



THE EPISCOPAL
DIOCESE OF OHIO

Convention Handbook

The 207th Annual Convention
of the Episcopal Diocese of Ohio

November 10-11, 2023
Greystone Event Center
50 Riffel Road
Wooster, OH 44691

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Schedule

Friday, November 10

5:30 p.m. Convention Eucharist - First Presbyterian Church

7:30 p.m. Convention Banquet - Greystone Event Center

Saturday, November 11

7:45 a.m. Registration Opens

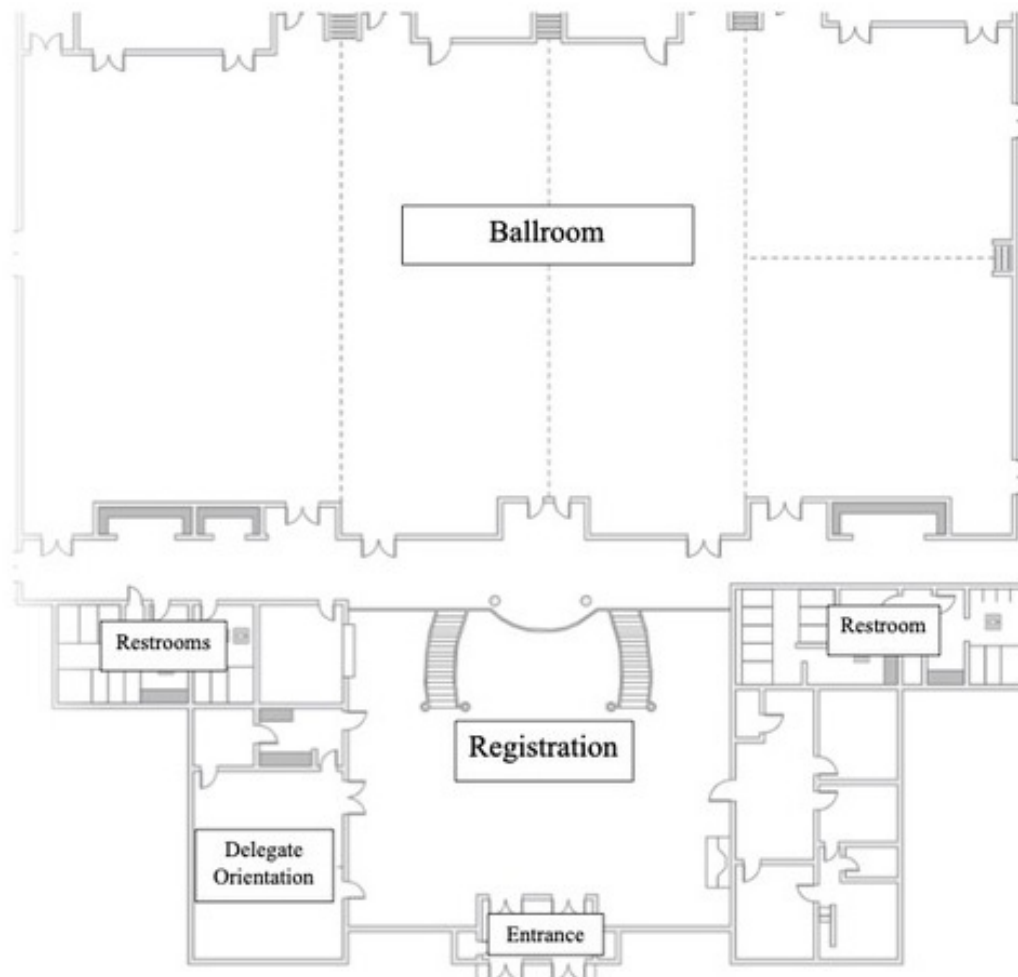
8:15 a.m. New Delegate Orientation

9:00 a.m. Convention Convenes

12:20 p.m. Convention Recesses for Lunch

1:05 p.m. Convention Reconvenes

3:30 p.m. Convention Adjourns



General Information

Convention Eucharist

The Convention Eucharist will take place at 5:30 p.m. on Friday, November 10 at the First Presbyterian Church in Wooster.

Convention Banquet

The Convention Banquet will take place at 7:30 p.m. on Friday, November 10 at the Greystone Event Center in Wooster. [Registration](#) by October 20 is required.

Convention Business

All business will take place on Saturday, November 11 at the Greystone Event Center in Wooster. [Registration](#) by October 20 is required.

Convention Business Check-in

Check-in will open at 7:45 a.m. on Saturday, November 11 and will remain open throughout the business session of Convention. Convention business will begin promptly at 9:00 a.m.

Check-in Process

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

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

Activation of Lay Alternates

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

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

Ballots for the Elections

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

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

Literature Distribution

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

Childcare

Childcare will be provided for infants to age 12. Attendees planning to utilize this service must register by November 3. To register or for more information, please contact the Rev. Anna Sutterisch at asutterisch@dohio.org or 216.774.0460.

How the Convention Organizes for Business

Where to Sit

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

Lay delegates whose parishes are unable to vote because of 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.

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

Special arrangements for seating or other needs may be made for persons with disabilities by contacting Ruth Mercer at rmrcer@dohio.org or 216.774.0453.

Certification of Delegates

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

Delegate certification forms are due in the Office of the Secretary of Convention by Friday, October 27, 2023. [Forms](#) are posted on the Diocesan website.

New Delegate Orientation

An orientation session to acquaint new delegates with the mechanics of Convention will be offered by Mr. William Powel and the Rev. Dr. Brian Wilbert on Saturday, November 11, at 8:15 a.m. in Meeting Room 1, which is located on the left as you enter the main lobby.

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 207th Convention has two legislative responsibilities:

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

Voting

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

At registration on November 11, delegates will receive their name badge and a voting device for the appropriate order (lay or clergy). Once issued, name badges and voting devices will not be replaced.

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

Nominations for Diocesan Positions

Candidates may be nominated in one of three ways:

- By the Convention Nominating Committee
- By persons who mail names of candidates to the Secretary of Convention prior to November 10, 2023
- From the floor of Convention

Changes to the Constitution and Canons

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

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

How the Convention Organizes for Business

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

Convention Agenda

The Convention begins with prayer.

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

The Order of Business and Other Rules

207th Annual Convention of The Episcopal Church in the Diocese of Ohio

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

Rule 1:

The following shall be the order of business:
Saturday, November 11, 2023

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.

Adoption of the Rules of Order:

Resolution extending the privileges of the floor to :

- a) the Canon for Finance,
- b) the Canon for Communications,
- c) non-canonically-resident clergy serving in a parish as Interim, Priest-In-Charge, or Curate,
- d) Lutheran pastors serving in Episcopal Parishes,
- e) President of the Diocesan Episcopal Church Women,

- f) lay members of the Standing Committee,
- g) lay members of the Diocesan Council,
- h) lay members of the Trustees,
- i) lay Deputies and Alternate Deputies to the General Convention,
- j) recipients of the Bishop’s Medal, and
- k) Special Youth Representatives

5. 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))

6. Appointment of Assistant Secretaries and Tellers, and Voting Judges

7. Electronic voting demonstration and trial run
 8. 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 on or before November 10, 2023. Nominations may also be made from the floor.
 - f) The name of the parish and the city of which a nominee is a member shall be placed on the ballot.
 - g) No one who has allowed his or her name to appear as a candidate for any office may withdraw it during balloting.
 - h) Offices to be filled:
 - 1) Trustee of the Diocese (one person for a five-year term)
 - 2) Standing Committee (one clergy and one lay for four-year terms)
 - 3) Diocesan Council (two clergy and two lay for three-year terms)
 - 4) Episcopal Community Services Development Council (one clergy and three lay for three-year terms)
 - 5) Regional Disciplinary Board (one clergy and one lay for three-year terms)
 - 6) Provincial Synod Representative (one clergy and two lay for three-year terms)
 - 7) Alternate Deputies to General Convention (four clergy and four lay for three-year terms)
 9. Casting of the First ballot and announcement of results for offices, subject to the rule that all elections shall be decided by a majority vote
 10. Casting of the Second Ballot and announcement of results, if necessary
 11. Report from the Treasurer of the Diocese of Ohio
 12. Election of Treasurer, to assume duties upon the close of Convention
 13. Election of the Secretary, to assume duties upon the close of Convention
 14. Episcopal Address
 15. Break
 16. Report on the Listening Sessions
 17. Table Discussions
 18. Noonday Prayer
 19. Lunch Break
 20. Presentation and Vote on the Proposed 2024 Diocesan Program and Budget
 21. Report on Bellwether Farm
 22. Report on the College for Congregational Development
 23. Report from the Committee on Constitution and Canons
 24. Report from the Committee on Resolutions
 25. Break
 26. Casting of the Third Ballot and Announcement of results, if necessary
 27. Report from the Trustees of the Diocese of Ohio
 28. Report on FunDay Sunday
 29. Introduction of clergy new to the Diocese, and retiring clergy who are present; Recognition of off-going Commission and Committee leadership
 30. Appointment of members to the Commission on Ministry
 31. Reports (by title unless reading is called for by a majority of Convention)
 32. Disposal of any Unfinished Business
 33. Closing Prayers
 34. Motion for Adjournment
- Rule 2:**
Delegates will prepare for and give their attention to the business of the Convention. Delegates will attend all sessions of the Convention unless excused by the Presiding Officer.

The Order of Business and Other Rules

Rule 3:

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

Rule 4:

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

Rule 5:

Debate will end following:

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

Rule 6:

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

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

Rule 7:

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

Rule 8:

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

Rule 9:

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

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

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

Rule 10:

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

Rule 11:

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

Rule 12:

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

The Order of Business and Other Rules

Rule 13:

Motions shall be handled in accordance with the following:

How made:

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

Types of Motions:

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

a) Adjourn or Recess:

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

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.

The Order of Business and Other Rules

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

Rule 14:

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

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

Report of the Committee on Nominations

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

This year, the Committee further updated the position descriptions, including potential changing meeting times and dates and, a requirement adopted at the 201st Convention that diocesan officeholders must complete anti-racism training. This information was published on the diocesan website and the weekly e-newsletter. The Committee also consulted the Mission Area Councils and Mission Area Deans to help spread the message throughout the Diocese.

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

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

The Committee on Nominations is pleased to present to the 207th Convention of the Diocese of Ohio nominees for the following offices: Diocesan Trustee, Standing Committee, Diocesan Council, the Episcopal Community Services (ECS) Development Council, Alternate Deputies to the 81st General Convention in 2024, Treasurer, and Secretary of Convention.

Faithfully submitted by the Nominating Committee:

Ms. Kristen Busa

Ms. Toni Ponzo

Mr. William A. Powel, III

The Rev. Dave Radzik

Mr. John Shelley

The Rev. Dr. Brian K. Wilbert, Chair

The Rev. Dr. Robin Woodberry,

St. Paul's, Cleveland Heights

Trinity Cathedral

St. Paul's, Cleveland Heights

St. Thomas, Berea

Christ Church, Shaker Heights

St. Paul's, Norwalk

St. Paul's, Canton

Nominations

Diocesan Trustee

One Clergy or Lay for a Five-Year Term

- Joseph Allota
St. Thomas, Berea
- Eric Nilson
St. Paul's, Cleveland Heights
- Ernest Q. Petrey
St. Paul's, Cleveland Heights
- Todd Rosenberg
St. Paul's, Akron

Standing Committee

One Clergy and One Lay for Four-Year Terms

Clergy

- The Rev. John Drymon
Trinity, Findlay
- The Rev. Seth Wymer
Grace, Sandusky

Lay

- Kristen Busa
St. Paul's, Cleveland Heights
- Marc Norman
St. James, Wooster

Nominations

Diocesan Council

Two Clergy and Two Lay for Three-Year Terms

Clergy

- The Rev. Leah Romanelli DeJesus
St. Luke's, Cleveland
- The Rev. David Radzik
St. Thomas, Berea

Lay

- Lael Carter
St. Paul's, Cleveland Heights
- James Freshwater
Grace, Willoughby
- Lee Kauffman
St. Andrew's, Elyria
- Amelinda Norton
St. Peter's, Lakewood
- Pam O'Halloran
St. Paul's, Cleveland Heights
- Antoinette Ponzo
Trinity Cathedral, Cleveland
- Luke Taylor
Trinity Cathedral, Cleveland

Episcopal Community Services (ECS)

Development Council

One Clergy and Three Lay for Three-Year Terms

Clergy

- The Rev. Dan Hinde
Diocese of Ohio
- The Rev. Maureen Major
St. James, Boardman

Lay

- Charlene Hettinger
Epiphany, Euclid
- Carol Loveless
Grace, Mansfield
- Liz Schaefer
Redeemer, Lorain

Regional Disciplinary Board

One Clergy and One Lay for Three-Year Terms

Clergy

- The Rev. Rachel Kessler
Harcourt Parish, Gambier

Lay

- Clare Long
St. Barnabas, Bay Village

Provincial Synod Representative

One Clergy and Two Lay for Three-Year Terms

Clergy

- The Rev. Jon Coventry
*Trinity, Alliance and
St. Stephen's, East Liverpool*

Lay

- Lee Kauffman
St. Andrew's, Elyria
- Lysa Kenney
St. Barnabas, Bay Village
- Deborah Likins-Fowler
Trinity Cathedral, Cleveland
- Danielle Shaffer
St. Timothy's, Massillon

Alternate Deputy to 81st General Convention

Four Clergy and Four Lay for Three-Year Terms

Clergy

- The Rev. Jeff Baker
Grace, Willoughby
- The Rev. Leah Romanelli DeJesus
St. Luke's, Cleveland
- The Rev. June Hardy Dorsey
St. Andrew's, Elyria
- The Very Rev. BJ Owens
Trinity Cathedral, Cleveland

Lay

- Demetrius Carrothers
St. Paul's, Canton
- Ruth Mercer
Christ Church, Shaker Heights
- Dale Murphy
Trinity Cathedral, Cleveland
- Richard Pryor
Christ Church, Kent

Treasurer

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

Secretary of Convention

- Darcel Arrington
- *St. Andrew's, Cleveland*

Continuing Members of Elected Diocesan Positions

Diocesan Trustee

- Robert Brown
St. Paul's, Cleveland Heights
- Tom Hill
St. James, Painesville
- The Rev. Nancy Kin
Retired
- Tina Monreal
Christ Church, Hudson

Diocesan Council

- The Rev. Jeff Baker
Grace, Willoughby
- The Rev. Brian Bechtel
St. John's, Cuyahoga Falls
- Anne Coen
St. Mark's, Canton
- Nancy Geiger
Epiphany, Euclid
- The Rev. Sally Goodall
Christ Church, Shaker Heights
- Lance Grahn
St. John's, Youngstown
- The Rev. Rachel Harrison
St. James, Painesville
- Rebecca Montague
Grace, Sandusky
- The Rev. Peter Neilsen
St. Peter's, Ashtabula
- Karen Rockwell
St. Timothy's, Macedonia
- Jeff Tennant
St. Peter's, Lakewood
- Steven Simpkins
Old Trinity, Tiffin
- The Rev. Matthew Wahlgren
St. Paul's, Fremont

Standing Committee

- The Rev. Debra Bennett
Our Savior, Akron
- The Rev. June Hardy Dorsey
St. Andrew's, Elyria
- The Rev. Alex Martin
St. Barnabas, Bay Village
- Halley Marsh
St. Barnabas, Bay Village
- Dave McCallops
Christ Church, Hudson
- Dianne Audrick Smith
St. Andrew's, Cleveland

Episcopal Community Services (ECS)

Development Council

- The Rev. Bryan Gillooly
St. Luke's, Cleveland
- Tucker Handley
St. Peter's, Lakewood
- Lois Jackson
St. Andrew's, Cleveland
- Lindsey Graves
Christ Church, Oberlin
- Mary Shepherd
St. Paul's, Akron
- Aretha McCreary
Trinity Cathedral, Cleveland
- Alison Ricker
Christ Church, Oberlin
- The Rev. Dr. Brian Wilbert
St. Paul's, Norwalk
- The Rev. Robin Woodberry
St. Paul's, Canton

Diocesan Trustees

Overview:

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

Joint Investment Fund (JIF)*

Working with an investment advisor, the Diocesan Trustees:

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

Real Property of the Diocese

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

*JIF includes

(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 \$59 million.

Expectations:

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

materials sent to them beforehand or provided at meetings.

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

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

Requirements:

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

Gifts, Experiences, and Skills:

The Diocese will benefit from having Trustees who:

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

Recent Accomplishments:

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

Candidates for Diocesan Trustees

One Clergy or Lay for a Five-Year Term

Joseph Allota - St. Thomas, Berea



My professional career is dedicated to being an advocate for the women and men who comprise labor organizations. As part of that work, I served as legal counsel to numerous retirement plans that provide those workers the financial means to enjoy their lives when they are no longer physically capable of laboring in factories and on construction sites. My resume (listed on the [diocesan website](#)) contains a detailed list of the legal work I performed that encompasses all the duties of a Diocesan Trustee. Personally, I served as a vestry member and later as president of the St. Matthew's (Toledo, OH) Foundation and vestry member and later as vice-president of the St. Chad's (Albuquerque, NM) Foundation. I used my personal funds to create a foundation that supports social causes and funds for the less privileged. I wish to serve the Diocesan Fund to help it grow financially, and to support individuals and organizations who are performing God's work.

