointment of Parliamentarian
4. Organization of the Convention for Business.
Report by the Secretary whether or not a quorum is present in the clerical and lay orders.
5. Adoption of the Rules of Order:
Resolution extending the privileges of the floor to:
 - a) Assisting Bishops in the Diocese of Ohio,
 - b) the Chief Financial Officer,
 - c) the Chief Development Officer,
 - d) the Director, Bellwether Farm, Camp Retreat, and Education Center,
 - e) the Director of Communications,
 - f) non-canonically-resident clergy serving as Interim, Priest-In-Charge or Curate in a parish,
 - g) Lutheran pastors serving in Episcopal Parishes,
 - h) President of the Diocesan Episcopal Church Women,
 - i) lay members of the Standing Committee,
 - j) lay members of the Diocesan Council,
 - k) lay members of the Trustees,
 - l) lay Deputies and Alternate Deputies to the General Convention,
 - m) recipients of the Bishop's Medal, and
 - n) Special youth representatives
6. Report on Parish Compliance with General and Diocesan Canons:
 - a) Submission of its Parochial Report.
(Constitution of the Diocese of Ohio, Article IX, Section 1(1))
 - b) Payment of diocesan assessments for the periods prior to the current year and current year through June 30th in accordance with Title I. Canon 14. (Constitution & Canons of the Diocese of Ohio)
 - c) Payment of all premiums due to the Church Pension Fund (for clergy and lay employees) (Constitution of the Diocese of Ohio, Article IX, Section 1(3))
 - d) Completion of its audit report as prescribed by canon (Constitution & Canons of the Episcopal Church, Title I.7.1(f); Constitution of the Diocese of Ohio, Article IX, Section 1(4))
7. Appointment of Assistant Secretaries and Tellers, and Voting Judges
8. Electronic voting demonstration and trial run
9. Report of the Nominating Committee
 - e) Nominations shall be confined to those who, by capacity and experience, are suited for the office to which elections are to be made. The Nominating Committee will present its recommendations. Thereafter, the Secretary of Convention will place in nomination the names of those who have been nominated to office prior to November 9, 2019. Nominations may also be made from the floor.
 - f) The name of the parish and the city of which a nominee is a member shall be placed on the ballot.
 - g) No one who has allowed his or her name to appear as a candidate for any office may withdraw it during balloting.

The Order of Business and Other Rules

- h) Offices to be filled:
- 1) Trustee of the Diocese (1 person for a 5-year term)
 - 2) Standing Committee (1 lay person and 1 clergy for 4-year terms)
 - 3) Diocesan Council (2 laity and 2 clergy for 3-year terms)
 - 4) Episcopal Community Services Development Council (3 laity and 1 clergy for 3-year terms)
 - 5) Diocesan Disciplinary Board (3 clergy for 3-year terms)
 - 6) General Convention Deputy (4 lay and 4 clergy for 3-year terms)
10. Casting of the First Ballot and Announcement of results, subject to the rule that all elections shall be decided by a majority vote.
 11. Episcopal Address
 12. Brief Break
 13. Election of Treasurer, to assume duties upon the close of Convention
 14. Election of the Secretary, to assume duties upon the close of Convention
 15. Report of the Dean, Trinity Cathedral
 16. Report on Connecting Communities
 17. Presentation and Vote on the Proposed 2020 Diocesan Program and Budget
 18. Table Discussion
 19. Casting of the Second Ballot and Announcement of results
 20. Lunch
 21. Report on Bellwether Farm
 22. Report from Young Adult Task Force
 23. Report from the Committee on Constitution and Canons
 24. Report from the Committee on Resolutions
 25. Report from the Task Force on Expanded Liturgy
 26. Brief Break
 27. Casting of the Third Ballot, if necessary, and Announcement of results
 28. Report of the Trustees
 29. Constitutional Amendments Referred To Dioceses from the 79th General Convention
 30. Introduction of Clergy new to Diocese, and Retiring Clergy who are present; Recognition of off-going Commission and Committee leadership
 31. Appointment of members to the Commission on Ministry
 32. Reports (by title unless reading is called for by a majority of Convention)
 33. Disposal of any Unfinished Business
 34. Closing Prayers
 35. Motion for Adjournment
- Rule 2:**
When the President takes the chair, no member shall continue standing or shall afterwards stand unless to address the Chair.
- Rule 3:**
Delegates will prepare for and give their attention to the business of the Convention. Delegates will attend all sessions of the Convention unless excused by the Presiding Officer.
- Rule 4:**
Whenever any member is about to speak in debate, or deliver any matter to the Convention, the member shall stand, give name and parish, and with due respect, address the Presiding Officer in an audible voice, confining comments to the point in debate.

The Order of Business and Other Rules

Rule 5:

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

Rule 6:

Debate will end following:

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

Rule 7:

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

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

Rule 8:

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

Rule 9:

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

Rule 10:

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

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

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

Rule 11:

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

Rule 12:

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

Rule 13:

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

Rule 14:

Motions shall be handled in accordance with the following:

How made:

1. Motions may be made by any member or other person authorized to make a motion by the Rules

The Order of Business and Other Rules

of Convention.

2. A Member wishing to make a motion must be recognized by the Presiding Officer.

Types of Motions:

1. Motions that affect the general business of the Convention.
 - a) Adjourn or Recess:
 - i. Is used to end (adjourn) a session or take a short recess.
 - ii. Has the following characteristics:
 1. No debate is allowed.
 2. No amendments may be made.
 3. A majority vote is required.
 - b) Adjourn and reconvene at a specific time:
 - i. Is used to end a session and set a time to reconvene.
 - ii. Has the following characteristics:
 1. Debate is only allowed on the time.
 2. Amendments are only allowed on the time.
 - c) Appeal the ruling of the Presiding Officer:
 - i. Is used to appeal any decision of the Presiding Officer on any question of procedure.
 - ii. Has the following characteristics:
 1. Debate is allowed.
 2. Amendments are not allowed.
 3. A majority vote is required.
 4. Must be made immediately after the Presiding Officer's ruling.
 - d) To Create a Special Order of Business or Change the Order of Business:
 - i. Is used to create a Special Order of Business that is not included in the Convention schedule or change an existing Order of Business. It may also include special rules to govern how the order is to be carried out.
 - ii. Has the following characteristics:
 1. Amendments are allowed.
 2. Debate is allowed.
 3. A two-thirds vote is

required.

- e) End Debate and Vote Immediately:
 - i. Is used to end the debate on a motion, resolution, report or other action item and force a vote. It is also sometimes known as "moving the previous question."
 - ii. Has the following characteristics:
 1. Affects only the matter being debated.
 2. No debate is allowed.
 3. A two-thirds majority vote is required.
 - f) Postpone Debating a Motion or Resolution until a Specific Time:
 - i. Is used to postpone debating and considering a motion or resolution until a certain time, after a certain time has elapsed, or after an event has occurred. It cannot be used to postpone action until after the Convention has adjourned.
 - ii. Has the following characteristics:
 1. Debate is allowed.
 2. Amendments are allowed.
 3. A majority vote is required.
2. Motions that affect what is done with a matter.
 - a) To refer back to the originating committee, a different committee or commission, or other body.
 - i. Is used to refer a matter to a committee, commission, or group to study the matter and report back suggested amendments or actions.
 - ii. Has the following characteristics:
 1. May be debated.
 2. May be amended as to the body referred.
 3. A majority vote is required.
 - b) Take No Further Action:
 - i. Is used to stop considering a particular resolution and remove it from further consideration at the Convention.
 - ii. Has the following characteristics:
 1. Debate is allowed.

The Order of Business and Other Rules

2. No amendments are allowed.
 3. A majority vote is required.
- c) To Amend or Substitute:
- i. Is used to modify a change a resolution or motion. This would include a technical change or a substantive change that would alter the meaning or the intent of a resolution or motion. Amendments must be related to the item in the resolution or motion that they are trying to change.
 - ii. Secondary Amendments are:
 1. Proposed changes to an amendment. Secondary Amendments must relate to the specific subject of an amendment and may not be used to alter other parts of a resolution or parts not affected by an amendment.
 - ii. Has the following characteristics:
 1. Debate is allowed.
 2. Only Secondary Amendments are allowed.
 3. A majority vote is required.
- d) Divide the Matter:
- i. Is used to divide a matter or resolution into separate parts and vote separately. If the matter is easily divisible into separate subjects, it may be divided by the Presiding Officer at a request of a member.
 - ii. Process to use this motion:
 1. First make the request to divide the question and explain where the question should be divided.
 2. The Presiding Officer then rules on the whether the question is divisible or not.
3. If the question is divisible, the Convention proceeds to debate and act on the divided parts of the question.
 4. If the Presiding Officer rules the question is not divisible, any member may appeal the ruling.
- e) To Reconsider Something Previously Acted Upon:
- i. Is used to reconsider a matter which was previously voted upon by the Convention.
 - ii. Has the following characteristics:
 1. Any member may move to reconsider a matter.
 2. No amendments are allowed.
 3. Debate is allowed if the matter being reconsidered is debatable.
 4. A majority vote is required.
 5. A matter may only be reconsidered once.
 6. If the motion for reconsideration is adopted, the resolution is restored to where it was immediately before the previous action being reconsidered was taken by the Convention.

Rule 15:

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

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

Report of the Committee on Nominations

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

This year, the Committee updated the position descriptions, including a requirement adopted at the 201st Convention that Diocesan officeholders must complete anti-racism training within one year of being elected. This information was published on the Diocesan website, the weekly e-newsletter, and *Church Life* magazine. The Committee also consulted the Mission Area Councils and Mission Area Deans to help spread the message throughout the Diocese. The 40 candidates represent 19 parishes in seven of the eight Mission Areas of the Diocese. Continuing members of the various Diocesan offices include representatives from all Mission Areas.

Please note that there is information available about the candidates at dohio.org/nominations, in addition to what follows in this Handbook.

The Committee on Nominations is pleased to present to the 203rd Convention of the Diocese of Ohio nominees for the following offices: Diocesan Trustee, Standing Committee, Diocesan Council, the Episcopal Community Services (ECS) Development Council, Diocesan Disciplinary Board, and Deputies to the 80th General Convention in 2021.

Faithfully submitted by the Nominating Committee:

The Rev. Evan Fischer, Chair

Ms. Denise Caywood

Mr. Raymond Cox

The Rev. June Hardy Dorsey

The Rev. Rose Anne Lonsway

The Rev. Daniel Orr

Ms. Mary Shepherd

The Rev. Anna Sutterisch

Mr. William A. Powel, III

St. James, Wooster

St. Philip's, Akron

Saviour, Akron

Redeemer, Lorain

Grace, Willoughby

St. Mark's, Shelby

St. Paul's, Akron

Diocesan Staff

Diocesan Staff

Nominations

Diocesan Trustee

One Lay or Clergy for a Five-Year Term

- Mr. Chuck Catanese - St. Paul's, Medina
- Mr. Thomas Hill - St. James, Painesville

Standing Committee

One Lay and One Clergy for a Four-Year Term

Clergy

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

Lay

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

Diocesan Council

Two Lay and Two Clergy for a Three-Year Term

Clergy

- The Rev. Alex Barton - Church of the Redeemer, Lorain
- The Rev. Rose Anne Lonsway - Grace Church, Willoughby
- The Rev. Gregory Stark - St. Andrew's, Elyria and Christ Church, Oberlin

Lay

- Mr. James Hockey - St. Paul's, Cleveland Heights
- Mr. Michael Wells - Trinity Cathedral, Cleveland

Episcopal Community Services (ECS) Development Council

Three Lay and One Clergy for a Three-Year Term

Clergy

- The Rev. Daniel Hinde - Diocese of Ohio
- The Rev. Gary McElroy - St. Martin's, Chagrin Falls and St. Andrew's, Akron

Lay

- Mr. Mark Clark - St. James, Painesville
- Ms. Isabella Dorr - St. Hubert's, Kirtland Hills
- Ms. Charlene Hettinger - Church of the Epiphany, Euclid
- Mr. Todd Rosenberg - St. Paul's, Akron
- Ms. Mary Shepherd - St. Paul's, Akron
- Mr. Noah Sutterisch - Church of the Ascension, Lakewood
- Ms. Linda Vasconi - St. John's, Youngstown

Diocesan Disciplinary Board

Three Clergy for a Three-Year Term

Clergy

- The Rev. Gayle Catinella - St. John's, Youngstown
- The Rev. Evan Fischer - St. James, Wooster
- The Rev. Lisa Tucker-Gray - Trinity Church, Toledo

General Convention Deputy

Four Clergy and Four Lay for a Three-Year Term

Clergy

- The Rev. Debra Bennett - Church of Our Saviour, Akron
- The Rev. Vincent Black - Church of the Ascension, Lakewood
- The Rev. John Drymon - Trinity Church, Findlay
- The Rev. Evan Fischer - St. James, Wooster
- The Rev. Beth Frank - St. Paul's, Medina
- The Rev. Percy Grant - Diocese of Ohio
- The Rev. Rosalind Hughes - Church of the Epiphany, Euclid
- The Rev. Jeanne Leinbach - St. Paul's, Cleveland Heights
- The Very Rev. BJ Owens - Trinity Cathedral
- The Rev. Barbara Telfer - Diocese of Ohio
- The Rev. Dr. Brian Wilbert - St. Paul's, Cleveland Heights

Lay

- Ms. Jenna Bing - St. Hubert's, Kirtland Hills
- Ms. Jane Freeman - Trinity Cathedral, Cleveland
- Ms. Diane Hexter - Trinity Cathedral, Cleveland
- Mr. Lee Kaufman - St. Andrew's, Elyria
- Mr. William Powel - St. Paul's, Cleveland Heights
- Mr. Richard Pryor, III - Christ Church, Kent
- Mr. James Simon - Church of Our Saviour, Akron
- Ms. Dianne Audrick Smith - St. Andrew's, Cleveland
- Ms. Eva Warren - Harcourt Parish, Gambier

Diocesan Trustees

Overview

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

Joint Investment Fund (JIF)*

Working with an investment advisor, the Diocesan Trustees:

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

Real Property of the Diocese

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

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

Expectations

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

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

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

Requirements

Please note that in compliance with Resolution R-2, approved by the 201st Convention in 2017, all Diocesan elected office holders are required to receive anti-racism training within one year of their assuming office.

Gifts, Experiences, and Skills

The Diocese will benefit from having Trustees who:

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

Recent Accomplishments

- The Trustees and the SRI Subcommittee circulated to clergy and senior wardens the updated JIF investment policy.
- The Trustees also authorized the sale of the real estate for the closed parishes of St. Augustine's, Youngstown and St. Paul's, Marion.

Continuing Members of the Diocesan Trustees

Clergy

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

The Rev. Jan Smith Wood - Grace, Sandusky

Lay

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

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

Candidates for Diocesan Trustees

Elect one lay or clergy for a five-year term

LAY

Mr. Chuck Catanese - St. Paul's, Medina



I have been an active member in the Episcopal Diocese of Ohio since 1999 when I joined a new parish, St. Patrick's, Brunswick while it was being founded. Having been a trustee, vestry member, and senior and junior warden during my time there allowed me to participate in growing a parish. I was able to see firsthand one of the ways the Diocesan funds are used. I served a term on the Commission on Ministry where we were able to monitor the progress of our seminarians. As a member of St. Paul's, Medina I have been on vestry and have served as treasurer for the last two years. I have assisted on the Diocesan Audit team for a number of years. I believe my accounting experience gives me a good background for the Trustee position.

Mr. Tom Hill - St. James, Painesville



I have been a financial adviser for nearly 40 years, and currently serve as Chairman and CEO of Lighthouse Advisers, a Registered Investment Advisory firm in Mentor, Ohio. My wife, Libby, and I are lifelong members of St. James, Painesville, where I currently serve as senior warden and have, over the years, helped establish and served on the board of our foundation and led a capital campaign. Much of my public board service has been aimed at assisting non-profit organizations (primarily in the arts and social services) reach and maintain fiscal stability. My professional background lends itself to the effective supervision of the JIF and Diocesan property. Additionally, I hope in my role as a Trustee I can assist the Diocese of Ohio and its parishes strive to achieve long-term stability and continuity through effective planned giving and endowment management.

Standing Committee

Overview

The Standing Committee is one of the three governing bodies of the Diocese, along with Diocesan Council and the Trustees. The Standing Committee has the following specific responsibilities:

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

Expectations

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

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

To assist transition, the November Standing Committee meeting begins with a joint session between outgoing

and newly-elected members immediately following the close of Convention. New members also receive a summary of the previous year's minutes and the annual report submitted at Convention.

Requirements

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

Gifts, Experiences and Skills

- The Diocese will benefit from Standing Committee members who are constructive, who know both when to listen and when to speak, and who will respect the diverse views both of this body and of the diocese.
- Due to the Standing Committee's function within the wider church, members will need to become familiar with the Constitution and Canons of The Episcopal Church and the Diocese of Ohio.
- The Standing Committee benefits from having members drawn from parishes that are diverse in size and location.

Recent Accomplishments

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

Continuing Members of the Standing Committee

Clergy

- The Rev. Vanessa E.B. Clark - St. James, Painesville
- The Rev. Christopher McCann - St. Luke's, Chardon
- The Rev. Charlotte Reed - Christ Church, Hudson

Lay

- Ms. Jenna Bing - St. Hubert's, Kirtland Hills
- Mr. Gregory Daniels - Christ Church, Hudson
- Mr. Richard Preston - St. Andrew's, Toledo

Candidates for Standing Committee

Elect one lay and one clergy for four-year terms

CLERGY

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



I have, during my 59 years as a Christian and 34 years as a priest, covered every inch of the Diocese of Ohio, sharing ministry with the people of St. Michael's in-the-Hills, Toledo; Grace Church, Ravenna; Christ Church, Oberlin; and now St. Paul's, Cleveland Heights. I have also shared ministry with the wider diocesan family in a variety of ways. I have served two terms on the Standing Committee (2005-2007, 2012-2016) working as Secretary during my first term and President during the final year of my second term. As our Diocesan Archivist, I revel in the stories of the people and parishes of our Diocese who are serving Christ in many wonderful ways. I also know that living one's faith is not always easy. Having the community of faith, be it parish based or with the wider diocesan family, is amazing grace!

LAY

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



I have been a member and active volunteer at St. Paul's for 26 years, and a member of the staff for 10 years. Since 2015 I have served as Director of Operations, responsible for all aspects of the facilities and grounds including maintenance, repairs, contractor oversight, scheduling, outside organization use of space, oversight of the finance, custodial and administrative staff, HR and IT needs, monitoring expenses and revenue, and supporting stewardship, budgeting, and finance activities. Prior to this role I served as Director of Stewardship. As a volunteer, I served as junior and senior Warden, co-chaired a capital campaign, served on the search committee that called the Rev. Alan Gates, and was a delegate to Diocesan Convention for several years. With experience in church facility oversight, budgeting and financial management, lay leadership in many capacities, and working closely with numerous clergy members, I offer valuable perspective and experience to the Standing Committee.

Diocesan Council

Overview

The Diocesan Council:

- Serves as an advisory group to the Bishop and the Diocesan staff on financial and other matters;
- Oversees the development of the Diocese's operating fund budget and recommends the budget to Diocesan Convention for approval;
- Provides guidance and oversight for the Diocese between conventions;
- Works in committees to support Diocesan staff and Diocesan ministries;
- Serves as liaisons to parishes and mission areas of the Diocese;
- Supports the leadership of and connects parishes and mission areas to each other and the Bishop and Diocesan staff. Council members' experiences in their unique contexts will help them provide guidance and oversight for the Diocese between conventions and discern how the Diocese can work with the Spirit to further God's mission;
- Members may work 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. The Council also encourages, supports, and provides resources for mission area leaders.

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.

Requirements

Diocesan Council members serve three-year terms, meeting approximately eight times a year. Some are elected by Convention, others are elected by Mission Area Councils. Lay Council members must be confirmed adult communicants of The Episcopal Church in good standing. Clerical Council members must be canonically resident in the Diocese of Ohio. Typically, an organizing meeting is held the first weekend of December (Friday-Saturday). **This year, the organizing meeting will be held December 13-14 at Bellwether Farm.** Other meetings are usually held on the third Thursday of the months of January, February, March, May, June, September, and October from 3:00-6:00 p.m. Meetings will occur either at Trinity Cathedral, Cleveland or Bellwether Farm in Wakeman.

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

Continuing Members of Diocesan Council

Clergy

- The Rev. Kelly Aughenbaugh - St. Peter's, Lakewood
- The Rev. John Drymon, Trinity, Findlay
- The Rev. Mike Floyd, Christ Church, Huron
- The Rev. Sharon Williams, St. Andrew's, Cleveland

Lay

- Mr. Hugh Grefe - Trinity, Toledo
- Mr. Doug Skladan - St. Andrew's, Elyria
- Ms. Diane Audrick Smith - St. Andrew's, Cleveland
- Ms. Ute Lindenmaier Vilfroy - Trinity Cathedral, Cleveland

Candidates for Diocesan Council

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

CLERGY

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



I believe that the church's vocation is to be in solidarity with the poor and the suffering. I have the skills to organize around issues and to highlight how spirituality is the cornerstone of our action in the world. I also enjoy connecting with other parishes and highlighting the work of the amazing people in this diocese. I love The Episcopal Church and I believe our future is bright.

The Rev. Rose Anne Lonsway - Grace Church, Willoughby



The work of the Diocesan Council provides a way to gain a deep understanding of how we are all connected in God's mission through our Diocese and its people. It is a privilege to be able to serve in ways that touch and support our mission areas, parishes, and through them, the communities to which they are the hands and feet of Jesus. The experiences of my first term on the Council led to my decision to run for a second term. I am enthusiastic about initiatives currently in process and would like to be a part of their completion and implementation. The experience I bring from my first career in health care and not-for-profit administration inform and support my contributions to council decision-making. It is my hope that I can continue to contribute to our Diocese and our Lord in a way that I believe has meaning and merit.

The Rev. Gregory Stark - St. Andrew's, Elyria and Christ Church, Oberlin



I serve as the Curate for Children, Youth, and Young Adults for both St. Andrew's, Elyria, and Christ Church, Oberlin. I hope to bring my experience in ministering with young people to Diocesan Council. My shared ministry between two parishes has taught me the significance of collaboration, and I hope to bring that energy to my work with Council. I have planned and managed budgets at both the parish and provincial levels, and I have experience with grant writing. I served as a clergy delegate to Province V Synod in 2018, and I am active in the Province V Campus Ministry Network. I am the planning coordinator with a team of college and university students for the annual provincial student retreat. I served this past year as a member of the Young Adult Outreach Task Force, and I am hopeful for where God is calling us in ministry.

Candidates for Diocesan Council

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

LAY

Mr. James Hockey - St. Paul's, Cleveland Heights



I have been a member of The Episcopal Church and the Diocese of Ohio my whole life. I have attended almost every event there is in the diocese, from youth events to ordination. As a teenager, I worked within the diocese to support and encourage other youth with finding their place in the church, as well as their attendance to Diocesan events. Now, as an adult, I am looking to take my dedication to the next level as a Diocesan Council member. I believe that as a young adult member of The Episcopal Church, I can offer a unique and refreshing point of view for Diocesan Council while still respecting traditions that many hold dear.

Mr. Michael Wells - Trinity Cathedral, Cleveland



I have served or serve as an acolyte, catechist, Eucharistic Minister, vergger, docent, chair of the bicentennial history committee, a member of Cathedral Council, and as a deacon discernment committee member. I have authored articles on the history of NE Ohio Episcopalians, Trinity Cathedral, and Trinity stained glass, and biographies of NE Ohio clergy. I taught the first CSU courses on sacred landmarks and secured grant funding for a sacred landmarks art exhibit I co-curated. I have the management, organizations, communication, and diocesan historical background to serve a faith I love at the diocesan level.

Episcopal Community Services (ECS) Development Council

Overview

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

Expectations

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

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 ECS Development Council members who have a passion for outreach and a commitment to working with other members of the committee.

Recent Accomplishments

The ECS Development Council has recently updated the granting criteria and process, and has introduced a new ECS online grant application. We are developing ways for ECS council members to more actively raise awareness of ECS work in the community, as well as the Bishop's Annual Appeal.

Continuing Members of ECS Development Council

Clergy

- The Rev. Jeffrey Bunke - St. Timothy's, Perrysburg
- The Rev. Bryan Gillooly - Christ Church, Shaker Heights

Lay

- Mr. Leslie Blakemore - St. Andrew's, Cleveland
- Mr. Jeffrey Fowler - All Saints', Parma
- Ms. Lindsay Graves - Christ Church, Oberlin
- Mr. Tucker Handley - St. Peter's, Lakewood
- Ms. Anne Schwan - Our Saviour, Akron
- Ms. Anne Yug - St. Andrew's, Elyria

Candidates for Episcopal Community Services Development Council

Elect three lay and one clergy for three-year terms

CLERGY

The Rev. Daniel Hinde - Diocese of Ohio



Having spent 30 years in the multi family housing industry, I've had experience in reviewing scope of work and contractor bids in many varied types of trades. As a newly ordained deacon, I am always looking out for ways in which the church can reach out into the world and meet the needs of those in our surrounding communities.

The Rev. Gary McElroy - St. Martin's, Chagrin Falls and St. Andrew's, Akron



I have seen these programs at work and would like to support and further these ministries. One of the hats I have worn was that of a Licensed Independent Social Worker (I have a master's degree in social work), and I worked to develop community service programs in various parishes including support groups for those seeking employment, after-school activities for children, and support groups for adults abused as children. I was also a Licensed Professional Counselor and worked for many years in a counseling ministry. At the same time, I supplied and served in interim ministries in a number of parishes, and I am familiar with our diocese. I have served on committees and commissions in the Diocese.

Candidates for Episcopal Community Services Development Council

Elect three lay and one clergy for three-year terms

LAY

Mr. Mark Clark - St. James, Painesville



In my various roles as an Education for Ministry mentor, a member of the Board of Examining Chaplains, the administrative assistant at Grace Church in Willoughby, as an author, and as a clergy spouse, I am always searching for new ways to live into my Baptismal covenant and serve Christ in the world. I believe I have perspective that would be valuable to the ECS Development Council and I'm a good collaborator. I look forward to working with others on the council to identify avenues through which parishes can make a difference in their communities. I also believe strongly in the strength of our Episcopal identity and values, and hope to support works that model those in the wider world.

Ms. Isabella Dorr - St. Hubert's, Kirtland Hills



Giving back to my community has been part of my life since my Girl Scout days. As an educator for the past 50 years, I have supported Kids Helping Kids projects to build a school in Sierra Leone and to advocate for clean and accessible water worldwide. As a member of St. Hubert's, I have served on the vestry as coordinator of outreach. I helped establish standards upon which to make decisions: both proposed projects and assessment of existing ones. In addition, I have participated as part of a funding committee for arts organizations reviewing and awarding monies to worthy endeavors. I look forward to using this knowledge to help the work of the ECS Development Council.

Ms. Charlene Hettinger - Church of the Epiphany, Euclid



I have been a member of the Episcopal Community Services Development Council for the last three years. As I review the grant requests, I am encouraged by what is happening in the Diocese of Ohio; what could be done, what should be done, and what is actually happening. I am proud to be a part of it. I hope you will honor me with another term with ECS.

Candidates for Episcopal Community Services Development Council

Elect three lay and one clergy for three-year terms

LAY

Mr. Todd Rosenberg - St. Paul's, Akron



Serving on the Council is a communal way to help others - our duty and our joy as Christians. I am currently serving as a Bishop's appointee (since 2017) and as Presiding Chair (since 2018). I am seeking an elected position to continue serving and to stagger the terms of Bishop's appointees, after some technical canonical changes at the 202nd Convention. I bring an ability to lead and work collaboratively and a passion for mission. I am the Director of Development & Planned Giving for St. Paul's Endowment since 2013 and the Development Chair of the Akron Symphony Board since 2018. My service at St. Paul's includes community meals, Habitat for Humanity, Dominican Republic mission trip, Diocesan convention delegate, vestry, chair of the Music Director Search Committee, chair of the Newcomer Committee, choir (22 years), Diocesan Planned Giving seminar, and the stewardship committee.

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



The Episcopal Community Services Development Council is a vital diocesan ministry, as it directs financial support to the Diocese's parishes to help continue the important work of serving critical needs in their communities. In addition, local outreach brings the love of God to the lives of those being served as well as to those who serve. It is empowering and fulfilling to be a part of this important work. I have served on the ECS Council since 2011, and have been active in missions and outreach ministries in my church, my community and the Summit Mission Area Council since the 1990s. As an ECS Council member, I have helped to formulate our vision and hone our procedures so our diocese can provide necessary resources to assist Episcopal volunteers to make a difference in their communities. I would be honored to continue serving on ECS for another three years.

Candidates for Episcopal Community Services Development Council

Elect three lay and one clergy for three-year terms

LAY

Mr. Noah Sutterisch - Church of the Ascension, Lakewood



I bring experience in both writing and awarding grants for direct and indirect service projects through various non-profits in the City of Cleveland. This includes applying for after-school programming grants while working with University Settlement and awarding Neighborhood Connections grants while working with Slavic Village Development. Through this work, I have developed a value to cultivate sustainable and empowering grant-funded projects. My approach to service and grants is best summed up by a belief in the Rev. Sam Wells' description of the charity Jesus modeled. That is, we should strive to work for others but working with others is the call of the Christian. And that we should strive to be for others but being with others is divine.

Ms. Linda Vasconi - St. John's, Youngstown



As a member of St. John's, Youngstown, for the past nine years I have worked to meet the needs of my church and my community. There is a great deal of need in the Mahoning Valley. I have served the community as a Board Member of the Mahoning Valley Association of Churches, and am currently on the board of SMARTS, a youth arts organization. My ministries at St. John's include verger, licensed Lay Preacher, co-coordinator of our monthly women's coffee, and other outreach efforts. I am also a member of the philanthropy committee for my employer, Nordson Corp. I am eager to help the Diocese understand the needs of the Mahoning Valley and would be honored to serve Episcopal Community Services.

Diocesan Disciplinary Board

Overview

If there is a case involving potential clergy misconduct, the Diocesan Disciplinary Board is the pool of individuals from which people are selected to serve as members of a Conference or Hearing Panel. The current Title IV Canons seek to provide for appropriate and transparent accountability when clergy have committed some sort of infraction or misconduct. It also seeks to be built upon a model of reconciliation and healing, as opposed to confrontation. The Panel is comprised of five clergy and four lay members, each serving a 3-year term.

Expectations

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

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

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

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

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

Continuing Members of the Diocesan Disciplinary Board

Clergy

- The Rev. Kay Ashby - St. Matthew's, Ashland
- The Rev. Julie Fisher, Christ Church, Kent

Lay

- Ms. Denise Caywood - St. Philip's, Akron
- Ms. Diane Hexter, Trinity Cathedral, Cleveland
- Mr. Paul Klug, St. Paul's, Cleveland Heights
- Mr. Don Reed, Christ Church, Hudson

Candidates for Diocesan Disciplinary Board

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

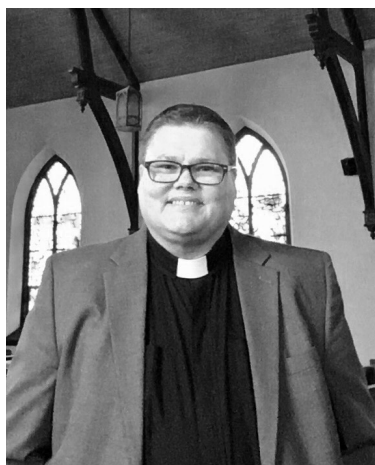
CLERGY

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



As a priest in this diocese, I am committed to healthy, ethical, and holy problem solving. Prior to being ordained, I practiced as a clinical social worker for 10 years and taught social work classes at Wayne State College in Wayne, Nebraska. This experience and a Master's Degree in Social Work has given me knowledge of mental and emotional illness, its identification, and treatment. As a priest for 17 years, I am also deeply aware of the challenges and difficulties of ministry. My prayer for the church is that we work to provide healing for those in our midst who are struggling, and help congregations be a sign of God's love and wholeness in the world. This would be my second term on this board.

The Rev. Evan Fischer - St. James, Wooster



I respect the polity of The Episcopal Church and the way in which we govern together. In my 27 years as a priest in the church, I have served on the Disciplinary Board in two dioceses. It is always the hope that it will not be necessary but if it is, it is a painful time for both the priest and the congregation they are serving and have served. I believe I have the skills to listen carefully, keep an open mind and heart, and to understand the Canons related to the work of this group. I also think that it requires compassion, sensitivity, and an ability to hold information securely to honor this process. I am able and willing to do these things as needed as a member of this diocese.

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



Since 1994 our denomination has utilized a structure and policies to address allegations of clergy misconduct (Title IV). In 2009 significant revisions shifted the former system, based on a criminal justice system, to a model based on mediation and restorative justice. During that time, I served as Canon to the Ordinary in the Diocese of Michigan. I became the Diocesan Intake Officer (responsible for receiving and reporting allegations), and the bishop's representative to conduct training and create materials outlining the new process. I attended the initial training at the House of Bishops and developed a strong network developing best practices. Serving on the Disciplinary Board, I would offer my experience and knowledge of this important part of our common life, call upon my skills as a trained mediator (Lombard) and deepen my relationships with clergy and laity across our beloved community in the Diocese of Ohio.

General Convention Deputy

Overview

The General Convention is the primary governing and legislative body of The Episcopal Church. The two houses (House of Bishops and House of Deputies) meet together every three years. At Convention, the deputies consider amendments to the church's Constitution and Canons, resolutions on ecclesiastical matters and social issues, adopt a budget for the ministry of The Episcopal Church, and elect people to various national offices.

Clergy and lay members elected to this position will serve at the 80th General Convention in 2021, or any Special General Convention between their election and the election of their successors. Deputies may be appointed to serve on a Convention committee and report on that work to the deputation during the Convention.