Eric Nilson - St. Pauls, Cleveland Heights

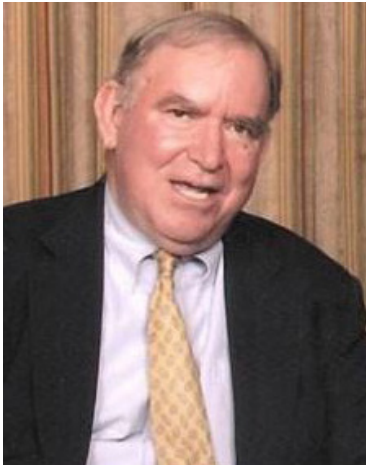


I have served as an advisor to the Trustees for six years, and now that I'm retired I'd like to have a greater role. I have worked as an asset and portfolio manager for a large national bank, and have extensive experience in working with portfolios such as the Joint Investment Fund overseen by the Trustees. I have also been the Chair of the Trinity Cathedral Investment Committee for many years while I was still working. I would be honored to serve as a Trustee and help oversee the long-term success of the Joint Investment Fund.

Candidates for Diocesan Trustees

One Clergy or Lay for a Five-Year Term

Ernest Q. Petry - St. Paul's, Cleveland Heights



I am the President and CEO of Ardleigh Minerals, Inc, a national leader in the sustainability and circular economy area regarding the repurposing of industrial byproducts with zero landfill and zero incineration technologies. I have served on the vestry and been treasurer of my local parish; served on Diocesan Council, elected and advisory bodies on the diocesan level; mentored the establishment of the development function as a member of the Audit Committee of The Episcopal Church, and was a board member of the Episcopal Church Foundation at the national level, among other activities. I believe in strong conservative risk adverse investment and spending policies on all levels and would work to implement these policies.

Todd Rosenberg - St. Paul's, Akron



I'm excited at the opportunity to use my gifts and experience to serve as a diocesan trustee. I am currently Director of the Endowment Foundation of St. Paul's, Akron. Having served in this capacity since 2013, I have experience with investment policies, asset allocation, distribution/spending policies, and planned giving. The Endowment is currently valued at about \$13 million. Other relevant experience includes: Board member for the Akron Symphony Orchestra Endowment; Chair of the Development Committee for the Akron Symphony Orchestra Board; Chair of the Episcopal Community Services Development Council; Commission on Ministry member. Professional associations include: Consortium of Endowed Episcopal Parishes and Northern Ohio Gift Planning Council. As a member of St. Paul's, Akron since 1993 I have served on the vestry, stewardship

committee, choir, and in various other capacities. In 2013 I retired from FedEx Custom Critical as Risk Manager after 36 years of service. Responsibilities there included risk analysis and litigation management. I believe my gifts of prudence, attention to detail, and trustworthiness would make me a good fit for the role of diocesan trustee. If elected, I'd be honored to serve and support the diocese in this way.

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 9:30 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 Zoom or conference call.

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

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

Requirements:

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:

The Standing Committee completed its canonical responsibility in overseeing the search process for and the consecration on April 29, 2023 of the Rt. Rev. Anne B. Jolly, the 12th Bishop of the Diocese of Ohio.

In addition, it works closely with the Commission on Ministry to continue improving the care of those in the ordination process; consented to various episcopal elections throughout The Episcopal Church; and consented to parish requests to alienate church property.

Candidates for Standing Committee

One Clergy for a Four-Year Term

CLERGY

The Rev. John Drymon - Trinity, Findlay



Fr. Drymon has been rector of Trinity, Findlay since 2016. He previously served as member of Diocesan Council and its Executive Committee, and he currently serves on the Board of Examining Chaplains and the Committee on Constitution and Canons. Before coming to the Diocese of Ohio, he served on the Board of Examining Chaplains, the Committee on Constitution and Canons, and the Executive Committee of the Diocese of Arkansas. He has been a priest for 14 years. He has a particular passion for the vitality of small and rural parishes, supporting the expansion of the diaconate, theological education for all the faithful, supporting young vocations, and robust, supportive curacies.

The Rev. Seth Wymer - Grace, Sandusky



In my secular past I worked as a Compliance Officer for a national bank and am well versed in the lending laws surrounding purchasing and divesting of real estate. In the Diocese of Southern Ohio, I aided the Finance Office with the closing of parishes and subsequent sale and the building and property. In matters pertaining to church governance and polity, I have always appreciated the voices of many as opposed to the "one"; and enjoy discussions that lead to consensus and ultimate action on behalf of the group at large. I believe that I could use these gifts in service of the Diocese and the bishop.

Candidates for Standing Committee

One Lay for a Four-Year Term

LAY

Kristen Busa - St. Paul's, Cleveland Heights



In the last 10 years, I've been able to serve the diocese as a Deputy for the General Convention and as a member of both the Commission on Ministry and the Bishop Search Committee. My experience and my work ethic prepare me well for Standing Committee, but mostly, my deep love for this diocese and excitement that I have for our future together stir up in me an eagerness about the possibility of serving as a lay person on the Standing Committee.

Marc Norman - St. James, Wooster



I have been wanting to find ways to be able to “give back” to my communities that I live, worship and work in and to share talents that I have learned in my business career. I have spent more than 40 years working with individuals and groups in finding ways and developing solutions to business situations. I understand the importance of listening and gathering information from all sides and then planning to move forward. I enjoy interactions with others and developing relationships. I was confirmed into The Episcopal Church in 2015 and at that time was a member of Trinity Cathedral. I was on Cathedral Council for two years. I moved back to the Wooster area and became a member of St. James Episcopal Church and have been involved in different committees and I am currently on the vestry. My husband and I reside in Wooster and have six adult children and six amazing grandchildren.

Diocesan Council

Overview:

The Diocesan Council:

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

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

The Council continues to oversee the development of the Diocese's operating fund budget and recommends the budget to Diocesan Convention for approval. The Council continues to provide guidance and oversight for the Diocese between conventions. Members of Council serve as liaisons to parishes and mission areas of the Diocese. Council members 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.

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

Requirements:

Diocesan Council members serve three-year terms, meeting approximately eight times a year. Some are elected by Convention and others are elected by Mission Area Councils. Lay Council members must be confirmed adult communicants of The Episcopal Church in good standing. Clerical Council members must be canonically resident in the Diocese of Ohio. An organizing meeting will be held in December (Friday-Saturday). For 2023-24, Diocesan Council will meet in person quarterly on Saturdays (three hours each), the location and time for which will be determined at the December organizing meeting. A one-hour Zoom meeting will be scheduled on the third Thursdays of the intervening months, as necessary.

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

Expectations:

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

Recent Accomplishments:

- In 2022-2023, Council completed development of a Civil Discourse Curriculum as a first step in developing a context for parishes to hold difficult conversations about race.
- Council approved a change to annual parish audit requirements to allow parishes to submit "agreed upon procedures" audits in lieu of costly "full" audits.

Candidates for Diocesan Council - Clergy

Two Clergy for Three-Year Terms

The Rev. Leah Romanelli DeJesus - St. Luke's, Cleveland



Serving on Diocesan Council is important to me because I want to give back to the diocese that raised and formed me as a priest. For the past year I've served an unexpired one-year term on Diocesan Council. This allowed me the opportunity to learn how Council works and contribute meaningfully. I would like to continue to do so for a full term. A cradle Episcopalian, I've worked with the church for the last 13 years in a variety of capacities from treasurer and stewardship coordinator to director of youth ministries and priest-in-charge of St. Luke's, Cleveland. I was ordained to the priesthood at St. Luke's in December 2022 after graduating from Bexley Seabury that same year. If elected, I will use not only my skills, but also my enthusiasm for learning and prayers for our common mission in the service of the Diocese of Ohio and the good news of Jesus Christ.

The Rev. David Radzik - St. Thomas, Berea



I am hoping to continue on in my role as a member of Diocesan Council for a second term and would look forward to helping our diocese meet the challenges of ministry in the post-pandemic church. I bring with me strong leadership skills, including consensus building, visioning, and flexibility. I have served as rector of St. Thomas, Berea for seven years and am passionate about formation, youth/adult education, and building contextualized ministries that extend Christ's love to all.

Candidates for Diocesan Council - Lay

Two Lay for Three-Year Terms

Lael Carter - St. Paul's, Cleveland Heights



If invited to serve on Diocesan Council I would like to help implement projects and programs that strengthen our parishes while also strengthening us as a diocese. Bellwether Farm is a wonderful example of Diocesan programming that builds camaraderie, unity, and strength among parishes. I was a professional fundraiser for more than 25 years, serving higher education and health care institutions. Hopefully that experience could be of value to Diocesan Council and the Diocese. Shared programs in planned giving, in worship among parishes, and special events are only a few ways I see the Diocesan Council being of service to Bishop Jolly and her diocesan staff.

James Freshwater - Grace, Willoughby



Through the church, I have been gifted with the friendliness and help of everyone I meet. I have learned to speak how I really feel. Finally, I have had many great experiences with both summer camp and youth event opportunities.

Lee Kauffman - St. Andrew's, Elyria



My name is Lee Kauffman and I am a member of St. Andrew's, Elyria. I have served on various committees and at St. Andrew's I have been a member of vestry. I am also currently the chairman of the North Central Mission Area. I believe I can bring some experience that I've had in past years of being on Diocesan Council as a Mission Area representative. Thank you for your consideration.

Candidates for Diocesan Council - Lay

Two Lay for Three-Year Terms

Amelinda Norton - St. Peter's, Lakewood



I am a Hugh O'Brian Youth Leadership Foundation (HOBY) graduate, and hope to volunteer as a counselor this up coming summer. HOBY is a youth leadership seminar that encourages kids to follow their dreams and beliefs. I've had to tackle many obstacles and looking back, I'm glad to have had God by my side. I hope to share these experiences and use my skills to share the word of Christ!

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



My service on the Standing Committee the past four years has provided me meaningful opportunities to get to know many lay and clergy members from around our diocese and to more fully appreciate the strengths and passions our parish communities share and the challenges we face. In my role as Director of Operations at St. Paul's, Cleveland Heights, I focus every day on the important work of the church alongside concerns regarding aging facilities, budget constraints, and overworked staff. As a church staff member, an active parishioner, and a former senior warden, I have had the privilege of serving in various leadership, planning, and decision-making capacities, and participating in creative conversations about the future of the church. Additionally, at St. Paul's I oversee the finance office and work closely with the Finance, Budget, Investment, and Stewardship Committees. My hope is that my experience would be an asset to Diocesan Council and committee work such as the Finance Committee.

Candidates for Diocesan Council - Lay

Two Lay for Three-Year Terms

Antoinette "Toni" Ponzo - Trinity Cathedral, Cleveland



I have been a member of The Episcopal Church for about 20 years. I am currently a member of the vestry of my parish (Trinity Cathedral), am on the nominating committee for the parish, and served on the Bishop Search Committee which presented the slate of candidates that included Bishop Jolly. I am a member of the Order of the Daughters of the King and was an Education for Ministry (EfM) mentor for over 10 years, until the pandemic. I am currently a facilitator for the anti-racism training, *Seeing the Face of God in Each Other*, and for the *Sacred Ground* program. I have participated regularly in worship services in various roles including lector and Eucharistic Minister. I am looking for ways to become more active in the church beyond the parish level.

Luke Taylor - Trinity Cathedral, Cleveland



My professional life has prepared me with skills in organizational leadership and strategic planning. In all my roles, I have been effective at gaining the trust of colleagues and superiors, creating environments of transparency where folks trust working together, and driving change that everyone participates in. These roles have placed me in lead advisory and facilitator positions, bringing together many of disparate perspective and diverse skills to identify common goals and a shared path forward. My experiences also include extensive leadership in financial stewardship and collective decision making, both when resources were scarce, and at times when increases in funding required collective discernment about organizational priorities in keeping with executive leader strategies and objectives.

Episcopal Community Services (ECS) Development Council

Overview:

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

Expectations:

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

ECS Development Council members meet four times each year in full committee at Trinity Commons or by Zoom. Members are assigned to sub-committees called review committees. In November, each review committee meets separately to review grant applications in detail and to develop recommendations for review in full committee. In addition, each review committee helps development council members facilitate virtual site visits. Each member is expected to promote awareness of the work of ECS among our parishes and community. Council members advocate for and make a financial contribution to the Bishop's Annual Appeal as they are able.

Gifts, Experiences, and Skills:

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

Requirements:

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

Recent Accomplishments:

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

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

One Clergy for a Three-Year Term

The Rev. Dan Hinde - Diocese of Ohio



Having served on ECS several years ago, I have found that the work being done on this council has substance and brings about our calling to service to all in the world around us. As a deacon in the diocese, I feel that this council truly assists our parishes in bringing the message of loving our neighbors to all who are in need.

The Rev. Maureen Major - St. James, Boardman



As a current clergy-in-charge at a small parish and a former Director of Religious Education and mental health case manager, I have seen first-hand how people can grow spiritually from education, advocacy, resources, and collaboration with others. I feel called to serve in this capacity for the Diocese of Ohio and share what I have learned and witnessed, as well as work with my peers to continue this ministry and help all of God's people flourish. Let's do this!

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

Three Lay for Three-Year Terms

Charlene Hettinger - Epiphany, Euclid



I was a member of Episcopal Community Services Development Council several years ago and thoroughly enjoyed my time on it. I was impressed by all the programs and services our parishes were and still are providing. I could see that God was working thru them. I hope that you will give me the opportunity to serve the Diocese again.

Carol Loveless - Grace, Mansfield



The Episcopal Church has always been the foundation of my faith, and I have attended Grace, Mansfield since 1975. I have served multiple terms on the vestry, and regularly attend Diocesan Conventions as a voting delegate. In 2016-2017, I was a Bicentennial Missioner for the South Central Mission Area. Most recently, I served on the Transition Committee/Hospitality Sub-committee for the 12th Bishop of Ohio. I am now retired from a career with Ohio District 5 Area Agency on Aging, overseeing nine counties as a network of resources for our communities. My position as Provider Relations/Communications Coordinator gave me experience developing contracts with all funding sources for providers of services, in addition to reviewing and ensuring compliance for all Requests for Proposals. I maintained a network of valid communication with each of our providers as new grant programs were implemented. Organized and creative, I would be honored to utilize my skills in the Diocese.

Liz Schaefer - Redeemer, Lorain



For the entirety of her adult career Liz has worked in the fields of social work or Christian missional programming. She helps to run a hygiene product pantry at her home parish of Church of the Redeemer, Lorain while also staying involved with numerous other civic groups. She does a great job communicating with diverse groups while also managing the logistics of varied tasks. She is relatively new to The Episcopal Church and decided to join because of the church's commitment to missional ministry.

Regional Disciplinary Board

Overview:

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

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

Requirements:

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

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

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

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

Expectations:

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

Gifts, Experiences, and Skills:

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

Regional Disciplinary Board - Clergy

One Clergy for a Three-Year Term

The Rev. Rachel Kessler - Harcourt Parish, Gambier



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

Regional Disciplinary Board - Lay

One Lay for a Three-Year Term

Clare Long - St. Barnabas, Bay Village



I was elected to an initial term as a lay representative to the (then new) Regional Disciplinary Board. In 2022, I served for several weeks as the President of a Conference Panel for a Regional Disciplinary Board matter involving clergy in another diocese. The matter was successfully resolved and provided me with a good understanding of the Title IV process, which requires one to be fair and objective in listening to all of those impacted, to review the Canons, and determine a path for healing. I feel my experience as a practicing attorney and trained mediator was helpful in resolving the proceeding. I would welcome the opportunity to continue in service to the Diocese and the Regional Disciplinary Board.

Provincial Synod Representative

Overview:

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

One of nine geographical provinces of The Episcopal Church, Province V (the Province of the Great Lakes) covers most of six states (Illinois, Indiana, Michigan, Missouri (eastern), Ohio, and Wisconsin). Province V comprises over 125,000 lay persons and clergy and 721 congregations. At Synod, delegates will learn about the current and possible future collaborative ministries that support the mission and priorities of the participating dioceses.

Expectations:

Clergy and lay members elected to this position serve at the 2024 Province Synod on Friday, April 26, 2024 in South Bend, Indiana. The Province V Big Provincial Gathering will be held there on Saturday, April 27, 2024. More information on both events is available at provincev.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 assuming office.

Gifts, Experience and Skills:

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

Provincial Synod Representative - Clergy

One Clergy for a Three-Year Term

The Rev. Jon Conventry - Trinity, Alliance and St. Stephen's, East Liverpool



I have spent many years working with a variety of populations in the secular and church worlds, including social agencies, schools, recovery, and hospice. As a professional clinical counselor with strong analytical skills, I have advocated for groups and individuals who have been on the margin of our society and who struggle for acceptance and recognition. In the parishes in Alliance and East Liverpool, we are working to take the Gospel and the message of the church to the local communities to assist the congregations and the citizens in experiencing that the church is more than buildings where people gather once a week. I have attended and participated in the past two Big Provincial Gatherings and have found them to be very beneficial as a member of The Episcopal Church as well as a clergy person and I look forward to being involved in the upcoming event again.

Provincial Synod Representative - Lay

Two Lay for Three-Year Terms

Lee Kauffman - St. Andrew's, Elyria



At the last Synod I was one the Diocese of Ohio's representatives. I have learned a lot being able to go to this meeting and I would like to be able to go back, share what I've learned, and be a part of this again. My experiences have been at vestry St. Andrew's and as the chairman of our North Central Mission Area (my term expires October 21, 2023). I bring new ideas to this position and hopefully I will be able to see us through to the next Synod. Thank you.

Provincial Synod Representative - Lay

Two Lay for Three-Year Terms

Lysa Kenney, St. Barnabas, Bay Village



As a "Cradle-Episcopalian" who has lived through two hymnals, I have spent my formative and adult years working in youth ministry and lay ministry as well as having served on the Finance Committee, Diocesan Council, and Executive Committee. I am thrilled to see the progress we are making as a Diocese, and would like to be able to share our good works with our Province.

Deborah Likins-Fowler, Trinity Cathedral, Cleveland



I've applied to be the Diocese of Ohio's Provincial Synod Representative in the spring of 2024, because I'm very interested in what happens in The Episcopal Church outside of my home parish, Trinity Cathedral. I help with a mobile pantry twice a month at St. Luke's in Cleveland, I regularly participate in Province V's Dismantling Racism Network, I attended a multi-day Province V "Becoming Beloved Community" conference last fall, and just recently, I spent three days in Baltimore at "It's All About Love: A Festival for the Jesus Movement." Because I have extensive work experience as a data analyst, and because I keep finding myself in places 'away' from the Cathedral, I think this position is a good fit for my gifts, experiences, and skills. I'm very willing to listen to others, and I truly believe that we learn from each other, not just at the parish level, but at the Diocesan, Provincial, Synod, and National Church levels as well.

Danielle Shaffer, St. Timothy's, Massillon



I am a member of St. Timothy's Church in Massillon, where I serve as an acolyte, verger, and outreach committee chair. I work as an engineer in the federal government, using analytical skills to consolidate data, apply laws, and find compromise with people. In our diocese, I have attended multiple Conventions and Convocations, serving two years as a parish representative. I am in my fourth year of Education for Ministry (EfM) and plan to expand into being an EfM mentor. In 2022, I took the learning opportunity to attend the Province V Synod and Big Provincial Gathering as an observer. The short experience there strengthened my belief that the future of The Episcopal Church lies in collaboration across parish, mission area, diocesan, and provincial boundaries. As a young adult, my eyes are always looking forward, and I hope to take that spirit of growth to the 2024 Province V Synod.

General Convention Alternate Deputy

Overview:

General Convention Alternate Deputies are elected in the year prior to each General Convention. Clergy and lay members elected to this position serve as Alternate Deputies at the 81st General Convention in July 2024, and any Special General Convention between their election and the election of their successors.

At General Convention, the Deputies consider amendments to the church's Constitution and Canons, resolutions on ecclesiastical matters and social issues, adopt a budget for the ministry of The Episcopal Church, and hold elections to various offices in the wider church, including a new Presiding Bishop of The Episcopal Church.

Four (4) lay and four (4) clergy Alternate Deputies will be elected for three-year terms. The Deputies elected in 2022 and the first Alternate Deputy (Lay and Clergy) elected this year will attend General Convention, the expenses of which will be paid by the Diocese of Ohio. Other Alternates will attend should it be required by the absence of a Deputy.

Expectations:

The 81st General Convention will take place from June 22-28, 2024 in Louisville, Kentucky. Alternate Deputies will need to be available to attend during those dates. Alternate Deputies are also expected to attend deputation meetings held in preparation for General Convention.

Requirements:

In compliance with the 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. In addition by action taken by the 80th General Convention last year, the Rules of the House of Deputies now require that all deputations report by February, 2024 on the status of anti-racism received. All Deputies and Alternates will receive anti-racism training by February, 2024.

Gifts, Experiences, and Skills:

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

Candidates for General Convention Alternate Deputy - Clergy

Four Clergy for Three-Year Terms

The Rev. Jeff Baker - Grace, Willoughby



I have been a member of this diocese for close to 50 years and ordained for 16 years. This wonderful diocese has given me so much and I feel called to offer myself to its service by standing for election as a General Convention Alternate Deputy. I have served as a priest in both small and medium sized parishes and have served as an Alternate Deputy in the past. I serve on Diocesan Council, as an interim rector, and various other committees. I am an eager listener and critical thinker. I also love being part of the wider church which reminds me of how blessed we are as Episcopalians! If elected, I pledge to use my skills and experience to the betterment of The Episcopal Church.

The Rev. Leah Romanelli DeJesus - St. Luke's, Cleveland



Participating in the polity of our church is both a privilege and a responsibility. I would be honored to participate as an Alternate Deputy for the Diocese of Ohio at the 2024 General Convention. I would use my analytical skills to listen carefully and ask questions, especially the ones no one wants to ask. I was raised in a small, rural parish where I served as treasurer, then discerned a call to the priesthood in a large, suburban congregation where I was the Director of Youth Ministries. I am now the newly-ordained priest-in-charge of St. Luke's, Cleveland, which is urban and small in number, but huge in force of Spirit. This challenges me daily to align with people who are marginalized and get out of my comfort zone. Furthermore, I spent 2023 serving an unexpired term on Diocesan Council. These varied experiences give me a well-rounded understanding of a number of positions in The

Episcopal Church that I would use in service of our diocese and our common life of faith.

Candidates for General Convention Alternate Deputy - Clergy

Four Clergy for Three-Year Terms

The Rev. June Hardy Dorsey - St. Andrew's, Elyria



Ten years as a priest in this Diocese has given me a deep appreciation for the gifts and generous perspectives among us and the way God is working in and through the Diocese of Ohio. Serving on the Commission on Ministry, as Dean of the North Central Mission Area and, most recently, on Standing Committee, has broadened my sense of what the Diocese of Ohio has to offer to and what we can learn from the wider church as we seek to be God's light and love in the world. If I am elected to serve as an Alternate Deputy at General Convention, I believe that I can draw on these experiences and serve faithfully.

The Very Rev. BJ Owens - Trinity Cathedral, Cleveland



I'd like to serve as a General Convention Alternate Deputy, with hopes that I can help guide a positive and hopeful conversation about how to be a dynamic church in times that, while uncertain, can be very exciting. I believe that we grow and thrive by cultivating the core qualities of pastoral leadership, practices that blend timeless wisdom with a spirit of innovation and creativity. The post-pandemic world is filled with challenges but also new opportunities, and I hope to see The Episcopal Church grow in faithfulness and vitality. Many long-held assumptions no longer work but change and loss can teach us where God is calling us next. We must speak to the needs of the moment while we also focus on eternal things: Preach the gospel, care for souls, be the Body of Christ. The church is needed now more than ever!

Candidates for General Convention Alternate Deputy - Lay

Four Lay for Three-Year Terms

Demetrius Carrothers - St. Paul's, Canton



I am the husband to a wonderful wife, Cynthia, of 24 years and we have two adult children, Noah and Alex. I am the Chief Probation Officer for Harrison County Juvenile Court. I spent 18 years working in children services prior to my current position. My years in social service work have taught me how to communicate frankly without being demeaning. I have also had to problem solve and cobble effective solutions for children and families with minimal services being offered in the area. I am currently junior warden for St. Paul's, Canton and this is my second year on vestry. I am new to the Episcopal faith, having joined in 2021. I was drawn to join The Episcopal Church due to the inclusivity and love that the Episcopal faith espouses.

Ruth Mercer - Christ Church, Shaker Heights



Ruth has been actively involved at both the parish and Diocesan level since 1988. She has been a delegate to Diocesan Convention numerous times, has served on vestry and as both junior and senior warden, and is active as a lay person in several roles in her parish. She is currently a member of the Bishop's Staff as the Missioner for Human Resources.

Candidates for General Convention Alternate Deputy - Lay

Four Lay for Three-Year Terms

Dale Murphy - Trinity Cathedral, Cleveland



As a member of the Cathedral since 2010, I have served in all three levels of the church. At the Cathedral, my leadership roles include serving on the vestry and chairing the former Cathedral Council that oversaw the ministries of the Cathedral. I currently serve on the Cathedral Ministry Vestry Committee as part of the restructuring of ministries. As a direct participant in Cathedral ministries, I was team leader for the food ministry at nearby Marion-Sterling school for five years. At the diocesan level, I have volunteered multiple times for Convention and Convocation, working with others from around the diocese. At the national level, I have served as a member of the General Convention Secretariat in the House of Bishops at two consecutive conventions, Salt Lake City and Austin. I look forward to combining my experience and knowledge to serve the church as your Lay Deputy Alternate.

Richard Pryor III - Christ Church, Kent



As a leader in the General Convention Under 40 Caucus and a three-time representative of this Diocese at General Convention, I know that there is more life in The Episcopal Church than what the statistics say. If elected, I would continue my work from the last General Convention in spurring the church to act on the major challenges the world faces today - combatting anti-semitism and hate, halting the degradation of our environment, and supporting the movement for racial equity. I will do this by bringing my perspectives as someone who was brought to the faith by the youth programs of this Diocese, who got to know it better on the Transition Committee last year, and who is now engaged in academic study of History and Theology at Princeton.

Elections Tally Sheet

$\frac{\text{Votes Cast}}{\text{Votes Required to Elect}}$	<table style="width: 100%; height: 30px;"> <tr> <td style="width: 33%; border-right: 1px solid black;"></td> <td style="width: 33%; border-right: 1px solid black;"></td> <td style="width: 33%;"></td> </tr> </table>			

Diocesan Trustee

One Clergy or Lay for a Five-Year Term;

	Ballot 1	Ballot 2	Ballot 3
Joseph Allota - St. Thomas, Berea			
Eric Nilson - St. Paul's, Cleveland Heights			
Ernest Q. Petrey - St. Paul's, Cleveland Heights			
Todd Rosenberg - St. Paul's, Akron			

$\frac{\text{Votes Cast}}{\text{Votes Required to Elect}}$	<table style="width: 100%; height: 30px;"> <tr> <td style="width: 33%; border-right: 1px solid black;"></td> <td style="width: 33%; border-right: 1px solid black;"></td> <td style="width: 33%;"></td> </tr> </table>			

Standing Committee - Clergy

One Clergy for a Four-Year Term

	Ballot 1	Ballot 2	Ballot 3
The Rev. John Drymon - Trinity, Findlay			
The Rev. Seth Wymer - Grace, Sandusky			

$\frac{\text{Votes Cast}}{\text{Votes Required to Elect}}$	<table style="width: 100%; height: 30px;"> <tr> <td style="width: 33%; border-right: 1px solid black;"></td> <td style="width: 33%; border-right: 1px solid black;"></td> <td style="width: 33%;"></td> </tr> </table>			

Standing Committee - Lay

One Lay for a Four-Year Term

	Ballot 1	Ballot 2	Ballot 3
Kristen Busa - St. Paul's, Cleveland Heights			
Marc Norman - St. James, Wooster			

$\frac{\text{Votes Cast}}{\text{Votes Required to Elect}}$	<table style="width: 100%; height: 30px;"> <tr> <td style="width: 33%; border-right: 1px solid black;"></td> <td style="width: 33%; border-right: 1px solid black;"></td> <td style="width: 33%;"></td> </tr> </table>			

Diocesan Council - Clergy

Two Clergy for Three-Year Terms

	Ballot 1	Ballot 2	Ballot 3
The Rev. Leah Romanelli DeJesus - St. Luke's, Cleveland			
The Rev. David Radzik - St. Thomas, Berea			

Elections Tally Sheet

Diocesan Council - Lay

Two Lay for Three-Year Terms

Votes Cast	/	/
Votes Required to Elect	/	/

	Ballot 1	Ballot 2	Ballot 3
Lael Carter - St. Paul's, Cleveland Heights			
James Freshwater - Grace, Willoughby			
Lee Kauffman - St. Andrew's, Elyria			
Amelinda Norton - St. Peter's, Lakewood			
Pam O'Halloran - St. Paul's, Cleveland Heights			
Antoinette "Toni" Ponzo - Trinity Cathedral, Cleveland			
Luke Taylor - Trinity Cathedral, Cleveland			

**Episcopal Community Services
Development Council - Clergy**

One Clergy for a Three-Year Term

Votes Cast	/	/
Votes Required to Elect	/	/

	Ballot 1	Ballot 2	Ballot 3
The Rev. Dan Hinde - Diocese of Ohio			
The Rev. Maureen Majors - St. James, Boardman			

**Episcopal Community Services
Development Council - Lay**

Three Lay for Three-Year Terms

Votes Cast	/	/
Votes Required to Elect	/	/

	Ballot 1	Ballot 2	Ballot 3
Charlene Hettinger - Epiphany, Euclid			
Carol Loveless - Grace, Mansfield			
Liz Schaefer - Redeemer, Lorain			

Regional Disciplinary Board - Clergy

One Clergy for a Three-Year Term

Votes Cast	/	/
Votes Required to Elect	/	/

	Ballot 1	Ballot 2	Ballot 3
The Rev. Rachel Kessler - Harcourt Parish, Gambier			

Regional Disciplinary Board - Lay

One Clergy for a Three-Year Term

Votes Cast	/	/
Votes Required to Elect	/	/

	Ballot 1	Ballot 2	Ballot 3
Clare Long - St. Barnabas, Bay Village			

Elections Tally Sheet

$\frac{\text{Votes Cast}}{\text{Votes Required to Elect}}$

/	/	/
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Provincial Synod Representative - Clergy

One Clergy for a Three-Year Term

	Ballot 1	Ballot 2	Ballot 3
The Rev. Jon Coventry - Trinity, Alliance & St. Stephen's East Liverpool			

$\frac{\text{Votes Cast}}{\text{Votes Required to Elect}}$

/	/	/
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Provincial Synod Representative - Lay

Two Lay for Three-Year Terms

	Ballot 1	Ballot 2	Ballot 3
Lee Kauffman - St. Andrew's, Elyria			
Lysa Kenney - St. Barnabas, Bay Village			
Deborah Likins-Fowler - Trinity Cathedral, Cleveland			
Danielle Shaffer - St. Timothy's, Massillon			

$\frac{\text{Votes Cast}}{\text{Votes Required to Elect}}$

/	/	/
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General Convention

Alternate Deputy - Clergy

Four Clergy for Three-Year Terms

	Ballot 1	Ballot 2	Ballot 3
The Rev. Jeff Baker - Grace, Willoughby			
The Rev. Leah Romanelli DeJesus - St. Luke's, Cleveland			
The Rev. June Hardy Dorsey - St. Andrew's, Elyria			
The Very Rev. BJ Owens - Trinity Cathedral, Cleveland			

$\frac{\text{Votes Cast}}{\text{Votes Required to Elect}}$

/	/	/
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General Convention

Alternate Deputy - Lay

Four Lay for Three-Year Terms

	Ballot 1	Ballot 2	Ballot 3
Demetrius Carrothers - St. Paul's, Canton			
Ruth Mercer - Christ Church, Shaker Heights			
Dale Murphy - Trinity Cathedral, Cleveland			
Richard Pryor III - Christ Church, Kent			

Overview of the 2024 Diocesan Program and Budget

The overall 2024 budget increases by \$171,800 (4.7%). Highlights of the changes in revenue, expenses, and transfers are described below.

Revenues

Support from Congregations - Assessment revenue for 2024 increases by \$226,126 (10.3%). Assessment revenue is based on 2023 estimates from parishes after adjustment for identified issues and discounts for conservative estimates.

Endowment, Investment Income, and Fees for Administrative Services increases by \$29,675 (3%). The Joint Investment Fund (JIF) income for 2024 is based on the 12-quarter average unit value on March 31st. The spending rule for JIF is 4.5%. The revenue from the Bishop's Office endowment fund uses a 4% spending rule applied to a 3-year annual valuation. The Fees Received for Administrative Services section of the budget is calculated as 22 basis points.

Expenses

The 2024 budget increases \$25,220 (0.7%) by adding a line item of \$65,000 for the College for Congregational Development. Personnel expenses decrease \$75,000 due to elimination of overlapping/transition-related staffing changes, offset by a 6.4% increase in health insurance premiums, and a pool for cost-of-living and/or merit adjustments.

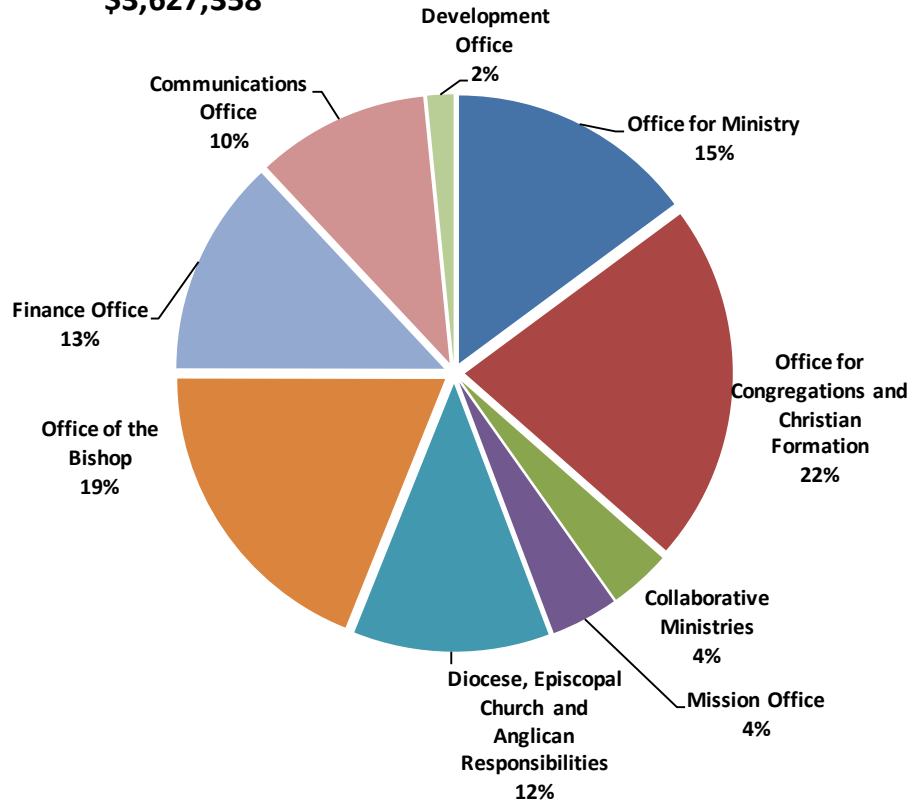
Remaining programs within the budget were funded at the 2023 amounts where possible.

Transfers

Total fund transfers are budgeted at \$172,000. Support for Bellwether Farm continues at \$135,000 (no change from 2023) along with reserves for capital expenses of Trinity Commons, future Episcopal events, computer equipment, and various other routine reserves.