Expectations

The 2021 General Convention is scheduled for June 30-July 9, 2021 in Baltimore, Maryland. Deputies will need to be available to attend during those dates.

Deputies are also expected to attend deputation meetings held in preparation for General Convention, read the materials for the convention and report on certain resolutions to the Deputation at those meetings. This is a very intense commitment of time as most working days at General Convention are very long.

The Diocese reimburses Deputies for their travel expenses and provides a per diem expense allowance during General Convention.

Requirements

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

Gifts, Experiences, and Skills

- Willing to see the many sides of issues
- Experience and perspective of the church beyond the parish

Candidates for General Convention Deputy

Elect four clergy and four lay

CLERGY

The Rev. Debra Bennett - Church of Our Saviour, Akron



I have been privileged to serve as a deputy to General Convention in 2015 and 2018. As a deputy, I offer the gift of deep listening and observation and the ability to provide a thoughtful albeit passionate voice. As a lay person and a priest, I have participated actively on diocesan councils and at conventions, and I have a working knowledge of the Constitution and Canons and experience with community engagement and hosting conversation across differences. In 2018, I served on the legislative committee on Prayer Book, Liturgy, and Music. I now serve on the Task Force to Respond to the Opioid Epidemic, where I offer my experience providing pastoral care to affected families and insights garnered from community engagement. I hope to continue this important work at General Convention in 2021 and to bring the perspectives of the Diocese of Ohio to church wide deliberation about our role in God's mission.

The Rev. Vincent Black - Church of the Ascension, Lakewood



I had the opportunity to shepherd the Official Youth Presence through the past three General Conventions. In my role as an adult mentor, chaperone, and chaplain I guided the youth through all aspects of General Convention from scheduling to tracking legislation and speaking to the house on the floor. In turn I benefited from the training the youth received from the President and Vice-President of the House of Deputies and the General Convention Office. However, in my role I did not have the privilege of seat, voice, and vote in the House of Deputies. So I would like to put my training and experience to use in service of the church. Having served for ten years on the Bishop's Staff and six years in parish ministry, I have a broad perspective which is well informed by the needs and desires of our youth and our older communicants as well.

The Rev. John Drymon - Trinity Church, Findlay



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

Candidates for General Convention Deputy

Elect four clergy and four lay

CLERGY

The Rev. Evan Fischer - St. James, Wooster



In the 21 years I have been a parish priest in this diocese, I have been active serving on a variety of committees and commissions. Last year I was privileged to be a deputy to the General Convention. From interactions and work there on three specific resolutions, I have since been serving on the steering committee for TransEpiscopal. I love our church. I believe that we have important work to do and can have a significant witness to the world about the expansive love of Jesus. As a long term priest, a rector of small parishes, and as a transgender man, I hope to bring excitement, dedication, and witness to the church gathered at General Convention. I love the legislative process and the multitude of voices and experiences of people throughout our church. This will be the last General Convention I run for deputy since I will be retired by 2024.

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



A seminary professor told my class: “we are preparing you for a church that we have no idea what it will look like.” I thought: “Wow! The Spirit is at work. What a world of possibility.” That possibility involves new partnerships and initiatives and rethinking what it means to be the Body of Christ committed to discipleship as the Episcopal branch of the Jesus Movement. A former attorney, Province V Synod Delegate, and alternate deputy/legislative aide at GC79, I am equipped to engage in General Convention’s legislative work. I share a passion for mission and collaboration kindled by service as an interim rector in three different Ohio Mission Areas. Currently Interim Rector at St. Paul’s, Medina, I serve as a Trustee, vice-chair of the Standing Commission on World Mission, and chair of the Commission on Global and Domestic Mission.

The Rev. Percy Grant - Diocese of Ohio



It was my honor in 2018 to serve as a deputy to General Convention for the first time. I served on Committee 15 which looked at Ministry, and as your Canon for Ministry, I felt even as I learned, I had something to offer the larger church. In my work for you, I criss-cross the Diocese meeting, leading, listening, for who you need to come walk with you on your journey with Christ, then I venture out of the Diocese to entice clergy back to Ohio. I also travel to each parish, meeting, and listening, to calls. I have shepherded people through the ordination process and watched them grow and become your rectors and leaders. God has richly blessed me with a ministry that has connected me to a wide variety of people through the church, I ask that you let me continue this ministry in 2021 as a deputy.

Candidates for General Convention Deputy

Elect four clergy and four lay

CLERGY

The Rev. Rosalind Hughes - Church of the Epiphany, Euclid



I offer myself for consideration as a deputy to General Convention, informed by volunteering at two recent conventions, and my service within our own diocese as a sometime member of Diocesan Council, chair of the Diocesan Board of Examining Chaplains, convener of the Expanded Language Liturgy Task Force, and a parish priest. Although my experience in The Episcopal Church is more recent than many, I lived in three other Provinces of the Anglican Communion (England, Wales, and South East Asia) prior to ordination. I cannot help but think of the church stretching beyond the span of our imagination, and I enjoy engaging with the real-world struggles of matching our organization and institutional structures with the grand vision of God's kingdom, and our place within it, as we seek to serve Christ as a body and in every body.

The Rev. Jeanne Leinbach - St. Paul's, Cleveland Heights



The work of the church at the national level is vital to growing the Kingdom of God. Our faith shapes solutions around societal issues of justice and righteousness and assures the integrity and effectiveness of our institution. Listening is the heart of effective decision-making, hearing all voices to assure truthful solutions. It would be an honor to serve with the Diocese of Ohio's deputation to General Convention. I bring strong listening skills, critical thinking skills, and a pastoral presence. I am the rector of St. Paul's, Cleveland Heights. My experiences prior to ordination include 12 years as a management consultant and many years as a lay leader. In the Diocese of Chicago, I served on the Standing Committee and was a delegate to the Province V Synod. Currently, I serve on the Commission on Ministry here in the Diocese of Ohio.

The Very Rev. BJ Owens - Trinity Cathedral, Cleveland



Father BJ would like to represent the Diocese of Ohio at General Convention in order to help guide a positive and hopeful conversation about how to be a dynamic church in times that, while uncertain, can be very exciting. He believes that we grow and thrive by cultivating the core qualities of pastoral leadership, qualities and practices that blend timeless wisdom with a spirit of innovation and creativity. BJ shares, "Many long-held assumptions no longer work, but change and loss can teach us where God is calling us next. We must be entrepreneurial in the small-business sense of the word, taking ownership, working diligently, taking nothing for granted but trusting that God is with us. Let's focus on timeless things: Preach the gospel, care for souls, be the Body of Christ. The need for the church's witness isn't going away."

Candidates for General Convention Deputy

Elect four clergy and four lay

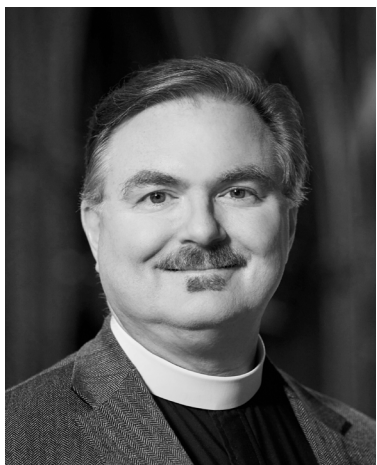
CLERGY

The Rev. Barbara Telfer - Diocese of Ohio



I am a vocational deacon for our diocese. I have attended several Diocesan conventions as a delegate and understand my role to represent the church as a whole. I can listen and have the passion to understand all views of issues on hand. I understand the need to vote or represent our diocese on issues and not just my own agenda. This is one way where I can be the bridge to unite the needs of our cities, state, country, and world to leaders that can make a change. The decisions will always be in the hope of being the mirror of our Lord, Jesus Christ in today's life. I have the experience of advocating for our needy at our state capital. I always bring my understanding of scripture and Jesus' love to the table with me when issues are at hand and need to be addressed.

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



I've attended every General Convention since 1988. It's been my privilege to serve as alternate deputy (2000), first alternate deputy (2012/2018), and a deputy (2009/2015) to General Convention. I love being a part of the discernment process for how The Episcopal Church moves forward into the future to which God is already calling us! I'm a cradle Episcopalian and have served all of my ministry (lay-since 1960, ordained-since 1985) in the Diocese of Ohio particularly St. Andrew's Elyria and Harcourt Parish as a lay person; St Michaels-in-the-Hills as curate; Grace Church, Ravenna and Christ Church, Oberlin as rector; and now St. Paul's, Cleveland Heights as interim assistant rector. As a priest, I have served our diocese in a number of capacities for example—two terms on Diocesan Council, two terms on the Standing Committee, Archivist, C.O.M., etc. It would be a privilege to serve as General Convention deputy once more.

Candidates for General Convention Deputy

Elect four clergy and four lay

LAY

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



I have enjoyed serving as a Diocesan convention delegate several times. I am very interested in the issues facing The Episcopal Church, particularly evangelism and church growth, liturgy, and financial stewardship. Two skills are detailed for being a Deputy to General Convention. 1) Willing to see the many sides of issues: For 25+ years, I was a successful consumer market researcher due to my ability to listen to consumer stories and to synthesize different perspectives into key strategic action. 2) Experience and perspective beyond the parish: I am currently on the Standing Committee; I served 6 years on the board of the Consortium of Endowed Episcopal Parishes. As a board member, I conducted extensive interviews with bishops around the country and Consortium members to guide the strategic planning effort. I have been senior warden twice, both at St. Hubert's and my previous church in Highland Park, Il.

Ms. Jane Freeman - Trinity Cathedral, Cleveland



God's love is reflected in the resolutions passed at each General Convention. The legislative process involves diverse members from across our denomination to come together and prayerfully consider what actions God is calling us to perform as a people of our Resurrected Lord. For most of my adult life I have had the opportunity to serve our beloved church in multiple leadership capacities at parochial, diocesan, and the larger church levels. Each opportunity to serve at General Convention increases one's understanding and thus ability to participate in this legislative process. I have been blessed to have served as one of your lay deputies at the last two conventions, and God willingly and the people desiring, I would treasure the opportunity to do so again. We are called to "Love God. Love your Neighbor. Change the World.®" and being a deputy is one path which allows me to address this challenge.

Ms. Diane Hexter - Trinity Cathedral, Cleveland



It has been 43 years since I joined The Episcopal Church. The church has been a guide for my life and inspiration to me ever since. During the past 10 years, I have served on Commission on Ministry, Diocesan Council, EFM mentor (eight years) as well as Eucharist Minister, Eucharist Visitor, lector, flower guild, and usher. I attend church at least once a week and visit other parishes when I am out of town. The diversity of our church asks me to constantly grow my experience of hospitality; engaging in faith discussions is exciting. I am a realtor by profession and my job is often a ministry. Negotiations and intense listening are a natural part of my experience every day. Experiencing the larger church by attending the General Convention has been my wish for a long time. I would like to actively be a part of this process.

Candidates for General Convention Deputy

Elect four clergy and four lay

LAY

Mr. Lee Kaufman - St. Andrew's, Elyria



I currently am on Diocesan Council and the North Central Mission area chairman. I believe I can bring a new outlook on things that are happening in the church and in the world today.

Thank you,
Lee Kaufman

Mr. William Powel - St. Paul's, Cleveland Heights



I am grateful for the opportunity to serve Bishop Hollingsworth and the people of the Diocese of Ohio for nearly five years as Canon to the Ordinary—as a resource to clergy and lay leaders, and supporting diocesan governance and operations. I continue to serve as Chancellor (2011) after leadership roles at St. Paul's, Cleveland Heights (senior warden, outreach chair). From 2015-17, I was counsel to the Commission on Leadership & Impairment, appointed by the Presiding Bishop, which led to recommendations for training on alcohol and substance misuse in the wider church. As a deputy to the 2018 General Convention, I submitted resolutions that were approved to implement the Commission's recommendations. Last year, I was appointed to the Standing Commission on Structure, Governance, Constitution and Canons. Serving as Deputy to General Convention reinforces our connectedness to fellow believers in the wider church, and I would be honored to serve again.

Mr. Richard Pryor, III - Christ Church, Kent



When I served as a member of the Official Youth Presence at General Convention in 2015, we discussed the report from the Task Force on Reimagining The Episcopal Church (TREC). Today, we are still dealing with many of the same questions that motivated TREC's creation - questions around shrinking attendance, governance needs and desires, and becoming a 21st-century church. During my time at Sewanee, I have been invested in working through these questions, as evidenced by my work with the University Choir, my time serving as an alternate to General Convention 2018, and my dedication to helping create new ministries on campus through the All Saints' Chapel's Invite Welcome Connect team. I have enjoyed serving Jesus and this Diocese as an Intern, on the Bicentennial Committee, on the Summit MAC, and as Happening Rector. I would be honored to use my skills and experience and serve again.

Candidates for General Convention Deputy

Elect four clergy and four lay

LAY

Mr. James Simon - Church of Our Saviour, Akron



My service to God through serving my parish, the Diocese of Ohio, and The Episcopal Church has changed my life. I served as a Deputy to General Convention in 2015 and 2018, chairing the Deputies' Constitution and Canons Committee at GC79. I serve on the HOD Committee on the State of the Church and previously served the church as a member of the Standing Commission on Structure, Governance, Constitution and Canons. I have been fortunate to serve my parish as a member of its vestry and by leading its Stewardship and Finance Committees, and I have served on the Diocese's Standing Committee for five years. To my service within and outside the church, I bring experienced judgment, love, disciplined thinking, and the ability to listen, make clear decisions, and mediate diverse groups on difficult issues. It would be my pleasure to serve the church again as a deputy to General Convention.

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



Over the years I have served as national officer in the Union of Black Episcopalians, Director of Admissions at CDSP, Trustee for General Theological Seminary, former Episcopal Community Services Development Council member, and Search Committee chair for our current priest-in-charge. My current roles are as vestry member, member of Diocesan Council, and General Convention Deputation Chair (2018). My ongoing commitment to The Episcopal Church is exhibited through: small and large group coordination and planning; organizational marketing; mentoring young adults discerning lay or ordained ministry; social justice and equity national conference development; and bringing critical attention to priorities for funding at GTS. I am a long range planner and implementer, relationship builder and communicator, balancing my work in the church and the world. I look forward to continuing to serve in the role of deputy to General Convention 2021.

Ms. Eva Warren - Harcourt Parish, Gambier



In addition to her extensive service to the local church, Eva is a member of the Interim Task Force for Ministry to those with Mental Illness for General Convention and a member of the Young Adult Outreach Task Force in the Diocese of Ohio. Eva possesses a drive and a passion, not only for the traditions and history of the church, but for its future and its potential. In the years we worked and worshipped together, she showed immeasurable energy and initiative, taking leadership roles in the community, traveling to gatherings and seminars to fellowship with other Episcopalians across the country. Eva has the benefit of both youthful energy as well as a depth of knowledge in the legislative processes of The Episcopal Church. General Convention would benefit from her experience and her forward-thinking energy.

Elections Tally Sheet

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

Diocesan Trustee

One Lay or Clergy (Five-Year Term)

Ballot 1

Ballot 2

Ballot 3

Lay or Clergy	Mr. Chuck Catanese - St. Paul's, Medina			
	Mr. Thomas Hill - St. James, Painesville			

Standing Committee

One Lay and One Clergy (Four-Year Term)

Ballot 1

Ballot 2

Ballot 3

Clergy*	The Rev. Dr. Brian Wilbert - St. Paul's, Cleveland Heights			
Lay*	Ms. Pam O'Halloran - St. Paul's, Cleveland Heights			

Diocesan Council

Two Lay and Two Clergy (3-Year Term)

Ballot 1

Ballot 2

Ballot 3

Clergy	The Rev. Alex Barton - Church of the Redeemer, Lorain			
	The Rev. Rose Anne Lonsway - Grace Church, Willoughby			
	The Rev. Gregory Stark - St. Andrew's, Elyria & Christ Church, Oberlin			
Lay*	Mr. James Hockey - St. Paul's, Cleveland Heights			
	Mr. Michael Wells - Trinity Cathedral, Cleveland			

*Denotes an uncontested election.

Elections Tally Sheet

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

Episcopal Community Services (ECS) Development Council

Three Lay and One Clergy (Three-Year Term)

		Ballot 1	Ballot 2	Ballot 3
Clergy	The Rev. Gary McElroy - St. Andrew's, Akron & St. Martin's, Chagrin Falls			
	The Rev. Daniel Hinde - Diocese of Ohio			
Lay	Mr. Mark Clark - St. James, Painesville			
	Ms. Isabella Dorr - St. Hubert's, Kirtland Hills			
	Ms. Charlene Hettinger - Church of the Epiphany, Euclid			
	Ms. Mary Shepherd - St. Paul's, Akron			
	Mr. Noah Sutterisch - Church of the Ascension, Lakewood			
	Mr. Todd Rosenberg - St. Paul's, Akron			
	Ms. Linda Vasconi - St. John's, Youngstown			

Diocesan Disciplinary Board

Three Clergy (3-Year Term)

		Ballot 1	Ballot 2	Ballot 3
Clergy*	The Rev. Gayle Catinella - St. John's, Youngstown			
	The Rev. Evan Fischer - St. James, Wooster			
	The Rev. Lisa Tucker-Gray - Trinity Church, Toledo			

*Denotes an uncontested election.

Elections Tally Sheet

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

General Convention Deputy

Four Clergy and Four Lay (Three-Year Term)

		Ballot 1	Ballot 2	Ballot 3
Clergy	The Rev. Debra Bennett - Church of Our Saviour, Akron			
	The Rev. Vincent Black - Church of the Ascension, Lakewood			
	The Rev. John Drymon - Trinity Church, Findlay			
	The Rev. Evan Fischer - St. James, Wooster			
	The Rev. Beth Frank - St. Paul's, Medina			
	The Rev. Percy Grant - Diocese of Ohio			
	The Rev. Rosalind Hughes - Church of the Epiphany, Euclid			
	The Rev. Jeanne Leinbach - St. Paul's, Cleveland Heights			
	The Very Rev. BJ Owens - Trinity Cathedral, Cleveland			
	The Rev. Barbara Telfer - Diocese of Ohio			
	The Rev. Dr. Brian Wilbert - St. Paul's, Cleveland Heights			
Lay	Ms. Jenna Bing - St. Hubert's, Kirtland Hills			
	Ms. Jane Freeman - Trinity Cathedral, Cleveland			
	Ms. Diane Hexter - Trinity Cathedral, Cleveland			
	Mr. Lee Kaufman - St. Andrew's, Elyria			
	Mr. William Powel, St. Paul's, Cleveland Heights			
	Mr. Richard Pryor, III - Christ Church, Kent			
	Mr. James Simon - Church of Our Saviour, Akron			
	Ms. Dianne Audrick Smith - St. Andrew's, Cleveland			
	Ms. Eva Warren - Harcourt Parish, Gambier			

Report of the Committee on Constitution and Canons

Proposed Amendments to the Constitution and Canons of the Episcopal Diocese of Ohio to be considered at the 203rd Annual Convention of the Diocese of Ohio.

Over the past two years, the Committee on Constitution and Canons has worked on providing guidance to parishes when revising their bylaws. Instead of simply updating the Model Parish Bylaws document from 2012, the Committee determined that it would more helpful to prepare a set of principles for parishes to consider, due to the differences among smaller and larger parishes.

This document does not require approval by Convention, and is available on the Diocesan website and the following link: dohio.org/model-bylaw-provisions. Members of the Committee would be pleased to consult with parishes as they consider updating their parish bylaws.

The Committee proposes one amendment to the Canons of the Diocese of Ohio, as follows:

- To clarify the definition of who may vote in an annual or special meeting of the parish by defining the term “Qualified Elector” in Title II, Canon 1, Section 5(a) and using that defined term in other sections of the Canons.

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

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

The membership of the Constitution and Canons Committee consists of:

<i>The Rev. John A. Drymon</i>	<i>Trinity, Findlay</i>
<i>Ms. Jane R. Freeman</i>	<i>Trinity Cathedral, Cleveland</i>
<i>Ms. Amy Kellogg, Vice Chancellor</i>	<i>St. Andrew's, Elyria</i>
<i>Ms. Clare S. Long</i>	<i>St. Barnabas, Bay Village</i>
<i>Ms. Ann Shelly</i>	<i>St. Matthew's, Ashland</i>
<i>Ms. Ute Vilfroy</i>	<i>Trinity Cathedral, Cleveland</i>
<i>Mr. William A. Powel III, Chancellor</i>	<i>Diocesan Staff</i>

Form for Proposed Amendment of the Constitution and Canons of the Episcopal Diocese of Ohio

-
1. Specify the provisions of the current Constitution and Canons that you seek to amend:
-
2. Title II, Canon 1. Of Parishes.
-
- 3.
-
4. Language of Proposed Amendments:
-
5. Add underlined language, and deleting stricken language in the following sections of Title II, Canon 1:
-
6. Section 4(a): Every Parish shall establish, in its Articles of Incorporation or By-Laws, provisions for giving
-
7. public notice of, and for establishing a quorum for the transaction of business at all Annual and Special
-
8. Meetings. Such notice shall be given no fewer than one nor more than three weeks prior to any meeting.
-
9. Such quorum shall consist of not fewer than ten (10) ~~q~~Qualified ~~e~~Electors (as defined in Section 5(a) of
-
10. this Canon), provided that a smaller number may adjourn any meeting to a date not fewer than seven, nor
-
11. more than fourteen days thereafter.
-
- 12.
-
13. [* * *]
-
- 14.
-
15. Section 5(a): All members of the Parish who are communicants in good standing as defined by the
-
16. Canons of The Episcopal Church and being not under sixteen years of age, shall be qualified to vote in
-
17. its meetings ("**Qualified Electors**"). (The pertinent canon from the Canons of The Episcopal Church is
-
18. printed in Appendix II of these Canons.)
-
- 19.
-
20. [* * *]
-
- 21.
-
22. Section 6(a): Every Parish shall, in its Articles of Incorporation or By-Laws, make provision for a Vestry,
-
23. to consist of no fewer than five nor more than eighteen members, to be elected from among
-
24. ~~q~~Qualified ~~e~~Electors of the Parish, to act as its agent in the care and custody of its property,
-
25. and in its relations with its clergy, as provided in the Canons of The Episcopal Church.
-
- 26.
-
27. [* * *]
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- 28.
-
29. Section 8(b): The Vestry shall also, at its first meeting after any Annual Meeting (and thereafter as
-
30. required), elect the following officers of the Parish: a Senior Warden and a Junior Warden, both of whom
-
31. shall be elected from its own number; a Clerk and a Treasurer from among ~~q~~Qualified ~~e~~Electors of the
-
32. Parish.
-
- 33.
-
34. **Rationale:**
-
35. The Amendment clarifies the definition of who may vote in in parish annual or special meeting by creating
-
36. a defined term "Qualified Elector" in Title II, Canon 1, Section 5(a), and using that defined term in other
-
37. sections of Title II, Canon 1.
-
- 38.
-
- 39.

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

5.
6. Appendix II of the Diocesan Canons contains the following from The Canons of The Episcopal Church (Title
7. I. Canon 17):

8.
9. Sec. 2. (a) All members of this Church who have received Holy Communion in this Church at least
10. three times during the preceding year are to be considered communicants of this Church.

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

13.
14. Sec. 3 All communicants of this Church who for the previous year have been faithful in corporate
15. worship, unless for good cause prevented, and have been faithful in working, praying, and
16. giving for the spread of the Kingdom of God, are to be considered communicants in good
17. standing.

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Report of the Committee on Resolutions

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

The Resolutions submitted this year are:

- R1: Resolutions on Clergy Compensation
- R2: A Resolution to Endorse the Diocesan Investment Policy to consider non-financial environmental, social, and governance (ESG) factors
- R3: A Resolution Calling Parishes to Adopt Policy for the Protection of Children and Youth from Abuse
- R4: Special Resolution submitted by the Committee on Constitution and Canons

Respectfully submitted,

Mr. Brent Howard, Chair

The Rev. Beth Frank

Ms. Amy Kellogg, Vice Chancellor

The Rev. Rachel C. Kessler

The Rev. David Radzik

Mr. William A. Powel, III, Chancellor

Old Trinity, Tiffin

St. Paul's, Medina

St. Andrew's, Elyria

Harcourt Parish, Gambier

St. Thomas, Berea

Diocesan Staff

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 Ohio
3. during ~~2019~~ 2020 be established as follows:
4. • At least ~~\$49,960~~ \$50,959, for assisting clergy;
5. • At least \$58,089 for a transitional deacon in charge of a congregation;
6. • At least ~~\$60,480~~ \$61,689 for clergy in charge of congregations with an annual Normal Operating
7. Income (NOI) of no more than ~~\$186,000~~ \$189,720;
8. • At least ~~\$60,480~~ \$61,689 +10% of NOI greater than ~~\$186,000~~ \$189,720 up to ~~\$372,000~~ \$379,440 for
9. clergy in charge of congregations with an annual NOI greater than ~~\$186,000~~ \$189,720.
10. • At least ~~\$79,080~~ \$80,662 for clergy in charge of congregations with NOI greater than ~~\$372,000-~~
11. \$379,440; and be it further
- 12.
13. *Resolved*, that each congregation prayerfully consider adjusting the current compensation level of their
14. clergy to account for the increase in the cost of living and the clergy person's years of experience; and be it
15. further
- 16.
17. *Resolved*, that each employer of clergy in the Diocese of Ohio be encouraged to:
18. • Offer additional benefits either fully funded, or on a pre-tax salary reduction basis (e.g., dental
19. insurance, reimbursement for routine dental care, annual medical examination, child-care allowance,
20. etc.);
21. • Provide for sabbatical and parental leave; and be it further
- 22.
23. *Resolved*, that each employer of such clergy in the Diocese of Ohio shall pay a minimum of ~~97.5%~~ 95%
24. of the health insurance premium (**plus full (100%) funding of the plan deductible in a health savings**
25. **account (HSA)** of the least expensive plan provided as an option by the Diocese for those clergy being
26. paid less than ~~\$60,480~~ \$61,689 (or the pro-rated part-time equivalent) and their eligible dependents or
27. ~~95%~~ 93% of the health insurance premium (**plus full (100%) funding of the plan deductible in a health**
28. **savings account (HSA)** of the least expensive plan provided as an option by the Diocese for the clergy
29. being paid ~~\$60,480~~ \$61,689 (or the pro-rated part-time equivalent) or more, and their eligible dependents.
30. If **an clergy a priest** chooses a health insurance plan that is more expensive, the additional **premium cost** is
31. his or her responsibility, unless the Vestry, Diocese or other participating Episcopal institution agrees to pay
32. the additional cost for such coverage. The employer may choose to pay 100% of its clergy's health **insurance**
33. **care** plan; and be it further
- 34.
35. *Resolved*, that in addition to the above minimum standards, each employer of such clergy in the Diocese of
36. Ohio shall:
37. • Make pension assessment payments as the Church Pension Fund shall determine [Note: The
38. Church Pension Assessment is based on the following elements: Base salary; Social Security tax
39. reimbursements; Cash housing allowance and utilities; Employer contributions to 403(b) or deferred

R1: A Resolution On Clergy Compensation (Continued)

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

R1: A Resolution On Clergy Compensation (Continued)

1. **Rationale:** The recommended levels of compensation represent a ~~2.4%~~ **2.0%** Cost of Living Adjustment
 2. based on the change in the Midwest Region CPI-U for the year ending in July ~~2018~~ **2019**.

3.		¼ Time	½ Time	¾ Time	Full
4.	Assisting Clergy	\$12,490	\$24,980	\$37,470	\$49,960
5.		\$12,789.76	\$25,579.52	\$38,369.28	\$51,159.04
6.	Clergy in Charge	\$15,120	\$30,240	\$45,360	\$60,480
7.		\$15,482.88	\$30,965.76	\$46,448.46	\$61,931.52

8.
 9. **Rationale:** When a congregation commits to a newly ordained transitional deacon in charge, the parish
 10. must also absorb the cost of a priest on Sunday mornings and any other service that provides the Eucharist.
 11. The traditional diaconate must last for at least 6 months and may last a year or more. At the time the
 12. transitional deacon becomes a priest, the salary will be adjusted based on the congregations NOI.
 13. The increase to the percentages of employee responsibility for health insurance premiums reflects similar
 14. changes in other institutions. In addition, the change in percentages provides additional financial flexibility
 15. for parishes.

16.
 17. With respect to health insurance, the reference to the requirement to pay for health insurance premium
 18. “including full (100%) funding of the plan deductible in a health savings accounts (HSA)” confirms
 19. and clarifies the language of the Denominational Health Plan Resolution (R7, approved by the 195th
 20. Convention in 2011), which defined the “premium” for a high deductible plan to include 100% funding of
 21. the plan deductible in a Health Savings Account (HSA). Approval of this resolution followed action by the
 22. General Convention that mandated full coverage of all employees of dioceses and parishes in The Episcopal
 23. Church (General Convention Resolution 2009-A177), which remains in effect. Diocesan Resolution 2011-
 24. R7 authorized the Commission on Ministry to determine annual the minimum cost-sharing provisions that
 25. the Diocese and all its congregations are required to pay.

- 26. • Therefore, the cost-sharing percentages in R-1 apply to:
- 27. • the premium for a non-high deductible plan (i.e., a plan that is not a Consumer Directed Health Plan
- 28. (CDHP)); and
- 29. • for a Consumer Directed Health Plan (CDHP), the sum of:
- 30. • the premium for a CDHP; and
- 31. • funding 100% of the deductible in a Health Savings Account (HSA).

32.
 33. Submitted by
 34. The Commission on Ministry

35.
 36.
 37.
 38.
 39.

R-2: A Resolution to Endorse the Diocesan Investment Policy to Consider Non-Financial Environmental, Social, and Governance (ESG) Factors

1. *Now, Therefore, Be It Resolved*, that the 203rd Convention endorses the Diocesan Investment Policy and
2. encourages all parishes in the Diocese to conduct a similar review of their investment portfolios, taking into
3. consideration the ESG principles described therein.
- 4.
5. **Rationale:** The Joint Investment Fund of the Trustees of the Diocese of Ohio (JIF) is administered by the
6. Trustees for the invested funds of the Diocese of Ohio, existing parishes, and parish organizations. The
7. investments of the fund is managed by the investment advisory firm, Clearstead, with oversight by the
8. Trustees. Currently, 49 parishes participate in the JIF.
- 9.
10. The updated investment policy for JIF continues the long-standing moratorium on direct investment in
11. tobacco and gaming companies (so-called “negative screens”). The recent changes include new guidelines
12. for investment (positive screens) including those that incorporate environmental, social, and governance
13. (ESG) factors.
- 14.
15. In 1998, the 182nd Diocesan Convention adopted a socially responsible investment policy for investments
16. in the diocesan portfolio, imposing a moratorium on tobacco and gaming investments in the diocesan
17. portfolio and created the Socially Responsible Investment (SRI) subcommittee consisting of Trustees of
18. the Diocese of Ohio (“Trustees”) and Bishop’s appointees who meet quarterly to monitor compliance and
19. developments in this area.
- 20.
21. In 2015, the General Convention approved Resolution C045 that “urge[d] all dioceses and parishes of the
22. Episcopal Church to engage the topic of divestment from fossil fuel and reinvestment in clean energy,” in
23. response to which the SRI subcommittee conducted a survey of other dioceses in Province V, and learned
24. that others were making positive investments in solar and other alternative sustainable energy sources.
25. The SRI subcommittee concluded (and the Trustees concurred) that such a divestment effort was
26. impractical given the wide-ranging use of fossil fuels by many different industries, and instead decided to
27. consider expanding the current moratorium on gaming and tobacco investments.
- 28.
29. The subcommittee therefore recommended (and the Trustees approved in 2018) changes to the Diocesan
30. Investment Policy for the Joint Investment Fund (JIF) that included theological justification and
31. consideration of certain non-financial environmental, social, and governance factors (ESG) in making
32. investments that promote sustainability in their corporate practices, policies, and culture, as follows:
33. “Socially Responsible Investing (SRI) is at the heart of our Christian beliefs. The Episcopal Church
34. teaches and practices an incarnational faith seeing the face of Christ in the other, knowing that the
35. fullest expression of God is in Jesus Christ. As such, our investments must honor the embodied
36. realities of humankind and creation, doing no harm to either human communities or our physical
37. environment.
- 38.
39. “Responsible stewardship is a core value which runs through Scripture, from Genesis to Revelation.

R-2: A Resolution to Endorse the Diocesan Investment Policy to Consider Non-Financial Environmental, Social, and Governance (Esg) Factors(Continued)

1. This means that we are accountable for the ways in which we protect, use, and maintain all
2. manner of assets: environmental, human, material, financial. In addition, fulfilling the two
3. great commandments to love God and to love one's neighbor as one's self demands our tangible
4. engagement in the complex interplay of fiscal action and faithful values.
5.
6. "While no investing practice is completely without negative consequences with regard to social
7. responsibility, these Biblical principles call us to mitigate those choices and contribute significantly
8. to forward-looking, responsible, and just enterprises in our investment strategies and decisions.
9. "As such, JIF investment strategy will be aligned with core Episcopal Church values in two ways,
10. excluding some industries while actively seeking to include others:
- 11. • "We will do our best to comply promptly with all General Convention resolutions
12. concerning market investments. Currently, this means a moratorium on direct investment
13. in tobacco and gaming. We recognize that mutual funds may have relatively insignificant
14. holdings in these categories. Direct investment in companies with more than 10% of their
15. revenue in one of the aforementioned industries should be excluded from investment. The
16. Trustees will review overall portfolio exposures including commingled funds in an annual
17. SRI audit.
 - 18. • "Certain non-financial environmental, social, and governance factors (ESG) are part of a
19. holistic investment process and can have a material effect on financial returns. Accordingly,
20. the Fund seeks investments in companies, consistent with our fiduciary duty, which have
21. a positive impact (globally and locally) and promote sustainability in their corporate
22. practices, policies, and culture. To this end, the Fund will consider investment managers
23. who actively incorporate ESG factors into their investment decision-making processes."
24.
25. For those parishes participating in the JIF, the policy applies to those invested funds. The resolution
26. encourages other parishes and parish organizations to consider the policy for their own portfolios.
27. Parishes desiring more information about the JIF may contact Sue Leishman, Chief Financial Officer,
28. Diocese of Ohio.