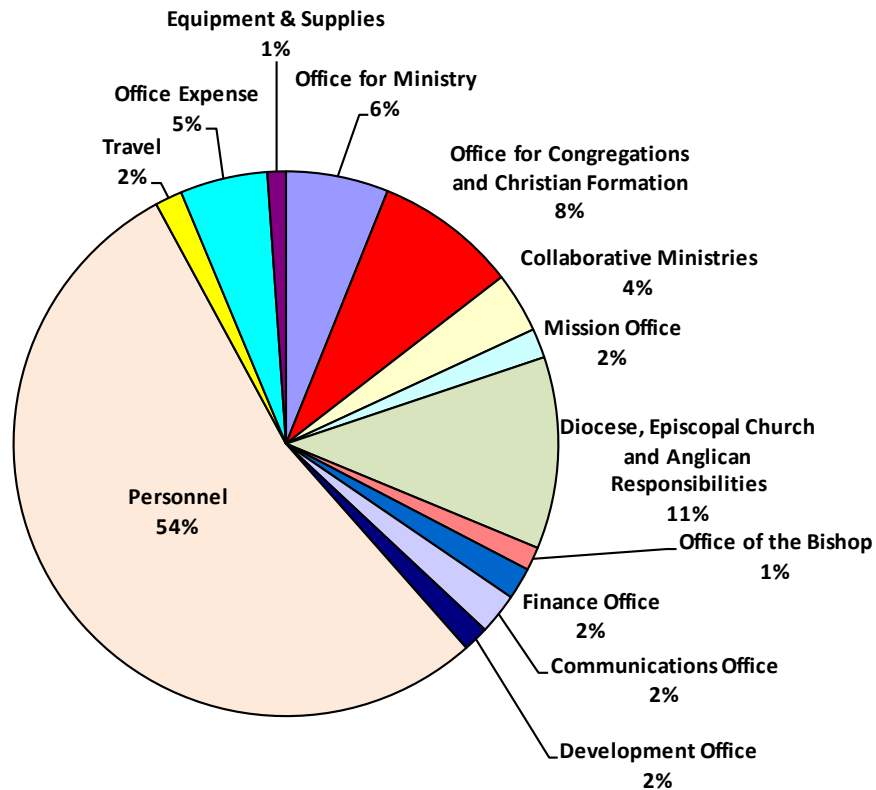
Expense by Ministry Area
\$3,627,358

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 \$3,627,358

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



**Episcopal Diocese of Ohio
Diocesan Budget
For Year 2024**

		2024			
		Operating	Special Funds	Total	Increase (Decrease)
REVENUES					
SUPPORT FROM CONGREGATIONS					
0101-4105-01	Assessment Income (current year)	2,488,126.00	-	2,488,126.00	201,126.00
0101-4106-01	Assessment Income (prior year(s))	<u>(60,000.00)</u>	-	<u>(60,000.00)</u>	<u>25,000.00</u>
	TOTAL SUPPORT FROM CONGREGATIONS	2,428,126.00	-	2,428,126.00	226,126.00
ENDOWMENT INCOME					
0101-4110-02	Endowment-Episcopate	225,071.42	-	225,071.42	(1,237.89)
0101-4120-02	Endowment-Missions	66,788.35	-	66,788.35	(367.34)
0101-4130-02	Endowment-Custodial	1,854.51	-	1,854.51	(10.20)
0101-4140-02	Endowment-Lay Pension	10,476.83	-	10,476.83	(57.62)
0101-4150-02	Endowment - Bishop's Office	71,854.69	-	71,854.69	4,535.65
0101-4155-02	Endowment Income - Legacy endowments	4,453.19	-	4,453.19	(24.49)
0101-4160-02	Endowment - ECSF - Administration	<u>57,015.81</u>	<u>-</u>	<u>57,015.81</u>	<u>(313.59)</u>
	TOTAL ENDOWMENT INCOME	437,514.80	-	437,514.80	2,524.52
INVESTMENT INCOME - OTHER					
0101-4120-04	Distribution JIF-General Funds	159,269.08	-	159,269.08	(875.98)
0101-4125-04	Distribution JIF-Unrestricted Custodial Accts	<u>63,858.64</u>	<u>-</u>	<u>63,858.64</u>	<u>28,054.15</u>
	TOTAL INVESTMENT INCOME	223,127.72	-	223,127.72	27,178.17
FEES RECEIVED FOR ADMINISTRATIVE SERVICES					
0101-4103-06	Darnell Adm. Fees	6,501.96	-	6,501.96	(35.96)
0101-4108-06	Brayton Administration Fees	18,780.68	-	18,780.68	(103.86)
0101-4109-06	Church Home Admin. Fee	52,676.85	-	52,676.85	(291.32)
0101-4111-06	Holy Cross House - Admin. Fee	9,692.26	-	9,692.26	(53.60)
0101-4115-06	Joint Investment Fund Admin. Fee	166,146.90	-	166,146.90	(918.86)
0101-4118-06	BLF Loans and Grants Administrative Fee	18,614.87	-	18,614.87	(102.95)
0101-4123-06	Cooper Administration Fees	1,058.75	-	1,058.75	(5.86)
0101-4124-06	Miller Funds Administrative Fee	42,997.43	-	42,997.43	(237.79)
0101-4126-06	Education Funds - Hornby Adm. Fees	<u>7,684.19</u>	<u>-</u>	<u>7,684.19</u>	<u>(42.50)</u>
	TOTAL FEES RECEIVED FOR ADMIN SVCS	324,153.89	-	324,153.89	(1,792.70)
OTHER REVENUE					
0101-4310-08	Grants Received for Operating items	<u>13,763.80</u>	<u>-</u>	<u>13,763.80</u>	<u>1,763.80</u>
	TOTAL OTHER REVENUE	13,763.80	-	13,763.80	1,763.80
TOTAL RECEIPTS BEFORE TRANSFERS FROM SPECIAL FUNDS		3,426,686.21	-	3,426,686.21	255,799.79
FROM SPECIAL FUNDS					
3201-4110-90	From Special Funds-BLF Loans and Grants	-	64,000.00	64,000.00	(64,000.00)
3376-4110-90	From Legacy Endowments-Arthur B. Williams, Jr. Fun	-	20,000.00	20,000.00	-
3405-4110-90	From Special Funds - Bishop's Discretionary Fund	-	7,152.73	7,152.73	-
3408-4110-90	From Special Funds - Bishop's Appeal	-	113,700.00	113,700.00	-
3605-4110-90	From Special Funds-Custodial JIF	-	25,000.00	25,000.00	-
3705-4110-90	From Special Funds-Education Funds	-	129,560.28	129,560.28	(20,000.00)
5312-4110-90	From Special Funds - Global Mission Fund	-	<u>16,000.00</u>	<u>16,000.00</u>	<u>-</u>
	TOTAL FROM SPECIAL FUNDS	-	375,413.01	375,413.01	(84,000.00)
TOTAL RECEIPTS		3,426,686.21	375,413.01	3,802,099.22	171,799.79
EXPENSES					
OFFICE OF MINISTRY					
CLERGY FORMATION					
0101-5180-05	Ordination Process	8,950.00	-	8,950.00	-
3408-5181-05	Post-Ordination Internships	-	40,000.00	40,000.00	-
3408-5437-05	Seminarian Internships	-	40,000.00	40,000.00	-
3408-5184-05	Summer Seminarian Internships	-	700.00	700.00	-
3705-5160-05	Miller-Scholarships/Formation & Train	-	28,000.00	28,000.00	(40,000.00)
3705-5165-05	Cohort Expenses	-	1,000.00	1,000.00	-
3705-5175-05	Deacon Formation Program	-	<u>10,740.00</u>	<u>10,740.00</u>	<u>-</u>
	TOTAL CLERGY FORMATION	8,950.00	120,440.00	129,390.00	(40,000.00)
CLERGY SUPPORT					
3705-5235-05	Fresh Start	-	1,800.00	1,800.00	-
	TOTAL CLERGY SUPPORT	-	1,800.00	1,800.00	-
CLERGY DEVELOPMENT					
0101-5334-05	Transitional Deacon Education	500.00	-	500.00	-
3705-5335-05	Miller-Clergy Days	-	1,300.00	1,300.00	-
3705-5338-05	Commission on Ministry Programs	10,000.00	-	10,000.00	5,000.00
3705-5380-05	Educ. Fnds-Clergy Cont. Education Grants	-	15,000.00	15,000.00	-
3705-5381-05	Educ.Fnds-Lay Cont. Education Grants	-	4,000.00	4,000.00	-
3705-5384-05	Clergy Conferences	-	40,000.00	40,000.00	20,000.00
3705-5385-05	Miller-Clergy Professional Ed. Prog.	-	<u>1,000.00</u>	<u>1,000.00</u>	<u>-</u>
	TOTAL CLERGY DEVELOPMENT	10,500.00	61,300.00	71,800.00	25,000.00
CLERGY DEPLOYMENT					
0101-5415-05	Search Exp. Assistance/Parish	5,000.00	-	5,000.00	3,800.00
0101-5420-05	Interim Team Training	500.00	-	500.00	-
0101-5425-05	Background Checks	<u>1,500.00</u>	<u>-</u>	<u>1,500.00</u>	<u>-</u>
	TOTAL CLERGY DEPLOYMENT	7,000.00	-	7,000.00	3,800.00

**Episcopal Diocese of Ohio
Diocesan Budget
For Year 2024**

		2024			
		Operating	Special Funds	Total	Increase (Decrease)
PLANNING & ADMINISTRATION					
0101-5423-05	One License fee	18,000.00	-	18,000.00	-
0101-5441-05	Business Exp./Ordained Ministry	800.00	-	800.00	-
0101-5442-05	Business Exp./Deployment	180.00	-	180.00	-
	TOTAL CLERGY ADMIN./PLANNINGS	<u>18,980.00</u>	<u>-</u>	<u>18,980.00</u>	<u>-</u>
	TOTAL FOR OFFICE FOR MINISTRY	<u>45,430.00</u>	<u>183,540.00</u>	<u>228,970.00</u>	<u>(11,200.00)</u>
OFFICE FOR CONGREGATIONS AND CHRISTIAN FORMATION					
GRANTS FOR CONGREGATIONS					
0101-5248-10	Ministry and Growth Grants (Existing Congregations)	15,000.00	-	15,000.00	-
0101-5249-10	Targeted Revitalization Congregations (Existing Cong.)	65,000.00	-	65,000.00	-
0101-5256-10	Congregation Dev. Programs & Training (Exist. Cong.)	7,000.00	-	7,000.00	-
0101-5257-10	Support for New Work	5,000.00	-	5,000.00	-
3376-5258-10	Strategic Mission Congregations Support (Exist. Cong)	-	15,000.00	15,000.00	-
3605-5258-10	Strategic Mission Congregations Support (Exist. Cong)	-	25,000.00	25,000.00	-
	TOTAL GRANTS TO CONGREGATIONS	<u>92,000.00</u>	<u>40,000.00</u>	<u>132,000.00</u>	<u>-</u>
FORMATION GRANTS					
Diocesan Youth Programs					
0101-5624-10	Fall Youth Events	4,000.00	-	4,000.00	-
0101-5626-10	Spiritual Retreat	4,000.00	-	4,000.00	-
0101-5627-10	Spring Youth Events	4,000.00	-	4,000.00	-
0101-5628-10	Youth Leadership Training	3,500.00	-	3,500.00	-
0101-5667-10	Other Youth & Children Formation Program & Grants	3,000.00	-	3,000.00	-
	Total Diocesan Youth Programs	<u>18,500.00</u>	<u>-</u>	<u>18,500.00</u>	<u>-</u>
0101-5668-10	College Ministry Grants (18-30)	18,500.00	-	18,500.00	-
0101-5444-10	Young Adult Formation	4,000.00	-	4,000.00	-
0101-5669-10	Adult Formation Events and Grants (31+)	6,000.00	-	6,000.00	-
	TOTAL FORMATION GRANTS	<u>47,000.00</u>	<u>-</u>	<u>47,000.00</u>	<u>-</u>
CCFC COMMITTEES					
0101-5439-10	Business Expense	4,000.00	-	4,000.00	-
	TOTAL CCFC COMMITTEES	<u>4,000.00</u>	<u>-</u>	<u>4,000.00</u>	<u>-</u>
OTHER EXPENSES					
0101-5386-10	College for Congregational Development	65,000.00	-	65,000.00	65,000.00
0101-5605-10	Winter Convocation	35,000.00	-	35,000.00	-
0101-5610-10	Education for Ministry	6,500.00	-	6,500.00	-
0101-5654-10	Leadership Development Events	4,000.00	-	4,000.00	-
0101-5657-10	Additional Opportunities	17,000.00	-	17,000.00	-
0101-5304-10	Lay Preaching College	5,000.00	-	5,000.00	-
0101-5630-10	Safe Church	2,000.00	-	2,000.00	-
	TOTAL OTHER EXPENSES	<u>134,500.00</u>	<u>-</u>	<u>134,500.00</u>	<u>65,000.00</u>
	TOTAL FOR OFFICE FOR CONGREGATIONS & CHRISTIAN FORMATION	<u>277,500.00</u>	<u>40,000.00</u>	<u>317,500.00</u>	<u>65,000.00</u>
DIOCESAN, EPISCOPAL CHURCH AND ANGLICAN COMMUNION RESPONSIBILITY					
GENERAL CHURCH					
0101-5105-14	Assessment	367,806.28	-	367,806.28	16,166.28
0101-5110-14	Provincial Synod	7,356.13	-	7,356.13	(476.67)
0101-5115-14	Travel to Provincial Synod	-	-	-	-
	TOTAL GENERAL CHURCH	<u>375,162.41</u>	<u>-</u>	<u>375,162.41</u>	<u>\$15,689.61</u>
DIOCESE OF OHIO					
0101-5205-14	Diocesan Convention	50,000.00	-	50,000.00	22,000.00
0101-5210-14	Diocesan Council	3,500.00	-	3,500.00	500.00
	TOTAL DIOCESE OF OHIO	<u>53,500.00</u>	<u>-</u>	<u>53,500.00</u>	<u>22,500.00</u>
	TOTAL DIOCESAN, EPISCOPAL CHURCH & ANGLICAN COMM. RESP.	<u>428,662.41</u>	<u>-</u>	<u>428,662.41</u>	<u>\$38,189.61</u>
MISSION OFFICE					
0101-5102-16	Business Expense	1,000.00	-	1,000.00	-
Domestic Mission & Service Projects:					
0101-5661-16	Mission Area Council Mission & Service Projects	8,000.00	-	8,000.00	-
0101-5662-16	Domestic Mission & Service Projects	3,000.00	-	3,000.00	-
	Total Domestic Mission & Service Projects	<u>11,000.00</u>	<u>-</u>	<u>11,000.00</u>	<u>-</u>
International Mission & Service Projects					
5312-5672-16	CGDM-Belize	-	12,000.00	12,000.00	-
5312-5673-16	CGDM-Tanga	-	4,000.00	4,000.00	-
	Total International Mission & Service Projects	<u>-</u>	<u>16,000.00</u>	<u>16,000.00</u>	<u>-</u>
	Total Domestic and Intl. Mission & Service Projects	<u>11,000.00</u>	<u>16,000.00</u>	<u>27,000.00</u>	<u>-</u>
0101-5604-16	Commission on Global and Domestic Mission (CGDM)	500.00	-	500.00	-
0101-5606-16	Social Concerns/Advocacy	1,000.00	-	1,000.00	-
0101-5608-16	SDG Expense	18,986.80	-	18,986.80	1,790.60
0101-5609-16	Episcopal Community Services Admin.	2,000.00	-	2,000.00	-
0101-5611-16	Additional Opportunities	3,500.00	-	3,500.00	-
0101-5621-16	Commission for Racial Justice	5,000.00	-	5,000.00	-
3376-5621-16	Commission for Racial Justice	-	5,000.00	5,000.00	-