30. Submitted by the Socially Responsible Investment Committee and the Trustees of the Diocese of Ohio

R-3: A Resolution Calling Parishes to Adopt a Policy for the Protection of Children and Youth from Abuse

1. *Resolved*, that the Diocese of Ohio strongly encourages all parishes to adopt a policy prior to the 204th
2. Diocesan Convention for the Protection of Children and Youth from Abuse that meets or exceeds the
3. requirements of the diocesan policy approved by Diocesan Council on June 18, 2019;
- 4.
5. *Further Resolved*, that each parish provide a copy of the policy that it may adopt to the Office of the Bishop.
- 6.
7. **Rationale:**
8. The 2015 General Convention called for creation of an updated and expanded set of policies designed
9. to create safe and welcoming space for all children and youth in our communities and those engaged in
10. ministry with children and youth, and to prevent sexual abuse. (Resolution 2015-A073. Update Model
11. Policies for Protection of Children and Youth; Resolution 2015-A074. Update the Safe Church Training
12. Materials) That work culminated in a model policy presented at the 2018 General Convention. In the
13. Diocese of Ohio, a task force adapted these policies which in June 2019 the Diocesan Council approved
14. for Diocesan events. The Diocesan policies are mandated for diocesan-sponsored events such as Diocesan
15. Convention, Winter Convocation, youth events, Bellwether Farm Summer Camp, etc.
16. We encourage each parish to adopt a Policy for the Protection of Children and Youth from Abuse by the
17. 204th Diocesan Convention. To support parishes in fulfilling this recommendation, the task force has
18. created a sample policy for congregations, which is available on the diocesan website.
- 19.
20. Submitted by the Safeguarding Policy Task Force
21. Rev. Anna Sutterisch, Canon for Christian Formation
22. Ms. Mary Ann Semple, Diocesan Coordinator, Safeguarding Program
23. Mr. Brandon Gooch, Director, Bellwether Farm Camp, Retreat, and Education Center
24. Rev. Vincent Black, Rector, Church of the Ascension, Lakewood
25. William A. Powel, III, Chancellor
- 26.
- 27.
- 28.

**Diocesan policies can be found at dohio.org/safeguarding.
The template can be found at dohio.org/model-bylaw-provisions.**

R-4: A Special Resolution submitted by the Committee on Constitution and Canons

1. *Be it Resolved*, that this 203rd Convention acknowledges with both gratitude and sadness, the end of the
2. parish ministry of St. Alban's, Cleveland Heights and that the Convention expresses its deep appreciation
3. to the laity and clergy of this congregations for their years of faithful service to God and the people of their
4. communities; and be it further
- 5.
6. *Resolved*, that this Convention accepts this recommendation of the Committee on Constitution and
7. Canons in accordance with Canons of the Diocese of Ohio (Title II, Canon 7), and declares St. Alban's,
8. Cleveland Heights to be extinct.
- 9.
10. **Rationale:**
11. In the year of our Lord 1890, the Brotherhood of St. Andrew Chapter from Emmanuel Church, Cleveland,
12. realized the need for planting a church in the "extreme eastern part of the city" of Cleveland, and the Rev.
13. A.B. Putnam, Rector of Emmanuel Church, was appointed on August 11, 1890 to "further look into the
14. matter." On January 4, 1891, Rev. Putnam became the first Priest-in-Charge of the mission church, St.
15. Andrews-in-the-East.
- 16.
17. The mission continued to grow, and on June 29, 1892, the Rt. Rev. William Andrew Leonard laid the
18. cornerstone of the church of St. Andrew's-in-the-East on the corner of Murray Hill and Fairview Avenue,
19. with Bishop Leonard consecrating the completed building on St. Andrew's Day, 1892.
- 20.
21. Now a parish, the congregation moved its church to its current location by a team of oxen in the year 1897
22. and changed its name at its first annual meeting in 1901, taking as its patron Saint Alban, Britain's proto-
23. martyr (i.e., its first martyr). The church building was later extensively renovated and reconsecrated by the
24. Rt. Rev. Beverly Dandridge Tucker in 1947. Despite a terrible act of arson perpetrated on St. Justin's Day
25. 1989, the parish of St. Alban's remained strong and faithful in the worship of Almighty God, and the parish
26. rebuilt its church and, in the spirit of interfaith cooperation, shared the worship space with the Temple Ner
27. Tamid. St. Alban's prayed with our Lord the Solemn Collects of His Passion and received His Blessed Body
28. and Blood from the Reserved Sacrament at their last liturgy together on Good Friday, 2019.

For a more detailed parish history and photographs, please visit dohio.org/stalban

Constitutional Amendments Referred to Dioceses from the 79th General Convention

The 79th General Convention proposed several changes to the Constitution of The Episcopal Church (TEC). In accordance with Article XII of the TEC Constitution, it is the responsibility of each Diocese to make known such proposed alterations to its Convention prior to the 80th General Convention in 2021, and to certify that such action has been taken.

The text of each proposed amendment is included in the Convention Handbook. The following is a summary of the amendments, many of which are technical in nature:

A063: amends Constitution Article X to permit a General Convention to approve alternate and additional liturgies as a supplement to the Book of Common Prayer.

A089: amends Constitution Articles VI and VII to ensure consistency in the Constitution and Canons with respect to referring to a Church denomination being in “full communion” with The Episcopal Church.

A122: Amends Article IX of the Constitution to delete the word “removal” in paragraph 6. In 1994, the General Convention amended Title IV of the Canons (the disciplinary canon) by eliminating “removal” as a sentence and adding Admonition as a sentence. However, the reference to “removal” in Article IX of the Constitution was not changed.

A150: Amends Article I.2 of the Constitution to make consistent the use of the term “Bishop Suffragan” throughout the Constitution and Canons. The last sentence clarifies the meaning of a bishop “exercising” or “having” jurisdiction, including jurisdiction over areas that are not dioceses such as Navajoland, the Convocation of Episcopal Churches in Europe (over which the Presiding Bishop exercises jurisdiction), and Guam (over which the Presiding Bishop exercises jurisdiction).

A151: Amends Article II.4-8 of the Constitution as follows:

- Section 4: To make the titles of bishops consistent throughout the Constitution and Canons.
- The amendment to Section 5 clarifies that a Bishop Suffragan may be placed in charge of a diocese and exercise jurisdiction as the Bishop Diocesan Pro Tempore until a successor is consecrated if the Bishop Diocesan dies, resigns or is removed from office or until the Bishop Diocesan returns to office if the absence is temporary.
- The amendment to Section 8 clarifies that a total of five years of combined service, served consecutively, as Bishop Coadjutor and then Bishop Diocesan is required before the bishop may be elected elsewhere.

A152: Amends Article III of the Constitution to correct a typographical error.

A153: Amends Article IV of the Constitution to make the titles of bishops consistent throughout the Constitution and Canons.

A176: Amends Article V of the Constitution with respect to procedures required to form a new Diocese.

A183: Amends Article IX to provide for the possible creation of a provincial, church-wide, or other way of providing for the discipline of Priests and Deacons, as an alternative to each Diocese maintaining its own separate disciplinary structure.

Constitutional Amendments Referred to Dioceses from the 79th General Convention

Proposed Constitutional Amendments, First Reading

The following Constitutional amendments shall be read by the Secretary of the Diocesan Convention preceding the final vote at the 80th General Convention in 2021, such reading to be certified by the Diocesan Convention with the Secretary of the General Convention.

A063: Amend Article X of the Constitution of the Episcopal Church (First Reading)

Resolved, That the 79th General Convention of The Episcopal Church amend Article X of the Constitution of the Episcopal Church as follows:

ARTICLE X

The Book of Common Prayer, as now established or hereafter amended by the authority of this Church, shall be in use in all the Dioceses of this Church. No alteration thereof or addition thereto shall be made unless the same shall be first proposed in one regular meeting of the General Convention and by a resolve thereof be sent within six months to the Secretary of the Convention of every Diocese, to be made known to the Diocesan Convention at its next meeting, and be adopted by the General Convention at its next succeeding regular meeting by a majority of all Bishops, excluding retired Bishops not present, of the whole number of Bishops entitled to vote in the House of Bishops, and by a vote by orders in the House of Deputies in accordance with Article I, Sec. 5, except that concurrence by the orders shall require the affirmative vote in each order by a majority of the Dioceses entitled to representation in the House of Deputies. But notwithstanding anything herein above contained, the General Convention may at any one meeting, by a majority of the whole number of the Bishops entitled to vote in the House of Bishops, and by a majority of the Clerical and Lay Deputies of all the Dioceses entitled to representation in the House of Deputies, voting by orders as previously set forth in this Article:

- (a) Amend the Table of Lessons and all Tables and Rubrics relating to the Psalms.
- (b) Authorize for trial use throughout this Church, as an alternative at any time or times to the established Book of Common Prayer or to any section or Office thereof, a proposed revision of the whole Book or of any portion thereof, duly undertaken by the General Convention.
- (c) Authorize for use throughout this Church, as provided by Canon, ***alternative and additional liturgies to supplement those provided in the Book of Common Prayer.***

And Provided that nothing in this Article shall be construed as restricting the authority of the Bishops of this Church to take such order as may be permitted by the Rubrics of the Book of Common Prayer or by the Canons of the General Convention for the use of special forms of worship.

A089: Amend Articles VI and VIII Regarding Full Communion

Resolved, That the 79th General Convention amend Articles VI and VIII to read as follows:

ARTICLE VI

Sec. 1. The House of Bishops may establish a Mission in any area not included within the boundaries of any Diocese of this Church or of any Church in **full** communion with this Church, and elect or appoint a Bishop therefor.

ARTICLE VIII

No person shall be ordered Priest or Deacon to minister in this Church until the person shall have been examined by the Bishop and two (2) Priests and shall have exhibited such testimonials and other requisites as the Canons in that case provided may direct. No person shall be ordained and consecrated Bishop, or ordered Priest or Deacon to minister in this Church, unless at the time, in the presence of the ordaining Bishop or Bishops, the person shall subscribe and make the following declaration:

I do believe the Holy Scriptures of the Old and New Testaments to be the Word of God, and to contain all things necessary to salvation; and I do solemnly engage to conform to the Doctrine, Discipline, and Worship of the Episcopal Church.

Provided, however, that any person consecrated a Bishop to minister in any Diocese of an autonomous Church or Province of a Church in **full** communion with this Church may, instead of the foregoing declaration, make the promises of Conformity required by the Church in which the Bishop is to minister.

If any Bishop ordains a Priest or Deacon to minister elsewhere than in this Church, or confers ordination as Priest or Deacon upon a Christian minister who has not received Episcopal Ordination, the Bishop shall do so only in accordance with such provisions as shall be set forth in the Canons of this Church.

No person ordained by a foreign Bishop, or by a Bishop not in **full** communion with this Church, shall be permitted to officiate as a Minister of this Church until the person shall have complied with the Canon or Canons in that case provided and also shall have subscribed the aforesaid declaration.

A Bishop may permit an ordained minister in good standing in a church with which this Church is in **full** communion as specified by the Canons who has made the foregoing declaration, or a minister ordained in the Evangelical Lutheran Church in America or its predecessor bodies who has made the promise of conformity required by that Church in place of the foregoing declaration to officiate on a temporary basis as an ordained minister of this church. No minister of such a Church ordained by other than a Bishop, apart from any such ministers designated as part of the Covenant or Instrument by which full communion was established, shall be eligible to officiate under this Article.

A122: Amend Article IX to Change Removal to Admonition

Resolved, That the Article IX of the Constitution be amended as follows:

ARTICLE IX

The General Convention may, by Canon, establish one or more Courts for the Trial of Bishops.

Presbyters and Deacons canonically resident in a Diocese shall be tried by a Court instituted by the Convention thereof; Presbyters and Deacons canonically resident in a Missionary Diocese shall be tried according to Canons adopted by the Bishop and Convocation thereof, with the approval of the House of Bishops; provided that the General Convention in each case may prescribe by Canon for a change of venue.

The General Convention, in like manner, may establish or may provide for the establishment of Courts of Review of the determination of diocesan or other trial Courts

The Court for the review of the determination of the trial Court, on the trial of a Bishop, shall be composed of Bishops only.

The General Convention, in like manner, may establish an ultimate Court of Appeal, solely for the review of the determination of any Court of Review on questions of Doctrine, Faith, or Worship.

None but a Bishop shall pronounce sentence of **admonition, or** suspension, **or removal** or deposition from the Ministry, on any Bishop, Presbyter, or Deacon; and none but a Bishop shall admonish any Bishop, Presbyter, or Deacon.

A sentence of suspension shall specify on what terms or conditions and at what time the suspension shall cease. A sentence of suspension may be remitted in such manner as may be provided by Canon.

A150: Amend Article 1.2 of the Constitution

Resolved, That Article I, Section 2 of the Constitution is hereby amended to read as follows:

Article I

Sec. 2. Each Bishop of this Church having jurisdiction, every Bishop Coadjutor, every **Bishop** Suffragan **Bishop**, every Assistant Bishop, and every Bishop who by reason of advanced age or bodily infirmity, or who, under an election to an office created by the General Convention, or for reasons of mission strategy determined by action of the General Convention or the House of Bishops, has resigned a jurisdiction, shall have a seat and a vote in the House of Bishops. A majority of all Bishops entitled to vote, exclusive of Bishops who have resigned their jurisdiction or positions, shall be necessary to constitute a quorum for the transaction of business. **Bishops who exercise or have jurisdiction are those who exercise ecclesiastical authority in a diocese or other jurisdiction of this Church.**

A151: Amend Article I.4-8 of the Constitution

Resolved, That Article II.4-8 of the Constitution is hereby amended to read as follows:

ARTICLE II

Sec. 4. It shall be lawful for a Diocese, at the request of the Bishop of that Diocese, to elect not more than two ~~Suffragan~~ Bishops *Suffragan*, without right of succession, and with seat and vote in the House of Bishops. A ~~Suffragan~~ Bishop *Suffragan* shall be consecrated and hold office under such conditions and limitations other than those provided in this Article as may be provided by Canons of the General Convention. A ~~Suffragan~~ Bishop *Suffragan* shall be eligible for election as Bishop Diocesan or Bishop Coadjutor of a Diocese, or as a Bishop Suffragan in another Diocese.

Sec. 5. It shall be lawful for a Diocese to prescribe by the Constitution and Canons of such Diocese that upon the death, removal or deposition of the Bishop or if the Bishop resigns, or is removed from office pursuant to Canon III.12.12(7), a ~~Suffragan~~ Bishop *Suffragan* of that Diocese ~~may be placed in charge of such Diocese~~ and become temporarily the Ecclesiastical Authority thereof ~~servng as the Bishop Diocesan Pro Tempore~~ until such time as a new Bishop shall be chosen and consecrated; or that during the disability or absence of the Bishop, a Bishop Suffragan of that Diocese may be placed in charge of such diocese and become temporarily the Ecclesiastical Authority thereof ~~servng as the Bishop Diocesan Pro Tempore of the Diocese.~~

Sec. 6. A Bishop may not resign jurisdiction without the consent of the House of Bishops.

Sec. 7. It shall be lawful for the House of Bishops to elect a ~~Suffragan~~ Bishop *Suffragan* who, under the direction of the Presiding Bishop, shall be in charge of the work of those chaplains in the Armed Forces of the United States, Veterans' Administration Medical Centers, and Federal Correctional Institutions who are ordained Ministers of this Church. The ~~Suffragan~~ Bishop *Suffragan* so elected shall be consecrated and hold office under such conditions and limitations other than those provided in this Article as may be provided by Canons of the General Convention. The Suffragan Bishop *Suffragan* shall be eligible for election as Bishop Diocesan, or Bishop Coadjutor or ~~Suffragan~~ Bishop *Suffragan* of a Diocese.

Sec. 8. A Bishop Diocesan or Coadjutor who has ~~for at least five years next preceding exercised jurisdiction as the Ordinary, served as the Bishop Diocesan~~ nor as the Bishop Coadjutor, of a Diocese ~~for any period of time, may be elected as Bishop Diocesan, Bishop Coadjutor, or Suffragan Bishop Suffragan~~ of another Diocese ~~only if five or more years have passed since the Bishop first served as Bishop Diocesan or Bishop Coadjutor of the Diocese in which the Bishop is currently or last served as Bishop Diocesan or Bishop Coadjutor.~~ Before acceptance of such election a resignation of jurisdiction in the Diocese in which the Bishop is then serving, conditioned on the required consents of the Bishops and Standing Committees of the Church to such election, shall be submitted to the House of Bishops, and also, if the Bishop be a Bishop Coadjutor, a renunciation of the right of succession. Such resignation, and renunciation of the right of succession in the case of a Bishop Coadjutor, shall require the consent of the House of Bishops.

A152: Amend Article III of the Constitution

Resolved, That Article III of the Constitution is hereby amended to read as follows:

ARTICLE III

Bishops may be consecrated for foreign lands upon due application therefrom, with the approbation of a majority of the Bishops of this Church entitled to vote in the House of Bishops, certified to the Presiding Bishop; under such conditions as may be prescribed by Canons of the General Convention. Bishops so consecrated shall not be eligible to the office of Diocesan or of Bishop Coadjutor of any Diocese in the United States or be entitled to vote in the House of Bishops, nor shall they perform any act of the episcopal office in any Diocese or Missionary Diocese of this Church, unless requested so to do by the Ecclesiastical Authority thereof. If a Bishop so consecrated shall be subsequently duly elected as a Bishop of a Missionary Diocese of this Church, such election shall then confer all the rights and privileges given in the ~~Canon~~ **Canons** to such Bishops.

A153: Amend Article IV of the Constitution

Resolved, That Article IV of the Constitution is hereby amended to read as follows:

ARTICLE IV

In every Diocese a Standing Committee shall be elected by the Convention thereof, except that provision for filling vacancies between meetings of the Convention may be prescribed by the Canons of the respective Dioceses. When there is a Bishop in charge of the Diocese, the Standing Committee shall be the Bishop's Council of Advice. If there be no Bishop or Bishop Coadjutor or **Bishop** Suffragan **Bishop** canonically authorized to act, the Standing Committee shall be the Ecclesiastical Authority of the Diocese for all purposes declared by the General Convention. The rights and duties of the Standing Committee, except as provided in the Constitution and Canons of the General Convention, may be prescribed by the Canons of the respective Dioceses.

A176: Amend Article V – Second Reading (Note: this is actually a first reading, because there was a floor amendment in 2018 and therefore must be read again in 2021)

Resolved, That Article V, Section 1 is amended as follows:

Sec. 1 A new Diocese may be formed, with the consent of the General Convention and under such conditions as the General Convention shall prescribe by General Canon or Canons, (1) by the division of an existing Diocese; (2) by the junction of two or more Dioceses or of parts of two or more Dioceses; or (3) by the erection into a Diocese of an unorganized area evangelized as provided in Article VI. The proceedings shall originate in a Convocation of the Clergy and Laity of the unorganized area called by the ~~Ecclesiastical Authority~~ **Bishop** for that purpose; or, with the approval of the Ecclesiastical Authority, in the Convention of the Diocese to be divided; or (when it is proposed to form a new Diocese by the junction of two or more existing Dioceses or of parts of two or more Dioceses) by mutual agreement of the Conventions of the Dioceses concerned, with the approval of the Ecclesiastical Authority of each Diocese. After consent of the General Convention, when a certified copy of the duly adopted Constitution of the new Diocese, including an unqualified accession to the Constitution and Canons of this Church, shall have been filed with the Secretary of the

General Convention and approved by the Executive Council of this Church, such new Diocese shall thereupon be in union with the General Convention.

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General Convention and approved by the Executive Council of this Church, such new Diocese shall thereupon be in union with the General Convention.

Overview of the 2020 Diocesan Program and Budget

Although the overall 2020 budget decreases by only 1.1% from the 2019 budget, there were several changes that necessitated a more extensive budget process than we have undergone in the last several years.

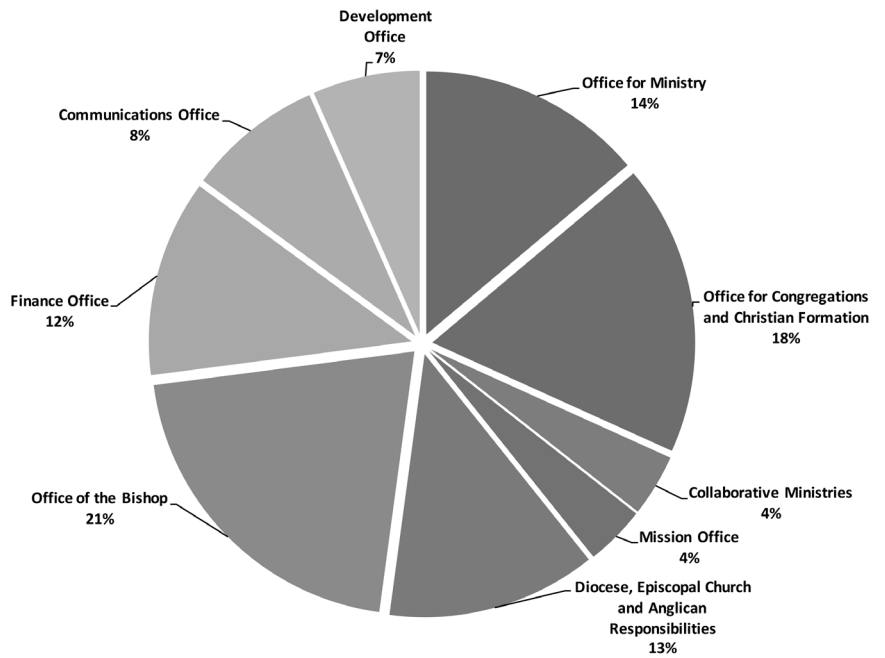
- Decline in assessment revenue – Total assessment revenue declined by 3.3%, or \$77,000 for the year 2020. This decline was largely measured by estimated Net Operating Expense (NOE) for the year 2019, and projecting those numbers into 2020.
- Endowment and investment income reflects gains from increased Joint Investment Fund (JIF) income of about 2.0%. The spending rate remains constant at 4.5%, and increases in the 12-quarter unit value of the JIF Balanced Fund account for the \$12,639 increase. A small decline in the fees received for administrative services of \$1,535 brings the total decrease in revenue to \$65,895.
- Increases in health insurance expense – An additional \$40,200 was added to the health insurance expense to account for two changes: 1) an increase in health insurance premiums for the staff of approximately 6%, and 2) transition in the Canon for Christian Formation position from part-time to full-time.
- Bellwether Farm operating support – An additional \$10,000 for operating support for Bellwether Farm is provided in the 2020 budget.
- Copies and postage - In prior years, actual postage and copier usage were allocated to department budgets. That practice is being discontinued in the 2020 budget. The total allocation of these costs in 2019 was \$30,400, and was offset by the elimination of the administration accounts in each department. New accounts for business expenses were added in many areas to account for costs other than copies and postage. Copier and postage use will continue to be monitored by other methods.

As a result of the above changes, actual spending patterns over the last several years were analyzed in each area of the budget and estimated expenses adjusted accordingly. Anticipated changes in events and activities for 2020 were also taken into account in the budgeting process.

The Diocesan staff plans to continue its historical practice of using our resources productively and intentionally. No major reductions in services provided are expected from the expense reductions.

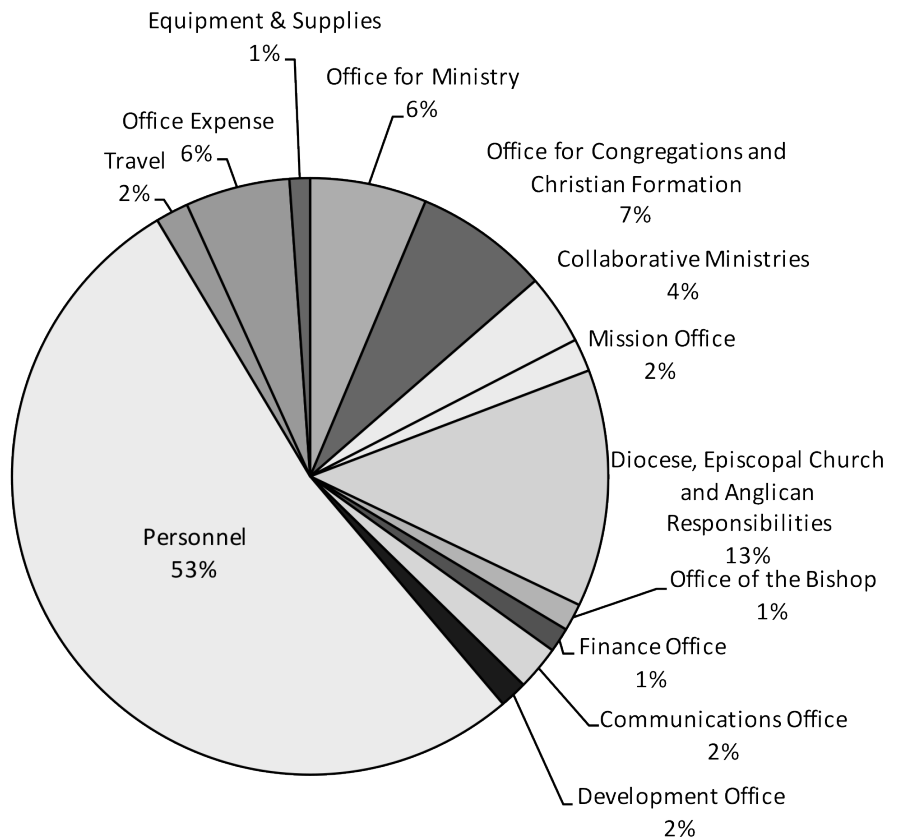
Expense by Ministry Area \$3,531,333

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



Expense by Management Area \$3,531,333

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



	Operating	Special Funds	Total	Increase (Decrease)
RECEIPTS				
SUPPORT FROM CONGREGATIONS				
Assessment Income (current year)	\$2,310,000.00	\$0.00	\$2,310,000.00	(\$70,000.00)
Assessment Income (prior year(s))	(\$90,000.00)	\$0.00	(\$90,000.00)	(\$7,000.00)
TOTAL SUPPORT FROM CONGREGATIONS	\$2,220,000.00	\$0.00	\$2,220,000.00	(\$77,000.00)
ENDOWMENT INCOME				
Endowment-Episcopate	\$208,817.45	\$0.00	\$208,817.45	\$4,167.02
Endowment-Missions	\$61,544.91	\$0.00	\$61,544.91	\$1,228.05
Endowment-Custodial	\$4,416.06	\$0.00	\$4,416.06	\$88.12
Endowment-Lay Pension	\$9,720.19	\$0.00	\$9,720.19	\$193.95
Endowment - Bishop's Office	\$60,249.11	\$0.00	\$60,249.11	\$1,915.39
Endowment Income - Legacy endowments	\$3,608.32	\$0.00	\$3,608.32	\$72.00
Endowment - ECSF - Administration	\$52,898.31	\$0.00	\$52,898.31	\$1,055.52
TOTAL ENDOWMENT INCOME	\$401,254.35	\$0.00	\$401,254.35	\$8,720.05
TOTAL INVESTMENT INCOME - OTHER				
Distribution JIF-General Funds	\$151,763.39	\$0.00	\$151,763.39	\$3,028.25
Distribution JIF-Unrestricted Custodial Accts	\$44,650.92	\$0.00	\$44,650.92	\$890.95
TOTAL INVESTMENT INCOME	\$196,414.31	\$0.00	\$196,414.31	\$3,919.20
FEES RECEIVED FOR ADMINISTRATIVE SERVICES				
Darnell Adm. Fees	\$5,381.53	\$0.00	\$5,381.53	\$74.83
Brayton Administration Fees	\$15,544.35	\$0.00	\$15,544.35	\$216.14
Church Home Admin. Fee	\$41,610.43	\$0.00	\$41,610.43	(\$262.22)
Holy Cross House - Admin. Fee	\$8,020.33	\$0.00	\$8,020.33	\$5.03
Joint Investment Fund Admin. Fee	\$112,662.47	\$0.00	\$112,662.47	(\$1,713.37)
BLF Loans and Grants Administrative Fee	\$17,321.86	\$0.00	\$17,321.86	(\$480.47)
Cooper Administration Fees	\$876.31	\$0.00	\$876.31	\$12.18
Miller Funds Administrative Fee	\$34,947.05	\$0.00	\$34,947.05	\$738.05
Education Funds - Hornby Adm. Fees	\$6,652.25	\$0.00	\$6,652.25	(\$124.78)
TOTAL FEES RECEIVED FOR ADMINISTRATIVE SERVICES	\$243,016.58	\$0.00	\$243,016.58	(\$1,534.61)
OTHER RECEIPTS				
Rental Income	\$0.00	\$0.00	\$0.00	\$0.00
Grants Received for Operating items	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL OTHER RECEIPTS	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL RECEIPTS BEFORE TRANSFERS FROM SPECIAL FUNDS	\$3,060,685.24	\$0.00	\$3,060,685.24	(\$65,895.36)
FROM SPECIAL FUNDS				
From Special Funds-BLF Loans and Grants	\$0.00	\$145,000.00	\$145,000.00	(\$5,000.00)
From Special Funds - Library Fund	\$0.00	\$0.00	\$0.00	\$0.00
From Special Funds - Youth Scholarship Fund	\$0.00	\$0.00	\$0.00	(\$1,500.00)
From Legacy Endowments-Arthur B. Williams, Jr. Fund	\$0.00	\$15,000.00	\$15,000.00	(\$6,000.00)
From Special Funds - Bishop's Discretionary Fund	\$0.00	\$7,152.73	\$7,152.73	\$152.73
From Special Funds - Bishop's Appeal	\$0.00	\$113,700.00	\$113,700.00	\$39,700.00
From Special Funds-Custodial JIF	\$0.00	\$30,000.00	\$30,000.00	(\$7,000.00)
From Special Funds - Custodial JIF MM	\$0.00	\$0.00	\$0.00	\$0.00
From Special Funds-Education Funds	\$0.00	\$143,795.28	\$143,795.28	(\$10,414.72)
From Special Funds - Global Mission Fund	\$0.00	\$16,000.00	\$16,000.00	\$16,000.00
TOTAL FROM SPECIAL FUNDS	\$0.00	\$470,648.01	\$470,648.01	\$25,938.01
TOTAL RECEIPTS	\$3,060,685.24	\$470,648.01	\$3,531,333.25	(\$39,957.35)
EXPENSES				
OFFICE OF MINISTRY				
CLERGY FORMATION				
Ordination Process	\$13,950.00	\$0.00	\$13,950.00	(\$1,050.00)
Post-Ordination Internships	\$0.00	\$40,000.00	\$40,000.00	\$0.00
Seminarian Internships	\$0.00	\$40,000.00	\$40,000.00	\$40,000.00
Summer Seminarian Internships	\$0.00	\$700.00	\$700.00	(\$3,300.00)
Miller-Scholarships/Formation & Training	\$0.00	\$68,000.00	\$68,000.00	\$23,000.00
Cohort Expenses	\$1,000.00	\$0.00	\$1,000.00	\$1,000.00
Post-Ordination Internships	\$0.00	\$0.00	\$0.00	(\$21,500.00)
Deacon Formation Program	\$0.00	\$10,740.00	\$10,740.00	(\$1,760.00)
TOTAL CLERGY FORMATION	\$14,950.00	\$159,440.00	\$174,390.00	\$36,390.00
CLERGY SUPPORT				
Clergy & Lay Professional Families Program	\$0.00	\$0.00	\$0.00	(\$1,000.00)