**Episcopal Diocese of Ohio
Diocesan Budget
For Year 2024**

		2024			
		Operating	Special Funds	Total	Increase (Decrease)
3705-5281-16	Community of Deacons	-	1,500.00	1,500.00	-
	TOTAL MISSION OFFICE	42,986.80	22,500.00	65,486.80	1,790.60
OFFICE OF THE BISHOP AND SUPPORT OFFICES					
OFFICE OF THE BISHOP					
0101-5144-18	Support for Mission Area Councils	16,000.00	-	16,000.00	-
0101-5607-18	Ohio Council of Churches	4,000.00	-	4,000.00	-
0101-5153-18	New Ministry Initiatives	5,000.00	-	5,000.00	-
0101-5418-18	Video Conferencing	648.90	-	648.90	-
0101-5157-18	Reimbursement to Parishes-Time of Deans	16,000.00	-	16,000.00	-
3405-5156-18	Community Building/Hospitality	-	5,952.73	5,952.73	-
3705-5156-18	Community Building/Hospitality	-	4,845.28	4,845.28	-
	TOTAL OFFICE OF THE BISHOP	41,648.90	10,798.01	52,446.91	-
FINANCE OFFICE					
0101-5110-20	Finance Office Business Exp.	1,000.00	-	1,000.00	-
0101-5120-20	Acctg. System Maintenance Cont.	24,000.00	-	24,000.00	-
0101-5130-20	Archive Expense	3,000.00	-	3,000.00	-
0101-5374-20	Stripe fees	9,000.00	-	9,000.00	-
0101-5132-20	Bank Fees	12,000.00	-	12,000.00	-
0101-5133-20	Payroll Service	4,000.00	-	4,000.00	1,000.00
0101-5135-20	Audit Fee	18,000.00	-	18,000.00	3,000.00
	TOTAL FINANCE OFFICE	71,000.00	-	71,000.00	4,000.00
DEVELOPMENT OFFICE					
0101-5115-21	Business Exp.	1,000.00	-	1,000.00	-
0101-5113-21	Promotion/Publications	1,000.00	-	1,000.00	-
0101-5125-21	Gift Tracking - Software Maintenance	14,085.38	-	14,085.38	-
0101-5149-21	Stewardship Education & Promotion	3,000.00	-	3,000.00	-
0101-5162-21	Episcopal Network for Stewardship - subscription	1,250.00	-	1,250.00	-
0101-5164-21	Gift Planning - Resources and Promotion	2,500.00	-	2,500.00	-
0101-5443-21	Gift planning - printing and mailing	1,500.00	-	1,500.00	-
3408-5161-21	Expenses of Bishop's Appeal	-	33,000.00	33,000.00	-
	TOTAL DEVELOPMENT OFFICE	24,335.38	33,000.00	57,335.38	-
COMMUNICATIONS OFFICE					
0101-5106-22	Communications Business Exp.	1,000.00	-	1,000.00	-
0101-5211-22	Website maintenance & hosting	3,600.00	-	3,600.00	-
0101-5205-22	Church Life/Professional Services (writing)	550.00	-	550.00	-
0101-5206-22	Church Life/Professional Services (photos/videos)	1,500.00	-	1,500.00	-
0101-5210-22	Church Life/Production-printing	43,000.00	-	43,000.00	3,000.00
0101-5215-22	Church Life/postage	18,000.00	-	18,000.00	3,000.00
0101-5400-22	Diocesan Journal/Printing & Distribution	1,000.00	-	1,000.00	300.00
0101-5401-22	Advertising and Outreach	18,750.00	-	18,750.00	-
0101-5409-22	Communications equipment	1,200.00	-	1,200.00	-
0101-5421-22	Website maintenance - No Exceptions.org	500.00	-	500.00	-
0101-5417-22	Ongoing Learning & Training	2,200.00	-	2,200.00	-
0101-5805-22	Diocesan Mailings	300.00	-	300.00	-
	TOTAL COMMUNICATIONS OFFICE	91,600.00	-	91,600.00	6,300.00
PERSONNEL					
Salaries and Benefits					
0101-5105-25	Salaries/Wages-Diocesan Staff	1,396,493.52	-	1,396,493.52	(40,000.00)
0101-5445-25	Non - Exempt Staff Overtime	4,000.00	-	4,000.00	-
0101-5130-25	FICA/Medicare Taxes	53,342.63	-	53,342.63	(5,000.00)
0101-5135-25	Clergy Pension	104,492.05	-	104,492.05	(15,000.00)
0101-5140-25	Lay Pension & Long Term Disability	63,416.64	-	63,416.64	(15,000.00)
0101-5145-25	Employees Health Insurance	352,187.00	-	352,187.00	-
0101-5150-25	Employees Dental Insurance	19,884.00	-	19,884.00	-
0101-5155-25	Group Life Insurance	1,518.00	-	1,518.00	-
0101-5160-25	Workers Compensation	1,292.93	-	1,292.93	-
3705-5170-25	Professional Education-Diocesan Staff	-	6,375.00	6,375.00	-
3705-5174-25	Staff Training - Senior Staff	-	6,000.00	6,000.00	-
3705-5175-25	Staff Training-Support Team	-	8,000.00	8,000.00	-
	Total Salaries and Benefits	1,996,626.77	20,375.00	2,017,001.77	(75,000.00)
Benefit Expense - Retirees					
0101-5195-25	Retirees Group Life Insur./Lay	100.00	-	100.00	-
	Total Benefit Expense - Retirees	100.00	-	100.00	-
	TOTAL PERSONNEL	1,996,726.77	20,375.00	2,017,101.77	(\$75,000.00)
TRAVEL EXPENSES					
STAFF TRAVEL REIMBURSMENTS					
0101-5105-27	TRVL-Bishop	16,000.00	-	16,000.00	4,000.00
0101-5106-27	TRVL-Bishop Coadjutor	-	-	-	(10,000.00)
0101-5107-27	TRVL - Canon to the Ordinary	4,000.00	-	4,000.00	-
0101-5115-27	TRVL-Treasurer	-	-	-	-
0101-5116-27	TRVL-Chief Financial Officer	500.00	-	500.00	-
0101-5120-27	TRVL-Support Team	5,000.00	-	5,000.00	-
0101-5130-27	TRVL-Canon for Ministry	5,000.00	-	5,000.00	-
0101-5135-27	TRVL-Canon for Congregations	5,000.00	-	5,000.00	-
0101-5136-27	TRVL- Other Staff	4,000.00	-	4,000.00	-

**Episcopal Diocese of Ohio
Diocesan Budget
For Year 2024**

		2024			
		Operating	Special Funds	Total	Increase (Decrease)
0101-5140-27	TRVL-Canon for Christian Formation	4,000.00	-	4,000.00	-
0101-5145-27	TRVL-Canon for Program and Mission	3,000.00	-	3,000.00	-
0101-5150-27	TRVL-Communications Director	2,200.00	-	2,200.00	-
	TOTAL STAFF TRAVEL REIMBURSEMENT	48,700.00	-	48,700.00	(6,000.00)
MILEAGE REIMBURSEMENTS					
	Mileage Reimbursement-Bishops	-	-	-	(12,000.00)
		-	-	-	(12,000.00)
AUTO EXPENSES - BISHOP					
0101-5185-27	Auto Expense/Operating - Bishop	11,000.00	-	11,000.00	11,000.00
0101-5190-27	Auto Expense/Insurance - Bishop	1,000.00	-	1,000.00	1,000.00
0101-5195-27	Less: Auto Expense/Compensation - Bishop	-	-	-	-
	TOTAL AUTO EXPENSES - BISHOP	12,000.00	-	12,000.00	12,000.00
	TOTAL TRAVEL EXPENSES	60,700.00	-	60,700.00	(6,000.00)
OFFICE EXPENSES					
0101-5109-29	Trinity Commons - T1 Internet Connection	8,200.00	-	8,200.00	340.00
0101-5110-29	Telephone-Local	10,000.00	-	10,000.00	400.00
0101-5210-29	Insurance-Liability, D&O, Bonding	22,900.00	-	22,900.00	900.00
0101-5222-29	Building Operating Expenses	76,480.00	-	76,480.00	64,000.00
0101-5224-29	Real Estate Taxes	12,500.00	-	12,500.00	500.00
3201-5222-29	Building Operating Expenses	-	64,000.00	64,000.00	(64,000.00)
3405-5215-29	Hospitality	-	1,200.00	1,200.00	-
	TOTAL OFFICE EXPENSES	130,080.00	65,200.00	195,280.00	2,140.00
EQUIPMENT & SUPPLIES					
0101-5105-30	Postage Equip. (Lease & Maintenance)	1,000.00	-	1,000.00	-
0101-5106-30	Postage-Usage	7,500.00	-	7,500.00	-
0101-5205-30	Copiers-Lease Expense	9,900.00	-	9,900.00	-
0101-5210-30	Copiers-Maintenance Charges	2,500.00	-	2,500.00	-
0101-5220-30	Copier-Paper	1,150.00	-	1,150.00	-
0101-5114-30	Flocknote License	6,000.00	-	6,000.00	-
0101-5305-30	Computer Software	4,500.00	-	4,500.00	-
0101-5310-30	Computer Supplies	825.00	-	825.00	-
0101-5320-30	Computer Equipment Repair/Modification	1,000.00	-	1,000.00	-
0101-5376-30	Subscriptions - Jot Form	600.00	-	600.00	-
0101-5505-30	Office Supplies	4,800.00	-	4,800.00	-
0101-5510-30	Stationery/Printing	1,500.00	-	1,500.00	-
	EQUIPMENT & SUPPLIES	41,275.00	-	41,275.00	-
	TOTAL OFFICE OF THE BISHOP & SUPPORT OFF	2,457,366.05	129,373.01	2,586,739.06	(68,560.00)
	TOTAL EXPENSES	3,251,945.26	375,413.01	3,627,358.27	25,220.21
FUND TRANSFERS					
INTER FUND TRANSFERS					
INTER FUND TRANSFERS TO OTHER FUNDS					
0101-7029-50	Transfer to Bellwether Farm Operating Fund	135,000.00	-	135,000.00	-
	TOTAL INTER FUND TRANSFERS TO OTHER FUNDS	135,000.00	-	135,000.00	-
INTER FUND TRANSFERS FROM OTHER FUNDS					
0101-7413-50	Transfer From Other Custodial Funds	-	-	-	-
	TOTAL INTERFUND TRANS. FROM OTHER FUNDS	-	-	-	-
	TOTAL INTER FUND TRANSFERS	135,000.00	-	135,000.00	-
INTRA FUND TRANSFERS					
INTRA FUND TRANSFERS FROM UNDESIGNATED					
0101-7123-51	To Reserve for Future Assessments to TEC	9,000.00	-	9,000.00	-
0101-7120-51	To Reserve General Convention	18,000.00	-	18,000.00	-
0101-7145-51	To Reserve to Sabbaticals	5,000.00	-	5,000.00	5,000.00
0101-7150-51	To Reserve for Computer Acquisition & Replacements	5,000.00	-	5,000.00	5,000.00
0101-7147-51	To Reserve for Episcopal Youth Event	5,000.00	-	5,000.00	-
0101-7130-51	To Reserve Future Epis. Trans.	20,000.00	-	20,000.00	-
0101-7132-51	To Reserve - Trinity Commons Capital	15,000.00	-	15,000.00	10,000.00
	TOTAL INTRA FUND TRANSFERS FROM UNDESIG.	77,000.00	-	77,000.00	20,000.00
INTRA FUND TRANSFERS TO UNDESIGNATED					
0101-7265-51	From Reserve for College for Congregational Dev.	(40,000.00)	-	(40,000.00)	(40,000.00)
0101-7299-51	From Operating Surplus Reserve	-	-	-	163,838.63
	TOTAL INTRA FUND TRANSFERS TO UNDESIG.	(40,000.00)	-	(40,000.00)	123,838.63
	TOTAL INTRA FUND TRANSFERS	37,000.00	-	37,000.00	143,838.63
	TOTAL FUND TRANSFERS	172,000.00	-	172,000.00	143,838.63
	NET SURPLUS/(DEFICIT)	2,740.95	-	2,740.95	2,740.95

Year-to-Date Budget Report as of June 30, 2023

Episcopal Diocese of Ohio Year to Date Budget Report

		Six Months Ended June 30, 2023				
		Operating Fund	Special Funds	Total	YTD Budget	Favorable (Unfavorable)
RECEIPTS						
SUPPORT FROM CONGREGATIONS						
0101-4105-01	Assessment Income (current year)	\$1,128,963.19	\$0.00	\$1,128,963.19	\$1,064,598.50	\$64,364.69
0101-4106-01	Assessment Income (prior year(s))	(\$31,397.68)	\$0.00	(\$31,397.68)	(\$85,000.00)	\$53,602.32
TOTAL SUPPORT FROM CONGREGATIONS		\$1,097,565.51	\$0.00	\$1,097,565.51	\$979,598.50	\$117,967.01
ENDOWMENT INCOME						
0101-4110-02	Endowment-Episcopate (Distrib.)	\$130,926.11	\$0.00	\$130,926.11	\$132,013.76	(\$1,087.65)
0101-4120-02	Endowment-Missions (Distrib)	\$38,851.47	\$0.00	\$38,851.47	\$39,174.14	(\$322.67)
0101-4130-02	Endowment-Custodial (Distrib.)	\$1,078.77	\$0.00	\$1,078.77	\$1,087.73	(\$8.96)
0101-4140-02	Endowment-Lay Pension	\$6,094.48	\$0.00	\$6,094.48	\$6,145.09	(\$50.61)
0101-4150-02	Endowment - Bishop's Office	\$33,659.52	\$0.00	\$33,659.52	\$33,659.52	\$0.00
0101-4155-02	Endowment Income - Legacy endowments	\$2,590.42	\$0.00	\$2,590.42	\$2,611.98	(\$21.56)
0101-4160-02	Endowment - ECS - Administration	\$33,166.63	\$0.00	\$33,166.63	\$33,442.15	(\$275.52)
TOTAL ENDOWMENT INCOME		\$246,367.40	\$0.00	\$246,367.40	\$248,134.37	(\$1,766.97)
TOTAL INVESTMENT INCOME - OTHER						
0101-4120-04	Distribution JIF-General Funds	\$89,221.09	\$0.00	\$89,221.09	\$93,417.94	(\$4,196.85)
0101-4125-04	Distribution JIF-Unrestricted Custodial Accts	\$19,936.68	\$0.00	\$19,936.68	\$20,885.94	(\$949.26)
TOTAL INVESTMENT INCOME		\$109,157.77	\$0.00	\$109,157.77	\$114,303.88	(\$5,146.11)
FEES RECEIVED FOR ADMINISTRATIVE SERVICES						
0101-4103-06	Darnell Adm. Fees	\$3,813.81	\$0.00	\$3,813.81	\$3,813.77	\$0.04
0101-4108-06	Brayton Administration Fees	\$11,015.97	\$0.00	\$11,015.97	\$11,015.97	\$0.00
0101-4109-06	Church Home Admin. Fee	\$30,898.07	\$0.00	\$30,898.07	\$30,898.07	\$0.00
0101-4111-06	Holy Cross House - Admin. Fee	\$5,685.05	\$0.00	\$5,685.05	\$5,685.06	(\$0.01)
0101-4115-06	Joint Investment Fund Admin. Fee	\$97,455.05	\$0.00	\$97,455.05	\$97,455.01	\$0.04
0101-4118-06	BLF Loans and Grants Administrative Fee	\$10,918.74	\$0.00	\$10,918.74	\$10,918.72	\$0.02
0101-4123-06	Cooper Administration Fees	\$621.04	\$0.00	\$621.04	\$621.01	\$0.03
0101-4124-06	Miller Funds Administrative Fee	\$25,220.51	\$0.00	\$25,220.51	\$25,220.52	(\$0.01)
0101-4126-06	Education Funds - Hornby Adm. Fees	\$4,507.23	\$0.00	\$4,507.23	\$4,507.23	\$0.00
TOTAL FEES RECEIVED FOR ADMINISTRATIVE SERVICES		\$190,135.47	\$0.00	\$190,135.47	\$190,135.36	\$0.11
OTHER RECEIPTS						
0101-4120-08	Other Income	\$50.00	\$0.00	\$50.00	\$0.00	\$50.00
0101-4310-08	Grants Received for Operating items	\$6,881.90	\$0.00	\$6,881.90	\$6,000.00	\$881.90
TOTAL OTHER RECEIPTS		\$6,931.90	\$0.00	\$6,931.90	\$6,000.00	\$931.90
FROM SPECIAL FUNDS						
3201-4110-90	From Special Funds-BLF Loans and Grants	\$0.00	\$59,286.00	\$59,286.00	\$74,666.65	(\$15,380.65)
3376-4110-90	From Legacy Endowments-Arthur B. Williams, Jr. Fu	\$0.00	\$8,698.35	\$8,698.35	\$11,666.65	(\$2,968.30)
3405-4110-90	From Special Funds - Bishop's Discretionary Fund	\$0.00	\$5,599.36	\$5,599.36	\$4,172.42	\$1,426.94
3408-4110-90	From Special Funds - Bishop's Appeal	\$0.00	\$58,112.08	\$58,112.08	\$66,325.00	(\$8,212.92)
3605-4110-90	From Special Funds-Custodial JIF	\$0.00	\$17,499.98	\$17,499.98	\$14,583.31	\$2,916.67

Episcopal Diocese of Ohio Year to Date Budget Report

Six Months Ended June 30, 2023

		Operating Fund	Special Funds	Total	YTD Budget	Favorable (Unfavorable)
3705-4110-90	From Special Funds-Education Funds	\$0.00	\$64,661.46	\$64,661.46	\$87,243.48	(\$22,582.02)
5312-4110-90	From Special Funds - Global Mission Funds	\$0.00	\$32,465.99	\$32,465.99	\$9,333.31	\$23,132.68
TOTAL FROM SPECIAL FUNDS		\$0.00	\$246,323.22	\$246,323.22	\$267,990.82	(\$21,667.60)
TOTAL RECEIPTS		\$1,650,158.05	\$246,323.22	\$1,896,481.27	\$1,806,162.93	\$90,318.34
EXPENSES						
OFFICE OF MINISTRY						
CLERGY FORMATION						
0101-5180-05	Ordination Process	\$3,391.65	\$0.00	\$3,391.65	\$5,220.81	\$1,829.16
3408-5181-05	Post-Ordination Internships	\$0.00	\$57,333.31	\$57,333.31	\$23,333.31	(\$34,000.00)
3408-5184-05	Summer Seminarian Internships	\$0.00	\$0.00	\$0.00	\$350.00	\$350.00
3408-5437-05	Seminarian Internships	\$0.00	\$11,983.50	\$11,983.50	\$23,333.31	\$11,349.81
3705-5160-05	Scholarships/Formation & Training	\$0.00	\$11,754.86	\$11,754.86	\$39,666.65	\$27,911.79
3705-5165-05	Recently Ordained Clergy Program	\$0.00	\$0.00	\$0.00	\$583.31	\$583.31
3705-5170-05	Post-Ordination Internships	\$0.00	\$10,735.64	\$10,735.64	\$0.00	(\$10,735.64)
3705-5175-05	Deacon Formation Program	\$0.00	\$0.00	\$0.00	\$6,265.00	\$6,265.00
TOTAL CLERGY FORMATION		\$3,391.65	\$91,807.31	\$95,198.96	\$98,752.39	\$3,553.43
CLERGY SUPPORT						
0101-5237-05	Clergy & Lay Professional Families Program	\$619.47	\$0.00	\$619.47	\$0.00	(\$619.47)
3605-5282-05	D&I Clergy - Reimbursements	\$0.00	\$5,000.00	\$5,000.00	\$0.00	(\$5,000.00)
3605-5285-05	D&ICF-Health Ins. Prem./Spec. Circumstances	\$0.00	\$5,110.85	\$5,110.85	\$0.00	(\$5,110.85)
3705-5235-05	Fresh Start	\$0.00	\$0.00	\$0.00	\$1,050.00	\$1,050.00
TOTAL CLERGY SUPPORT		\$619.47	\$10,110.85	\$10,730.32	\$1,050.00	(\$9,680.32)
CLERGY DEVELOPMENT						
0101-5334-05	Transitional Deacon Education	\$0.00	\$0.00	\$0.00	\$291.65	\$291.65
0101-5338-05	Commission on Ministry	\$8,331.10	\$0.00	\$8,331.10	\$2,500.00	(\$5,831.10)
3705-5335-05	Clergy Days	\$0.00	\$0.00	\$0.00	\$758.31	\$758.31
3705-5380-05	Clergy Cont. Education Grants	\$0.00	\$4,800.00	\$4,800.00	\$8,750.00	\$3,950.00
3705-5381-05	Lay Continuing Education Grants	\$0.00	\$0.00	\$0.00	\$2,333.31	\$2,333.31
3705-5384-05	Clergy Conferences	\$0.00	\$26,668.83	\$26,668.83	\$20,000.00	(\$6,668.83)
3705-5385-05	Clergy Professional Education Program	\$0.00	\$0.00	\$0.00	\$583.31	\$583.31
TOTAL CLERGY DEVELOPMENT		\$8,331.10	\$31,468.83	\$39,799.93	\$35,216.58	(\$4,583.35)
CLERGY DEPLOYMENT						
0101-5415-05	Search Assistance Exp./Parish	\$788.93	\$0.00	\$788.93	\$700.00	(\$88.93)
0101-5420-05	Interim Team Training	\$287.99	\$0.00	\$287.99	\$291.65	\$3.66
0101-5423-05	One License fee	\$9,290.82	\$0.00	\$9,290.82	\$10,500.00	\$1,209.18
0101-5425-05	Background Checks	\$625.14	\$0.00	\$625.14	\$875.00	\$249.86
TOTAL CLERGY DEPLOYMENT		\$10,992.88	\$0.00	\$10,992.88	\$12,366.65	\$1,373.77
PLANNING & ADMINISTRATION						

Episcopal Diocese of Ohio Year to Date Budget Report

Six Months Ended June 30, 2023

		Operating Fund	Special Funds	Total	YTD Budget	Favorable (Unfavorable)
0101-5441-05	Business Exp./Ordained Ministry	\$1,660.80	\$0.00	\$1,660.80	\$466.65	(\$1,194.15)
0101-5442-05	Business Exp./Deployment	\$49.00	\$0.00	\$49.00	\$105.00	\$56.00
TOTAL CLERGY ADMIN./PLANNINGS		\$1,709.80	\$0.00	\$1,709.80	\$571.65	(\$1,138.15)
TOTAL FOR OFFICE FOR MINISTRY		\$25,044.90	\$133,386.99	\$158,431.89	\$147,957.27	(\$10,474.62)
OFFICE FOR CONGREGATIONS AND CHRISTIAN FORMATION						
GRANTS FOR CONGREGATIONS						
0101-5248-10	Ministry and Connection Grants (Existing Congrega	\$2,723.03	\$0.00	\$2,723.03	\$8,750.00	\$6,026.97
0101-5249-10	Targeted Revitalization Congegations (Existing Cor	\$0.00	\$0.00	\$0.00	\$37,916.65	\$37,916.65
0101-5256-10	Congregation Development Programs and Training	\$2,640.42	\$0.00	\$2,640.42	\$4,083.31	\$1,442.89
0101-5257-10	Support for New Work	\$5,000.00	\$0.00	\$5,000.00	\$5,000.00	\$0.00
3376-5258-10	Strategic Mission Congregations Support (Existing	\$0.00	\$8,750.00	\$8,750.00	\$8,750.00	\$0.00
3605-5258-10	Strategic Mission Congregations Support (Existing	\$0.00	\$14,583.31	\$14,583.31	\$14,583.31	\$0.00
TOTAL GRANTS TO CONGREGATIONS		\$10,363.45	\$23,333.31	\$33,696.76	\$79,083.27	\$45,386.51
FORMATION GRANTS						
Diocesan Youth Programs						
0101-5626-10	Spiritual Retreat	\$1,509.91	\$0.00	\$1,509.91	\$2,333.31	\$823.40
0101-5627-10	Spring Youth Events	\$640.84	\$0.00	\$640.84	\$4,000.00	\$3,359.16
0101-5628-10	Youth Leadership Training	\$0.00	\$0.00	\$0.00	\$2,041.65	\$2,041.65
0101-5649-10	Episcopal Youth Event (E.Y.E.)	\$11,539.93	\$0.00	\$11,539.93	\$0.00	(\$11,539.93)
0101-5667-10	Other Youth & Children Formation Program & Gra	\$263.91	\$0.00	\$263.91	\$1,750.00	\$1,486.09
Total Diocesan Youth Programs		\$13,954.59	\$0.00	\$13,954.59	\$10,124.96	(\$3,829.63)
0101-5444-10	Young Adult Formation	\$259.98	\$0.00	\$259.98	\$2,333.31	\$2,073.33
0101-5669-10	Adult Formation Events and Grants (31+)	\$150.00	\$0.00	\$150.00	\$3,500.00	\$3,350.00
TOTAL FORMATION GRANTS		\$14,364.57	\$0.00	\$14,364.57	\$15,958.27	\$1,593.70
CCFC COMMITTEES						
0101-5439-10	Business Expenses	\$802.25	\$0.00	\$802.25	\$2,333.31	\$1,531.06
TOTAL CCFC COMMITTEES		\$802.25	\$0.00	\$802.25	\$2,333.31	\$1,531.06
OTHER EXPENSES						
0101-5304-10	Lay Preaching College	\$3,135.60	\$0.00	\$3,135.60	\$2,916.65	(\$218.95)
0101-5605-10	Winter Convocation	\$30,074.07	\$0.00	\$30,074.07	\$35,000.00	\$4,925.93
0101-5610-10	Education for Ministry	\$1,750.00	\$0.00	\$1,750.00	\$1,750.00	\$0.00
0101-5630-10	Resource Center-Materials/Supp	\$1,131.86	\$0.00	\$1,131.86	\$1,166.65	\$34.79
0101-5654-10	Leadership Development Events	\$1,533.57	\$0.00	\$1,533.57	\$2,333.31	\$799.74
0101-5657-10	Additional Opportunities	\$2,584.00	\$0.00	\$2,584.00	\$9,916.65	\$7,332.65
TOTAL OTHER EXPENSES		\$40,209.10	\$0.00	\$40,209.10	\$53,083.26	\$12,874.16
TOTAL FOR OFFICE CACF		\$65,739.37	\$23,333.31	\$89,072.68	\$150,458.11	\$61,385.43
DIOCESAN, EPISCOPAL CHURCH AND ANGLICAN COMMUNION RESP.						

Episcopal Diocese of Ohio Year to Date Budget Report

Six Months Ended June 30, 2023

		Operating Fund	Special Funds	Total	YTD Budget	Favorable (Unfavorable)
GENERAL CHURCH						
0101-5105-14	Assessment	\$205,123.38	\$0.00	\$205,123.38	\$205,123.31	(\$0.07)
0101-5110-14	Provincial Synod	\$7,832.80	\$0.00	\$7,832.80	\$7,832.80	\$0.00
TOTAL GENERAL CHURCH		\$212,956.18	\$0.00	\$212,956.18	\$212,956.11	(\$0.07)
DIOCESE OF OHIO						
0101-5205-14	Diocesan Convention	\$1,627.86	\$0.00	\$1,627.86	\$0.00	(\$1,627.86)
TOTAL DIOCESE OF OHIO		\$1,627.86	\$0.00	\$1,627.86	\$0.00	(\$1,627.86)
TOTAL D, EP, and AC RESP.		\$214,584.04	\$0.00	\$214,584.04	\$212,956.11	(\$1,627.93)
MISSION OFFICE						
0101-5102-16	Business Expense	\$0.00	\$0.00	\$0.00	\$583.31	\$583.31
Domestic Mission & Service Projects:						
0101-5661-16	Mission Area Council Mission & Service Projects	\$2,000.00	\$0.00	\$2,000.00	\$4,666.65	\$2,666.65
0101-5662-16	Domestic Mission & Service Projects	\$0.00	\$0.00	\$0.00	\$1,750.00	\$1,750.00
International Mission & Service Projects						
5312-5672-16	CGDM-Belize	\$0.00	\$31,279.02	\$31,279.02	\$7,000.00	(\$24,279.02)
5312-5673-16	CGDM-Tanga	\$0.00	\$1,186.97	\$1,186.97	\$2,333.31	\$1,146.34
Total International Mission & Service Projects		\$0.00	\$32,465.99	\$32,465.99	\$9,333.31	(\$23,132.68)
Total Domestic and International Mission & Service Projects		\$2,000.00	\$32,465.99	\$34,465.99	\$15,749.96	(\$18,716.03)
0101-5604-16	Commission on Global and Domestic Mission	\$0.00	\$0.00	\$0.00	\$291.65	\$291.65
0101-5606-16	Social Concerns/Advocacy	\$0.00	\$0.00	\$0.00	\$583.31	\$583.31
0101-5608-16	SDG Expense	\$6,000.00	\$0.00	\$6,000.00	\$10,031.10	\$4,031.10
0101-5609-16	Episcopal Community Services	\$301.56	\$0.00	\$301.56	\$1,166.65	\$865.09
0101-5611-16	Additional Opportunities	\$2,320.00	\$0.00	\$2,320.00	\$2,041.65	(\$278.35)
3705-5281-16	Community of Deacons	\$0.00	\$0.00	\$0.00	\$875.00	\$875.00
Commission on Racial Understanding						
0101-5621-16	Commission for Racial Justice	\$1,224.47	\$0.00	\$1,224.47	\$2,916.65	\$1,692.18
3376-5621-16	Commission for Racial Justice	\$0.00	\$1,198.35	\$1,198.35	\$2,916.65	\$1,718.30
Total Commission on Racial Understanding		\$1,224.47	\$1,198.35	\$2,422.82	\$5,833.30	\$3,410.48
TOTAL MISSION OFFICE		\$11,846.03	\$33,664.34	\$45,510.37	\$37,155.93	(\$8,354.44)
OFFICE OF THE BISHOP AND SUPPORT OFFICES						
OFFICE OF THE BISHOP						
0101-5110-18	Bishop's Office Business Exp.	\$6,363.41	\$0.00	\$6,363.41	\$0.00	(\$6,363.41)
0101-5144-18	Support for Mission Area Councils	\$5,285.60	\$0.00	\$5,285.60	\$9,333.31	\$4,047.71
0101-5153-18	New Ministry Initiatives	\$1,843.78	\$0.00	\$1,843.78	\$2,916.65	\$1,072.87
0101-5157-18	Reimbursement to Parishes-Time of Deans	\$8,000.00	\$0.00	\$8,000.00	\$8,000.00	\$0.00
0101-5418-18	Video Conferencing	\$603.93	\$0.00	\$603.93	\$378.50	(\$225.43)
0101-5607-18	Ohio Council of Churches	\$2,000.00	\$0.00	\$2,000.00	\$2,000.00	\$0.00
3405-5156-18	Community Building/Hospitality	\$0.00	\$4,023.92	\$4,023.92	\$3,472.42	(\$551.50)

Episcopal Diocese of Ohio Year to Date Budget Report

Six Months Ended June 30, 2023

		Operating Fund	Special Funds	Total	YTD Budget	Favorable (Unfavorable)
3705-5156-18	Community Building/Hospitality	\$0.00	\$780.07	\$780.07	\$2,826.39	\$2,046.32
TOTAL OFFICE OF THE BISHOP		\$24,096.72	\$4,803.99	\$28,900.71	\$28,927.27	\$26.56
FINANCE OFFICE						
0101-5110-20	Finance Office Business Exp.	\$219.72	\$0.00	\$219.72	\$583.31	\$363.59
0101-5120-20	Acctg. System Maintenance Cont	\$14,000.00	\$0.00	\$14,000.00	\$14,000.00	\$0.00
0101-5130-20	Archive Expense	\$295.00	\$0.00	\$295.00	\$1,750.00	\$1,455.00
0101-5132-20	Bank Fees	\$6,544.58	\$0.00	\$6,544.58	\$7,000.00	\$455.42
0101-5133-20	Payroll Service	\$1,869.60	\$0.00	\$1,869.60	\$1,750.00	(\$119.60)
0101-5135-20	Audit Fee	\$5,000.00	\$0.00	\$5,000.00	\$7,000.00	\$2,000.00
0101-5151-20	Parish Audit Team	\$724.81	\$0.00	\$724.81	\$0.00	(\$724.81)
0101-5374-20	Online gift fees	\$3,111.27	\$0.00	\$3,111.27	\$5,250.00	\$2,138.73
TOTAL FINANCE OFFICE		\$31,764.98	\$0.00	\$31,764.98	\$37,333.31	\$5,568.33
DEVELOPMENT OFFICE						
0101-5113-21	Promotion/Publications	\$0.00	\$0.00	\$0.00	\$583.31	\$583.31
0101-5115-21	Office Expense	\$73.92	\$0.00	\$73.92	\$583.31	\$509.39
0101-5125-21	Gift Tracking - Software Maintenance	\$7,739.69	\$0.00	\$7,739.69	\$8,216.46	\$476.77
0101-5149-21	Stewardship Education & Promotion	\$0.00	\$0.00	\$0.00	\$1,750.00	\$1,750.00
0101-5162-21	Fundraising Expenses - general	\$0.00	\$0.00	\$0.00	\$729.15	\$729.15
0101-5164-21	Gift Planning - Resources and Promotion	\$0.00	\$0.00	\$0.00	\$1,458.31	\$1,458.31
0101-5443-21	Gift planning - printing and mailing	\$0.00	\$0.00	\$0.00	\$875.00	\$875.00
3408-5161-21	Expenses of Bishop's Appeal	\$0.00	\$4,138.26	\$4,138.26	\$19,250.00	\$15,111.74
TOTAL DEVELOPMENT OFFICE		\$7,813.61	\$4,138.26	\$11,951.87	\$33,445.54	\$21,493.67
COMMUNICATIONS OFFICE						
0101-5106-22	Communications Office - Business Expense	\$491.80	\$0.00	\$491.80	\$583.31	\$91.51
0101-5205-22	Church Life/Professional Services (writing)	\$0.00	\$0.00	\$0.00	\$320.81	\$320.81
0101-5206-22	Church Life/Professional Services (photos/videos)	\$612.50	\$0.00	\$612.50	\$875.00	\$262.50
0101-5210-22	Church Life/Production-printin	\$19,090.71	\$0.00	\$19,090.71	\$20,000.00	\$909.29
0101-5211-22	Website Maintenance and Hosting	\$2,475.00	\$0.00	\$2,475.00	\$2,100.00	(\$375.00)
0101-5215-22	Church Life/Postage	\$8,031.56	\$0.00	\$8,031.56	\$7,500.00	(\$531.56)
0101-5400-22	Diocesan Journal/Prnting & Dis	\$1,001.19	\$0.00	\$1,001.19	\$408.31	(\$592.88)
0101-5401-22	Advertising and Outreach	\$1,842.03	\$0.00	\$1,842.03	\$10,937.50	\$9,095.47
0101-5409-22	Communications Department Equipment	\$325.43	\$0.00	\$325.43	\$700.00	\$374.57
0101-5417-22	Ongoing Learning & Training	\$144.74	\$0.00	\$144.74	\$1,283.31	\$1,138.57
0101-5421-22	Website maintenance - No Exceptions.org	\$57.51	\$0.00	\$57.51	\$291.65	\$234.14
0101-5805-22	Diocesan Mailings	\$0.00	\$0.00	\$0.00	\$175.00	\$175.00
TOTAL COMMUNICATIONS OFFICE		\$34,072.47	\$0.00	\$34,072.47	\$45,174.89	\$11,102.42
PERSONNEL						
Salaries and Benefits						
0101-5105-25	Salaries/Wages-Diocesan Staff	\$883,023.09	\$0.00	\$883,023.09	\$837,954.53	(\$45,068.56)
0101-5110-25	Overtime-nonexempt Salaried Dio.Staff	\$757.44	\$0.00	\$757.44	\$2,000.00	\$1,242.56