	Operating	Special Funds	Total	Increase (Decrease)
Honorarium-Chaplain for Spouse	\$0.00	\$0.00	\$0.00	(\$500.00)
Clergy Group-Term Life Insurance	\$0.00	\$0.00	\$0.00	\$0.00
D&ICF-Counseling/Clergy & Families	\$0.00	\$0.00	\$0.00	(\$12,000.00)
D&ICF- Health Ins. Premiums - Special Circumstances	\$0.00	\$0.00	\$0.00	\$0.00
Fresh Start	\$0.00	\$1,500.00	\$1,500.00	\$0.00
TOTAL CLERGY SUPPORT	\$0.00	\$1,500.00	\$1,500.00	(\$13,500.00)
CLERGY DEVELOPMENT				
Transitional Deacon Education	\$500.00	\$0.00	\$500.00	\$0.00
Commission on Ministry	\$1,200.00	\$300.00	\$1,500.00	\$500.00
Miller-Clergy Days	\$0.00	\$1,300.00	\$1,300.00	\$700.00
Lay Professional Day	\$0.00	\$0.00	\$0.00	(\$1,000.00)
Educ. Funds-Clergy Cont. Education Grants	\$0.00	\$15,000.00	\$15,000.00	\$0.00
Educ.Funds-Lay Cont. Education Grants	\$0.00	\$4,000.00	\$4,000.00	\$0.00
Clergy Education Days	\$0.00	\$0.00	\$0.00	(\$10,000.00)
Clergy Conferences	\$0.00	\$20,000.00	\$20,000.00	\$0.00
Miller-Clergy Professional Ed. Prog.	\$0.00	\$1,000.00	\$1,000.00	\$0.00
TOTAL CLERGY DEVELOPMENT	\$1,700.00	\$41,600.00	\$43,300.00	(\$9,800.00)
CLERGY DEPLOYMENT				
Search Exp. Assistance/Parish	\$1,200.00	\$0.00	\$1,200.00	(\$4,800.00)
Interim Team Training	\$500.00	\$0.00	\$500.00	(\$500.00)
Background Checks	\$1,500.00	\$0.00	\$1,500.00	\$550.00
TOTAL CLERGY DEPLOYMENT	\$3,200.00	\$0.00	\$3,200.00	(\$4,750.00)
PLANNING & ADMINISTRATION				
Business Exp./Ordained Ministry	\$800.00	\$0.00	\$800.00	\$800.00
Business Exp./Deployment	\$180.00	\$0.00	\$180.00	\$180.00
Admin. Exp./Ordained Ministry	\$0.00	\$0.00	\$0.00	(\$2,000.00)
Admin. Exp./Deployment	\$0.00	\$0.00	\$0.00	(\$1,300.00)
TOTAL CLERGY ADMIN./PLANNINGS	\$980.00	\$0.00	\$980.00	(\$2,320.00)
TOTAL FOR OFFICE FOR MINISTRY	\$20,830.00	\$202,540.00	\$223,370.00	\$6,020.00
OFFICE FOR CONGREGATIONS AND CHRISTIAN FORMATION				
Administration	\$0.00	\$0.00	\$0.00	(\$8,000.00)
GRANTS FOR CONGREGATIONS				
Ministry and Growth Grants (Existing Congregations)	\$29,000.00	\$0.00	\$29,000.00	(\$6,000.00)
Targeted Revitalization Congregations (Existing Cong.)	\$45,000.00	\$0.00	\$45,000.00	\$7,500.00
Congregational Development Programs and Training (Existing Cong.)	\$8,000.00	\$0.00	\$8,000.00	(\$2,000.00)
Support for New Work	\$10,000.00	\$0.00	\$10,000.00	(\$27,500.00)
Strategic Mission Congregations Support (Existing Cong.)	\$0.00	\$15,000.00	\$15,000.00	\$0.00
Strategic Mission Congregations Support (Existing Cong.)	\$0.00	\$25,000.00	\$25,000.00	\$0.00
TOTAL GRANTS TO CONGREGATIONS	\$92,000.00	\$40,000.00	\$132,000.00	(\$28,000.00)
FORMATION GRANTS				
Diocesan Youth Programs				
Diocesan Youth Event (DYE)	\$2,500.00	\$0.00	\$2,500.00	\$500.00
Happening	\$2,500.00	\$0.00	\$2,500.00	\$0.00
Spring Youth Gathering	\$2,500.00	\$0.00	\$2,500.00	\$500.00
Youth Leadership Training	\$1,000.00	\$0.00	\$1,000.00	(\$2,000.00)
Children's Programs at Diocesan Events	\$0.00	\$0.00	\$0.00	(\$500.00)
Administration - Youth Events	\$0.00	\$0.00	\$0.00	(\$2,000.00)
Episcopal Youth Event	\$0.00	\$0.00	\$0.00	\$0.00
Other Youth & Children Formation Program & Grants	\$4,000.00	\$0.00	\$4,000.00	\$500.00
Facility Expense	\$6,000.00	\$0.00	\$6,000.00	\$6,000.00
Youth Scholarships	\$0.00	\$0.00	\$0.00	(\$1,500.00)
Total Diocesan Youth Programs	\$18,500.00	\$0.00	\$18,500.00	\$1,500.00
College Ministry Grants (18-30)	\$18,500.00	\$0.00	\$18,500.00	(\$1,500.00)
Young Adult Formation	\$4,000.00	\$0.00	\$4,000.00	\$4,000.00
Adult Formation Events and Grants (31+)	\$6,000.00	\$0.00	\$6,000.00	\$3,000.00
TOTAL FORMATION GRANTS	\$47,000.00	\$0.00	\$47,000.00	\$7,000.00
CCFC COMMITTEES				
Business Expense	\$4,000.00	\$0.00	\$4,000.00	\$4,000.00
OTHER EXPENSES				
Winter Convocation	\$35,000.00	\$0.00	\$35,000.00	\$0.00

	Operating	Special Funds	Total	Increase (Decrease)
Education for Ministry	6,500.00	\$0.00	6,500.00	\$0.00
Leadership Development Events	\$4,000.00	\$0.00	4,000.00	(3,500.00)
Additional Opportunities	\$17,000.00	\$0.00	17,000.00	(8,000.00)
Lay Preaching College	\$5,000.00	\$0.00	5,000.00	2,000.00
Resource Center-Materials/Supplies	\$2,000.00	\$0.00	2,000.00	-
TOTAL OTHER EXPENSES	69,500.00	-	69,500.00	(9,500.00)
TOTAL FOR OFFICE FOR CONGREGATIONS AND CHRISTIAN FORMATION	212,500.00	40,000.00	252,500.00	(34,500.00)
DIOCESAN, EPISCOPAL CHURCH AND ANGLICAN COMMUNION RESP.				
GENERAL CHURCH				
Assessment	\$401,261.25	\$0.00	\$401,261.25	\$2,311.25
Provincial Synod	\$5,630.15	\$0.00	\$5,630.15	(\$40.38)
Travel to Provincial Synod	\$0.00	\$0.00	\$0.00	(\$2,000.00)
TOTAL GENERAL CHURCH	\$406,891.40	\$0.00	\$406,891.40	\$270.87
DIOCESE OF OHIO				
Diocesan Convention	\$27,500.00	\$0.00	\$27,500.00	\$0.00
Diocesan Council	\$2,500.00	\$0.00	\$2,500.00	\$0.00
TOTAL DIOCESE OF OHIO	\$30,000.00	\$0.00	\$30,000.00	\$0.00
TOTAL DIOCESAN, EPISCOPAL CHURCH AND ANGLICAN COMMUNION RESP.	\$436,891.40	\$0.00	\$436,891.40	\$270.87
MISSION OFFICE				
Administrative Expense	\$0.00	\$0.00	\$0.00	(\$1,500.00)
Business Expense	\$1,000.00	\$0.00	\$1,000.00	\$1,000.00
Domestic Mission & Service Projects:				
Mission Area Council Mission & Service Projects	\$8,000.00	\$0.00	\$8,000.00	\$0.00
Domestic Mission & Service Projects	\$3,000.00	\$0.00	\$3,000.00	\$0.00
International Mission & Service Projects				
CGDM-Belize	\$0.00	\$12,000.00	\$12,000.00	\$0.00
CGDM-Tanga	\$0.00	\$4,000.00	\$4,000.00	\$0.00
Total International Mission & Service Projects	\$0.00	\$16,000.00	\$16,000.00	\$0.00
Total Domestic and International Mission & Service Projects	\$11,000.00	\$16,000.00	\$27,000.00	\$0.00
Commission on Global and Domestic Mission (CGDM)	\$500.00	\$0.00	\$500.00	(\$500.00)
Social Concerns/Advocacy	\$1,000.00	\$0.00	\$1,000.00	\$0.00
SDG Expense	\$21,424.80	\$0.00	\$21,424.80	(\$461.26)
Episcopal Community Services Admin.	\$2,000.00	\$0.00	\$2,000.00	\$0.00
Additional Opportunities	\$3,500.00	\$0.00	\$3,500.00	(\$1,500.00)
Commission for Racial Understanding	\$0.00	\$5,000.00	\$5,000.00	\$1,000.00
Commission for Racial Understanding	\$0.00	\$0.00	\$0.00	(\$6,000.00)
Community of Deacons	\$0.00	\$1,500.00	\$1,500.00	\$0.00
TOTAL MISSION OFFICE	\$40,424.80	\$22,500.00	\$62,924.80	(\$7,961.26)
OFFICE OF THE BISHOP AND SUPPORT OFFICES				
OFFICE OF THE BISHOP				
Bishop's Office Admin. Exp.	\$0.00	\$0.00	\$0.00	(\$4,400.00)
Support for Mission Area Councils	\$16,000.00	\$0.00	\$16,000.00	(\$8,000.00)
Ohio Council of Churches	\$4,000.00	\$0.00	\$4,000.00	\$0.00
New Ministry Initiatives	\$5,000.00	\$0.00	\$5,000.00	\$1,500.00
Video Conferencing	\$648.90	\$0.00	\$648.90	(\$4,351.10)
Reimbursement to Parishes-Time of Deans	\$16,000.00	\$0.00	\$16,000.00	\$0.00
Community Building/Hospitality	\$0.00	\$5,952.73	\$5,952.73	\$952.73
Community Building/Hospitality	\$0.00	\$4,845.28	\$4,845.28	(\$154.72)
TOTAL OFFICE OF THE BISHOP	\$41,648.90	\$10,798.01	\$52,446.91	(\$14,453.09)
FINANCE OFFICE				
Treasurer's Office Admin. Exp.	\$0.00	\$0.00	\$0.00	(\$3,600.00)
Finance Office Business Exp.	\$600.00	\$0.00	\$600.00	\$100.00
Accounting System Maintenance Contract	\$18,694.00	\$0.00	\$18,694.00	\$4,104.00
Archive Expense	\$3,000.00	\$0.00	\$3,000.00	(\$600.00)
Bank Fees	\$7,500.00	\$0.00	\$7,500.00	\$900.00
Payroll Service	\$2,750.00	\$0.00	\$2,750.00	\$350.00
Audit Fee	\$14,000.00	\$0.00	\$14,000.00	\$1,000.00
TOTAL FINANCE OFFICE	\$46,544.00	\$0.00	\$46,544.00	\$2,254.00
DEVELOPMENT OFFICE				
Administrative Expense	\$0.00	\$0.00	\$0.00	(\$4,000.00)
Business Expense	\$1,200.00	\$0.00	\$1,200.00	\$1,200.00

	Operating	Special Funds	Total	Increase (Decrease)
Promotion/Publications	\$0.00	\$0.00	\$0.00	(\$3,000.00)
Gift Tracking - Software Maintenance	\$13,188.00	\$0.00	\$13,188.00	\$0.00
Stewardship Education & Promotion	\$2,500.00	\$0.00	\$2,500.00	(\$2,500.00)
Episcopal Network for Stewardship - subscription	\$752.14	\$0.00	\$752.14	\$752.14
Gift Planning - Resources and Promotion	\$633.00	\$0.00	\$633.00	(\$5,867.00)
Gift planning - printing and mailing	\$1,500.00	\$0.00	\$1,500.00	\$1,500.00
Expenses of Bishop's Appeal	\$0.00	\$33,000.00	\$33,000.00	\$3,000.00
TOTAL DEVELOPMENT OFFICE	\$19,773.14	\$33,000.00	\$52,773.14	(\$8,914.86)
COMMUNICATIONS OFFICE				
Communication Admin. Exp.	\$0.00	\$0.00	\$0.00	(\$2,500.00)
Communications Business Exp.	\$1,000.00	\$0.00	\$1,000.00	\$1,000.00
Website maintenance & hosting	\$3,300.00	\$0.00	\$3,300.00	(\$700.00)
Church Life/Professional Services (writing)	\$550.00	\$0.00	\$550.00	(\$2,450.00)
Church Life/Professional Services (photos/videos)	\$1,500.00	\$0.00	\$1,500.00	(\$3,500.00)
Church Life/Production-printing	\$40,000.00	\$0.00	\$40,000.00	\$0.00
Church Life/postage	\$15,000.00	\$0.00	\$15,000.00	\$0.00
Directory & Canons	\$0.00	\$0.00	\$0.00	\$0.00
Diocesan Journal/Printing & Distribution	\$700.00	\$0.00	\$700.00	(\$800.00)
Advertising/Outreach	\$18,750.00	\$0.00	\$18,750.00	(\$12,750.00)
Communications equipment	\$1,200.00	\$0.00	\$1,200.00	(\$300.00)
Website maintenance - No Exceptions.org	\$500.00	\$0.00	\$500.00	(\$9,500.00)
Website marketing - No Exceptions.org	\$0.00	\$0.00	\$0.00	(\$10,000.00)
Ongoing Learning & Training	\$2,200.00	\$0.00	\$2,200.00	(\$1,800.00)
Diocesan Mailings	\$300.00	\$0.00	\$300.00	(\$1,700.00)
TOTAL COMMUNICATIONS OFFICE	\$85,000.00	\$0.00	\$85,000.00	(\$45,000.00)
PERSONNEL				
Salaries and Benefits				
Salaries/Wages-Diocesan Staff	\$1,261,600.00	\$0.00	\$1,261,600.00	\$0.00
Non - Exempt Staff Overtime	\$5,000.00	\$0.00	\$5,000.00	\$5,000.00
FICA/Medicare Taxes	\$55,000.00	\$0.00	\$55,000.00	(\$2,125.00)
Clergy Pension	\$91,000.00	\$0.00	\$91,000.00	\$9,415.00
Lay Pension & Long Term Disability	\$74,000.00	\$0.00	\$74,000.00	(\$2,736.00)
Employees Health Insurance	\$321,000.00	\$0.00	\$321,000.00	\$40,200.00
Employees Dental Insurance	\$22,000.00	\$0.00	\$22,000.00	\$1,400.00
Group Life Insurance	\$1,930.00	\$0.00	\$1,930.00	\$10.00
Workers Compensation	\$950.00	\$0.00	\$950.00	\$50.00
Flexible Spending Plan	\$1,200.00	\$0.00	\$1,200.00	\$0.00
Professional Education-Diocesan Staff	\$0.00	\$6,000.00	\$6,000.00	\$0.00
Staff Training - Senior Staff	\$0.00	\$4,000.00	\$4,000.00	\$0.00
Staff Training-Support Team	\$0.00	\$5,610.00	\$5,610.00	\$0.00
Total Salaries and Benefits	\$1,833,680.00	\$15,610.00	\$1,849,290.00	\$51,214.00
Benefit Expense - Retirees				
Retirees Health Insurance Supplement	\$9,000.00	\$0.00	\$9,000.00	\$1,000.00
Retirees Group Life Insurance/Lay	\$98.00	\$0.00	\$98.00	(\$202.00)
Total Benefit Expense - Retirees	\$9,098.00	\$0.00	\$9,098.00	\$798.00
TOTAL PERSONNEL	\$1,842,778.00	\$15,610.00	\$1,858,388.00	\$52,012.00
TRAVEL EXPENSES				
STAFF TRAVEL REIMBURSEMENTS				
TRVL-Bishop	\$10,000.00	\$0.00	\$10,000.00	(\$6,000.00)
TRVL-Assisting Bishops	\$12,000.00	\$0.00	\$12,000.00	(\$3,000.00)
TRVL - Canon to the Ordinary	\$4,000.00	\$0.00	\$4,000.00	(\$2,500.00)
TRVL-Treasurer	\$0.00	\$0.00	\$0.00	(\$500.00)
TRVL-Chief Financial Officer	\$500.00	\$0.00	\$500.00	(\$1,000.00)
TRVL-Support Team	\$5,000.00	\$0.00	\$5,000.00	\$1,000.00
TRVL-Canon for Ministry	\$5,000.00	\$0.00	\$5,000.00	(\$500.00)
TRVL-Canon for Congregations	\$5,000.00	\$0.00	\$5,000.00	(\$2,500.00)
TRVL-Stewardship/Development Officer	\$3,000.00	\$0.00	\$3,000.00	\$1,000.00
TRVL-Canon for Christian Formation	\$4,000.00	\$0.00	\$4,000.00	\$0.00
TRVL-Canon for Program and Mission	\$3,000.00	\$0.00	\$3,000.00	(\$1,000.00)
TRVL-Communications Director	\$2,200.00	\$0.00	\$2,200.00	\$200.00
TOTAL STAFF TRAVEL REIMBURSEMENTS	\$53,700.00	\$0.00	\$53,700.00	(\$14,800.00)
MILEAGE REIMBURSEMENTS				
Mileage Reimbursement-Bishop	\$9,500.00	\$0.00	\$9,500.00	\$3,500.00
TOTAL MILEAGE REIMBURSEMENTS	\$9,500.00	\$0.00	\$9,500.00	\$3,500.00

	Operating	Special Funds	Total	Increase (Decrease)
TOTAL TRAVEL EXPENSES	\$63,200.00	\$0.00	\$63,200.00	(\$11,300.00)
OFFICE EXPENSES				
Trinity Commons - T1 Internet Connection	\$7,000.00	\$0.00	\$7,000.00	\$0.00
Telephone-Local	\$2,800.00	\$0.00	\$2,800.00	\$300.00
Telephone-Advertising Exp.	\$480.00	\$0.00	\$480.00	\$0.00
Insurance-Liability, D&O, Bonding	\$16,300.00	\$0.00	\$16,300.00	\$2,100.00
Shared Equipment Repairs and Maintenance	\$0.00	\$0.00	\$0.00	\$0.00
Building Operating Expenses	\$11,440.00	\$0.00	\$11,440.00	\$440.00
Real Estate Taxes	\$10,800.00	\$0.00	\$10,800.00	(\$1,700.00)
Building Operating Expenses	\$0.00	\$145,000.00	\$145,000.00	(\$5,000.00)
Hospitality	\$0.00	\$1,200.00	\$1,200.00	(\$800.00)
TOTAL OFFICE EXPENSES	\$48,820.00	\$146,200.00	\$195,020.00	(\$4,660.00)
EQUIPMENT & SUPPLIES				
Postage Equipment (Lease & Maintenance)	\$1,000.00	\$0.00	\$1,000.00	(\$1,400.00)
Postage-Usage	\$7,500.00	\$0.00	\$7,500.00	(\$1,500.00)
Postage-Charged Back to Offices	\$0.00	\$0.00	\$0.00	\$10,000.00
Copiers-Lease Expense	\$9,900.00	\$0.00	\$9,900.00	(\$2,100.00)
Copiers-Maintenance Charges	\$2,500.00	\$0.00	\$2,500.00	(\$3,000.00)
Copier-Paper	\$1,150.00	\$0.00	\$1,150.00	(\$50.00)
Copier-Charged Back to Offices	\$0.00	\$0.00	\$0.00	20,400.00
Flock note License	\$4,600.00	\$0.00	\$4,600.00	4,600.00
Computer Software	\$4,500.00	\$0.00	\$4,500.00	(\$1,500.00)
Computer Supplies	\$825.00	\$0.00	\$825.00	\$825.00
Computer Equipment Repair/Modification	\$1,000.00	\$0.00	\$1,000.00	(\$1,400.00)
Computer Equipment - from Technology Reserve	\$0.00	\$0.00	\$0.00	\$0.00
Office Furnishings	\$0.00	\$0.00	\$0.00	\$0.00
Office Supplies	\$4,800.00	\$0.00	\$4,800.00	\$300.00
Stationery/Printing	\$1,500.00	\$0.00	\$1,500.00	(\$900.00)
EQUIPMENT & SUPPLIES	\$39,275.00	\$0.00	\$39,275.00	\$24,275.00
TOTAL OFFICE OF THE BISHOP AND SUPPORT OFFICES	\$2,187,039.04	\$205,608.01	\$2,392,647.05	(\$5,786.95)
TOTAL EXPENSES	\$2,897,685.24	\$470,648.01	\$3,368,333.25	(\$41,957.34)
FUND TRANSFERS				
INTER FUND TRANSFERS				
INTER FUND TRANSFERS TO OTHER FUNDS				
Transfer to Bellwether Farm Operating Fund	\$135,000.00	\$0.00	\$135,000.00	\$10,000.00
TOTAL INTER FUND TRANSFERS TO OTHER FUNDS	\$135,000.00	\$0.00	\$135,000.00	\$10,000.00
TOTAL INTER FUND TRANSFERS	\$135,000.00	\$0.00	\$135,000.00	\$10,000.00
INTRA FUND TRANSFERS				
INTRA FUND TRANSFERS FROM UNDESIGNATED				
To Reserve for General Convention	\$18,000.00	\$0.00	\$18,000.00	\$0.00
To Reserve for Episcopal Youth Event	\$5,000.00	\$0.00	\$5,000.00	\$0.00
To Reserve for Future Episcopal Transition	\$0.00	\$0.00	\$0.00	(\$8,000.00)
To Reserve for Trinity Commons Capital	\$5,000.00	\$0.00	\$5,000.00	\$0.00
TOTAL INTRA FUND TRANSFERS FROM UNDESIGNATED	\$28,000.00	\$0.00	\$28,000.00	(\$8,000.00)
TOTAL INTRA FUND TRANSFERS	\$28,000.00	\$0.00	\$28,000.00	(\$8,000.00)
TOTAL FUND TRANSFERS	\$163,000.00	\$0.00	\$163,000.00	\$2,000.00
NET SURPLUS/(DEFICIT)	\$0.00	\$0.00	\$0.00	\$0.00

Year-to-Date Budget Report

	Seven Months Ended July 31, 2019				
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
RECEIPTS					
SUPPORT FROM CONGREGATIONS					
Assessment Income (current year)	\$1,112,567.98	\$0.00	\$1,112,567.98	\$1,120,504.00	(\$7,936.02)
Assessment Income (prior year(s))	(\$76,970.84)	\$0.00	(\$76,970.84)	(\$83,000.00)	\$6,029.16
TOTAL SUPPORT FROM CONGREGATIONS	\$1,035,597.14	\$0.00	\$1,035,597.14	\$1,037,504.00	(\$1,906.86)
ENDOWMENT INCOME					
Endowment-Episcopate (Distrib.)	\$119,379.89	\$0.00	\$119,379.89	\$119,379.40	\$0.49
Endowment-Missions (Distrib.)	\$35,425.25	\$0.00	\$35,425.25	\$35,184.81	\$240.44
Endowment-Custodial (Distrib.)	\$2,184.48	\$0.00	\$2,184.48	\$2,524.62	(\$340.14)
Endowment-Lay Pension	\$5,557.02	\$0.00	\$5,557.02	\$5,556.95	\$0.07
Endowment - Bishop's Office	\$58,350.75	\$0.00	\$58,350.75	\$58,333.72	\$17.03
Endowment Income - Legacy endowments	\$2,362.01	\$0.00	\$2,362.01	\$2,062.83	\$299.18
Endowment - ECS - Administration	\$30,241.68	\$0.00	\$30,241.68	\$30,241.61	\$0.07
TOTAL ENDOWMENT INCOME	\$253,501.08	\$0.00	\$253,501.08	\$253,283.94	\$217.14
TOTAL INVESTMENT INCOME - OTHER					
Distribution JIF-General Funds	\$93,494.99	\$0.00	\$93,494.99	\$86,762.14	\$6,732.85
Distribution JIF-Unrestricted Custodial Accts	\$24,806.75	\$0.00	\$24,806.75	\$25,526.62	(\$719.87)
TOTAL INVESTMENT INCOME	\$118,301.74	\$0.00	\$118,301.74	\$112,288.76	\$6,012.98
FEES RECEIVED FOR ADMINISTRATIVE SERVICES					
Darnell Adm. Fees	\$3,095.61	\$0.00	\$3,095.61	\$3,095.55	\$0.06
Brayton Administration Fees	\$8,941.45	\$0.00	\$8,941.45	\$8,941.45	\$0.00
Church Home Admin. Fee	\$24,425.73	\$0.00	\$24,425.73	\$24,425.70	\$0.03
Holy Cross House - Admin. Fee	\$4,675.58	\$0.00	\$4,675.58	\$4,675.58	\$0.00
Joint Investment Fund Admin. Fee	\$66,751.58	\$0.00	\$66,751.58	\$66,719.24	\$32.34
BLF Loans and Grants Administrative Fee	\$10,384.71	\$0.00	\$10,384.71	\$10,384.68	\$0.03
Cooper Administration Fees	\$504.07	\$0.00	\$504.07	\$504.07	\$0.00
Miller Funds Administrative Fee	\$19,955.25	\$0.00	\$19,955.25	\$19,955.25	\$0.00
Education Funds - Hornby Adm. Fees	\$3,953.25	\$0.00	\$3,953.25	\$3,953.25	\$0.00
TOTAL FEES RECEIVED FOR ADMINISTRATIVE SERVICES	\$142,687.23	\$0.00	\$142,687.23	\$142,654.77	\$32.46
OTHER RECEIPTS					
Other Fees & Reimbursements	\$96.00	\$0.00	\$96.00	\$0.00	\$96.00
Other Income	\$6.01	\$0.00	\$6.01	\$0.00	\$6.01
TOTAL OTHER RECEIPTS	\$102.01	\$0.00	\$102.01	\$0.00	\$102.01
FROM SPECIAL FUNDS					
From Special Funds-BLF Loans and Grants	\$0.00	\$82,492.69	\$82,492.69	\$87,500.00	(\$5,007.31)
From Special Funds - Youth Scholarship Fund	\$0.00	\$0.00	\$0.00	\$875.00	(\$875.00)
From Legacy Endowments-Arthur B. Williams, Jr. Fund	\$0.00	\$13,607.00	\$13,607.00	\$12,250.00	\$1,357.00
From Special Funds - Bishop's Discretionary Fund	\$0.00	\$5,375.63	\$5,375.63	\$4,083.31	\$1,292.32
From Special Funds - Bishop's Appeal	\$0.00	\$39,112.97	\$39,112.97	\$43,166.65	(\$4,053.68)
From Special Funds-Custodial JIF	\$0.00	\$22,572.40	\$22,572.40	\$21,583.31	\$989.09
From Special Funds-Education Funds	\$0.00	\$95,563.12	\$95,563.12	\$89,955.81	\$5,607.31
TOTAL FROM SPECIAL FUNDS	\$0.00	\$258,723.81	\$258,723.81	\$259,414.08	(\$690.27)
TOTAL RECEIPTS	\$1,550,189.20	\$258,723.81	\$1,808,913.01	\$1,805,145.55	\$3,767.46
EXPENSES					
OFFICE OF MINISTRY					
CLERGY FORMATION					
Ordination Process	\$13,193.71	\$0.00	\$13,193.71	\$8,750.00	(\$4,443.71)
Post-Ordination Internships	\$0.00	\$11,666.69	\$11,666.69	\$23,333.31	\$11,666.62
Summer Seminarian Internships	\$0.00	\$2,967.97	\$2,967.97	\$3,000.00	\$32.03
Miller-Scholarships/Formation & Train	\$0.00	\$51,435.39	\$51,435.39	\$45,000.00	(\$6,435.39)
Post-Ordination Internships	\$0.00	\$1,714.81	\$1,714.81	\$12,541.65	\$10,826.84
Deacon Formation Program	\$0.00	\$7,368.40	\$7,368.40	\$7,291.65	(\$76.75)
TOTAL CLERGY FORMATION	\$13,193.71	\$75,153.26	\$88,346.97	\$99,916.61	\$11,569.64
CLERGY SUPPORT					
Clergy & Lay Professional Families Program	\$0.00	\$0.00	\$0.00	\$583.31	\$583.31
Clergy Group Life Insurance	\$19.60	\$0.00	\$19.60	\$0.00	(\$19.60)
D&ICF-Counseling/Clergy & Families	\$0.00	\$0.00	\$0.00	\$7,000.00	\$7,000.00
D&ICF-Health Ins. Prem./Spec. Circumstances	\$0.00	\$7,956.67	\$7,956.67	\$0.00	(\$7,956.67)
Fresh Start	\$0.00	\$1,140.99	\$1,140.99	\$875.00	(\$265.99)
TOTAL CLERGY SUPPORT	\$19.60	\$9,097.66	\$9,117.26	\$8,458.31	(\$658.95)
CLERGY DEVELOPMENT					
Transitional Deacon Education	\$0.00	\$0.00	\$0.00	\$291.65	\$291.65
Commission on Ministry	\$8,199.22	\$0.00	\$8,199.22	\$583.31	(\$7,615.91)
Miller-Clergy Days	\$0.00	\$0.00	\$0.00	\$350.00	\$350.00

	Seven Months Ended July 31, 2019				
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
Lay Professional Day	\$0.00	\$187.35	\$187.35	\$583.31	\$395.96
Educ. Fnds-Clergy Cont. Education Grants	\$0.00	\$375.00	\$375.00	\$8,750.00	\$8,375.00
Educ.Fnds-Lay Cont. Education Grants	\$0.00	\$0.00	\$0.00	\$2,333.31	\$2,333.31
Clergy Education Days	\$0.00	\$0.00	\$0.00	\$5,833.31	\$5,833.31
Clergy Conferences	\$0.00	\$17,663.16	\$17,663.16	\$20,000.00	\$2,336.84
Miller-Clergy Professional Ed. Prog.	\$0.00	\$2,727.00	\$2,727.00	\$583.31	(\$2,143.69)
TOTAL CLERGY DEVELOPMENT	\$8,199.22	\$20,952.51	\$29,151.73	\$39,308.20	\$10,156.47
CLERGY DEPLOYMENT					
Search Assistance Exp./Parish	\$120.86	\$0.00	\$120.86	\$3,500.00	\$3,379.14
Interim Team Training	\$0.00	\$0.00	\$0.00	\$583.31	\$583.31
Background Checks	\$2,221.89	\$0.00	\$2,221.89	\$554.15	(\$1,667.74)
TOTAL CLERGY DEPLOYMENT	\$2,342.75	\$0.00	\$2,342.75	\$4,637.46	\$2,294.71
PLANNING & ADMINISTRATION					
Admin. Exp./Ordained Ministry	\$1,982.23	\$0.00	\$1,982.23	\$1,166.65	(\$815.58)
Admin. Exp./Deployment	\$384.87	\$0.00	\$384.87	\$758.31	\$373.44
TOTAL CLERGY ADMIN./PLANNINGS	\$2,367.10	\$0.00	\$2,367.10	\$1,924.96	(\$442.14)
TOTAL FOR OFFICE FOR MINISTRY	\$26,122.38	\$105,203.43	\$131,325.81	\$154,245.54	\$22,919.73
OFFICE FOR CONGREGATIONS AND CHRISTIAN FORMATION					
Administration	\$725.86	\$0.00	\$725.86	\$4,666.65	\$3,940.79
GRANTS FOR CONGREGATIONS					
Ministry Enhancement Grants (Existing Congregations)	\$3,000.00	\$0.00	\$3,000.00	\$20,416.65	\$17,416.65
Targeted Revitalization Congregations (Existing Cong.)	\$25,000.00	\$0.00	\$25,000.00	\$21,875.00	(\$3,125.00)
Congregation Development Programs and Training (Existing Cong.)	\$1,250.00	\$0.00	\$1,250.00	\$5,833.31	\$4,583.31
Support for New Work	\$7,500.00	\$0.00	\$7,500.00	\$21,875.00	\$14,375.00
Strategic Mission Congregations Support (Existing Cong.)	\$0.00	\$8,750.00	\$8,750.00	\$8,750.00	\$0.00
Strategic Mission Congregations Support (Existing Cong.)	\$0.00	\$14,583.32	\$14,583.32	\$14,583.31	(\$0.01)
TOTAL GRANTS TO CONGREGATIONS	\$36,750.00	\$23,333.32	\$60,083.32	\$93,333.27	\$33,249.95
FORMATION GRANTS					
Diocesan Youth Programs					
Happening	\$7,976.89	\$0.00	\$7,976.89	\$2,500.00	(\$5,476.89)
Spring Youth Gathering	\$5,667.51	\$0.00	\$5,667.51	\$2,000.00	(\$3,667.51)
Youth Leadership Training	\$0.00	\$0.00	\$0.00	\$1,750.00	\$1,750.00
Children's Programs at Diocesan Events	\$0.00	\$0.00	\$0.00	\$291.65	\$291.65
Administration - Youth Events	\$128.61	\$0.00	\$128.61	\$1,166.65	\$1,048.03
Other Youth & Children Formation Program & Grants	\$91.80	\$0.00	\$91.80	\$2,041.65	\$1,949.85
Youth Scholarships	\$0.00	\$0.00	\$0.00	\$875.00	\$875.00
Total Diocesan Youth Programs	\$13,864.81	\$0.00	\$13,864.81	\$10,624.95	(\$3,239.86)
Young Adult Formation (18-30)	\$18,680.60	\$0.00	\$18,680.60	\$11,666.65	(\$7,013.95)
Adult Formation Events and Grants (31+)	\$1,361.80	\$0.00	\$1,361.80	\$1,750.00	\$388.20
TOTAL FORMATION GRANTS	\$33,907.21	\$0.00	\$33,907.21	\$24,041.60	(\$9,865.61)
OTHER EXPENSES					
Lay Preaching College	\$4,825.30	\$0.00	\$4,825.30	\$1,750.00	(\$3,075.30)
Winter Convocation	\$31,243.44	\$0.00	\$31,243.44	\$35,000.00	\$3,756.56
Education for Ministry	(\$1,255.25)	\$0.00	(\$1,255.25)	\$3,000.00	\$4,255.25
Resource Center-Materials/Supp	\$549.00	\$0.00	\$549.00	\$1,166.65	\$617.65
Leadership Development Events	\$2,879.97	\$0.00	\$2,879.97	\$4,375.00	\$1,495.03
Additional Opportunities	\$880.00	\$0.00	\$880.00	\$14,583.31	\$13,703.31
TOTAL OTHER EXPENSES	\$39,122.46	\$0.00	\$39,122.46	\$59,874.96	\$20,752.50
TOTAL FOR OFFICE CACF	\$110,505.53	\$23,333.32	\$133,838.85	\$181,916.48	\$48,077.63
DIOCESAN, EPISCOPAL CHURCH AND ANGLICAN COMMUNION RESP.					
GENERAL CHURCH					
Assessment	\$232,720.81	\$0.00	\$232,720.81	\$232,720.81	\$0.00
Provincial Synod	\$5,339.33	\$0.00	\$5,339.33	\$5,670.53	\$331.20
Travel to Provincial Synod	\$404.22	\$0.00	\$404.22	\$1,166.65	\$762.43
TOTAL GENERAL CHURCH	\$238,464.36	\$0.00	\$238,464.36	\$239,557.99	\$1,093.63
DIOCESE OF OHIO					
Diocesan Convention	\$1,111.92	\$0.00	\$1,111.92	\$0.00	(\$1,111.92)
Diocesan Council	\$205.79	\$0.00	\$205.79	\$425.00	\$219.21
TOTAL DIOCESE OF OHIO	\$1,317.71	\$0.00	\$1,317.71	\$425.00	(\$892.71)
TOTAL D, EP, and AC RESP.	\$239,782.07	\$0.00	\$239,782.07	\$239,982.99	\$200.92

	Seven Months Ended July 31, 2019				
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
MISSION OFFICE					
Administrative Expense	\$837.42	\$0.00	\$837.42	\$875.00	\$37.58
Domestic Mission & Service Projects:					
Mission Area Council Mission & Service Projects	\$1,700.00	\$0.00	\$1,700.00	\$4,666.65	\$2,966.65
Domestic Mission & Service Projects	\$0.00	\$0.00	\$0.00	\$1,750.00	\$1,750.00
Total Domestic Mission & Service Projects	\$1,700.00	\$0.00	\$1,700.00	\$6,416.65	\$4,716.65
International Mission & Service Projects					
CGDM-Belize	\$0.00	\$0.00	\$0.00	\$7,000.00	\$7,000.00
CGDM-Tanga	\$0.00	\$0.00	\$0.00	\$2,333.31	\$2,333.31
Total International Mission & Service Projects	\$0.00	\$0.00	\$0.00	\$9,333.31	\$9,333.31
Total Domestic and International Mission & Service Projects	\$1,700.00	\$0.00	\$1,700.00	\$15,749.96	\$14,049.96
Commission on Global and Domestic Mission (CGDM)					
Commission on Global and Domestic Mission (CGDM)	\$0.00	\$0.00	\$0.00	\$583.31	\$583.31
Social Concerns/Advocacy	\$120.40	\$0.00	\$120.40	\$583.31	\$462.91
SDG Expense	\$0.00	\$0.00	\$0.00	\$12,766.86	\$12,766.86
Episcopal Community Services	\$318.25	\$0.00	\$318.25	\$1,166.65	\$848.40
Additional Opportunities	\$1,750.00	\$0.00	\$1,750.00	\$2,916.65	\$1,166.65
Community of Deacons	\$0.00	\$200.00	\$200.00	\$875.00	\$675.00
Commision on Racial Understanding					
Commission for Racial Understanding	\$4,000.00	\$0.00	\$4,000.00	\$4,000.00	\$0.00
Commission for Racial Understanding	\$0.00	\$4,857.00	\$4,857.00	\$3,500.00	(\$1,357.00)
Commission for Racial Understanding	\$0.00	\$32.41	\$32.41	\$0.00	(\$32.41)
Total Commision on Racial Understanding	\$4,000.00	\$4,889.41	\$8,889.41	\$7,500.00	(\$1,389.41)
TOTAL MISSION OFFICE	\$8,726.07	\$5,089.41	\$13,815.48	\$43,016.74	\$29,201.26
OFFICE OF THE BISHOP AND SUPPORT OFFICES					
OFFICE OF THE BISHOP					
Bishop's Office Admin. Exp.	\$531.56	\$0.00	\$531.56	\$2,566.65	\$2,035.09
Bishop's Office Business Exp.	\$1,759.46	\$0.00	\$1,759.46	\$0.00	(\$1,759.46)
Support for Mission Area Councils	\$3,135.00	\$0.00	\$3,135.00	\$14,000.00	\$10,865.00
New Ministry Initiatives	\$1,342.44	\$0.00	\$1,342.44	\$2,041.65	\$699.21
Reimbursement to Parishes-Time of Deans	\$7,500.00	\$0.00	\$7,500.00	\$8,000.00	\$500.00
Ohio Council of Churches	\$2,100.00	\$0.00	\$2,100.00	\$2,000.00	(\$100.00)
Community Building/Hospitality	\$0.00	\$4,992.22	\$4,992.22	\$2,916.65	(\$2,075.57)
Community Building/Hospitality	\$0.00	\$4,626.01	\$4,626.01	\$2,916.65	(\$1,709.36)
TOTAL OFFICE OF THE BISHOP	\$16,368.46	\$9,618.23	\$25,986.69	\$34,441.60	\$8,454.91
FINANCE OFFICE					
Treasurer's Office Admin. Exp.	\$6.89	\$0.00	\$6.89	\$2,100.00	\$2,093.11
Finance Office Business Exp.	\$1,128.86	\$0.00	\$1,128.86	\$291.65	(\$837.21)
Acctg. System Maintenance Cont	\$8,510.81	\$0.00	\$8,510.81	\$8,510.81	\$0.00
Archive Expense	\$14.29	\$0.00	\$14.29	\$2,100.00	\$2,085.71
Bank Fees	\$4,950.00	\$0.00	\$4,950.00	\$3,850.00	(\$1,100.00)
Payroll Service	\$3,454.50	\$0.00	\$3,454.50	\$1,400.00	(\$2,054.50)
Audit Fee	\$7,500.00	\$0.00	\$7,500.00	\$10,000.00	\$2,500.00
Parish Audit Team	\$3,857.82	\$0.00	\$3,857.82	\$0.00	(\$3,857.82)
TOTAL FINANCE OFFICE	\$29,423.17	\$0.00	\$29,423.17	\$28,252.46	(\$1,170.71)
DEVELOPMENT OFFICE					
Administrative Expense	\$1,358.39	\$0.00	\$1,358.39	\$2,333.31	\$974.92
Promotion/Publications	\$0.00	\$0.00	\$0.00	\$1,750.00	\$1,750.00
Gift Tracking - Software Maintenance	\$7,693.00	\$0.00	\$7,693.00	\$7,693.00	\$0.00
Stewardship Education & Promotion	\$1,058.48	\$0.00	\$1,058.48	\$2,916.65	\$1,858.17
Gift Planning - Resources and Promotion	\$1,672.96	\$0.00	\$1,672.96	\$3,791.65	\$2,118.69
Expenses of Bishop's Appeal	\$0.00	\$24,478.31	\$24,478.31	\$22,000.00	(\$2,478.31)
TOTAL DEVELOPMENT OFFICE	\$11,782.83	\$24,478.31	\$36,261.14	\$40,484.61	\$4,223.47
COMMUNICATIONS OFFICE					
Communication Admin. Exp.	\$687.27	\$0.00	\$687.27	\$1,458.31	\$771.04
Church Life/Professional Services (writing)	\$0.00	\$0.00	\$0.00	\$1,500.00	\$1,500.00
Church Life/Professional Services (photos/videos)	\$200.00	\$0.00	\$200.00	\$2,500.00	\$2,300.00
Church Life/Production-printing	\$16,866.42	\$0.00	\$16,866.42	\$20,000.00	\$3,133.58
Website Maintenance and Hosting	\$1,725.00	\$0.00	\$1,725.00	\$2,333.31	\$608.31
Church Life/Postage	\$2,910.25	\$0.00	\$2,910.25	\$7,500.00	\$4,589.75
Diocesan Journal/Printing & Dis	\$589.44	\$0.00	\$589.44	\$875.00	\$285.56
Advertising/Outreach	\$8,498.67	\$0.00	\$8,498.67	\$18,375.00	\$9,876.33
Communications Department Equipment	\$0.00	\$0.00	\$0.00	\$875.00	\$875.00
Technology Consulting	\$723.03	\$0.00	\$723.03	\$0.00	(\$723.03)
Ongoing Learning & Training	\$955.98	\$0.00	\$955.98	\$2,333.31	\$1,377.33
Website maintenance - No Exceptions.org	\$21.17	\$0.00	\$21.17	\$5,833.31	\$5,812.14
Website marketing - No Exceptions.org	\$34.99	\$0.00	\$34.99	\$5,833.31	\$5,798.32

	Seven Months Ended July 31, 2019				
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
Parish web site assistance	\$500.00	\$0.00	\$500.00	\$0.00	(\$500.00)
Diocesan Mailings	\$0.00	\$0.00	\$0.00	\$1,166.65	\$1,166.65
TOTAL COMMUNICATIONS OFFICE	\$33,712.22	\$0.00	\$33,712.22	\$70,583.20	\$36,870.98
PERSONNEL					
Salaries and Benefits					
Salaries/Wages-Diocesan Staff	\$774,185.90	\$0.00	\$774,185.90	\$735,933.31	(\$38,252.59)
Overtime-nonexempt Salaried Dio.Staff	\$3,076.39	\$0.00	\$3,076.39	\$0.00	(\$3,076.39)
FICA/Medicare Taxes	\$34,619.53	\$0.00	\$34,619.53	\$33,322.90	(\$1,296.63)
Clergy Pension	\$49,874.33	\$0.00	\$49,874.33	\$47,591.25	(\$2,283.08)
Lay Pension & Long Term Disabi	\$47,805.79	\$0.00	\$47,805.79	\$44,762.65	(\$3,043.14)
Employees Health Insurance	\$165,334.80	\$0.00	\$165,334.80	\$163,800.00	(\$1,534.80)
Employees Dental Insurance	\$12,337.60	\$0.00	\$12,337.60	\$12,016.65	(\$320.95)
Group Life Insurance	\$1,265.00	\$0.00	\$1,265.00	\$1,120.00	(\$145.00)
Workers Compensation	\$591.00	\$0.00	\$591.00	\$525.00	(\$66.00)
Flexible Spending Plan	\$700.00	\$0.00	\$700.00	\$700.00	\$0.00
Staff Training-Senior Staff	\$200.59	\$0.00	\$200.59	\$0.00	(\$200.59)
Professional Education-Diocesan Staff	\$0.00	\$881.63	\$881.63	\$3,500.00	\$2,618.37
Staff Training - Senior Staff	\$0.00	\$6,426.69	\$6,426.69	\$4,000.00	(\$2,426.69)
Staff Training-Support Team	\$0.00	\$816.69	\$816.69	\$3,272.50	\$2,455.81
Total Salaries and Benefits	\$1,089,990.93	\$8,125.01	\$1,098,115.94	\$1,050,544.26	(\$47,571.68)
Benefit Expense - Retirees					
Retirees Health Ins.Supplement	\$5,250.00	\$0.00	\$5,250.00	\$4,666.65	(\$583.35)
Retirees Group Life Insur./Lay	\$58.80	\$0.00	\$58.80	\$175.00	\$116.20
	\$5,308.80	\$0.00	\$5,308.80	\$4,841.65	(\$467.15)
TOTAL PERSONNEL	\$1,095,299.73	\$8,125.01	\$1,103,424.74	\$1,055,385.91	(\$48,038.83)
TRAVEL EXPENSES					
STAFF TRAVEL REIMBURSMENTS					
TRVL-Bishop	\$5,276.52	\$0.00	\$5,276.52	\$9,333.31	\$4,056.79
TRVL-Assisting Bishops	\$6,996.83	\$0.00	\$6,996.83	\$8,750.00	\$1,753.17
TRVL - Canon to the Ordinary	\$2,400.30	\$0.00	\$2,400.30	\$3,791.65	\$1,391.35
TRVL-Treasurer	\$0.00	\$0.00	\$0.00	\$291.65	\$291.65
TRVL-Chief Financial Officer	\$625.46	\$0.00	\$625.46	\$875.00	\$249.54
TRVL-Support Team	\$5,841.93	\$0.00	\$5,841.93	\$2,333.31	(\$3,508.62)
TRVL-Canon for Ministry	\$4,240.98	\$0.00	\$4,240.98	\$3,208.31	(\$1,032.67)
TRVL-Canon for Congregations	\$1,098.72	\$0.00	\$1,098.72	\$4,375.00	\$3,276.28
TRVL-Stewardship/Development Officer	\$2,202.78	\$0.00	\$2,202.78	\$1,166.65	(\$1,036.13)
TRVL-Canon for Christian Formation	\$1,985.23	\$0.00	\$1,985.23	\$2,333.31	\$348.08
TRVL-Canon for Mission	\$1,349.06	\$0.00	\$1,349.06	\$2,333.31	\$984.25
TRVL-Communications Director	\$1,735.36	\$0.00	\$1,735.36	\$1,166.65	(\$568.71)
TOTAL STAFF TRAVEL REIMBURSEMENTS	\$33,753.17	\$0.00	\$33,753.17	\$39,958.15	\$6,204.98
MILEAGE REIMBURSEMENTS					
Mileage Reimbursement-Bishop	\$4,356.25	\$0.00	\$4,356.25	\$3,500.00	(\$856.25)
TOTAL MILEAGE REIMBURSEMENTS	\$4,356.25	\$0.00	\$4,356.25	\$3,500.00	(\$856.25)
TOTAL TRAVEL EXPENSES	\$38,109.42	\$0.00	\$38,109.42	\$43,458.15	\$5,348.73
OFFICE EXPENSES					
Trinity Commons - T1 Internet Connection	\$3,474.90	\$0.00	\$3,474.90	\$4,083.31	\$608.41
Telephone-Local	\$1,342.13	\$0.00	\$1,342.13	\$1,458.31	\$116.18
Telephone-Advertising Exp.	\$240.00	\$0.00	\$240.00	\$280.00	\$40.00
Insurance-Liability, D&O, Bonding	\$5,910.52	\$0.00	\$5,910.52	\$8,283.31	\$2,372.79
Building Operating Expenses	\$6,524.75	\$0.00	\$6,524.75	\$6,416.65	(\$108.10)
Real Estate Taxes	\$6,255.76	\$0.00	\$6,255.76	\$7,291.65	\$1,035.89
Building Operating Expenses	\$0.00	\$82,492.69	\$82,492.69	\$87,500.00	\$5,007.31
Hospitality	\$0.00	\$383.41	\$383.41	\$1,166.65	\$783.24
TOTAL OFFICE EXPENSES	\$23,748.06	\$82,876.10	\$106,624.16	\$116,479.88	\$9,855.72
EQUIPMENT & SUPPLIES					
Postage Equip. (Lease & Maintenance)	\$628.45	\$0.00	\$628.45	\$1,400.00	\$771.55
Postage-Usage	\$3,410.40	\$0.00	\$3,410.40	\$5,250.00	\$1,839.60
Postage-Charged Back to Offices/Com.	\$0.00	\$0.00	\$0.00	(\$5,833.35)	(\$5,833.35)
Flocknote license	\$7,287.55	\$0.00	\$7,287.55	\$0.00	(\$7,287.55)
Copiers-Lease Expense	\$5,866.53	\$0.00	\$5,866.53	\$7,000.00	\$1,133.47
Copiers-Maintenance Charges	\$2,035.08	\$0.00	\$2,035.08	\$3,208.31	\$1,173.23
Copies-Supplies	\$7.50	\$0.00	\$7.50	\$0.00	(\$7.50)
Copier-Paper	\$154.95	\$0.00	\$154.95	\$700.00	\$545.05
Copier-Charged Back to Offices/Com.	\$0.00	\$0.00	\$0.00	(\$11,900.00)	(\$11,900.00)
Computer Software	\$3,919.88	\$0.00	\$3,919.88	\$3,500.00	(\$419.88)
Computer Equipment Repair/Modification	\$422.50	\$0.00	\$422.50	\$1,400.00	\$977.50

	Seven Months Ended July 31, 2019				
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
Computer Equipment-From Technology Reserve	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Computer Consulting	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Office Supplies	\$3,599.11	\$0.00	\$3,599.11	\$2,625.00	(\$974.11)
Stationery/Printing	\$1,436.20	\$0.00	\$1,436.20	\$1,400.00	(\$36.20)
EQUIPMENT & SUPPLIES	\$28,768.15	\$0.00	\$28,768.15	\$8,749.96	(\$20,018.19)
TOTAL OFFICE OF THE BISHOP AND SUPPORT OFFICES	\$1,277,212.04	\$125,097.65	\$1,402,309.69	\$1,397,835.77	(\$4,473.92)
LEGAL FEES AND RELATED EXPENSES					
Losses & Shortages	\$19.36	\$0.00	\$19.36	\$0.00	(\$19.36)
Legal & Other Expenses/Misconduct-from Reserve	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL LEGAL FEES AND RELATED EXPENSES	\$19.36	\$0.00	\$19.36	\$0.00	(\$19.36)
TOTAL EXPENSES	\$1,662,367.45	\$258,723.81	\$1,921,091.26	\$2,016,997.52	\$95,906.26
FUND TRANSFERS					
INTER FUND TRANSFERS					
INTER FUND TRANSFERS TO OTHER FUNDS					
Transfer to Wakeman - Operating Support	\$76,928.69	\$0.00	\$76,928.69	\$72,916.65	(\$4,012.04)
TOTAL INTER FUND TRANSFERS TO OTHER FUNDS	\$76,928.69	\$0.00	\$76,928.69	\$72,916.65	(\$4,012.04)
INTER FUND TRANSFERS FROM OTHER FUNDS					
Transfer From Other Custodial Funds	(\$54,009.31)	\$0.00	(\$54,009.31)	\$0.00	\$54,009.31
TOTAL INTERFUND TRANSFERS FROM OTHER FUNDS	(\$54,009.31)	\$0.00	(\$54,009.31)	\$0.00	\$54,009.31
TOTAL INTER FUND TRANSFERS	\$22,919.38	\$0.00	\$22,919.38	\$72,916.65	\$49,997.27
INTRA FUND TRANSFERS					
INTRA FUND TRANSFERS FROM UNDESIGNATED					
To Reserve General Convention	\$10,500.00	\$0.00	\$10,500.00	\$10,500.00	\$0.00
To Reserve Future Epis. Trans.	\$4,666.62	\$0.00	\$4,666.62	\$4,666.65	\$0.03
To Reserve - Trinity Commons Capital	\$2,916.69	\$0.00	\$2,916.69	\$2,916.65	(\$0.04)
To Reserve - Episcopal Youth Event	\$2,916.62	\$0.00	\$2,916.62	\$2,916.65	\$0.03
TOTAL INTRA FUND TRANSFERS FROM UNDESIGNATED	\$20,999.93	\$0.00	\$20,999.93	\$20,999.95	\$0.02
INTRA FUND TRANSFERS TO UNDESIGNATED					
From Reserve for New Initiatives	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
From Reserve for International Development	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
From Reserve Computer Equipment Acq.&Repl.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
From Reserve for Investment Gain Balance	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
From Reserve for Diocesan Journals	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
From Reserve for Database Consultant	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL INTRA FUND TRANSFERS TO UNDESIGNATED	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL INTRA FUND TRANSFERS	\$20,999.93	\$0.00	\$20,999.93	\$20,999.95	\$0.02
TOTAL FUND TRANSFERS	\$43,919.31	\$0.00	\$43,919.31	\$93,916.60	\$49,997.29
NET SURPLUS/(DEFICIT)	(\$156,097.56)	\$0.00	(\$156,097.56)	(\$305,768.57)	\$149,671.01

Diocesan Funding Sources for the 2020 Budget

Support from Congregations (Assessments)

Support from congregations (also known as assessments) continues to fund the largest share of the budget. In 2020, 62.9% comes from support from parishes.

This line item is \$77,000 or about 3.35% less than the year 2019.

Endowment and Investment Income

These sections of the budget comprise about 16.9% of the revenue for the 2020 budget. Almost all of the income in these sections come from amounts invested in the Joint Investment Fund of the Trustees of the Diocese of Ohio (JIF). The Trustees authorize the spending rate for JIF funds on an annual basis. For 2020, the spending rate continues to be 4.5% annually. The income from these funds reflects an increase of 2.0% for 2020, due to the increased unit value of the JIF portfolio, using a rolling 12-quarter average. The endowment supporting the Bishop's Office is invested separately from the JIF, based on the donor's restriction. This endowment uses a 4% spending rule based on a rolling 3-year annual average.

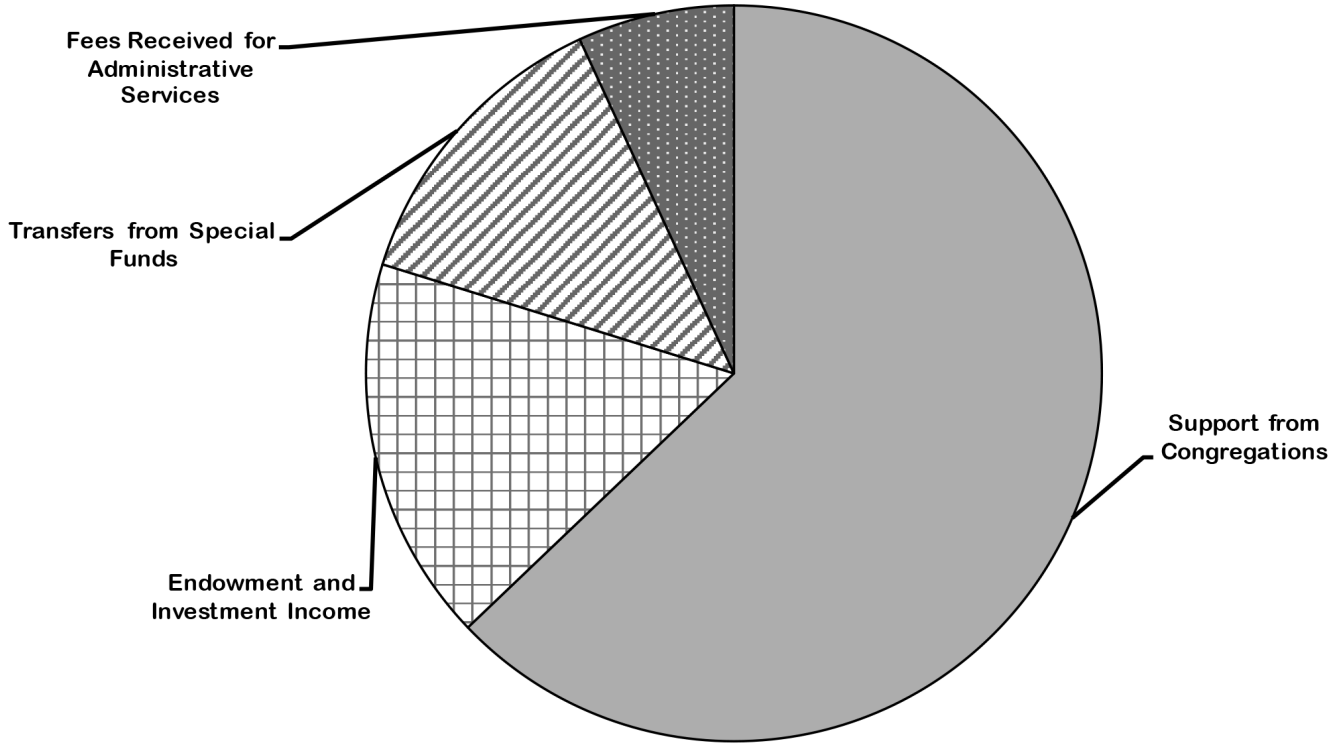
Fees Received for Administrative Services

These amounts represent fees for administering certain endowments and accounting and administrative services provided to the JIF. In 2014, the Diocesan Council authorized these fees to be based on a June 30th annual valuation for the endowments. In general, these fees decreased by \$1,535 due to a lower value for the JIF at June 30, 2019 versus June 30, 2018. Fees for administrative services fund about 6.9% of the 2020 budget.

Transfers from Special Funds

The transfers from special funds represent the reimbursement of expenses paid from non-operating or custodial funds. Without these special funds, important Diocesan programs and ministries might otherwise not take place. These amounts are offset by expenses in various areas of the budget. In 2020, the amount from special funds increases by \$25,938 to \$470,648 which is 13.3% of the total budget.

2020 Diocesan Budget - Funding Sources



	<u>Amount</u>	<u>Percent</u>
Support from Congregations	\$ 2,220,000	62.9%
Endowment and Investment Income	597,668	16.9%
Transfers from Special Funds	470,648	13.3%
Fees Received for Administrative Services	243,017	6.9%
Total Revenues	\$ 3,531,333	100.0%

Proposed Program and Budget Narratives

The Office for Ministry

Commission on Ministry

The primary purposes of the Commission on Ministry are to advise and assist the Bishop in the work of discernment and formation, to offer support for persons in Holy Orders, and to support the ministries of Lay Professionals in the Diocese of Ohio. The Commission works together with the Bishop on: the present and future needs of the diocese; recruiting and assisting in the selection of personnel for Holy Orders; providing for the guidance, pastoral care, and continuing education of clergy and lay professionals; determining clergy compensation standards; and attending to the professional and personal needs of the clergy and lay professionals and their families. COM was able to celebrate the ordination in February of Sally Goodall to the Transitional Diaconate and on June 1st, the ordination of seven (7) to the Diaconate, three (3) Vocational Deacons, and four (4) Transitional Deacons.

Clergy Formation

Deacon Formation Program

During this year, the Deacon formation program worked with seven (7) people seeking ordination to the diaconate. The three-year program meets nine times at three-day retreats and several one day meetings in order to study and form community. Their formation also includes field placement in local churches and mission areas. This June, the Rev. Barbara Telfer, the Rev. Marie Moore, and the Rev. Daniel Hinde were ordained and placed in parishes around the Diocese.

Priest Formation

The Diocese of Ohio has been fortunate to be able to provide substantial financial assistance to individuals who are in the process of education and formation for ordained ministry. The Diocese's ability to offer scholarships for theological education is a result of the generosity of a number of benefactors who, over the years, have made provisions in their wills for such endowments. The Diocese of Ohio was able to offer financial aid to each of the seminarians this year. \$36,000 went to eight seminarians in the spring and

\$24,820 went to eight this fall. The Diocese of Ohio is providing scholarships for 14 seminarians during the 2019-2020 academic year.

Special Ministries

Monies given to Develop and Employ Creative Models for Congregational Ministry is generated through donations to the Bishop's Annual Appeal and the interest earned from the Miller Endowment Fund. This year these funds were used to supplement a priest-in-charge placement, for the Rev. Alexander Barton at Church of the Redeemer in Lorain. Following their graduation and placement, the Rev. Stephen Ashby at Church of the Good Shepherd, Lyndhurst and Alexandra Heeter at Trinity Cathedral also received Bishop's Appeal monies.

This is the fourth year of the Ohio Cohort program for formation and fieldwork for those who are discerning a call to the priesthood and attend low residency programs. In June three members of the Cohort graduated and have found positions in the church. This year, there are 3 new students joining the four (4) who were already in the cohort. While the program will continue to have the students intern at a local parish for 10-15 hours a week and receive a stipend to offset tuition and living expenses, there will also be other Cohort members who will work in congregations or non-parochial positions and their fieldwork site will be adapted to fit their needs

Clergy Development

In an effort to assist in the ongoing development of clergy, a variety of programs are offered. Clergy Days provide opportunities for clergy to gather with their bishop. The annual Clergy Conference in May provides significant continuing education opportunities in addition to time for worship and building collegial relationships. This year the Clergy Conference was led by The Rt. Rev. Porter Taylor, retired Bishop of Western North Carolina. It was both spiritual and thought provoking. Clergy development also includes continuing education and sabbatical grants for clergy and lay professionals, which are funded from two endowment funds. Partnerships to provide continuing

education programs on an ecumenical basis have allowed continuing education funds to be used more effectively in recent years.

Fresh Start

Fresh Start is a church wide program lead by diocesan clergy for those who have accepted new positions within the diocese. The purpose is to “support clergy . . . in navigating the critical period of transition in clergy leadership.” It seeks to foster healthy relationships among clergy and between clergy and their congregations. The program goal is to build a culture in which mutual ministry of the clergy and congregation begins with a strong foundation. The topics are adapted each year to meet the needs of those who attend. This year, the Rev. Ann Kidder led the program.

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

Transition Ministry

The Office of Transition Ministry, working alongside the Bishop, assists parishes and individuals (lay and ordained) through a time of discernment and call. At this writing, nine (9) congregations have been or are currently in transition. Services provided to parishes include: assisting the wardens and vestry in planning the interim period; providing interim consultants and names of potential interim clergy; coordinating with the national Office of Transition Ministry; publicizing openings in various venues; referencing and consulting with the Bishop about prospective candidates; providing resources and training for interim consultants and interim pastors; informing parishes of the progress of all searches; assisting in the final call and in the negotiation of a letter of agreement with the clergy person; and finally, assisting in the start-up of the new ministry. Meetings with the Diocesan Transition Officers across the country help match priests with parishes in the Diocese of Ohio. Training and continuing education for interim priests and interim consultants is imperative during the

search process.

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

Office for Congregations and Christian Formation

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

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

The largest expense for this office consists of direct grants and other support to congregations for new and/or strategic ministries. This year the budget includes four types of grants for existing congregations: Ministry and Connection Grants are to assist congregations in developing meaningful relationships with their surrounding neighborhoods. Targeted Revitalization includes funds to help support development in specific congregations. Congregational Development Training is to support diocesan wide training including Connecting Communities. Strategic Mission Support supports the ministry of St. Luke’s Church in Cleveland. There are also funds included for supporting new work outside of a traditional congregational space. Combined, these grants represent 52% of our expenditures.

- *Faith Formation Program and Grants (\$42,000)*

Two areas receiving additional funding this year are children and young adult ministries. Diocesan Children and Youth programming is \$18,000 this year. That covers all diocesan youth events and will likely include a diocesan family/children event this year. The remaining \$24,000 is for Young Adult (including traditional college ministries) and Adult Formation grants, programs, and events. This budget does not include the Winter

Convocation. The total budget here is 17% of our expenditures.

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

This is the new name for our office's Administrative Expense. It represents 2% of our expenditures.

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

Registration fees cover only a small portion of Winter Convocation expenses. Remaining Convocation expenses are budgeted for \$35,000 (the same as it has been for the past four years). Other components in this section are \$6,500 for Education for Ministry, \$17,000 for Additional Opportunities, \$4,000 for Leadership Development Events, \$5,000 for Lay Preaching Training and Support, and \$2,000 for the Diocesan Resource Center. The total here is 27% of our expenditures.

Collaborative Ministries

Bellwether Farm

In 2019, Bellwether Farm is in the midst of its first full year of operations, holding many events for Diocesan and outside groups and having recently completed a very successful summer camp season and Leadership-in-Training program. Personnel expense is the largest component of the budget. The Bellwether Farm staff currently includes three full-time employees: director, farm manager, and chef. It also employs part-time housekeepers, kitchen staff, and groundskeepers. Part-time camp counselors and a nurse staffed our summer camp. Two full-time interns were hired with funds from the Bishop's Annual Appeal. They work on all facets of the farm, including program development with local schools. We are currently in a transition phase with our reservations and office manager. Amy Melena, who is currently one of the full-time interns, has expressed interest in becoming a regular full-time employee. Amy brings a wealth of knowledge regarding summer camp, educational farm programming, and corporate volunteer experiences.

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

maintenance costs to be relatively low.

In 2019, Diocesan support of \$125,000 comprises about 22.5% of the total Bellwether Farm operating budget. Support from the diocesan operating budget for 2020 is allocated at \$135,000. Camp, event, and meeting room fees, as well as investment income from three endowments will provide additional revenue to support operations. We also expect to work with the Development Office on fundraising activities. These fundraising activities will not only support the operating expenses, but also will continue to build the scholarship fund for summer camp. The monies for Bellwether Farm are listed under Fund Transfers in the diocesan budget.

With our first successful summer camp behind us, we plan to build upon these experiences and excitement to increase the participation in 2020. The best marketing for a summer camp program is word of mouth and we feel confident that the families who experienced camp in 2019 will not only return but will be ambassadors in spreading their wonderful experience with others. In 2019 we offered 5 weeks of summer camp and had 196 campers. We hired 17 college students to help facilitate the summer camp program in 2019. In 2020, we're planning to have 6 weeks of summer camp with more than 300 campers. We will increase the number of college students to at least 26 in order to accommodate the anticipated growth.

The Bellwether Farm staff has not finalized its operations plan for 2020. Diocesan Council will approve the budget at its December 2019 meeting.

Diocesan, Episcopal Church, and Anglican Communion Responsibilities

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

The largest item of \$401,261.25 is the Diocese of Ohio's share of The Episcopal Church's budget, as adopted by General Convention in 2018. The 2020 figure is \$2,311 more than the 2019 amount. Full payment of our calculated share is a long-standing commitment of

the diocese. The support for the 2020 DFMS budget is calculated as follows:

(2018 Operating Income less \$140,000) x 15%

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

The provincial synod assessment of \$5,630 is \$40 less than 2019. This amount of support for the Province V budget is .2% of our 2018 operating income reported to The Episcopal Church.

Expenses of the annual Diocesan Convention are budgeted at \$27,500, unchanged from 2019. The 2020 Diocesan Convention will be held in the Cleveland area. An amount of \$2,500 is budgeted for Diocesan Council, which pays for copies, postage, and the annual orientation meeting in December for the full Council. This amount is unchanged for 2019.

The allocation for Reserve for Travel to General Convention is unchanged at \$18,000 for 2020 to begin funding for the 2021 General Convention in Baltimore, MD. The amount for Reserve for Future Episcopal Transition was eliminated in the 2020 budget, as sufficient funds are available for the next transition in the Episcopacy.

Office for Mission

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

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

Commission for Global and Domestic Mission (CGDM)

The Commission for Global and Domestic Mission (CGDM) serves as a resource to parishes by developing and supporting international partnerships that build relationships across boundaries of difference. Since 2006, Diocesan Council has delegated to CGDM the responsibility for soliciting, reviewing, and making recommendations on grant requests for ministry initiatives aimed at fulfilling the 17 United Nations Sustainable Development Goals. The Diocese designates 0.7% of its annual budget toward projects that fulfill one or more of the goals, in accordance with the UN Resolution and the endorsing resolution of General Convention in 2015. Corresponding to the overall decrease in operating income, the amount designated for 2020 will decrease slightly to \$21,424.

The Commission for Global and Domestic Mission is also the focal point for our diocesan partnerships with Belize. The several streams of mission in Belize continue to flourish and bear fruit. In 2019, we completed our final year of Project Science Success, culminating with Summer Science Camp in July and a final week-long Teacher Workshop in August. We had two Ohioans, a transitional deacon and a seminarian, build new relationships as they engaged in summer internships. We hope to trade interns in 2020. Two Belizeans participated in summer camp at Bellwether Farm: a youth in the Leadership-in-Training program and a youth leader assisted in the kitchen and with programs, and also attended the Big Provincial Gathering. We also hosted Belizeans at Winter Convocation. In 2020 we look toward new initiatives involving education, youth, and sustainable agriculture (possibly school gardens).