Episcopal Diocese of Ohio Year to Date Budget Report

Six Months Ended June 30, 2023

		Operating Fund	Special Funds	Total	YTD Budget	Favorable (Unfavorable)
0101-5119-25	Job Search Costs	\$1,900.00	\$0.00	\$1,900.00	\$0.00	(\$1,900.00)
0101-5130-25	FICA/Medicare Taxes	\$34,307.75	\$0.00	\$34,307.75	\$34,033.18	(\$274.57)
0101-5135-25	Clergy Pension	\$71,088.32	\$0.00	\$71,088.32	\$69,703.69	(\$1,384.63)
0101-5140-25	Lay Pension & Long Term Disabi	\$47,223.23	\$0.00	\$47,223.23	\$45,743.04	(\$1,480.19)
0101-5145-25	Employees Health Insurance	\$192,094.89	\$0.00	\$192,094.89	\$205,442.40	\$13,347.51
0101-5150-25	Employees Dental Insurance	\$11,591.00	\$0.00	\$11,591.00	\$11,599.00	\$8.00
0101-5155-25	Group Life Insurance	\$935.00	\$0.00	\$935.00	\$885.50	(\$49.50)
0101-5160-25	Workers Compensation	\$669.00	\$0.00	\$669.00	\$754.18	\$85.18
3705-5170-25	Professional Education-Diocesan Staff	\$0.00	\$4,170.00	\$4,170.00	\$3,718.75	(\$451.25)
3705-5174-25	Staff Training - Program Staff	\$0.00	\$944.93	\$944.93	\$3,500.00	\$2,555.07
3705-5175-25	Staff Training-Support Team	\$0.00	\$10,444.93	\$10,444.93	\$4,666.65	(\$5,778.28)
Total Salaries and Benefits		<u>\$1,243,589.72</u>	<u>\$15,559.86</u>	<u>\$1,259,149.58</u>	<u>\$1,220,000.92</u>	<u>(\$39,148.66)</u>
Benefit Expense - Retirees						
0101-5195-25	Retirees Group Life Insur./Lay	\$19.60	\$0.00	\$19.60	\$58.31	\$38.71
Total Benefit Expense - Retirees		<u>\$19.60</u>	<u>\$0.00</u>	<u>\$19.60</u>	<u>\$58.31</u>	<u>\$38.71</u>
TOTAL PERSONNEL		<u>\$1,243,609.32</u>	<u>\$15,559.86</u>	<u>\$1,259,169.18</u>	<u>\$1,220,059.23</u>	<u>(\$39,109.95)</u>
TRAVEL EXPENSES						
STAFF TRAVEL REIMBURSEMENTS						
0101-5105-27	TRVL-Bishop	\$3,939.98	\$0.00	\$3,939.98	\$7,000.00	\$3,060.02
0101-5106-27	TRVL-Assisting Bishops	\$5,727.06	\$0.00	\$5,727.06	\$5,000.00	(\$727.06)
0101-5107-27	TRVL - Canon to the Ordinary	\$2,887.38	\$0.00	\$2,887.38	\$2,333.31	(\$554.07)
0101-5115-27	TRVL-Treasurer	\$101.24	\$0.00	\$101.24	\$0.00	(\$101.24)
0101-5116-27	TRVL-Chief Financial Officer	\$216.84	\$0.00	\$216.84	\$291.65	\$74.81
0101-5120-27	TRVL-Support Team	\$1,821.34	\$0.00	\$1,821.34	\$2,916.65	\$1,095.31
0101-5130-27	TRVL-Canon for Ministry	\$3,547.13	\$0.00	\$3,547.13	\$2,916.65	(\$630.48)
0101-5135-27	TRVL-Canon for Congregations	\$1,028.14	\$0.00	\$1,028.14	\$2,916.65	\$1,888.51
0101-5136-27	TRVL-Stewardship/Development Officer	\$0.00	\$0.00	\$0.00	\$2,333.31	\$2,333.31
0101-5140-27	TRVL-Canon for Christian Formation	\$2,532.74	\$0.00	\$2,532.74	\$2,333.31	(\$199.43)
0101-5145-27	TRVL-Canon for Mission	\$1,641.61	\$0.00	\$1,641.61	\$1,750.00	\$108.39
0101-5150-27	TRVL-Communications Director	\$523.49	\$0.00	\$523.49	\$1,283.31	\$759.82
0101-5155-27	Travel - Program Director	\$2,367.54	\$0.00	\$2,367.54	\$0.00	(\$2,367.54)
0101-5157-27	Travel - Consultant for Gun Violence Prevention	\$412.62	\$0.00	\$412.62	\$0.00	(\$412.62)
TOTAL STAFF TRAVEL REIMBURSEMENTS		<u>\$26,747.11</u>	<u>\$0.00</u>	<u>\$26,747.11</u>	<u>\$31,074.84</u>	<u>\$4,327.73</u>
MILEAGE REIMBURSEMENTS						
0101-5187-27	Mileage Reimbursement-Bishop	\$4,813.02	\$0.00	\$4,813.02	\$10,500.00	\$5,686.98
TOTAL MILEAGE REIMBURSEMENTS		<u>\$4,813.02</u>	<u>\$0.00</u>	<u>\$4,813.02</u>	<u>\$10,500.00</u>	<u>\$5,686.98</u>
AUTO EXPENSE - BISHOP COADJUTOR						
0101-5185-27	Auto Exp/Operating-Bishop	\$624.07	\$0.00	\$624.07	\$0.00	(\$624.07)
Total AUTO EXPENSE - BISHOP COADJUTOR		<u>\$624.07</u>	<u>\$0.00</u>	<u>\$624.07</u>	<u>\$0.00</u>	<u>(\$624.07)</u>

Episcopal Diocese of Ohio Year to Date Budget Report

Six Months Ended June 30, 2023

	Operating Fund	Special Funds	Total	YTD Budget	Favorable (Unfavorable)
TOTAL TRAVEL EXPENSES	\$32,184.20	\$0.00	\$32,184.20	\$41,574.84	\$9,390.64
OFFICE EXPENSES					
0101-5109-29 Trinity Commons - T1 Internet Connection	\$4,668.22	\$0.00	\$4,668.22	\$4,585.00	(\$83.22)
0101-5110-29 Telephone-Local	\$5,615.67	\$0.00	\$5,615.67	\$5,600.00	(\$15.67)
0101-5210-29 Insurance-Liability, D&O, Bonding	\$13,798.16	\$0.00	\$13,798.16	\$12,833.31	(\$964.85)
0101-5222-29 Building Operating Expenses	\$7,980.00	\$0.00	\$7,980.00	\$7,280.00	(\$700.00)
0101-5224-29 Real Estate Taxes	\$6,997.48	\$0.00	\$6,997.48	\$7,000.00	\$2.52
3201-5222-29 Building Operating Expenses	\$0.00	\$64,370.00	\$64,370.00	\$74,666.65	\$10,296.65
3405-5215-29 Hospitality	\$0.00	\$1,781.57	\$1,781.57	\$700.00	(\$1,081.57)
TOTAL OFFICE EXPENSES	\$39,059.53	\$66,151.57	\$105,211.10	\$112,664.96	\$7,453.86
EQUIPMENT & SUPPLIES					
0101-5105-30 Postage Equip. (Lease & Maintenance)	\$132.99	\$0.00	\$132.99	\$583.31	\$450.32
0101-5106-30 Postage-Usage	\$2,163.41	\$0.00	\$2,163.41	\$4,375.00	\$2,211.59
0101-5114-30 Flocknote license	\$3,621.31	\$0.00	\$3,621.31	\$3,500.00	(\$121.31)
0101-5205-30 Copiers-Lease Expense	\$5,775.00	\$0.00	\$5,775.00	\$5,775.00	\$0.00
0101-5210-30 Copiers-Maintenance Charges	\$1,005.49	\$0.00	\$1,005.49	\$1,458.31	\$452.82
0101-5220-30 Copier-Paper	\$335.94	\$0.00	\$335.94	\$670.81	\$334.87
0101-5305-30 Computer Software	\$5,177.88	\$0.00	\$5,177.88	\$2,625.00	(\$2,552.88)
0101-5310-30 Computer Supplies	\$838.02	\$0.00	\$838.02	\$481.25	(\$356.77)
0101-5320-30 Computer Equipment Repair/Modification	\$0.00	\$0.00	\$0.00	\$583.31	\$583.31
0101-5325-30 Computer Equipment-From Technology Reserve	\$4,005.00	\$0.00	\$4,005.00	\$0.00	(\$4,005.00)
0101-5376-30 Subscriptions - Jot Form	\$391.35	\$0.00	\$391.35	\$350.00	(\$41.35)
0101-5505-30 Office Supplies	\$3,702.40	\$0.00	\$3,702.40	\$2,800.00	(\$902.40)
0101-5510-30 Stationery/Printing	\$1,720.57	\$0.00	\$1,720.57	\$875.00	(\$845.57)
0101-5610-30 Office Equipment-maintenance	\$2,548.00	\$0.00	\$2,548.00	\$0.00	(\$2,548.00)
EQUIPMENT & SUPPLIES	\$31,417.36	\$0.00	\$31,417.36	\$24,076.99	(\$7,340.37)
TOTAL OFFICE OF THE BISHOP AND SUPPORT OFFICES	\$1,444,018.19	\$90,653.68	\$1,534,671.87	\$1,543,257.03	\$8,585.16
TOTAL EXPENSES	\$1,761,232.53	\$281,038.32	\$2,042,270.85	\$2,091,784.45	\$49,513.60
FUND TRANSFERS					
INTER FUND TRANSFERS					
INTER FUND TRANSFERS TO OTHER FUNDS					
0101-7022-50 Transfer to Trinity Commons Project	\$80,733.47	\$0.00	\$80,733.47	\$0.00	(\$80,733.47)
0101-7029-50 Transfer to Bellwether Farm - Operating Support	\$78,750.00	\$0.00	\$78,750.00	\$78,750.00	\$0.00
TOTAL INTER FUND TRANSFERS TO OTHER FUNDS	\$159,483.47	\$0.00	\$159,483.47	\$78,750.00	(\$80,733.47)
INTER FUND TRANSFERS FROM OTHER FUNDS					
0101-7413-50 Transfer From Other Custodial Funds	(\$120,600.00)	\$0.00	(\$120,600.00)	\$0.00	\$120,600.00
TOTAL INTERFUND TRANSFERS FROM OTHER FUNDS	(\$120,600.00)	\$0.00	(\$120,600.00)	\$0.00	\$120,600.00
TOTAL INTER FUND TRANSFERS	\$38,883.47	\$0.00	\$38,883.47	\$78,750.00	\$39,866.53

Episcopal Diocese of Ohio Year to Date Budget Report

Six Months Ended June 30, 2023

		Operating Fund	Special Funds	Total	YTD Budget	Favorable (Unfavorable)
INTRA FUND TRANSFERS						
INTRA FUND TRANSFERS FROM UNDESIGNATED						
0101-7120-51	To Reserve General Convention	\$10,500.00	\$0.00	\$10,500.00	\$10,500.00	\$0.00
0101-7127-51	To Reserve for Future Assessments	\$5,250.00	\$0.00	\$5,250.00	\$5,250.00	\$0.00
0101-7130-51	To Reserve Future Epis. Trans.	\$11,666.69	\$0.00	\$11,666.69	\$11,666.65	(\$0.04)
0101-7132-51	To Reserve - Trinity Commons Capital	\$123,516.69	\$0.00	\$123,516.69	\$2,916.65	(\$120,600.04)
0101-7147-51	To Reserve - Episcopal Youth Event	\$2,916.62	\$0.00	\$2,916.62	\$2,916.65	\$0.03
TOTAL INTRA FUND TRANSFERS FROM UNDESIGNATED		<u>\$153,850.00</u>	<u>\$0.00</u>	<u>\$153,850.00</u>	<u>\$33,249.95</u>	<u>(\$120,600.05)</u>
INTRA FUND TRANSFERS TO UNDESIGNATED						
0101-7221-51	From CCF reserve - EYE	(\$8,706.36)	\$0.00	(\$8,706.36)	\$0.00	\$8,706.36
0101-7242-51	From Reserve for International Development	(\$6,000.00)	\$0.00	(\$6,000.00)	\$0.00	\$6,000.00
0101-7247-51	From Reserve for Trinity Commons Capital	(\$80,733.47)	\$0.00	(\$80,733.47)	\$0.00	\$80,733.47
0101-7250-51	From Reserve Computer Equipment Acq.&Repl.	(\$4,005.00)	\$0.00	(\$4,005.00)	\$0.00	\$4,005.00
0101-7299-51	From Operating Surplus Reserve	(\$95,572.54)	\$0.00	(\$95,572.54)	(\$95,572.54)	\$0.00
TOTAL INTRA FUND TRANSFERS TO UNDESIGNATED		<u>(\$195,017.37)</u>	<u>\$0.00</u>	<u>(\$195,017.37)</u>	<u>(\$95,572.54)</u>	<u>\$99,444.83</u>
TOTAL INTRA FUND TRANSFERS		<u>(\$41,167.37)</u>	<u>\$0.00</u>	<u>(\$41,167.37)</u>	<u>(\$62,322.59)</u>	<u>(\$21,155.22)</u>
TOTAL FUND TRANSFERS		<u>(\$2,283.90)</u>	<u>\$0.00</u>	<u>(\$2,283.90)</u>	<u>\$16,427.41</u>	<u>\$18,711.31</u>
NET SURPLUS/(DEFICIT)		<u>(\$108,790.58)</u>	<u>(\$34,715.10)</u>	<u>(\$143,505.68)</u>	<u>(\$302,048.93)</u>	<u>\$158,543.25</u>

Diocesan Funding Sources for the 2024 Budget

Support from Congregations (Assessments)

Support from congregations (also known as assessments) continues to fund the largest share of the budget. In the 2024 budget, 63.9% comes from parish support.

This line item is \$226,126 more than the amount in the 2023 budget.

Endowment and Investment Income

These sections of the budget account for 17.4% of the revenue in the 2024 budget. Principally, the income in these sections comes 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 2024, the annual spending rate continues to be 4.5%. The endowment fund restricted for Bishop's Office support is invested separately from the JIF. This endowment uses a 4% spending rule based on a rolling three-year average, calculated on June 30 annually.

Fees Received for Administrative Services

These amounts represent fees for administering certain endowments and accounting and administrative services provided to the JIF. These fees are now calculated based on the change in the Joint Investment Fund income and increase by 0.58% in the 2024 budget. Fees received for administrative services comprise 8.5% of the 2024 budget.

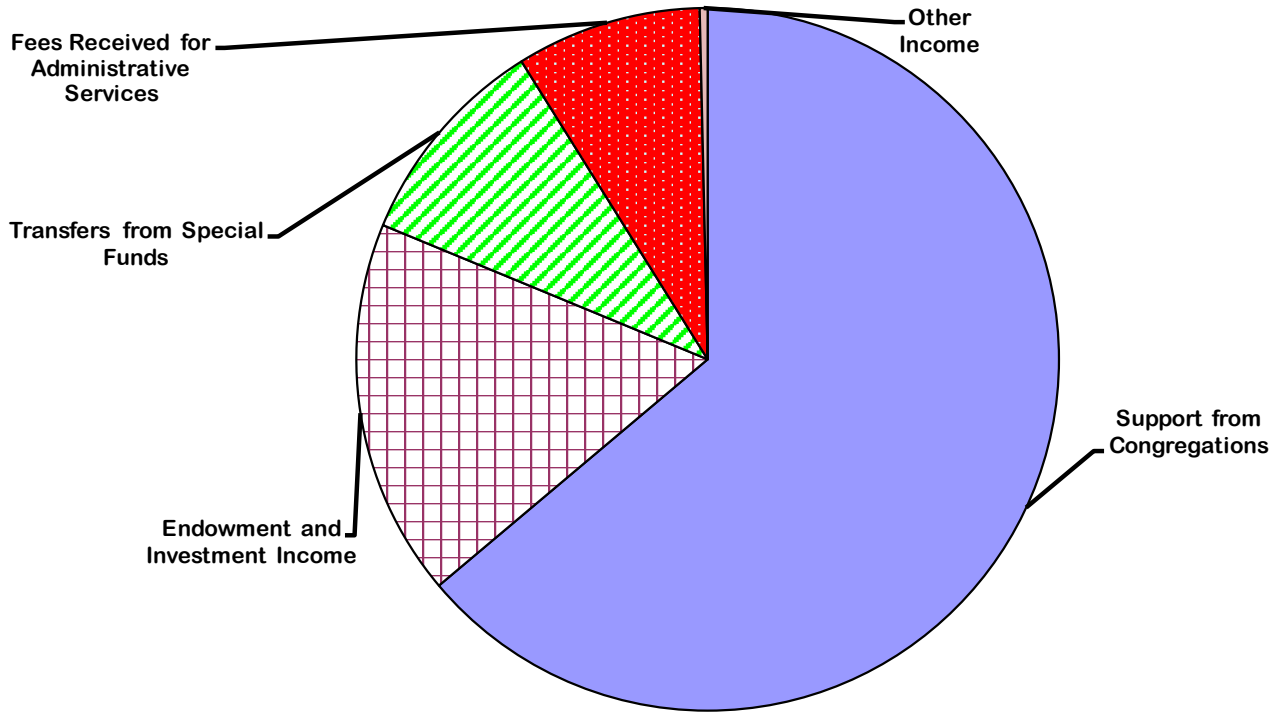
Other Revenue

The other revenue section of the budget is unchanged for 2024. This category includes a \$13,764 quarterly distribution from a perpetual trust. Other income is 0.4% of the 2024 budget.

Transfers from Special Funds

The transfers from special funds represent the reimbursement of expenses paid from non-operating and custodial funds. Without these special funds, important Diocesan programs and ministries might not take place. These amounts are offset by expenses in various areas of the budget. In 2024, the amount from special funds decreases \$84,000 from the 2023 budget and is 9.9% of the total budget.

2024 Diocesan Budget - Funding Sources



	<u>Amount</u>	<u>Percent</u>
Support from Congregations	\$ 2,428,126	63.9%
Endowment and Investment Income	660,643	17.4%
Transfers from Special Funds	375,413	9.9%
Fees Received for Administrative Services	324,154	8.5%
Other Income	13,764	0.4%
Total Revenues	<u>\$ 3,802,099</u>	<u>100.0%</u>

Proposed Program and Budget Narratives

Office for Ministry

Transition Ministry

The Office for Ministry, working with the bishop, assists parishes during the transition between settled clergy, in the search for new clergy leadership. Services provided to parishes include assisting and coaching the wardens and vestry in planning the interim period; providing interim consultants and names of potential interim clergy; coordinating with the national Office of Transitions Ministry; publicizing openings in various venues; referencing and consulting with the bishop about prospective candidates; providing resources and training for interim consultants and interim pastors; providing resources for the search committee, vestry and wardens; keeping the bishop informed of the progress of all searches; assisting in the final call and in the negotiation of a letter of agreement with the clergy person; and finally assisting in the integrating of the new ministry.

Commission on Ministry

The work of the Commission on Ministry is to advise and assist the bishop in the work of discernment, formation and support for persons in Holy Orders and to support the ministries of lay professionals in the Diocese of Ohio. The Commission works, together with the bishop, on the present and future needs in the diocese's ministry, assisting in the selection of persons 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.