Our relationship with Tanga has had no activity in 2019. We continue to allocate funds to our Tanga relationship, recognizing that efforts in Tanga will likely come periodically and require funds to be accumulated over time to allow expenditures for travel and long-term companionship. Budget allocations for Belize and Tanga are unchanged in the 2020 budget.

Commission for Racial Understanding (CRU)

The work of CRU has focused on providing the mandated training for all those elected or appointed to Diocesan leadership positions (Resolution R-2, 201st Convention). As of August 30, almost 150 people have participated in or registered for “Seeing the Face of

God in Each Other”. While our trainers are volunteers, there is a cost for meals, materials, and Bellwether meeting rooms.

The Diocese of Ohio also sponsored a Provincial gathering in 2019 at Bellwether, exploring Becoming Beloved Community with colleagues from around the Province and expertise from The Episcopal Church. This initiative was partly grant funded with the rest of the expense coming from the CRU budget. We anticipate continuing this work of building a learning community in 2020. The CRU budget has decreased by \$5,000, reflecting that future gatherings of this type will have to be more self-sustaining.

Support of Episcopal Community Services/Bishop’s Appeal Grants

Episcopal Community Services provides grants for parish related initiatives that foster connection, community, understanding, and intervention. Those grants are funded by the Bishop’s Annual Appeal and endowment funds. The Bishop’s Annual Appeal also provides funds for youth mission trips, summer youth education programs, and the summer internship program. The Office for Mission’s budget covers the administrative costs of managing, allocating, disbursing, and evaluating these grant programs.

Community of Deacons

Three new Vocational Deacons were ordained in June, and this office supports them and their colleagues by providing funds for continuing education and fellowship gatherings.

Administrative, Advocacy, and Additional Opportunities

The budget of \$1,000 for business expenses provides modest hospitality at some meetings as well as books, materials, and conference fees. This is a decrease of \$500, reflecting the change in copier expense allocation. The budget includes \$3,500 for “Additional Opportunities,” a way to provide seed money toward proposals that don’t fit with existing categories or timing; this is a decrease of \$1,500. The budget of \$1,000 for Social

Advocacy efforts provides seed funding for initiatives that are parish and Mission Area based, such as anti-human trafficking efforts.

Office of the Bishop and Support Offices

Office of the Bishop

This budget amount decreases by \$14,453 from the 2019 amount.

Each Mission Area Council will continue to have access to \$2,000 from the Diocesan Operating Budget for its unrestricted use (i.e., administrative, event underwriting, educational, and service, etc.), a decrease of \$1,000 per Council. Several Mission Area Councils do not meet regularly, and some budget amounts have been unused in prior years, resulting in a decrease in amounts available.

Each Mission Area is also allocated an additional \$1,000 (from the Mission Office section of the Budget) that may be used only for outreach/service projects (domestic or international). Under Diocesan Council guidelines, Mission Area Councils must request funding based on their actual or planned spending. Mission Area Council funds are replenished only up to the level of the annual funding maximum.

The Bishop’s Office Administrative Expense was eliminated, as copies and postage are no longer allocated among departments. The New Ministry Initiatives amount was increased by \$1,500 to \$5,000 to compensate for additional spending. The Video Conferencing amounts was decreased to \$648.90, the amount of actual 2018 spending.

Community Building/Hospitality was increased by a total of \$798. These amounts come from 2 different special funds.

Finance Office

The total of \$46,544 for the Finance Office represents an increase of \$2,254 from the 2019 budget.

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

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

- Administers the Joint Investment Fund for the Trustees of the Diocese (investments of about \$55 million and 290 Diocesan and parish accounts);
- Administers the health and dental insurance programs for about 126 lay and clergy employees and their families, and retirees;
- Administers the Capital Loans and Grants program;
- Maintains records of all gifts and grants to the Bishop's Annual Appeal, ECS, and Planting for Tomorrow;
- Provides training for parish treasurers and bookkeepers in accounting and internal controls;
- Coordinates the CPA audits of the Diocese and the Joint Investment Fund;
- Coordinates audits of 84 parishes using the Diocesan audit team, committee, and CPA audits;
- Works with parishes in meeting their canonical requirements for reporting in the areas of assessments, insurance, lay pensions, and parochial reports; and
- Provides accounting, payroll, financial reporting, and budgeting for all diocesan operations (Council, Trustees, ECS, the Church Home, Holy Cross, and Bellwether Farm).

Development Office

The Development Office supports the Bishop and all of the diocesan parishes by leading strategies to increase involvement and engagement across the Diocese and to grow resources to support the work of the church. It

supports parishes by providing tools and training for annual stewardship campaigns, grant-seeking, planned giving, capital campaign planning, and leadership development. The office also provides education for individuals to deepen their understanding and practice of personal stewardship.

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

Stewardship Education

The Development Office strives to conduct consistent and regular visits to parishes, to put on mission area and diocese-wide educational programs, and to provide toolkits for parishes to help advance their stewardship, fundraising, and leadership development. Through resources, education, workshops, and training, the development office endeavors to educate all the members of the Diocese including adults, youth, and clergy about the spiritual discipline of giving. Travel to and from parishes for this work is included in the 2020 budget.

The Bishop's Annual Appeal

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

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

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

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

In 2018, contributions to the Bishop's Annual Appeal exceeded \$300,000 for a second year in a row. More than 560 households in the Diocese contributed. \$100,000 was directed to Episcopal Community Services and more than \$100,000 was provided for youth formation, ministry to the newly ordained, seminarian education, and leadership opportunities.

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

Planned Giving

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

The office works with a group of volunteers who make up the Diocesan Planned Giving Council. The Planned Giving Council's role is to help parishes implement all aspects of planned giving development and gift management. The Council organizes educational seminars and creates tools and materials to help parishes in the Diocese start or maintain a planned giving program.

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

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

Summary

The Budget of the Development Office provides for the development, printing, and distribution of materials for the Bishop's Annual Appeal; stewardship education and development; and Planned Giving resources and education for all individuals and parishes in the Diocese. The proposed 2020 budget is slightly less than from the 2019 budget. The reductions are in administrative expenses where the allocation for copies and postage were eliminated. These expenses were shifted out of departmental budgets.

Office of Communications

The Office of Communications creates and maintains channels for the people and parishes of the Diocese of Ohio to share information with one another and with those in the community. The 2020 budget has a number of changes from 2019. We reduced nearly all budget line items. The expense to print and mail *Church Life* remains the same. We are able to reduce expenditures by keeping much of the work in-house.

In 2019, we worked on a number of projects including, but not limited to:

- The Office of Communications designed and published ads for Bellwether Farm Summer Camp in a number of print and online publications in Ohio. In addition, we designed the t-shirts and water bottles for campers.
- Lunch and Learns were launched in the summer of 2019. The Communications staff

has begun to travel to different parishes in the diocese to meet with those involved in communications. The lunches allow time to build relationships, share ideas, and discuss challenges and possible solutions. We've received a great deal of positive feedback and plan to continue this endeavor in 2020.

- After extensive research into possible platforms regarding their capabilities to work with our database, we are working with a vendor to establish new protocols to update member records in the Diocesan database. We feel it is important to be able to communicate with parishioners across the diocese as a way to stay connected to events and stories that showcase inspiring ministries and initiatives and ways that we are collaborating together.
- We are continuing our partnership with an external vendor to help parishes acquire new, responsive websites at an affordable price.
- This office designed and managed the production of signage for Bellwether Farm.
- We continue the work of building our social media pages for the Diocese of Ohio and Bellwether Farm on Facebook, Instagram, and Twitter. Some examples include photos of Bishops' visitations, progress at Bellwether, photos of indigenous animals and plants with short feature pieces, photos pulled from our photo banks that tie into trending hashtags, and new photos showcasing our retreat rooms and meeting facilities.
- Promotional items for Bellwether Farm continue to be created (and sold): t-shirts, ball caps, keychains, fleece vests and jackets, winter watch caps and beanies, lollipops, pull-up banners, table covers, etc.
- *Church Life* is designed and mailed out quarterly.
- We send out the weekly e-bulletin that features events around the diocese. The monthly e-blast titled "Articles & Announcements" showcases one major announcement or story.
- This office is also responsible for Convention handbooks, journals, and A/V. Communications staff also handled A/V for Convocation and built out the app that is used for both events.

Personnel, Travel, Office Equipment and Supplies

Personnel

Expenses for Personnel in 2020 are \$52,012 (2.9%) higher than the 2020 budget. The salaries line item remain unchanged from 2019. The Bishop's Appeal funds summer internships for high school and college students. Reimbursements from Diocesan trusts administered by Diocesan staff fund about 13.1% percent (\$243,017 of the \$1,858,388) of the personnel budget.

The budget includes funding for Bishop Hollingsworth, seven (7) full-time program staff positions, 1 half-time program staff, 7 full-time support staff, two (2) part-time assisting bishops, one (1) part-time position in the archives, one (1) part-time position in the Resource Center, and one (1) part-time ecumenical officer.

Salaries and benefits are 52.6% of the Diocesan budget in 2020 and 50.3% in 2019.

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

Travel

The 2020 budget for travel expenses represents reimbursement for all business-related travel expenses of the Diocesan staff. The \$63,200 represents a decrease of \$11,300 from the 2019 budget. The Zoom Room has increased our capacity for hosting remote meetings, which has decreased travel costs for the staff.

Office Equipment and Supplies

Office expenses are \$195,020 for 2020, a decrease of \$4,660 from 2019 that is mostly attributable to a decrease in the Diocesan share of Trinity Commons' expenses, including a provision for contracted information technology support. The reserve for Trinity Commons' capital remains constant at \$5,000

for 2020. There are several minor changes to other line items: insurance expense (\$2,100), local phone charges (+\$300), and hospitality (-\$800).

Equipment and supplies are \$39,275 in the 2020 budget. This amount is \$24,275 more than the 2019 amount. The charges for postage and copies remains in this area of the budget for 2020, rather than in departmental areas.

This change increases the budget by \$30,400 in 2020. The Diocesan license for Flocknote was replaced by one for a limited number of parishes. Actual charges for postage and copier usage resulted in savings of \$8,050 in the 2020 budget. Computer related costs decreased by \$2,075 and office supplies and stationery costs were budgeted at a savings of \$600 in 2020.

Appendix: Report on Clergy Compensation

City, Parish	Position	2019 Compensation	2019 Estimated NOE	2018 NOI
Akron, Church of Our Saviour	Rector	\$90,569.10	\$345,700.00	\$385,852.00
Akron, St. Andrew's Church	Sunday Supply		\$44,718.00	\$50,754.00
Akron, St. Paul's Church	Rector	\$123,617.28	\$1,000,437.00	\$1,129,659.00
Akron, St. Paul's Church	Associate Rector	\$57,592.80		
Akron, St. Philip's Church	Sunday Supply		\$33,600.00	\$40,136.00
Alliance, Trinity Church	Rector, <i>See Our Saviour, Salem</i>	\$41,250.00	\$79,202.00	\$82,639.00
Ashland, St. Matthew's Church	Rector	\$25,426.00	\$62,800.00	\$64,324.00
Ashtabula, St. Peter's Church	Priest-in-Charge	\$72,834.00	\$187,330.00	\$201,900.00
Barberton, St. Andrew's Church	Rector	\$19,100.00	\$62,126.00	\$75,033.00
Bay Village, St. Barnabas Church	Priest-in-Charge	\$65,000.00	\$130,483.00	\$119,398.00
Bellevue, St. Paul's Church	Sunday Supply		\$21,650.00	\$22,962.00
Berea, St. Thomas's Church	Priest-in-Charge	\$48,795.00	\$202,137.00	\$212,979.00
Boardman, St. James's Church	Interim Rector	\$20,000.00	\$101,185.00	\$105,371.00
Bowling Green, St. John the Baptist's Church	Sunday Supply		\$36,000.00	\$43,263.00
Brecksville, St. Matthew's Church	Rector	\$47,585.00	\$119,618.00	\$157,581.00
Brunswick, St. Patrick's Church	Sunday Supply		\$36,051.00	\$45,745.00
Canton, St. Mark's Church			\$210,684.00	\$230,909.00
Canton, St. Paul's Church			\$96,850.00	\$168,538.00
Chagrin Falls, St. Martin's Church	Priest-in-Charge	\$100,000.00	\$258,572.00	\$284,774.00
Chardon, St. Luke's Church	Rector	\$40,635.00	\$110,292.00	\$122,568.00
Cleveland, Diocese of Ohio	Bishop	\$195,817.60		
Cleveland, Diocese of Ohio	Canon for Congregations	\$106,090.00		
Cleveland, Diocese of Ohio	Canon for Christian Formation	\$49,960.00		
Cleveland, Diocese of Ohio	Canon for Ministry	\$106,090.00		
Cleveland, Diocese of Ohio	Canon for Mission	\$42,436.00		
Cleveland, St. Andrew's Church	Rector	\$60,000.00	\$182,725.00	\$186,648.00
Cleveland, Historic St. John's Church				
Cleveland, St. Luke's Church	Rector	\$61,800.00	\$93,699.00	\$163,347.00
Cleveland, Trinity Cathedral	Dean	\$115,000.00	\$1,230,137.00	\$1,412,431.00
Cleveland, Trinity Cathedral				
Cleveland Heights, St. Paul's Church	Rector	\$129,879.00	\$1,424,062.00	\$1,912,949.00
Cleveland Heights, St. Paul's, Church	Assistant Rector	\$60,000.00		
Cleveland Heights, St. Paul's Church	Curate	\$50,000.00		
Coshocton, Trinity Church	Sunday Supply		\$44,414.00	\$48,612.00
Cuyahoga Falls, St. John's Church	Deacon-in-Charge	\$24,980.00	\$180,406.00	\$217,877.00
Defiance, Grace Church	Sunday Supply		\$39,822.00	\$46,134.00
East Liverpool, St. Stephen's Church	Sunday Supply		\$77,033.00	\$83,883.00
Elyria, St. Andrew's Church	Rector	\$71,400.00	\$212,853.00	\$273,037.00
Euclid, Church of the Epiphany	Rector	\$45,764.60	\$134,867.00	\$152,404.00
Findlay, Trinity Church	Rector	\$73,022.05	\$155,040.00	\$166,782.00
Fremont, St. Paul's Church	Interim Rector	\$60,480.00	\$180,582.00	\$183,991.00
Gambier, Harcourt Parish	Priest-in-Charge	\$76,500.00	\$141,825.00	\$158,989.00
Gates Mills, St. Christopher's by the River Church	Priest-in-Charge	\$104,958.75	\$341,892.00	\$380,805.00
Geneva, Christ Church	Extended Supply		\$57,670.00	\$63,833.00
Hudson, Christ Church	Rector	\$99,038.00	\$450,288.00	\$481,473.00
Huron, Christ Church	Priest-in-Charge	\$76,219.00	\$144,500.00	\$148,305.00
Kent, Christ Church	Rector	\$60,374.60	\$166,087.00	\$185,436.00
Kirtland Hills, St. Hubert's Church	Rector	\$99,239.00	\$285,241.00	\$296,057.00
Lakewood, St. Peter's Church	Rector	\$88,992.00	\$541,886.00	\$587,090.00
Lakewood, Church of the Ascension	Priest-in-Charge	\$72,697.35	\$156,779.00	\$128,820.00
Lisbon, Trinity Church	Extended Supply		\$21,725.00	\$24,170.00
Lorain, Church of the Redeemer	Rector	\$59,060.00	\$133,991.00	\$153,877.00
Lyndhurst, Church of the Good Shepherd	Deacon-in-Charge	\$60,480.00	\$138,300.00	\$189,882.00
Macedonia, St. Timothy's Church	Rector	\$60,600.00	\$135,385.00	\$143,422.00
Mansfield, Grace Church	Rector	\$84,685.00	\$250,265.00	\$292,264.00
Mansfield, Grace Church	Associate Rector	\$59,112.00		
Massillon, St. Timothy's Church	Rector	\$72,600.00	\$206,000.00	\$215,089.00

City, Parish	Position	2019 Compensation	2019 Estimated NOE	2018 NOI
Maumee, St. Paul's Church	Rector	\$113,805.38	\$347,407.00	\$531,075.00
Mayfield Village, St. Bartholomew Church			\$126,400.00	\$137,802.00
Medina, St. Paul's Church	Interim Rector	\$72,872.00	\$225,211.00	\$308,452.00
Mentor, St. Andrew Episcopal Church	Interim Rector	\$49,153.00	\$140,374.00	\$182,924.00
Mount Vernon, St. Paul's Church	Deacon-in-Charge		\$140,728.00	\$163,657.00
Napoleon, St. John the Evangelist Church	Sunday Supply			
New Philadelphia, Trinity Church	Sunday Supply		\$39,035.00	\$41,069.00
Niles, St. Luke's Church				
Norwalk, St. Paul's Church	Rector	\$29,530.00	\$89,318.00	\$92,132.00
Oberlin, Christ Church	Interim Rector	\$70,000.00	\$248,926.00	\$305,213.00
Oberlin, Christ Church	Curate	\$54,500.00		
Oregon, St. Paul's Church	Sunday Supply		\$74,221.00	\$77,689.00
Painesville, St. James's Church	Rector	\$63,864.00	\$196,297.00	\$242,544.00
Parma, All Saints Church			\$83,610.00	\$92,323.00
Perrysburg, St. Timothy's Church	Rector	\$90,181.00	\$359,957.00	\$304,149.00
Port Clinton, St. Thomas/Peace Lutheran	Priest-in-Charge	\$34,000.00	\$124,105.00	\$91,085.00
Put-In-Bay, St. Paul's Church	Priest-in-Charge	\$60,297.80	\$106,310.00	\$112,715.00
Ravenna, Grace Church	Rector	\$74,430.20	\$158,800.00	\$176,147.00
Salem, Church of Our Saviour	<i>See Trinity, Alliance</i>		\$62,450.00	\$72,930.00
Sandusky, Grace Church	Rector	\$89,737.84	\$427,500.00	\$519,021.00
Shaker Heights, Christ Church	Rector	\$104,010.00	\$400,398.00	\$455,511.00
Shelby, St. Mark's Church	<i>Share priest w/ Grace, Mansfield</i>		\$62,115.00	\$71,136.00
Sidney, St. Mark's Church	<i>Share with Southerm Ohio</i>		\$13,318.00	\$16,424.00
Steubenville, St. Paul's Church	Sunday Supply		\$65,266.00	\$74,810.00
Steubenville, St. Stephen's Church	Extended Supply		\$30,868.00	\$30,320.00
Tiffin, Old Trinity Church	Rector	\$71,000.00	\$123,192.00	\$190,252.00
Toledo, All Saints Church	Sunday Supply		\$45,000.00	
Toledo, St. Andrew's Church	Priest-in-Charge	\$72,917.00	\$186,025.00	\$202,422.00
Toledo, St. Matthew's Church	Priest-in-Charge	\$67,000.00		\$200,613.00
Toledo, St. Michael's-in-the-Hills Church			\$381,348.00	\$357,465.00
Toledo, Trinity Church	Rector	\$110,233.60	\$503,997.00	\$591,623.00
Uniontown, New Life Episcopal Church			\$100,650.00	\$71,263.00
Wadsworth, St. Mark's Church	Sunday Supply		\$44,539.00	\$51,460.00
Warren, Christ Church	Rector	\$77,997.00	\$263,710.00	\$288,431.00
Westlake, Church of the Advent			\$101,035.00	\$120,894.00
Willoughby, Grace Church	Rector	\$71,814.60	\$193,510.00	\$213,067.00
Wooster, St. James Church	Rector	\$69,349.00	\$183,814.00	\$209,821.00
Youngstown, St. John's Church	Rector	\$76,000.00	\$414,783.00	\$474,033.00

Appendix: Parochial Report Data

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA + Mbrs	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach (Lines 13+16+18)	Pledge & Plate	Pledge & Plate + ASA	Oper Exp + ASA	From Inv. + Operating Exp
Akron, Church of Our Saviour														
2014	232	70	30%	\$382,131	\$0	\$382,131	\$388,122	\$55,375	\$382,131	\$26,138	\$136,874	\$1,955	\$5,459	51%
2015	230	62	27%	\$425,164	\$0	\$425,164	\$442,823	\$54,009	\$425,164	\$15,856	\$137,902	\$2,224	\$6,857	54%
2016	228	62	27%	\$455,460	\$0	\$455,460	\$522,827	\$60,382	\$455,460	\$14,063	\$131,742	\$2,125	\$7,346	49%
2017	228	55	24%	\$417,820	\$0	\$417,820	\$690,853	\$54,433	\$417,820	\$20,487	\$123,292	\$2,242	\$7,597	68%
2018	216	50	23%	\$385,852	\$0	\$385,852	\$659,589	\$47,587	\$385,852	\$20,922	\$124,186	\$2,484	\$7,717	65%
Akron, St. Andrew's Church														
2014	32	18	56%	\$45,679	\$0	\$45,679	\$45,679	\$3,901	\$45,679	\$0	\$29,099	\$1,617	\$2,538	3%
2015	25	20	80%	\$47,352	\$0	\$47,352	\$50,905	\$4,279	\$47,352	\$1,642	\$27,086	\$1,354	\$2,368	16%
2016	26	21	81%	\$44,166	\$0	\$44,166	\$46,880	\$3,730	\$44,166	\$4,083	\$28,920	\$1,377	\$2,103	15%
2017	22	22	100%	\$55,653	\$0	\$55,653	\$55,653	\$5,459	\$55,653	\$3,773	\$30,794	\$1,400	\$2,530	20%
2018	23	17	74%	\$50,754	\$0	\$50,754	\$50,754	\$4,361	\$50,754	\$222	\$22,746	\$1,338	\$2,986	21%
Akron, St. Paul's Church														
2014	1780	334	19%	\$1,097,178	\$0	\$1,097,178	\$1,779,148	\$169,889	\$1,097,178	\$586,986	\$849,062	\$2,542	\$3,285	0%
2015	1378	314	23%	\$1,027,519	\$0	\$1,027,519	\$1,970,310	\$144,467	\$1,027,519	\$349,122	\$751,154	\$2,392	\$3,272	0%
2016	1370	296	22%	\$991,261	\$0	\$991,261	\$1,710,025	\$153,308	\$991,261	\$437,633	\$799,651	\$2,702	\$3,349	0%
2017	975	246	25%	\$990,139	\$0	\$990,139	\$1,674,716	\$144,917	\$990,139	\$331,330	\$784,698	\$3,190	\$4,025	0%
2018	961	231	24%	\$1,129,659	\$0	\$1,129,659	\$1,588,947	\$165,918	\$1,129,659	\$295,968	\$771,201	\$3,339	\$4,890	0%
Akron, St. Philip's Church														
2014	68	31	46%	\$34,152	\$0	\$34,152	\$34,152	\$3,564	\$34,152	\$400	\$38,382	\$1,238	\$1,102	0%
2015	59	28	47%	\$34,377	\$0	\$34,377	\$36,486	\$3,314	\$34,377	\$1,050	\$37,214	\$1,329	\$1,228	0%
2016	56	25	45%	\$45,833	\$0	\$45,833	\$46,585	\$3,555	\$45,833	\$802	\$36,548	\$1,462	\$1,833	20%
2017	53	25	47%	\$47,853	\$0	\$47,853	\$48,106	\$3,795	\$47,853	\$1,706	\$39,006	\$1,560	\$1,914	18%
2018	59	21	36%	\$40,136	\$0	\$40,136	\$44,255	\$4,360	\$40,136	\$4,850	\$38,824	\$1,849	\$2,470	0%
Alliance, Trinity Church														
2014	59	25	42%	\$61,268	\$0	\$61,268	\$66,106	\$5,789	\$61,268	\$936	\$39,118	\$1,565	\$2,451	16%
2015				\$58,448	\$0	\$58,448	\$62,699	\$6,883	\$58,448	\$1,469	\$49,466			17%
2016	54	27	50%	\$85,348	\$0	\$85,348	\$110,274	\$6,288	\$85,348	\$1,423	\$44,102	\$1,633	\$3,161	42%
2017	53	23	43%	\$89,056	\$0	\$89,056	\$170,083	\$7,997	\$89,056	\$1,186	\$39,505	\$1,718	\$3,872	51%
2018	54	22	41%	\$82,639	\$0	\$82,639	\$88,773	\$1,677	\$82,639	\$1,760	\$41,015	\$1,864	\$3,756	-14%
Ashland, St. Matthew's Church														
2014	180	49	27%	\$66,912	\$10,000	\$76,912	\$76,912	\$6,261	\$76,912	\$156	\$67,508	\$1,378	\$1,570	0%
2015	91	49	54%	\$92,989	\$9,150	\$102,139	\$102,139	\$6,755	\$102,139	\$120	\$83,616	\$1,706	\$2,084	0%
2016	52	44	85%	\$62,750	\$0	\$62,750	\$125,608	\$7,520	\$62,750	\$0	\$50,796	\$1,154	\$1,426	0%
2017	92	44	48%	\$66,444	\$0	\$66,444	\$66,444	\$6,932	\$70,304	\$7,300		\$1,197	\$1,598	0%
2018	89	44	49%	\$64,324	\$0	\$64,324	\$102,616	\$6,469	\$64,324	\$958	\$64,324	\$1,462	\$1,462	0%
Ashtabula, St. Peter's Church														
2014	113	79	70%	\$125,784	\$0	\$125,784	\$237,430	\$29,038	\$125,784	\$26,869	\$112,603	\$1,425	\$1,592	0%
2015	141	66	47%	\$189,776	\$5,000	\$194,776	\$250,491	\$22,522	\$194,776	\$20,597	\$139,662	\$2,116	\$2,951	0%
2016	130	37	28%	\$212,539	\$0	\$212,539	\$271,929	\$23,670	\$212,539	\$56,758	\$131,136	\$3,544	\$5,744	5%
2017	88	62	70%	\$200,895	\$0	\$200,895	\$247,505	\$23,986	\$200,895	\$48,201	\$128,361	\$2,070	\$3,240	0%
2018	94	57	61%	\$201,900	\$0	\$201,900	\$289,188	\$23,030	\$201,900	\$45,327	\$125,731	\$2,206	\$3,542	0%
Barberton, St. Andrew's Church														
2014	119	50	42%	\$67,936	\$0	\$67,936	\$110,262	\$6,199	\$67,936	\$21,191	\$61,299	\$1,226	\$1,359	0%
2015	114	44	39%	\$63,937	\$0	\$63,937	\$99,650	\$6,207	\$63,937	\$50,661	\$76,133	\$1,730	\$1,453	0%
2016	111	48	43%	\$67,167	\$0	\$67,167	\$94,616	\$6,432	\$67,167	\$19,704	\$65,691	\$1,369	\$1,399	0%
2017	111	52	47%	\$73,190	\$0	\$73,190	\$92,464	\$6,280	\$73,190	\$17,292	\$71,758	\$1,380	\$1,408	0%
2018	109	44	40%	\$75,033	\$0	\$75,033	\$85,223	\$6,618	\$75,033	\$13,602	\$75,033	\$1,705	\$1,705	0%
Bay Village, St. Barnabas Church														
2014	124	53	43%	\$92,464	\$32,000	\$124,464	\$175,800	\$4,615	\$124,464	\$7,648	\$70,521	\$1,331	\$2,348	0%
2015	105	56	53%	\$109,395	\$16,000	\$125,395	\$185,425	\$5,383	\$125,395	\$8,289	\$85,693	\$1,530	\$2,239	0%
2016	102	60	59%	\$135,984	\$0	\$135,984	\$172,018	\$7,000	\$135,984	\$7,046	\$93,955	\$1,566	\$2,266	0%
2017	117	51	44%	\$130,941	\$0	\$130,941	\$157,093	\$0	\$129,660	\$7,824	\$90,422	\$1,773	\$2,542	0%
2018	125	61	49%	\$119,398	\$0	\$119,398	\$160,892	\$0	\$119,398	\$9,271	\$90,071	\$1,477	\$1,957	0%
Belleuve, St. Paul's Church														
2014	22	16	73%	\$38,304	\$1,600	\$39,904	\$39,924	\$3,786	\$39,904	\$4,276	\$24,551	\$1,534	\$2,494	27%
2015	26	14	54%	\$33,963	\$1,200	\$35,163	\$46,644	\$2,445	\$35,163	\$5,228	\$20,462	\$1,462	\$2,512	30%
2016	27	11	41%	\$26,646	\$1,400	\$28,046	\$28,046	\$1,522	\$28,046	\$150	\$19,383	\$1,762	\$2,550	26%
2017														
2018	16	8	50%	\$22,962	\$1,000	\$23,962	\$23,962	\$1,623	\$23,962	\$1,960	\$756	\$95	\$2,995	25%
Berea, St. Thomas's Church														
2014	282	102	36%	\$221,759	\$0	\$221,759	\$294,975	\$25,790	\$221,759	\$38,612	\$162,319	\$1,591	\$2,174	14%
2015	248	101	41%	\$173,106	\$0	\$173,106	\$222,703	\$18,500	\$173,106	\$13,398	\$146,784	\$1,453	\$1,714	20%
2016	248	86	35%	\$161,497	\$0	\$161,497	\$237,654	\$17,386	\$161,497	\$35,431	\$134,064	\$1,559	\$1,878	17%
2017	257	91	35%	\$205,450	\$0	\$205,450	\$295,425	\$21,855	\$205,450	\$41,178	\$127,082	\$1,397	\$2,258	28%
2018	243	92	38%	\$212,979	\$0	\$212,979	\$272,948	\$24,311	\$212,979	\$81,813	\$133,789	\$1,454	\$2,315	30%
Boardman, St. James's Church														
2014	99	63	64%	\$96,110	\$0	\$96,110	\$119,722	\$5,966	\$96,110	\$866	\$96,110	\$1,526	\$1,526	0%
2015	102	60	59%	\$138,235	\$9,999	\$148,234	\$149,623	\$16,175	\$148,234	\$1,630	\$97,223	\$1,620	\$2,471	3%
2016	99	56	57%	\$161,268	\$7,000	\$168,268	\$169,133	\$15,106	\$168,268	\$1,157	\$132,263	\$2,362	\$3,005	17%
2017	72	55	76%	\$146,472	\$5,000	\$151,472	\$154,808	\$16,214	\$151,472	\$479	\$119,117	\$2,166	\$2,754	4%
2018	77	48	62%	\$105,371	\$0	\$105,371	\$105,371	\$8,690	\$82,535	\$261	\$88,815	\$1,850	\$1,719	0%
Bowling Green, St. John the Baptist's														
2014	22	18	82%	\$43,202	\$0	\$43,202	\$44,760	\$2,663	\$43,202	\$1,727	\$36,520	\$2,029	\$2,400	0%
2015	21	16	76%	\$46,462	\$0	\$46,462	\$46,724	\$3,996	\$46,462	\$4,429	\$42,119	\$2,632	\$2,904	0%
2016	16	13	81%	\$44,675	\$0	\$44,675	\$66,437	\$3,998	\$44,675	\$3,475	\$43,025	\$3,310	\$3,437	4%
2017	20	15	75%	\$42,264	\$0	\$42,264	\$43,813	\$3,953	\$42,264	\$1,752	\$31,573	\$2,105	\$2,818	0%
2018	12	14	117%	\$43,263	\$0	\$43,263	\$43,374	\$4,079	\$43,263	\$4,222	\$40,425	\$2,887	\$3,090	0%
Brecksville, St. Matthew's Church														
2014	228	96	42%	\$169,982	\$0	\$169,982	\$186,221	\$15,560	\$169,982	\$1,325	\$163,599	\$1,704	\$1,771	0%
2015	186	95	51%	\$168,984	\$0	\$168,984	\$172,884	\$18,628	\$168,984	\$5,752	\$173,854	\$1,830	\$1,779	0%
2016	187	86	46%	\$152,118	\$0	\$152,118	\$152,118	\$15,232	\$152,118	\$1,654	\$151,591	\$1,763	\$1,769	0%
2017	164	79	48%	\$150,947	\$0	\$150,947	\$187,561	\$17,860	\$150,947	\$2,952	\$149,740	\$1,895	\$1,911	0%
2018	162	69	43%	\$157,581	\$0	\$157,581	\$158,581	\$16,053	\$157,581	\$1,033	\$142,035	\$2,058	\$2,284	0%
Brunswick, St. Patrick's Church														
2014	65	35	54%	\$46,245	\$56,657	\$102,902	\$104,059	\$1,925	\$102,902	\$963	\$39,169	\$1,119	\$2,940	0%
2015	39	45	115%	\$51,785	\$18,018	\$69,803	\$							

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA + Mbrs	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach (Lines 13+16+18)	Pledge & Plate	Pledge & Plate + ASA	Oper Exp + ASA	From Inv. + Operating Exp
2015	206	101	49%	\$242,797	\$0	\$242,797	\$253,528	\$30,736	\$242,797	\$6,141	\$202,770	\$2,008	\$2,404	14%
2016	201	96	48%	\$226,554	\$0	\$226,554	\$237,921	\$24,442	\$226,554	\$8,939	\$202,026	\$2,104	\$2,360	9%
2017	201	92	46%	\$236,498	\$0	\$236,498	\$310,738	\$26,667	\$236,498	\$13,233	\$207,468	\$2,255	\$2,571	11%
2018	156	86	55%	\$230,909	\$0	\$230,909	\$313,697	\$25,196	\$230,909	\$21,703	\$218,295	\$2,538	\$2,685	3%
Canton, St. Paul's Church														
2014	133	76	57%	\$296,858	\$0	\$296,858	\$326,945	\$23,999	\$296,858	\$7,344	\$184,596	\$2,429	\$3,906	34%
2015	115	66	57%	\$273,295	\$0	\$273,295	\$284,396	\$28,981	\$273,295	\$41,302	\$203,557	\$3,084	\$4,141	24%
2016	115	57	50%	\$233,433	\$0	\$233,433	\$256,539	\$28,853	\$233,433	\$59,112	\$171,447	\$3,008	\$4,095	25%
2017	115	57	50%	\$194,130	\$0	\$194,130	\$248,034	\$19,073	\$194,134	\$46,174	\$179,673	\$3,152	\$3,406	7%
2018	115	54	47%	\$168,538	\$0	\$168,538	\$199,761	\$12,396	\$168,538	\$84,860	\$161,627	\$2,993	\$3,121	0%
Chagrin Falls, St. Martin's Church														
2014	362	156	43%	\$271,575	\$0	\$271,575	\$306,121	\$35,567	\$271,575	\$2,346	\$253,915	\$1,628	\$1,741	1%
2015	266	105	39%	\$293,313	\$0	\$293,313	\$365,919	\$31,500	\$293,313	\$1,730	\$214,903	\$2,047	\$2,793	4%
2016	263	109	41%	\$290,121	\$0	\$290,121	\$365,069	\$35,848	\$290,121	\$6,353	\$245,047	\$2,248	\$2,662	11%
2017	264	107	41%	\$285,855	\$0	\$285,855	\$369,952	\$35,835	\$285,855	\$37,818	\$236,509	\$2,210	\$2,672	14%
2018	282	98	35%	\$284,774	\$0	\$284,774	\$366,221	\$34,650	\$284,774	\$29,745	\$278,079	\$2,838	\$2,906	0%
Chardon, St. Luke's Church														
2014	66	35	53%	\$117,826	\$2,000	\$119,826	\$128,223	\$12,035	\$119,826	\$1,329	\$99,386	\$2,840	\$3,424	0%
2015	73	40	55%	\$120,555	\$2,000	\$122,555	\$168,704	\$17,817	\$122,555	\$7,177	\$106,448	\$2,661	\$3,064	0%
2016	82	42	51%	\$120,143	\$2,000	\$122,143	\$127,386	\$12,291	\$122,143	\$1,630	\$107,580	\$2,561	\$2,908	0%
2017	70	47	67%	\$117,602	\$2,000	\$119,602	\$126,331	\$12,336	\$119,602	\$1,195	\$107,236	\$2,282	\$2,545	0%
2018	74	45	61%	\$122,568	\$2,000	\$124,568	\$124,568	\$12,374	\$124,568	\$1,896	\$109,660	\$2,437	\$2,768	0%
Cleveland, St. Andrew's Church														
2014	138	67	49%	\$226,203	\$0	\$226,203	\$246,043	\$34,489	\$226,203	\$17,535	\$153,881	\$2,297	\$3,376	0%
2015	125	65	52%	\$205,956	\$0	\$205,956	\$239,015	\$20,188	\$205,956	\$20,178	\$142,846	\$2,198	\$3,169	0%
2016	99	54	55%	\$178,578	\$0	\$178,578	\$222,956	\$25,389	\$178,578	\$15,746	\$133,276	\$2,468	\$3,307	0%
2017	121	53	44%	\$149,434	\$0	\$149,434	\$168,378	\$21,450	\$149,434	\$11,645	\$135,967	\$2,565	\$2,820	0%
2018	121	60	50%	\$186,648	\$0	\$186,648	\$199,962	\$27,668	\$186,648	\$14,872	\$133,591	\$2,227	\$3,111	0%
Cleveland, St. Luke's Church														
2014	110	71	65%	\$77,637	\$0	\$77,637	\$90,978	\$7,241	\$77,637	\$14,962	\$73,602	\$1,037	\$1,093	3%
2015	61	62	102%	\$79,591	\$0	\$79,591	\$97,081	\$6,983	\$79,591	\$19,111	\$74,680	\$1,205	\$1,284	4%
2016	69	59	86%	\$93,061	\$0	\$93,061	\$120,713	\$8,081	\$93,061	\$10,003	\$88,881	\$1,506	\$1,577	3%
2017	42	45	107%	\$131,121	\$44,349	\$175,470	\$288,516	\$7,819	\$175,470	\$108,537	\$93,582	\$2,080	\$3,899	20%
2018	39	40	103%	\$163,347	\$36,817	\$200,164	\$309,420	\$23,301	\$200,164	\$101,599	\$98,932	\$2,473	\$5,004	8%
Cleveland, Trinity Cathedral														
2014	1023	371	36%	\$1,438,953	\$0	\$1,438,953	\$1,930,076	\$222,611	\$1,438,953	\$490,123	\$689,475	\$1,858	\$3,879	48%
2015	1010	371	37%	\$1,520,354	\$0	\$1,520,354	\$1,963,570	\$228,114	\$1,520,354	\$476,266	\$680,046	\$1,833	\$4,098	56%
2016	854	388	45%	\$1,425,017	\$0	\$1,425,017	\$3,272,825	\$224,915	\$1,425,017	\$549,791	\$745,663	\$1,922	\$3,673	41%
2017	822	275	33%	\$1,408,285	\$0	\$1,408,285	\$2,340,817	\$228,170	\$1,408,285	\$474,742	\$645,557	\$2,347	\$5,121	50%
2018	480	228	48%	\$1,412,431	\$18,500	\$1,430,931	\$2,122,359	\$196,891	\$1,430,931	\$440,081	\$591,620	\$2,595	\$6,276	54%
Cleveland Heights, St. Alban's Church														
2014	31	27	87%	\$31,613	\$0	\$31,613	\$43,897	\$1,944	\$31,613	\$9,898	\$25,562	\$947	\$1,171	0%
2015	29	16	55%	\$19,237	\$0	\$19,237	\$20,252	\$1,989	\$19,237	\$4,321	\$15,069	\$942	\$1,202	0%
2016	17	13	76%	\$16,311	\$0	\$16,311	\$16,426	\$1,463	\$16,311	\$297	\$15,284	\$1,176	\$1,255	0%
2017	29	16	55%	\$20,215	\$0	\$20,215	\$25,579	\$1,618	\$20,215	\$674	\$18,202	\$1,138	\$1,263	10%
2018	14	14	100%	\$20,028	\$0	\$20,028	\$20,584	\$2,387	\$20,028	\$1,651	\$19,655	\$1,404	\$1,431	0%
Cleveland Heights, St. Paul's Church														
2014	1750	390	22%	\$1,850,257	\$0	\$1,850,257	\$2,875,833	\$255,000	\$1,850,257	\$583,053	\$1,586,113	\$4,067	\$4,744	14%
2015	1507	357	24%	\$1,836,891	\$0	\$1,836,891	\$2,424,321	\$247,649	\$1,836,891	\$337,621	\$1,483,598	\$4,156	\$5,145	19%
2016	1444	378	26%	\$1,800,850	\$0	\$1,800,850	\$2,454,726	\$249,402	\$1,800,850	\$261,787	\$1,609,688	\$4,258	\$4,764	11%
2017	1414	377	27%	\$1,823,280	\$0	\$1,823,280	\$2,103,010	\$249,430	\$1,823,280	\$348,365	\$1,615,824	\$4,286	\$4,836	11%
2018	1374	354	26%	\$1,912,949	\$0	\$1,912,949	\$2,223,148	\$260,437	\$1,912,949	\$336,805	\$1,526,640	\$4,313	\$5,404	20%
Coshocton, Trinity Church														
2014	66	21	32%	\$128,516	\$0	\$128,516	\$174,116	\$13,273	\$128,516	\$0	\$26,353	\$1,255	\$6,120	81%
2015	80	20	25%	\$81,123	\$0	\$81,123	\$8,998	\$81,123	\$0	\$20,088	\$1,004	\$4,056	145%	
2016	80	18	23%	\$37,196	\$0	\$37,196	\$37,196	\$2,597	\$37,196	\$0	\$7,330	\$407	\$2,066	30%
2017	79	17	22%	\$40,484	\$0	\$40,484	\$40,484	\$3,888	\$40,484	\$0	\$15,161	\$892	\$2,381	63%
2018	70	16	23%	\$48,612	\$0	\$48,612	\$48,612	\$4,198	\$48,612	\$0	\$20,162	\$1,260	\$3,038	0%
Cuyahoga Falls, St. John's Church														
2014	155	68	44%	\$198,138	\$0	\$198,138	\$206,991	\$19,749	\$198,138	\$8,753	\$138,714	\$2,040	\$2,914	27%
2015	140	84	60%	\$200,130	\$0	\$200,130	\$235,785	\$23,970	\$200,130	\$4,810	\$175,745	\$2,092	\$2,383	9%
2016	129	94	73%	\$223,806	\$0	\$223,806	\$255,241	\$25,790	\$223,806	\$4,743	\$209,313	\$2,227	\$2,381	5%
2017	164	95	58%	\$288,629	\$0	\$288,629	\$288,629	\$30,543	\$288,629	\$850	\$220,511	\$2,321	\$3,038	13%
2018	168	89	53%	\$217,877	\$0	\$217,877	\$217,877	\$28,793	\$217,877	\$614	\$173,293	\$1,947	\$2,448	18%
Defiance, Grace Church														
2014	37	26	70%	\$52,807	\$1,500	\$54,307	\$58,478	\$5,223	\$54,307	\$7,293	\$49,227	\$1,893	\$2,089	0%
2015	35	22	63%	\$63,382	\$0	\$63,382	\$80,276	\$4,899	\$63,382	\$1,555	\$37,594	\$1,709	\$2,881	0%
2016	34	23	68%	\$56,377	\$0	\$56,377	\$65,231	\$6,470	\$56,377	\$1,108	\$44,039	\$1,915	\$2,451	0%
2017	37	22	59%	\$65,119	\$0	\$65,119	\$70,571	\$6,894	\$65,119	\$1,521	\$50,219	\$2,283	\$2,960	0%
2018	36	21	58%	\$46,134	\$0	\$46,134	\$46,134	\$4,417	\$46,134	\$124	\$43,289	\$2,061	\$2,197	0%
East Liverpool, St. Stephen's Church														
2014	112	37	33%	\$90,376	\$1,500	\$91,876	\$132,391	\$8,212	\$91,876	\$7,669	\$51,553	\$1,393	\$2,483	39%
2015	65	42	65%	\$115,815	\$0	\$115,815	\$146,365	\$12,064	\$115,815	\$10,700	\$54,122	\$1,289	\$2,758	25%
2016	75	36	48%	\$92,049	\$0	\$92,049	\$114,881	\$10,404	\$92,049	\$9,222	\$49,372	\$1,371	\$2,557	45%
2017	60	40	67%	\$84,729	\$0	\$84,729	\$112,285	\$8,048	\$84,729	\$6,674	\$43,505	\$1,088	\$2,118	17%
2018	35	28	80%	\$83,883	\$0	\$83,883	\$105,035	\$8,267	\$83,883	\$13,739	\$36,859	\$1,316	\$2,996	55%
Elyria, St. Andrew's Church														
2014	210	71	34%	\$232,491	\$1,000	\$233,491	\$266,977	\$22,330	\$233,491	\$28,356	\$171,115	\$2,410	\$3,289	26%
2015	187	74	40%	\$240,723	\$1,250	\$241,973	\$324,498	\$25,112	\$241,973	\$31,164	\$180,541	\$2,440	\$3,270	25%
2016	202	77	38%	\$252,924	\$0	\$252,924	\$341,207	\$29,185	\$252,924	\$55,071	\$197,388	\$2,563	\$3,285	22%
2017	211	81	38%	\$304,227	\$0	\$304,227	\$493,133	\$28,003	\$304,227	\$22,857	\$183,596	\$2,267	\$3,756	9%
2018	210	73	35%	\$273,037	\$0	\$273,037	\$336,298	\$29,946	\$273,037	\$30,055	\$198,225	\$2,715	\$3,740	7%
Euclid, Church of the Epiphany														
2014	198	69	35%	\$148,915	\$0	\$148,915	\$152,422	\$15,297	\$148,915	\$3,661	\$114,772	\$1,663	\$2,158	2%
2015	197	59	30%	\$145,722	\$0	\$145,722	\$257,813	\$15,213	\$145,722	\$5,059	\$121,182	\$2,054	\$2,470	3%
2016	195	61	31%	\$148,602	\$0	\$148,602	\$266,957	\$15,522	\$148,602	\$3,936	\$115,076	\$1,886	\$2,436	3%
2017	196	57	29%	\$148,542	\$0	\$148,542	\$173,622	\$15,445	\$148,542	\$3,764	\$117,546	\$2,062	\$2,606	7%
2018	192	55	29%	\$152,404	\$0	\$152,404	\$159,486	\$15,618	\$152,404	\$6,033	\$129,162	\$2,348	\$2,771	5%
Findlay, Trinity Church														
2014	170	60	35%	\$136,753	\$0	\$136,753	\$139,731	\$14,115	\$136,753	\$3,593	\$129,574	\$2,160	\$2,279	2%
2015	173	34	20%	\$106,986	\$0	\$106,986	\$145,577	\$11,820	\$106,986	\$4,332	\$102,678	\$3,020	\$3,147	2%
2016	131	68	52%	\$114,169	\$0	\$114,169	\$156,073	\$10,249	\$114,169	\$2,265	\$107,984	\$1,588	\$1,679	1%

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA + Mbrs	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach (Lines 13+16+18)	Pledge & Plate	Pledge & Plate + ASA	Oper Exp + ASA	From Inv. + Operating Exp
2017	140	71	51%	\$155,655	\$0	\$155,655	\$266,545	\$15,541	\$155,655	\$9,945	\$150,184	\$2,115	\$2,192	1%
2018	151	69	46%	\$166,782	\$0	\$166,782	\$505,085	\$18,650	\$166,782	\$7,209	\$155,514	\$2,254	\$2,417	5%
Fremont, St. Paul's Church														
2014	52	30	58%	\$156,255	\$0	\$156,255	\$166,079	\$16,464	\$156,255	\$6,013	\$58,544	\$1,951	\$5,209	58%
2015	50	25	50%	\$108,680	\$0	\$108,680	\$147,912	\$12,659	\$108,680	\$19,629	\$69,535	\$2,781	\$4,347	14%
2016	46	25	54%	\$104,522	\$0	\$104,522	\$113,594	\$10,916	\$104,522	\$6,062	\$81,595	\$3,264	\$4,181	21%
2017	51	29	57%	\$154,234	\$0	\$154,234	\$176,264	\$15,446	\$154,234	\$9,992	\$86,038	\$2,967	\$5,318	41%
2018	58	33	57%	\$183,991	\$0	\$183,991	\$198,989	\$20,220	\$183,991	\$5,049	\$89,036	\$2,698	\$5,575	57%
Gambier, Harcourt Parish														
2014	132	49	37%	\$143,980	\$0	\$143,980	\$227,223	\$15,734	\$143,980	\$28,699	\$131,575	\$2,685	\$2,938	0%
2015	102	52	51%	\$126,957	\$0	\$126,957	\$196,203	\$12,163	\$126,957	\$19,923	\$108,622	\$2,089	\$2,441	0%
2016	91	67	74%	\$156,591	\$0	\$156,591	\$216,006	\$16,933	\$156,591	\$28,566	\$124,415	\$1,857	\$2,337	3%
2017	86	73	85%	\$165,096	\$0	\$165,096	\$194,030	\$17,840	\$165,096	\$31,159	\$130,740	\$1,791	\$2,262	7%
2018	87	64	74%	\$158,989	\$0	\$158,989	\$179,032	\$17,163	\$158,989	\$17,126	\$113,685	\$1,776	\$2,484	9%
Gates Mills, St. Christopher's by the River														
2014	143	81	57%	\$281,197	\$0	\$281,197	\$402,940	\$33,561	\$281,197	\$1,680	\$186,566	\$2,303	\$3,472	33%
2015	176	87	49%	\$385,036	\$0	\$385,036	\$509,441	\$49,937	\$385,036	\$2,735	\$198,186	\$2,278	\$4,426	48%
2016	183	76	42%	\$353,809	\$0	\$353,809	\$451,771	\$44,901	\$353,809	\$3,030	\$215,468	\$2,835	\$4,655	39%
2017	186	81	44%	\$374,711	\$0	\$374,711	\$376,368	\$44,673	\$374,711	\$1,657	\$251,206	\$3,101	\$4,626	3%
2018	92	69	75%	\$380,805	\$0	\$380,805	\$575,242	\$50,841	\$390,805	\$1,496	\$240,372	\$3,484	\$5,664	3%
Geneva, Christ Church														
2014	99	41	41%	\$55,502	\$0	\$55,502	\$116,611	\$5,093	\$55,502	\$6,311	\$54,728	\$1,335	\$1,354	0%
2015	69	37	54%	\$61,247	\$0	\$61,247	\$73,977	\$5,070	\$61,247	\$9,379	\$60,441	\$1,634	\$1,655	0%
2016	67	38	57%	\$61,248	\$0	\$61,248	\$84,801	\$5,160	\$61,248	\$12,497	\$60,269	\$1,586	\$1,612	0%
2017	59	34	58%	\$61,740	\$0	\$61,740	\$76,133	\$6,460	\$61,740	\$9,260	\$54,185	\$1,594	\$1,816	0%
2018	53	33	62%	\$63,833	\$0	\$63,833	\$112,435	\$5,470	\$63,833	\$10,509	\$57,383	\$1,739	\$1,934	0%
Hudson, Christ Church														
2014	293	116	40%	\$448,201	\$0	\$448,201	\$458,355	\$64,491	\$448,201	\$39,381	\$361,604	\$3,117	\$3,864	11%
2015	319	103	32%	\$479,520	\$0	\$479,520	\$636,656	\$51,818	\$479,520	\$10,299	\$422,580	\$3,491	\$4,103	7%
2016	281	139	49%	\$446,676	\$0	\$446,676	\$499,032	\$55,530	\$446,643	\$38,362	\$417,676	\$3,005	\$3,213	2%
2017	302	151	50%	\$489,307	\$0	\$489,307	\$602,087	\$61,167	\$489,307	\$59,401	\$427,969	\$2,834	\$3,240	7%
2018	305	141	46%	\$481,473	\$0	\$481,473	\$586,814	\$59,812	\$481,473	\$48,926	\$462,906	\$3,283	\$3,415	0%
Huron, Christ Church														
2014	241	39	16%	\$109,610	\$0	\$109,610	\$191,591	\$13,044	\$109,610	\$3,342	\$89,187	\$2,287	\$2,811	3%
2015	225	37	16%	\$68,285	\$0	\$68,285	\$124,671	\$8,530	\$68,285	\$6,089	\$61,258	\$1,656	\$1,846	0%
2016	35	44	126%	\$122,207	\$10,000	\$132,207	\$137,067	\$6,644	\$132,207	\$8,101	\$109,165	\$2,481	\$3,005	0%
2017	204	47	23%	\$148,662	\$5,647	\$154,309	\$177,464	\$16,935	\$154,309	\$15,823	\$145,630	\$3,099	\$3,283	0%
2018	204	53	26%	\$148,305	\$0	\$148,305	\$171,808	\$17,737	\$148,305	\$16,070	\$100,305	\$1,893	\$2,798	27%
Kent, Christ Church														
2014	181	71	39%	\$168,455	\$0	\$168,455	\$176,182	\$17,963	\$168,455	\$10,627	\$131,197	\$1,848	\$2,373	20%
2015	164	70	43%	\$166,499	\$0	\$166,499	\$280,689	\$17,148	\$166,499	\$15,346	\$144,812	\$2,069	\$2,379	11%
2016	165	70	42%	\$170,245	\$0	\$170,245	\$193,492	\$19,053	\$170,245	\$8,589	\$143,555	\$2,051	\$2,432	19%
2017	146	64	37%	\$166,670	\$0	\$166,670	\$173,279	\$16,495	\$166,670	\$9,412	\$116,670	\$2,139	\$2,604	20%
2018	142	63	44%	\$185,436	\$0	\$185,436	\$193,463	\$21,800	\$185,436	\$2,516	\$150,958	\$2,396	\$2,943	3%
Kirtland Hills, St. Hubert's Church														
2014	314	97	31%	\$277,130	\$0	\$277,130	\$294,001	\$32,664	\$277,130	\$17,331	\$202,084	\$2,083	\$2,857	23%
2015	253	95	38%	\$280,453	\$0	\$280,453	\$503,869	\$33,231	\$280,453	\$7,649	\$216,001	\$2,274	\$2,952	27%
2016	235	87	37%	\$291,784	\$0	\$291,784	\$743,403	\$33,570	\$291,784	\$14,739	\$208,832	\$2,400	\$3,354	28%
2017	296	81	27%	\$287,967	\$0	\$287,967	\$600,265	\$34,843	\$287,967	\$12,201	\$208,362	\$2,572	\$3,555	28%
2018	170	79	46%	\$296,057	\$0	\$296,057	\$575,570	\$40,935	\$296,057	\$12,347	\$216,597	\$2,742	\$3,748	27%
Lakewood, Church of the Ascension														
2014	100	55	55%	\$96,757	\$0	\$96,757	\$155,989	\$9,802	\$96,757	\$9,259	\$83,610	\$1,520	\$1,759	0%
2015	94	60	64%	\$100,040	\$39,691	\$139,731	\$249,300	\$10,800	\$139,731	\$10,260	\$92,004	\$1,533	\$2,329	0%
2016	105	69	66%	\$102,493	\$50,564	\$153,057	\$286,681	\$10,873	\$153,057	\$2,533	\$98,693	\$1,430	\$2,218	0%
2017	116	62	53%	\$107,739	\$45,030	\$152,769	\$297,042	\$11,126	\$152,769	\$7,964	\$91,475	\$1,475	\$2,464	0%
2018	128	70	55%	\$128,820	\$31,560	\$160,380	\$306,120	\$12,327	\$160,380	\$12,008	\$108,901	\$1,556	\$2,291	0%
Lakewood, St. Peter's Church														
2014	556	167	30%	\$468,617	\$0	\$468,617	\$620,225	\$60,666	\$468,617	\$77,903	\$445,597	\$2,668	\$2,806	0%
2015	503	164	33%	\$506,229	\$0	\$506,229	\$843,507	\$69,106	\$506,229	\$132,630	\$482,348	\$2,941	\$3,087	0%
2016	539	170	32%	\$581,361	\$10,904	\$592,265	\$960,028	\$76,253	\$592,265	\$98,661	\$542,875	\$3,193	\$3,484	0%
2017	398	168	42%	\$588,572	\$24,911	\$613,483	\$932,142	\$77,158	\$613,483	\$78,595	\$536,262	\$3,192	\$3,652	0%
2018	410	153	37%	\$587,090	\$23,907	\$610,997	\$1,407,129	\$79,089	\$610,997	\$64,552	\$546,339	\$3,571	\$3,993	0%
Lisbon, Holy Trinity Church														
2014	45	16	36%	\$24,079	\$0	\$24,079	\$26,024	\$2,122	\$24,079	\$500	\$13,330	\$833	\$1,505	43%
2015	46	15	33%	\$22,196	\$0	\$22,196	\$30,107	\$2,098	\$22,196	\$1,958	\$12,803	\$854	\$1,480	41%
2016	46	15	33%	\$24,232	\$0	\$24,232	\$33,841	\$2,166	\$24,232	\$1,207	\$12,346	\$823	\$1,615	49%
2017	44	14	32%	\$24,667	\$0	\$24,667	\$32,886	\$2,277	\$24,667	\$3,205	\$14,725	\$1,052	\$1,762	39%
2018	42	12	29%	\$24,170	\$0	\$24,170	\$26,800	\$2,029	\$24,170	\$2,630	\$8,575	\$715	\$2,014	64%
Lorain, Church of the Redeemer														
2014	146	55	38%	\$141,210	\$0	\$141,210	\$149,458	\$14,704	\$141,210	\$3,437	\$106,481	\$1,936	\$2,567	9%
2015	112	52	46%	\$147,675	\$5,505	\$153,180	\$161,306	\$15,702	\$153,180	\$6,834	\$109,058	\$2,097	\$2,946	9%
2016	112	52	46%	\$158,835	\$0	\$158,835	\$158,835	\$15,703	\$158,835	\$8,191	\$91,804	\$1,765	\$3,055	14%
2017	112	40	36%	\$128,777	\$14,449	\$143,226	\$144,533	\$10,215	\$143,226	\$3,623	\$79,279	\$1,982	\$3,581	16%
2018	132	46	35%	\$153,877	\$25,916	\$179,793	\$185,098	\$16,843	\$179,793	\$1,000	\$89,226	\$1,940	\$3,909	12%
Lyndhurst, Church of the Good Shepherd														
2014	148	63	43%	\$205,386	\$0	\$205,386	\$345,660	\$23,569	\$205,386	\$2,855	\$160,670	\$2,550	\$3,260	0%
2015	148	61	41%	\$193,905	\$0	\$193,905	\$221,870	\$22,121	\$193,905	\$4,171	\$143,218	\$2,348	\$3,179	0%
2016	148	60	41%	\$191,614	\$0	\$191,614	\$200,499	\$21,160	\$191,614	\$4,127	\$136,595	\$2,277	\$3,194	0%
2017	140	43	31%	\$190,076	\$0	\$190,076	\$197,000	\$20,692	\$190,076	\$3,604	\$138,419	\$3,219	\$4,420	0%
2018	129	48	37%	\$189,882	\$0	\$189,882	\$193,812	\$20,554	\$189,882	\$4,541	\$137,610	\$2,867	\$3,956	0%
Macedonia, St. Timothy's Church														
2014	193	53	27%	\$143,467	\$0	\$143,467	\$158,998	\$16,332	\$143,467	\$7,176	\$143,055	\$2,699	\$2,707	0%
2015	177	53	30%	\$142,930	\$0	\$142,930	\$187,482	\$14,726	\$142,930	\$8,047	\$132,536	\$2,501	\$2,697	0%
2016	174	48	28%	\$141,479	\$0	\$141,479	\$214,470	\$15,374	\$141,479	\$6,062	\$128,459	\$2,676	\$2,947	1%
2017	173	49	28%	\$142,044	\$3,000	\$145,044	\$216,372	\$13,844	\$145,044	\$6,672	\$136,947	\$2,795	\$2,960	2%
2018	129	41	32%	\$143,422	\$2,000	\$145,422	\$181,862	\$16,207	\$145,422	\$13,950	\$159,565	\$3,892	\$3,547	0%
Mansfield, Grace Church														
2014	325	76	23%	\$263,435	\$0	\$263,435	\$341,077	\$30,620	\$263,435	\$50,605	\$123,109	\$1,620	\$3,466	46%
2015	335	75	22%	\$269,480	\$0	\$269,480	\$439,970	\$31,363	\$269,480	\$133,273	\$143,578	\$1,914	\$3,593	51%
2016	330	71	22%	\$276,021	\$0	\$276,021	\$448,070	\$31,642	\$276,021	\$118,215	\$142,286	\$2,004	\$3,888	43%
2017	203	65	32%	\$278,689	\$0	\$278,689	\$418,114	\$32,498	\$278,689	\$126,859	\$149,136	\$2,294	\$4,288	45%
2018	209	67	32%	\$292,264	\$0	\$292,264	\$510,918	\$30,991	\$					

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
Massillon, St. Timothy's Church														
2014	276	101	37%	\$220,025	\$0	\$220,025	\$294,083	\$24,072	\$220,025	\$21,023	\$188,025	\$1,862	\$2,178	15%
2015	272	83	31%	\$205,006	\$0	\$205,006	\$213,126	\$22,807	\$205,006	\$13,712	\$179,006	\$2,157	\$2,470	13%
2016	250	79	32%	\$186,294	\$0	\$186,294	\$195,146	\$19,777	\$186,294	\$8,046	\$167,294	\$2,118	\$2,358	10%
2017	253	87	34%	\$219,618	\$0	\$219,618	\$257,356	\$24,205	\$219,618	\$11,708	\$168,858	\$1,941	\$2,524	13%
2018	132	83	63%	\$215,089	\$0	\$215,089	\$373,049	\$27,459	\$215,089	\$12,587	\$187,270	\$2,256	\$2,591	11%
Maumee, St. Paul's Church														
2014	620	165	27%	\$463,122	\$0	\$463,122	\$698,038	\$42,173	\$463,122	\$215,484	\$320,131	\$1,940	\$2,807	25%
2015	526	140	27%	\$534,660	\$0	\$534,660	\$771,682	\$95,260	\$534,660	\$225,400	\$229,295	\$1,638	\$3,819	55%
2016	500	137	27%	\$504,086	\$0	\$504,086	\$1,090,523	\$41,777	\$504,086	\$271,372	\$262,522	\$1,916	\$3,679	24%
2017	486	131	27%	\$426,588	\$0	\$426,588	\$690,521	\$60,229	\$426,588	\$429,058	\$269,312	\$2,056	\$3,256	35%
2018	485	119	25%	\$531,075	\$0	\$531,075	\$783,230	\$53,261	\$434,849	\$405,847	\$281,034	\$2,362	\$3,654	56%
Mayfield Village, St. Bartholomew Church														
2014	81	64	79%	\$126,928	\$0	\$126,928	\$236,810	\$12,728	\$126,928	\$11,756	\$113,430	\$1,772	\$1,983	0%
2015	81	60	74%	\$126,928	\$0	\$126,928	\$159,979	\$12,728	\$126,928	\$6,845	\$113,026	\$1,884	\$2,115	9%
2016	79	59	75%	\$140,348	\$0	\$140,348	\$152,613	\$15,897	\$140,348	\$7,856	\$112,093	\$1,900	\$2,379	4%
2017	81	59	73%	\$135,550	\$0	\$135,550	\$146,412	\$10,734	\$135,550	\$5,597	\$117,804	\$1,997	\$2,297	7%
2018	88	54	61%	\$137,802	\$0	\$137,802	\$143,804	\$14,087	\$137,802	\$5,639	\$104,715	\$1,939	\$2,552	1%
Medina, St. Paul's Church														
2014	481	101	21%	\$302,747	\$1,800	\$304,547	\$382,172	\$32,399	\$304,547	\$33,162	\$251,294	\$2,488	\$3,015	8%
2015	460	105	23%	\$303,308	\$3,000	\$306,308	\$395,878	\$32,803	\$306,308	\$39,243	\$266,786	\$2,541	\$2,917	1%
2016	498	100	20%	\$309,042	\$3,500	\$312,542	\$393,172	\$34,636	\$312,542	\$37,095	\$241,527	\$2,415	\$3,125	5%
2017	496	100	20%	\$314,172	\$3,500	\$317,672	\$434,617	\$35,412	\$317,672	\$47,367	\$283,624	\$2,836	\$3,177	3%
2018	501	89	18%	\$308,452	\$1,420	\$309,872	\$370,942	\$33,341	\$309,872	\$65,916	\$267,637	\$3,007	\$3,482	2%
Mentor, St. Andrew Episcopal Church														
2014	250	125	50%	\$168,612	\$0	\$168,612	\$239,420	\$15,555	\$168,612	\$21,903	\$157,335	\$1,259	\$1,349	0%
2015	254	99	39%	\$162,757	\$0	\$162,757	\$184,887	\$15,726	\$162,757	\$13,574	\$162,591	\$1,642	\$1,644	0%
2016	250	97	39%	\$168,324	\$0	\$168,324	\$202,916	\$20,927	\$168,324	\$16,554	\$152,336	\$1,570	\$1,735	0%
2017	249	76	31%	\$190,166	\$0	\$190,166	\$219,735	\$19,394	\$190,166	\$29,388	\$146,507	\$1,928	\$2,502	6%
2018	259	71	27%	\$182,924	\$0	\$182,924	\$214,042	\$16,942	\$182,924	\$21,739	\$124,671	\$1,756	\$2,576	0%
Mount Vernon, St. Paul's Church														
2014	111	53	48%	\$168,598	\$0	\$168,598	\$215,637	\$18,882	\$168,598	\$13,181	\$118,105	\$2,228	\$3,181	18%
2015	73	45	62%	\$161,098	\$0	\$161,098	\$202,882	\$16,435	\$161,098	\$8,394	\$122,999	\$2,733	\$3,580	17%
2016	78	45	58%	\$163,724	\$0	\$163,724	\$244,712	\$17,117	\$163,724	\$14,861	\$108,383	\$2,409	\$3,638	27%
2017	77	54	70%	\$169,684	\$0	\$169,684	\$188,042	\$18,827	\$169,684	\$15,084	\$118,770	\$2,199	\$3,142	28%
2018	71	48	68%	\$163,657	\$0	\$163,657	\$178,299	\$17,048	\$163,657	\$20,071	\$130,782	\$2,725	\$3,410	27%
Napoleon, St. John the Evangelist														
2014														
2015														
2016														
2017														
2018														
New Philadelphia, Trinity Church														
2014	62	29	47%	\$51,262	\$0	\$51,262	\$51,262	\$4,667	\$51,262	\$861	\$51,265	\$1,768	\$1,768	8%
2015	61	23	38%	\$36,365	\$0	\$36,365	\$36,365	\$3,054	\$36,365	\$1,463	\$47,917	\$2,083	\$1,581	10%
2016	62	24	39%	\$34,445	\$0	\$34,445	\$54,885	\$3,066	\$34,445	\$540	\$34,445	\$1,435	\$1,435	0%
2017	62	27	44%	\$42,114	\$0	\$42,114	\$43,106	\$3,738	\$42,114	\$1,000	\$42,114	\$1,560	\$1,560	0%
2018	61	27	44%	\$41,069	\$0	\$41,069	\$41,069	\$3,654	\$41,069	\$546	\$41,069	\$1,521	\$1,521	0%
Niles, St. Luke's Church														
2014	133	60	45%	\$90,603	\$0	\$90,603	\$101,043	\$8,297	\$90,603	\$2,904	\$50,746	\$846	\$1,510	34%
2015	130	50	38%	\$91,013	\$0	\$91,013	\$106,897	\$9,910	\$91,013	\$4,090	\$49,802	\$996	\$1,820	33%
2016	117	49	42%	\$90,230	\$0	\$90,230	\$95,201	\$9,229	\$90,230	\$3,397	\$56,327	\$1,150	\$1,841	25%
2017	117	38	32%	\$28,815	\$0	\$28,815	\$25,322	\$3,520	\$28,815	\$3,520	\$1,041	\$666	\$666	20%
2018														
Norwalk, St. Paul's Church														
2014	66	34	52%	\$93,472	\$5,500	\$98,972	\$99,989	\$10,378	\$98,972	\$2,820	\$73,567	\$2,164	\$2,911	15%
2015	48	31	65%	\$94,442	\$2,000	\$96,442	\$96,557	\$9,831	\$96,442	\$650	\$75,824	\$2,446	\$3,111	20%
2016	44	31	70%	\$91,940	\$1,000	\$92,940	\$92,940	\$9,402	\$92,940	\$896	\$65,734	\$2,120	\$2,998	14%
2017	49	31	63%	\$95,300	\$0	\$95,300	\$95,300	\$9,575	\$95,300	\$1,470	\$75,387	\$2,432	\$3,074	6%
2018	46	28	61%	\$92,132	\$0	\$92,132	\$94,230	\$8,645	\$92,132	\$1,452	\$65,278	\$2,331	\$3,290	6%
Oberlin, Christ Church														
2014	100	66	66%	\$237,849	\$0	\$237,849	\$325,638	\$27,407	\$237,849	\$53,433	\$192,784	\$2,921	\$3,604	3%
2015	95	64	67%	\$206,046	\$0	\$206,046	\$382,526	\$24,061	\$206,046	\$73,374	\$187,820	\$2,935	\$3,219	4%
2016	98	70	71%	\$226,472	\$0	\$226,472	\$393,592	\$22,343	\$226,472	\$98,233	\$184,480	\$2,635	\$3,235	5%
2017	95	62	65%	\$265,815	\$0	\$265,815	\$401,171	\$28,251	\$265,815	\$56,213	\$188,684	\$3,043	\$4,287	23%
2018	90	62	69%	\$305,213	\$0	\$305,213	\$517,616	\$33,637	\$305,213	\$88,623	\$185,098	\$2,985	\$4,923	26%
Oregon, St. Paul's Church														
2014	94	41	44%	\$85,084	\$0	\$85,084	\$87,100	\$8,564	\$85,084	\$974	\$59,921	\$1,461	\$2,075	0%
2015	0	36		\$72,778	\$0	\$72,778	\$73,648	\$7,506	\$72,778	\$2,030	\$60,498	\$1,681	\$2,022	0%
2016	45	29	64%	\$51,055	\$0	\$51,055	\$54,557	\$4,061	\$51,055	\$3,991	\$48,229	\$1,663	\$1,761	0%
2017	41	23	56%	\$45,396	\$0	\$45,396	\$61,842	\$3,930	\$45,396	\$2,951	\$39,014	\$1,696	\$1,974	0%
2018	47	27	57%	\$77,689	\$0	\$77,689	\$77,795	\$7,039	\$77,689	\$1,747	\$45,499	\$1,685	\$2,877	0%
Painesville, St. James's Church														
2014	238	98	41%	\$225,854	\$0	\$225,854	\$266,200	\$25,888	\$225,854	\$32,394	\$194,431	\$1,984	\$2,305	4%
2015	184	94	51%	\$233,981	\$0	\$233,981	\$427,641	\$26,617	\$233,981	\$18,503	\$192,319	\$2,046	\$2,489	9%
2016	172	77	45%	\$228,012	\$0	\$228,012	\$690,656	\$25,362	\$228,012	\$22,627	\$185,725	\$2,412	\$2,961	7%
2017	163	67	41%	\$236,703	\$0	\$236,703	\$340,278	\$24,869	\$236,703	\$48,362	\$194,481	\$2,903	\$3,533	7%
2018	155	69	45%	\$242,544	\$0	\$242,544	\$343,907	\$26,191	\$242,544	\$52,060	\$190,542	\$2,761	\$3,515	10%
Parma, All Saints Church														
2014	323	77	24%	\$135,764	\$0	\$135,764	\$137,603	\$14,148	\$135,764	\$415	\$111,222	\$1,444	\$1,763	1%
2015	298	76	26%	\$137,100	\$0	\$137,100	\$137,420	\$14,509	\$137,100	\$650	\$107,763	\$1,418	\$1,804	1%
2016	306	76	25%	\$136,019	\$0	\$136,019	\$197,154	\$14,257	\$136,019	\$2,760	\$104,074	\$1,369	\$1,790	1%
2017	186	65	35%	\$124,092	\$0	\$124,092	\$346,356	\$12,925	\$124,092	\$16,558	\$106,990	\$1,632	\$1,909	4%
2018	189	61	32%	\$92,323	\$0	\$92,323	\$156,217	\$9,142	\$92,323	\$5,408	\$92,323	\$1,513	\$1,513	0%
Perrysburg, St. Timothy's Church														
2014	240	111	46%	\$326,395	\$0	\$326,395	\$335,027	\$35,414	\$326,395	\$2,014	\$246,803	\$2,223	\$2,940	8%
2015	279	120	43%	\$326,129	\$0	\$326,129	\$493,502	\$39,042	\$323,063	\$10,589	\$283,113	\$2,359	\$2,692	9%
2016	232	109	47%	\$329,542	\$0	\$329,542	\$449,879	\$43,451	\$329,542	\$24,150	\$295,579	\$2,712	\$3,023	9%
2017	259	102	39%	\$339,823	\$0	\$339,823	\$46							

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA + Mbrs	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach (Lines 13+16+18)	Pledge & Plate	Pledge & Plate + ASA	Oper Exp + ASA	From Inv. + Operating Exp
2015	53	29	55%	\$67,560	\$0	\$67,560	\$77,524	\$8,630	\$67,560	\$3,535	\$63,915	\$2,204	\$2,330	1%
2016	51	25	49%	\$80,652	\$0	\$80,652	\$96,385	\$6,537	\$80,652	\$15,668	\$62,326	\$2,493	\$3,226	0%
2017	52	23	44%	\$65,420	\$0	\$65,420	\$71,245	\$7,402	\$65,420	\$3,277	\$39,199	\$1,704	\$2,844	31%
2018	48	21	44%	\$91,085	\$0	\$91,085	\$92,920	\$7,825	\$91,085	\$1,580	\$59,198	\$2,819	\$4,337	15%
Put-in-Bay, St. Paul's Church														
2014	54	30	56%	\$96,397	\$0	\$96,397	\$113,757	\$6,722	\$96,397	\$6,481	\$54,141	\$1,805	\$3,213	9%
2015	43	31	72%	\$118,550	\$0	\$118,550	\$149,922	\$10,102	\$118,550	\$26,832	\$66,521	\$2,146	\$3,824	13%
2016	41	29	71%	\$103,458	\$0	\$103,458	\$122,209	\$9,923	\$103,458	\$6,568	\$59,071	\$2,037	\$3,568	0%
2017	34	29	85%	\$109,018	\$0	\$109,018	\$138,673	\$10,636	\$109,018	\$4,227	\$72,514	\$2,500	\$3,759	25%
2018	43	26	60%	\$112,715	\$0	\$112,715	\$242,343	\$12,278	\$112,715	\$3,853	\$48,708	\$1,873	\$4,335	0%
Ravenna, Grace Church														
2014	130	61	47%	\$173,556	\$0	\$173,556	\$187,675	\$18,839	\$173,556	\$14,153	\$111,389	\$1,826	\$2,845	25%
2015	115	61	53%	\$180,848	\$0	\$180,848	\$196,196	\$19,111	\$180,848	\$15,348	\$103,512	\$1,697	\$2,965	37%
2016	111	62	56%	\$176,418	\$0	\$176,418	\$185,224	\$20,373	\$176,418	\$8,806	\$103,658	\$1,672	\$2,845	34%
2017	106	60	57%	\$176,309	\$0	\$176,309	\$178,129	\$19,034	\$176,309	\$1,820	\$107,391	\$1,790	\$2,938	33%
2018	107	57	53%	\$176,147	\$0	\$176,147	\$177,577	\$18,565	\$176,147	\$1,430	\$104,723	\$1,837	\$3,090	34%
Salem, Church of Our Saviour														
2014	28	22	79%	\$60,414	\$0	\$60,414	\$586,640	\$5,706	\$60,414	\$1,732	\$24,917	\$1,133	\$2,746	41%
2015	25	22	88%	\$62,010	\$0	\$62,010	\$62,685	\$5,699	\$62,010	\$1,176	\$26,371	\$1,199	\$2,819	37%
2016	28	22	79%	\$70,123	\$0	\$70,123	\$70,423	\$6,687	\$70,123	\$300	\$36,340	\$1,652	\$3,187	43%
2017														
2018	24	18	75%	\$72,930	\$0	\$72,930	\$72,930	\$6,899	\$72,930	\$241	\$23,595	\$1,311	\$4,052	62%
Sandusky, Grace Church														
2014	273	97	36%	\$478,998	\$0	\$478,998	\$535,617	\$35,031	\$478,998	\$77,327	\$145,740	\$1,502	\$4,938	59%
2015	212	97	46%	\$457,505	\$0	\$457,505	\$1,297,841	\$57,995	\$457,505	\$72,777	\$142,752	\$1,472	\$4,717	34%
2016	185	95	51%	\$460,402	\$0	\$460,402	\$853,570	\$58,447	\$460,402	\$90,161	\$140,426	\$1,478	\$4,846	40%
2017	156	90	58%	\$481,655	\$0	\$481,655	\$1,643,958	\$58,371	\$481,655	\$95,057	\$109,622	\$1,218	\$5,352	48%
2018	145	83	57%	\$519,021	\$0	\$519,021	\$886,568	\$60,502	\$519,021	\$103,338	\$105,734	\$1,274	\$6,253	27%
Shaker Heights, Christ Church														
2014	246	127	52%	\$460,759	\$0	\$460,759	\$508,186	\$63,932	\$460,759	\$17,976	\$314,037	\$2,473	\$3,628	32%
2015	216	122	56%	\$455,182	\$0	\$455,182	\$747,754	\$59,292	\$455,182	\$15,683	\$291,875	\$2,392	\$3,731	29%
2016	214	135	63%	\$501,536	\$0	\$501,536	\$684,141	\$66,462	\$501,536	\$13,065	\$302,194	\$2,238	\$3,715	25%
2017	214	125	58%	\$417,670	\$3,500	\$421,170	\$586,902	\$70,464	\$421,170	\$29,643	\$366,255	\$2,930	\$3,369	2%
2018	218	113	52%	\$455,511	\$0	\$455,511	\$617,924	\$44,443	\$455,511	\$102,440	\$436,088	\$3,859	\$4,031	4%
Shelby, St. Mark's Church														
2014	90	20	22%	\$42,706	\$0	\$42,706	\$111,077	\$4,342	\$42,706	\$74,945	\$50,883	\$2,544	\$2,135	12%
2015	31	21	68%	\$70,268	\$0	\$70,268	\$77,839	\$5,603	\$70,268	\$45,088	\$54,728	\$2,606	\$3,346	0%
2016	32	22	69%	\$70,826	\$2,500	\$73,326	\$96,509	\$5,807	\$73,326	\$32,529	\$49,907	\$2,269	\$3,333	21%
2017	32	22	69%	\$74,145	\$0	\$74,145	\$74,145	\$5,969	\$74,145	\$48,354	\$50,794	\$2,309	\$3,370	24%
2018	31	22	71%	\$71,136	\$0	\$71,136	\$136,061	\$9,022	\$71,136	\$45,125	\$41,410	\$1,882	\$3,233	38%
Sidney, St. Mark's Church														
2014	46	26	57%	\$12,566	\$25,000	\$37,566	\$37,566	\$1,159	\$37,566	\$55	\$27,406	\$1,054	\$1,445	0%
2015	40	18	45%	\$19,873	\$10,000	\$29,873	\$30,106	\$1,749	\$29,873	\$138	\$21,120	\$1,173	\$1,660	0%
2016	42	25	60%	\$29,576	\$0	\$29,576	\$29,920	\$3,083	\$29,576	\$98	\$18,169	\$727	\$1,183	38%
2017	33	13	39%	\$20,360	\$0	\$20,360	\$20,360	\$1,697	\$20,360	\$2,678	\$18,798	\$1,446	\$1,566	8%
2018	13	11	85%	\$16,424	\$0	\$16,424	\$16,424	\$1,112	\$16,424	\$3,975	\$11,693	\$1,063	\$1,493	0%
Steubenville, St. Paul's Church														
2014	60	27	45%	\$75,721	\$0	\$75,721	\$75,721	\$5,906	\$75,721	\$0	\$27,178	\$1,007	\$2,804	35%
2015	50	25	50%	\$79,115	\$0	\$79,115	\$79,115	\$9,350	\$79,115	\$0	\$29,385	\$1,175	\$3,165	34%
2016	50	25	50%	\$72,939	\$0	\$72,939	\$72,939	\$6,495	\$72,939	\$75	\$28,403	\$1,136	\$2,918	34%
2017	68	25	37%	\$79,012	\$0	\$79,012	\$79,012	\$7,693	\$79,012	\$0	\$34,363	\$1,375	\$3,160	23%
2018	56	23	41%	\$74,810	\$0	\$74,810	\$74,960	\$7,256	\$74,810	\$0	\$37,494	\$1,630	\$3,253	43%
Steubenville, St. Stephen's Church														
2014	30	22	73%	\$63,528	\$0	\$63,528	\$63,578	\$5,092	\$63,528	\$3,710	\$36,411	\$1,655	\$2,888	20%
2015														
2016	36	24	67%	\$44,705	\$0	\$44,705	\$45,946	\$6,444	\$44,705	\$0	\$37,479	\$1,562	\$1,863	47%
2017	27	26	96%	\$29,414	\$0	\$29,414	\$29,994	\$2,788	\$29,414	\$152	\$29,414	\$1,131	\$1,131	0%
2018	29	23	79%	\$30,320	\$0	\$30,320	\$217,985	\$2,757	\$30,320	\$650	\$33,373	\$1,451	\$1,318	0%
Tiffin, Old Trinity Church														
2014	70	32	46%	\$113,228	\$0	\$113,228	\$113,464	\$10,305	\$113,228	\$10,685	\$52,704	\$1,647	\$3,538	47%
2015	58	27	47%	\$125,588	\$15,000	\$140,588	\$140,611	\$14,141	\$140,588	\$1,317	\$50,039	\$1,853	\$5,207	43%
2016	60	35	58%	\$140,391	\$0	\$140,391	\$140,391	\$13,804	\$140,391	\$252	\$78,899	\$2,254	\$4,011	51%
2017	51	32	63%	\$162,585	\$0	\$162,585	\$514,075	\$15,977	\$162,585	\$29,581	\$48,772	\$1,524	\$5,081	68%
2018	50	31	62%	\$190,252	\$0	\$190,252	\$225,642	\$17,371	\$190,252	\$16,007	\$38,367	\$1,238	\$6,137	63%
Toledo, All Saints Church														
2014	112	46	41%	\$87,612	\$0	\$87,612	\$89,511	\$11,274	\$87,612	\$254	\$90,463	\$1,967	\$1,905	0%
2015	107	43	40%	\$81,949	\$0	\$81,949	\$123,256	\$11,018	\$81,949	\$1,166	\$81,414	\$1,893	\$1,906	0%
2016	53	34	64%	\$59,368	\$0	\$59,368	\$71,875	\$7,492	\$59,368	\$5,670	\$69,417	\$2,042	\$1,746	0%
2017														
2018														
Toledo, St. Andrew's Church														
2014	214	103	48%	\$234,204	\$0	\$234,204	\$244,390	\$26,190	\$234,204	\$4,556	\$171,211	\$1,662	\$2,274	0%
2015	222	118	53%	\$194,460	\$0	\$194,460	\$200,676	\$12,957	\$194,460	\$5,257	\$141,827	\$1,202	\$1,648	1%
2016	188	104	55%	\$152,259	\$10,450	\$162,709	\$216,199	\$23,695	\$162,709	\$10,348	\$123,855	\$1,191	\$1,565	0%
2017	152	105	69%	\$188,609	\$350	\$188,959	\$190,625	\$21,461	\$188,959	\$6,005	\$144,377	\$1,375	\$1,800	11%
2018	152	85	56%	\$202,422	\$0	\$202,422	\$237,266	\$21,163	\$202,422	\$4,023	\$134,299	\$1,580	\$2,381	6%
Toledo, St. Matthew's Church														
2014	247	114	46%	\$299,787	\$0	\$299,787	\$321,791	\$31,640	\$299,787	\$10,082	\$277,997	\$2,439	\$2,630	7%
2015	200	115	58%	\$296,094	\$0	\$296,094	\$314,869	\$36,725	\$296,094	\$37,550	\$252,513	\$2,196	\$2,575	7%
2016	184	110	60%	\$285,275	\$0	\$285,275	\$290,817	\$31,966	\$285,275	\$11,084	\$252,104	\$2,292	\$2,593	8%
2017	0	109		\$217,211	\$0	\$217,211	\$280,816	\$28,229	\$217,211	\$8,102	\$217,211	\$1,993	\$1,993	0%
2018	0	96		\$200,613	\$0	\$200,613	\$254,804	\$20,052	\$200,613	\$14,914	\$212,006	\$2,208	\$2,090	11%
Toledo, St. Michael's-in-the-Hills Church														
2014	452	143	32%	\$429,424	\$0	\$429,424	\$555,008	\$57,855	\$429,424	\$15,016	\$400,833	\$2,803	\$3,003	4%
2015	277	130	47%	\$385,670	\$0	\$385,670	\$615,372	\$48,948	\$385,670	\$16,000	\$372,250	\$2,863	\$2,967	1%
2016	277	132	48%	\$401,119	\$0	\$401,119	\$550,698	\$53,011	\$401,119	\$11,459	\$369,176	\$2,797	\$3,039	1%
2017	275	100	36%	\$337,107	\$0	\$337,107	\$873,797	\$44,740	\$337,107	\$11,567	\$334,607	\$3,346	\$3,371	1%
2018	270	100	37%	\$357,465	\$0	\$357,465	\$370,331	\$48,037	\$357,465	\$38,125	\$324,370	\$3,244	\$3,575	7%
Toledo, Trinity Church														
2014	183	84	46%	\$329,187	\$0	\$329,187	\$662,973	\$47,000	\$329,187	\$13,559	\$181,047	\$2,155	\$3,919	24%
2015	75	75	100%	\$385,439	\$0	\$385,439	\$389,804	\$45,000	\$385,439	\$4,952	\$170,549	\$2,274	\$5,139	31%
2016	70	76	109%	\$460,145	\$0	\$460,145	\$469,197	\$65,000	\$460,145	\$14,137	\$168,753	\$2,220	\$6,055	56%

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA ÷ Mbrs	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach (Lines 13+16+18)	Pledge & Plate	Pledge & Plate ÷ ASA	Oper Exp ÷ ASA	From Inv. ÷ Operating Exp
2017	123	93	76%	\$464,705	\$0	\$464,705	\$950,445	\$60,000	\$464,705	\$5,633	\$166,555	\$1,791	\$4,997	47%
2018	135	93	69%	\$591,623	\$0	\$591,623	\$731,308	\$80,118	\$591,623	\$13,043	\$171,943	\$1,849	\$6,362	49%
Uniontown, New Life Episcopal Church														
2014	110	67	61%	\$136,151	\$2,500	\$138,651	\$154,988	\$13,761	\$138,651	\$10,661	\$95,168	\$1,420	\$2,069	27%
2015	83	54	65%	\$142,173	\$0	\$142,173	\$150,908	\$14,433	\$142,173	\$9,841	\$89,681	\$1,661	\$2,633	37%
2016	79	36	46%	\$156,846	\$200	\$157,046	\$161,091	\$15,690	\$157,046	\$8,344	\$80,678	\$2,241	\$4,362	55%
2017	79	34	43%	\$172,570	\$0	\$172,570	\$174,434	\$18,442	\$172,570	\$3,445	\$80,262	\$2,361	\$5,076	53%
2018	55	29	53%	\$71,263	\$0	\$71,263	\$74,382	\$8,228	\$71,263	\$3,822	\$77,335	\$2,667	\$2,457	67%
Wadsworth, St. Mark's Church														
2014	59	33	56%	\$47,662	\$0	\$47,662	\$59,449	\$3,000	\$47,662	\$7,265	\$46,024	\$1,395	\$1,444	0%
2015	51	34	67%	\$65,206	\$6,639	\$71,845	\$75,386	\$6,132	\$71,845	\$6,227	\$50,188	\$1,476	\$2,113	17%
2016	48	26	54%	\$52,693	\$0	\$52,693	\$53,512	\$5,500	\$52,693	\$3,879	\$41,479	\$1,595	\$2,027	15%
2017	47	24	51%	\$50,325	\$0	\$50,325	\$53,992	\$4,100	\$50,325	\$3,794	\$47,428	\$1,976	\$2,097	2%
2018	48	24	50%	\$51,460	\$0	\$51,460	\$53,482	\$4,200	\$51,460	\$3,827	\$38,554	\$1,606	\$2,144	21%
Warren, Christ Church														
2014	233	92	39%	\$294,884	\$0	\$294,884	\$334,806	\$34,339	\$294,884	\$24,597	\$161,786	\$1,759	\$3,205	40%
2015	219	86	39%	\$301,384	\$0	\$301,384	\$326,944	\$36,440	\$301,384	\$20,574	\$154,783	\$1,800	\$3,504	41%
2016	206	72	35%	\$292,476	\$0	\$292,476	\$563,447	\$35,237	\$292,476	\$43,133	\$153,722	\$2,135	\$4,062	40%
2017	196	78	40%	\$274,082	\$0	\$274,082	\$359,838	\$32,405	\$274,082	\$22,979	\$141,015	\$1,808	\$3,514	40%
2018	206	72	35%	\$288,431	\$0	\$288,431	\$367,864	\$33,664	\$288,431	\$29,675	\$138,798	\$1,928	\$4,006	40%
Westlake, Church of the Advent														
2014	167	77	46%	\$218,985	\$0	\$218,985	\$229,745	\$29,737	\$218,985	\$8,510	\$179,910	\$2,336	\$2,844	0%
2015	139	70	50%	\$224,401	\$0	\$224,401	\$239,001	\$23,276	\$224,401	\$8,364	\$207,625	\$2,966	\$3,206	0%
2016	141	66	47%	\$226,069	\$0	\$226,069	\$236,534	\$25,201	\$226,069	\$8,356	\$184,452	\$2,795	\$3,425	0%
2017	140	53	38%	\$121,007	\$0	\$121,007	\$121,007	\$12,775	\$121,007	\$9,759	\$105,820	\$1,997	\$2,283	0%
2018	134	44	33%	\$120,894	\$0	\$120,894	\$120,894	\$10,753	\$120,894	\$7,118	\$171,107	\$3,889	\$2,748	1%
Willoughby, Grace Church														
2014	104	53	51%	\$133,992	\$0	\$133,992	\$276,856	\$12,111	\$133,992	\$18,091	\$69,521	\$1,312	\$2,528	37%
2015	93	54	58%	\$201,956	\$0	\$201,956	\$357,840	\$18,972	\$201,956	\$19,642	\$68,431	\$1,267	\$3,740	59%
2016	102	63	62%	\$239,178	\$0	\$239,178	\$262,078	\$23,737	\$239,178	\$34,183	\$78,367	\$1,244	\$3,796	62%
2017	108	62	57%	\$227,647	\$0	\$227,647	\$235,506	\$24,434	\$227,647	\$20,368	\$89,101	\$1,437	\$3,672	58%
2018	109	58	53%	\$213,067	\$0	\$213,067	\$221,709	\$22,422	\$213,067	\$14,751	\$92,526	\$1,595	\$3,674	54%
Wooster, St. James's Church														
2014	255	90	35%	\$247,410	\$0	\$247,410	\$268,745	\$28,690	\$247,410	\$24,764	\$215,003	\$2,389	\$2,749	10%
2015	258	88	34%	\$237,056	\$0	\$237,056	\$526,112	\$27,462	\$237,056	\$26,707	\$235,726	\$2,679	\$2,694	0%
2016	116	89	77%	\$244,220	\$0	\$244,220	\$575,410	\$27,795	\$244,220	\$36,304	\$216,810	\$2,436	\$2,744	10%
2017	97	64	66%	\$223,069	\$0	\$223,069	\$594,818	\$26,317	\$223,069	\$17,908	\$201,915	\$3,155	\$3,485	3%
2018	94	58	62%	\$209,821	\$0	\$209,821	\$395,891	\$24,544	\$209,821	\$10,385	\$182,102	\$3,140	\$3,618	12%
Youngstown, St. John's Church														
2014	188	80	43%	\$391,277	\$0	\$391,277	\$488,364	\$48,552	\$391,277	\$60,171	\$257,208	\$3,215	\$4,891	41%
2015	210	91	43%	\$460,786	\$0	\$460,786	\$538,316	\$60,529	\$460,786	\$60,389	\$282,793	\$3,108	\$5,064	41%
2016	237	105	44%	\$447,201	\$0	\$447,201	\$651,551	\$58,685	\$447,201	\$78,809	\$258,634	\$2,463	\$4,259	43%
2017	275	100	36%	\$457,608	\$0	\$457,608	\$684,029	\$60,584	\$457,608	\$85,484	\$264,999	\$2,650	\$4,576	38%
2018	275	97	35%	\$474,033	\$0	\$474,033	\$576,924	\$62,141	\$474,033	\$52,704	\$261,406	\$2,695	\$4,887	40%
Totals														
2014	15,538	6,338	41%	\$18,394,376	\$141,057	\$18,535,433	\$24,546,128	\$2,210,949	\$18,535,433	\$2,999,957	\$13,399,950	\$2,114	\$2,924	19%
2015	12,959	5,828	45%	\$18,194,908	\$144,452	\$18,339,360	\$25,472,349	\$2,210,486	\$18,339,360	\$2,666,781	\$12,804,184	\$2,197	\$3,147	21%
2016	12,571	5,907	47%	\$18,603,563	\$99,518	\$18,703,081	\$27,652,362	\$2,264,012	\$18,703,081	\$2,880,545	\$13,400,312	\$2,269	\$3,166	19%
2017	11,671	5,359	46%	\$18,159,605	\$151,736	\$18,311,341	\$27,290,516	\$2,211,561	\$18,311,341	\$3,044,678	\$12,956,769	\$2,418	\$3,417	19%
2018	12,440	5,034	41%	\$18,458,460	\$145,520	\$18,603,980	\$25,744,757	\$2,189,962	\$18,506,652	\$3,031,274	\$12,787,758	\$2,559	\$3,676	20%



The Episcopal Church in the Diocese of Ohio

2019 Constitution and Canons

Revised through 202nd Convention held
November 9-10, 2018

**Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 202nd Annual Convention, November 9-10, 2018)**

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CONSTITUTION OF THE EPISCOPAL DIOCESE OF OHIO

(REVISED THROUGH 202ND ANNUAL CONVENTION, NOVEMBER 9-10, 2018)

ARTICLE I Diocese of Ohio

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

ARTICLE II The Convention

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

Sec. 2. Members of any Convention shall be:

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

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

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

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

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

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ARTICLE III The President of the Convention

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

ARTICLE IV Convention Quorum

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

ARTICLE V Convention Elections

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

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

ARTICLE VI Mode of Voting and Elections

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

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ARTICLE VII Election to the Episcopate

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

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

ARTICLE VIII The Chancellor

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

ARTICLE IX Parishes

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

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

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

ARTICLE X Amendment of the Constitution

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

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

CANONS OF THE EPISCOPAL DIOCESE OF OHIO

(REVISED THROUGH 202ND ANNUAL CONVENTION, NOVEMBER 9-10, 2018)

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

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

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

CANON 3: Of the Election of a Bishop

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

CANON 4: Of the Secretary

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

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

CANON 5: Of the Treasurer

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

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

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

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

CANON 6: Of the Standing Committee

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

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

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

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

CANON 7: Of the Diocesan Council

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

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

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

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

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the Standing Committee, and no full-time member of the Bishop's staff shall serve on the Diocesan Council except as provided in Section 2.

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

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

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

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

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

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

CANON 8: Of the Trustees

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

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

CANON 9: Of the Deputies to General Convention

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

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

CANON 10: Of the Development Council of Episcopal Community Services

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

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

CANON 11: Of the Commission on Ministry

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

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

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

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

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

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CANON 12: Of Preparation for Ordination

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

CANON 13: Of the Archivist

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

CANON 14: Of the Diocesan Fund

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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- (b) The Secretary of the Vestry shall transmit to the Ecclesiastical Authority of the Diocese minutes of its proceedings, stating fully therein the reason(s) for such alienation or encumbrance, and in the case of a proposed alienation, the price to be obtained and the disposition of the proceeds, and in the case of an encumbrance, the amount, the rate of interest to be paid, a statement of the necessity therefore, and all relevant financial information.
 - (c) The Ecclesiastical Authority shall solicit from the Treasurer of the Diocese a report of the financial implications of the proposed transaction.
 - (d) Upon the written approval of the Bishop (if there be one) and the Standing Committee of the Diocese, the Vestry may proceed to give effect to its Resolution.
- Sec. 11. (a) When submitting the Parochial Report, each parish shall also submit financial statements including a statement of assets, liabilities, and net assets, an IRS Form 990 (if required by the IRS), and a brief report on the activities of any related entity which has a separate annual budget of \$25,000 or more. Such report shall indicate whether such entity has a governing board separate from the vestry of the parish. The report shall list the names and addresses of the governing board members, and such related entity shall timely respond to any inquiries from the Bishop and the Standing Committee concerning the report.
- (b) In establishing any related entity, no parish shall list the Diocese of Ohio or the parish itself as an incorporator, agent, guarantor or responsible party without the prior written consent of the Bishop and the Standing Committee.
 - (c) For purposes of this section, a “related entity” includes, but is not limited to, a daycare center, homeless shelter, school or educational institution, corporation, foundation, trust, nursery, outreach program or similar entity which uses the name of or a variant of the parish’s name, and/or uses facilities, resources and/or personnel of the parish, and/or over which the parish exercises some degree of control.
- Sec. 12. (a) Upon the resignation, retirement, or death of the Rector of any Parish, the Senior Warden thereof shall notify the Ecclesiastical Authority of the Diocese.
- (b) No person shall be elected Rector of any Parish until the name of such nominee shall have been made known to the Ecclesiastical Authority and sufficient time (not exceeding thirty days) shall have been given for the Ecclesiastical Authority to communicate with the Vestry thereon, nor until such communication, if made, shall have been considered at a meeting of the Vestry duly held for that purpose.
 - (c) No person shall be elected or appointed Assistant Clergy in any Parish until the name of the nominee shall have been made known to the Ecclesiastical Authority and sufficient time (not exceeding thirty days) shall have been given for the Ecclesiastical Authority to communicate with the Rector thereon.

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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.

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;

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

CANON 3: Of Mission Areas

- Sec. 1. Congregations in the Diocese of Ohio shall be organized into eight Mission Areas by action of Diocesan Council. The areas shall be known as: Central East, Cuyahoga, North Central, Northeast, South Central, Southeast, Summit, and West.
- (a) Mission areas shall be divided in order to assist in communication and the sharing of programs and resources, to provide mutual support among congregations, and to identify and implement opportunities for collaborative ministry. A Congregation may petition the Diocesan Council to be changed from one Mission Area to another Mission Area.
 - (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

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Mission Area Council. Each of the parish's two lay representatives shall serve a two-year term and be eligible for reelection.

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

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

- (a) Provide leadership for the Mission Area, nurturing fellowship and collaboration among the parishes.
- (b) Meet at least quarterly.
- (c) Elect a member of the Mission Area Council to serve as a representative to Diocesan Council. The Diocesan Council representative is the liaison between the Diocesan and Mission Area Councils. She/He reports on Diocesan Council matters at each Mission Area Council meeting. If an individual's term on the Mission Area Council ends before her/his Diocesan Council term ends, she/he remains an ex-officio member of the Mission Area Council.
- (d) Support and encourage the development of Mission Partnerships.
- (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.

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

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

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

(b) Mission Area representatives will be elected in the following rotation and their terms will begin on December 1 of the year they are elected:

Year 1 – Summit, North Central, Southeast

Year 2 – Cuyahoga, South Central, West

Year 3 – Central East, Northeast

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

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

CANON 4: Of Shared and Regional Ministries

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

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

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

(b) The method of financing the Shared Ministry including the shared lay and ordained leadership;

(c) The method by which the Shared Ministry governing body is chosen;

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

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

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

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

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

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

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

CANON 5: Of New Parishes

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

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

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

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

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

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

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

CANON 6: Of Imperiled Parishes

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

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

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

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

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

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

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

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

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

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

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

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

CANON 7: Of Declaring Parishes Extinct

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

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

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

CANON 8: Of Minimum Clergy Compensation

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

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

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

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

CANON 9: Of Clergy Pensions

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

CANON 10: Of Lay Pensions

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

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

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

CANON 11: Of Licensed Ministries

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

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.

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CANON 2: Of the Dissolution of the Pastoral Relation

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

CANON 3: Title IV of General Canons

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

CANON 4: Discipline Structure

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

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

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

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

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

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

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

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

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

CANON 5: Costs and Expenses

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

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

CANON 6: Records

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

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

CANON 7: Responsibility to State Authorities

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

TITLE IV. OTHER CANONS

CANON 1: Of Non-Discrimination

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

CANON 2: Of Business Methods in Church Affairs

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

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

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

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

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

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

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

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

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

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

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

CANON 4: Of Electronic Communication

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

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

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APPENDIX I

Form for the Certification of Lay Delegates to Convention

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

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

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

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

Signed,

Clerk of the Vestry

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

APPENDIX II

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

Title I. Canon 17: Of Regulations Respecting the Laity

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

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

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

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

APPENDIX III

from the 2018 Constitution and Canons of The Episcopal Church

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

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

APPENDIX IV

from the 2018 Constitution and Canons of The Episcopal Church

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

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

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

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

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

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

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

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

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

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

(7) If the relation is to be dissolved:

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

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

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

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

APPENDIX V

from the 2018 Constitution and Canons of The Episcopal Church

Title I. Canon 17: Of Regulations Respecting the Laity

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

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

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

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