Scholarship Assistance and local internships

The Diocese of Ohio has been fortunate to be able to provide substantial financial assistance to individuals who are in the process of

education and formation for ordained ministry. The Diocese's ability to offer scholarships for theological education is a result of the generosity of a number of benefactors over the years that have made provisions in their wills for such endowments, along with some funding from the generous donors to the Bishop's Annual Appeal. With these monies, we give stipends to residential seminarians and local cohort students. Money has also been provided to help congregations bring these newly ordained into their congregations.

Deacon Formation Program

A key piece in our diocesan priority to develop servant leaders is to have a strong network of deacons who can both call members of the diocese to develop their own diaconal ministry and assist individuals in understanding how their actions are spiritually formative.

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

Special Ministries

Money is generated through donations to the Bishop's Annual Appeal and interest earned on the Miller Endowment Fund. These funds are used to underwrite the salary of newly ordained clergy in their first calls. These funds are essential for providing resources to deploy clergy who have gone through our formation process and to initiate critical and strategic new ministries.

Clergy Development

To assist in the ongoing development of clergy, a variety of programs are offered. Clergy days provide opportunities for clergy to gather with the bishop. The annual Clergy Conference in

May provides significant continuing education opportunities in addition to time for worship and building collegial relationships.

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, such as discounted continuing education courses through CDSP's Call curriculum.

Fresh Start is a church wide program, led by clergy in this diocese for clergy that are in a new position. The purpose of Fresh Start is "to support clergy... in navigating the critical period of transition in clergy leadership". The program goal is to build a culture in which mutual ministry of the clergy and congregation begins with a strong foundation. The topics are adapted each year to meet the needs of those who attend.

Office for Congregations and Christian Formation (CCF)

Grants for Congregations

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.

Faith formation is the foundation of a healthy spiritual and community life. Our budget reflects unique funding needs for different populations.

Diocesan Youth programming includes events that gather youth across the diocese based on affinity, (different age groupings, like the Middle School pilgrimage), offerings (different topics, like Becoming Beloved Community offerings), and opportunity (global and diocesan events, like a bishop's consecration).

The remainder of Formation grants are given to parish-based college ministry (which tends toward 18–24-year-olds, with exception), young adult programming (tending toward 24-folks in their 30s), and adult grants (over 31). This budget does not include the Winter Convocation.

Other Expenses

Registration fees cover only a small portion of Winter Convocation expenses. Remaining Convocation expenses are budgeted for \$35,000. Convocation will be held in person in February 2024 at Kalahari Resorts. Other components in this section are \$6,500 for Education for Ministry (EfM), \$15,000 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.

Collaborative Ministries

Bellwether Farm

In 2023, the diocesan budget provided support of \$135,000. Support from the diocesan operating budget for 2024 continues at \$135,000. Camp, event, and meeting room fees, as well as investment income from three endowments is anticipated to provide additional revenue to support operations. The monies for Bellwether

Farm are listed under Fund Transfers in the diocesan budget.

We are optimistic about 2024 with event bookings already filling the calendar, as well as a robust summer camp. The Bellwether Farm staff has not finalized its operations plan for 2024. Diocesan Council will approve the budget at its December 2023 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 \$367,806 is the Diocese of Ohio's share of The Episcopal Church's budget. Full payment of our calculated share is a long-standing commitment of the diocese. The support for the 2024 budget of The Episcopal Church is calculated as follows:

(2022 Operating Income less \$200,000) x 15%

The 2022 General Convention increased the exemption amount from \$140,000 to \$200,000 for the years 2023 and 2024. The assessment rate is unchanged at 15%.

Expenses of the annual Diocesan Convention are budgeted at \$50,000, reflecting increases in hospitality costs.

Office for Mission

The work of the Office of Mission is to staff and support the Diocesan work in the spirit of Isaiah 61 and Luke 4: "to bring good news to the oppressed, to bind up the brokenhearted, to proclaim liberty to the captive and release to the prisoners" (Isaiah 61:1-4). We help the parishes of the Diocese and the Diocese as a whole to live into the prophetic call of justice, equity, and mercy. Our work over the past several years has been to change our approach from paternalism

to partnership, born of the baptismal promise "to strive for justice and peace among all people, and respect the dignity of every human being" (BCP, p. 305).

Much of our work is to maintain connections across the church and Province V Relationships with Episcopal Migration Ministries, the Province V Dismantling Racism Network, the Episcopal Public Policy Network, Episcopal Relief and Development, the Global Episcopal Mission Network, the Episcopal office for Reconciliation, Justice and Creation Care, among others, help us stay abreast of current issues and able to quickly network on behalf of parishes. These efforts do not have specific line items but are embedded in the personnel budget for the Office for Mission. In addition, the Office for Mission provides staff support for the Episcopal Community Services Development Council although their grant funds come from non-operating accounts.

Commission for Racial Justice

The Commission continues to offer anti-racism training via the "Seeing the Face of God in Each Other" curriculum. Our trainers receive a modest honorarium for their work, and this budget line also funds the food, meeting rooms, and lodging for trainers at Bellwether Farm.

Commission for Global and Domestic Mission

The persistence of the COVID-19 pandemic again curtailed our ability to travel to Tanzania and Belize. The relationship with Tanzania continues primarily through contact through our bishops.

Once again, we were able to partner with Bellwether Farm to fund the travel for eight summer camp counselors from Belize, which in addition to providing needed staffing also built lasting relationships across the boundaries of geography and culture.

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. The amount designated for 2024 is \$18,986. We continue to accrue most of these funds pending opportunities to fund ministries that further the Sustainable Development Goals.

Office of the Bishop and Support Offices

Office of the Bishop

The 2024 budget remains unchanged from 2023. 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, service, etc.)

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

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

All other expenses are budgeted to remain the same.

Finance Office

The \$71,000 allocated for the Finance Office is an increase of \$4,000 from the 2023 budget. Changes were made to reflect inflationary increases.

The budget consists of administrative expenses and financial resource costs, maintenance costs for accounting software, bank fees, archive expenses, payroll preparation services, merchant fees for online gifts, and for the CPA audit of the Diocese.

Development Office

Although the Development Office is no longer staffed by a full-time professional, its work continues to raise funds to advance the work of the diocese from individuals, foundations, and other sources.

The Bishop's Annual Appeal

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

Episcopal Community Services (ECS)

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

Servant Leader Development

The Bishop's Annual 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 Annual Appeal makes possible camp, retreat, convention, and mission experiences for youth across the diocese regardless of parish size or resources.

Summary

The budget of the Development Office provides for the development, printing, and distribution of materials for the Bishop's Annual Appeal. The proposed 2024 budget remains consistent with 2023.

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. Changes to the 2024 budget primarily reflect inflationary increases related to production of *Church Life* magazine.

Personnel, Travel, Office Equipment and Supplies

Personnel

Expenses for Personnel in 2024 are \$75,000 lower than the 2023 budget. Salaries are \$40,000 lower than the 2023 budget. The Bishop's Annual Appeal funds summer internships for high school and college students. The budget includes a pool for cost-of-living and/or merit increases and full funding for health and dental insurance premiums, which increased 6.4% and 0%, respectively, for the year 2024. The budget allows for flexibility in staffing and for transition costs in program staff positions.

Travel

The 2024 budget for travel expenses represents reimbursement for all business-related travel expenses of the Diocesan staff. The \$60,700 represents a decrease of \$6,000 from the 2023 budget due to the transitions in the Office of the Bishop.

Office Expenses and Supplies

Office expenses remain mostly unchanged from 2023. Slight increases are due to inflationary increase and anticipated higher expenses related to Trinity Commons.

Report of the Committee on Constitution and Canons

The Committee is not recommending any changes to the Constitution and Canons of the Diocese of Ohio. Further, no proposed amendments to the Constitution and Canons were received for consideration.

The Committee will present Resolutions of Courtesy at the Convention.

The membership of the Constitution and Canons Committee consists of:

The Rev. John A. Drymon

The Rev. Rachel Harrison

Ms. Amy E. Kellogg

Ms. Clare S. Long

Mr. John F. Shelley

Ms. Ute Lindenmaier Vilfroy

Mr. William A. Powel III

Trinity, Findlay

St. Paul's, Mount Vernon

St. Andrew's, Elyria, Vice Chancellor

St. Barnabas, Bay Village

Christ Church, Shaker Heights

Trinity Cathedral, Cleveland

Chancellor (Bishop's Staff)

Report of the Committee on Resolutions

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

The Resolutions submitted this year are:

- R-1: A Resolution on Clergy Compensation
- R-2: A Resolution to reaffirm, embrace, and teach the theology of the Chicago-Lambeth Quadrilateral
- R-3: A Resolution to affirm Migration with Dignity, a set of immigration policies that assure equal and respectful treatment of all people

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

Respectfully submitted,
The Rev. Rachel C. Kessler, Chair
The Rev. Stephen N. Ashby
Ms. Amy E. Kellogg,
Ms. Mary Anne Preston,
The Rev. Canon Jessie Dodson

Harcourt Parish, Gambier
Good Shepherd, Lyndhurst
St. Andrew's, Elyria, Vice Chancellor
St. Andrew's, Toledo
Bishop's 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
3. Ohio during 2024 be established as follows:
4. • At least **\$56,172** for assisting clergy;
5. • At least **\$64,031** for a transitional deacon in charge of a congregation;
6. • At least **\$67,999** for clergy in charge of congregations with an annual Normal Operating Income
7. (NOI) of no more than \$209,127;
8. • At least **\$67,999** +10% of NOI greater than **\$209,127** up to **\$418,252** for clergy in charge of
9. congregations with an annual NOI greater than **\$209,127**;
10. • At least **\$88,913** for clergy in charge of congregations with NOI greater than **\$418,252** and be it
11. further
- 12.
13. *Resolved*, that to account for the current financial uncertainty, each congregation and clergy person
14. should prayerfully consider together other forms of non-monetary compensation and adjustments
15. to benefits such as paid time off, or some combination that maintains the minimum salary standards;
16. and be it further
- 17.
18. *Resolved*, that each congregation prayerfully consider adjusting the current compensation level of
19. their clergy to account for the clergy person's years of experience; and be it further
- 20.
21. *Resolved*, that each employer of clergy in the Diocese of Ohio be encouraged to:
22. • Offer additional benefits either fully funded, or on a pre-tax salary reduction basis (e.g., dental
23. insurance, reimbursement for routine dental care, annual medical examination, child-care
24. allowance, etc.);
25. • Provide for sabbatical leave. **A sabbatical policy should be incorporated into every call to ministry**
26. **and set forth the conditions under which a sabbatical would be earned, the criteria for activities**
27. **appropriate to the sabbatical, and the obligation of the parish to provide for coverage of the priest's**
28. **duties during his/her absence. This includes, but is not limited to, determining the parameters of**
29. **sabbatical leaves, i.e. eligibility, duration, compensation, etc.; and setting aside funds to provide for**
30. **such a leave. Additionally, Diocesan continuing education funds might be used, where appropriate,**
31. **to help clergy with their Sabbath leave expenses; and be it further**
- 32.
33. *Resolved*, that each employer of such clergy in the Diocese of Ohio shall pay a minimum of 95% of
34. the health insurance premium (plus full (100%) funding of the plan deductible in a health savings
35. account (HSA)) of the least expensive plan provided as an option by the Diocese for those clergy
36. being paid less than **\$67,999** (or the pro-rated part-time equivalent) and their eligible dependents;
37. or 93% of the health insurance premium (plus full (100%) funding of the plan deductible in a health

R1: A Resolution on Clergy Compensation (Continued)

38. savings account (HSA)) of the least expensive plan provided as an option by the Diocese for
39. the clergy being paid **\$67,999** (or the pro-rated part-time equivalent) or more, and their eligible
40. dependents.
- 41.
42. If a priest or transitional deacon chooses a health insurance plan that is more expensive, the
43. additional cost is the responsibility of the priest or transitional deacon unless the Vestry, Diocese,
44. or other participating Episcopal institution agrees to pay the additional cost for such coverage. The
45. employer may choose to pay 100% of its clergy's health insurance plan; and be it further
- 46.
47. *Resolved*, that in addition to the above minimum standards, each employer of such clergy in the
48. Diocese of Ohio shall:
- 49. • Make pension assessment payments as the Church Pension Fund shall determine [Note: The
50. Church Pension Assessment is based on the following elements: Base salary; Social Security tax
51. reimbursements; Cash housing allowance and utilities; Employer contributions to 403(b) or
52. deferred compensation plan; Value of church-provided housing; Pre-tax contribution to Health
53. Savings Account (HSA) – clergy contribution up to IRS limits; and Other cash allowances (i.e.,
54. automobile, cell phone)];
 - 55. • Provide appropriate reimbursement for expenses incurred in the course of fulfilling the
56. responsibilities of the position, including the actual cost of the use of a personal automobile;
 - 57. • Provide no fewer than four weeks of paid vacation annually;
 - 58. • Provide no fewer than twelve (12) weeks of paid parental leave for the birth or adoption of a
59. child for a member of the clergy, and that parishes take advantage of the short-term disability
60. leave benefit provided by Church Pension Group for those clergy giving birth and using a
61. maternity leave benefit.
 - 62. • Provide annual professional education/development leave of no fewer than two weeks, with a
63. minimum allowance of \$800; and be it further
- 64.
65. *Resolved*, that the provisions of this resolution be applied on a pro-rata basis to the minimum
66. compensation and benefits related to positions that are less than full-time and more than one-
67. quarter time; and be it further
- 68.
69. *Resolved*, that every letter of agreement shall be revisited by the vestry and the rector with the clergy
70. member at least once every two years; and be it further
- 71.
72. *Resolved*, that every letter of agreement shall be submitted to the Bishop's Office in compliance
73. with General Canon Title III.9.3 along with the most current version of the **Clergy Minimum**
74. **Compensation Calculation** Worksheet provided by the **Finance Office** and be it further

R1: A Resolution on Clergy Compensation (Continued)

75. *Resolved*, that (a) whenever clergy letters of agreement are amended, they should be submitted to
76. the Bishop's Office in compliance with General Canon Title III.9.3; along with (b) the Compensation
77. Worksheet provided by the Commission on Ministry to each parish; and be it finally

78.

79. *Resolved*, without regard to whether a letter of agreement has been amended, the Compensation
80. Worksheet should be submitted by the parish for each clergy person to the Bishop's Office every two
81. years, thereafter on or before May 1 in the odd years, for that current year's compensation.

82.

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

88.

89. **Rationale:**

90. The amounts of minimum compensation and parish Normal Operating Income (NOI) represent a
91. 2.9% increase from the 2023 resolution presented at the 206th Convention, which increase is similar
92. to the amount for compensation included in the 2024 Diocesan budget submitted for approval.

93. The increase amount is obtained directly from the US Bureau of Labor Statistics' Consumer Price
94. Index for the Midwest Region and reflects the most recent three months' CPI data at the time this
95. resolution was written (September 2023).

96.

97. The inflationary pressures of the last year continue to cause financial uncertainty for parishes and
98. the Diocese, including the financial burden parishes experienced as the Church emerged from the
99. pandemic. Approval of this resolution recognizes these uncertainties and asks all involved to work
100. together prayerfully and creatively to review and possibly adjust compensation and benefits (but not
101. lower than the minimum levels specified in this resolution) to balance the financial capacity of the
102. parish with the financial needs of the assisting clergy, transitional deacons, and clergy in charge of
103. congregations.

104.

105. The Commission prepared the following table to show the increase to pension-based compensation
106. as outlined in the resolution:

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	Full Time	¾ Time	½ Time	1/3 Time	¼ Time
Assisting Clergy	<u>\$56,172</u>	<u>\$42,129</u>	<u>\$28,087</u>	<u>\$18,724</u>	<u>\$14,043</u>
Transitional Deacon	<u>\$64,031</u>	<u>\$48,023</u>	<u>\$32,015</u>	<u>\$21,344</u>	<u>\$16,008</u>
Clergy in charge and an NOI of no more than \$209,127	<u>\$67,999</u>	<u>\$50,999</u>	<u>\$34,000</u>	<u>\$22,667</u>	<u>\$17,000</u>
Clergy in charge and an NOI more than \$209,127 up to \$418,252	<u>\$67,999</u> <u>+10% of NOI over \$209,127</u>	<u>\$50,999</u> <u>+10% of NOI over \$209,127</u>	<u>\$34,000</u> <u>+10% of NOI over \$209,127</u>	<u>\$22,667</u> <u>+10% of NOI over \$209,127</u>	<u>\$17,000</u> <u>+10% of NOI over \$209,127</u>
Clergy in charge and an NOI over \$418,252	<u>\$88,913</u>	<u>\$66,684</u>	<u>\$44,457</u>	<u>\$29,637</u>	<u>\$22,228</u>
Continuing Ed	\$ 800	\$ 600	\$ 400	\$ 267	\$ 200
Pension	18%	18%	18%	18%	18%
Health	93%	93%	93%	31%	23.25%

129. *Submitted by:*

130. *The Commission on Ministry*

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R-2: A Resolution to reaffirm, embrace, and teach the theology of the Chicago-Lambeth Quadrilateral

1. *Resolved*, that the 207th Diocesan Convention of the Diocese of Ohio strongly encourages its clergy
2. and laity to reaffirm, embrace, and teach the theology and unifying intent of the Chicago-Lambeth
3. Quadrilateral as expressed in the Historical Documents section of our Book of Common Prayer 1979
4. on page 877 under the title "Lambeth Conference of 1888, Resolution II."

5.

6. **Rationale:**

7. One-hundred and thirty-five years ago, The Episcopal Church offered leadership to the broader
8. Anglican Communion by offering four foundational points of theology upon which the entire body
9. of Christian believers could find solidarity while still allowing wide room for individual expression;
10. these were the revelation of scripture, the sufficiency of the Nicene Creed, the sacraments of Baptism
11. and Holy Communion, and locally contextualized episcopal leadership. In our current societal
12. context of division and disagreement, such solidarity is greatly needed to perform the Church's
13. mission of reconciliation. We believe at this time it is important to reaffirm these statements as a
14. foundation for much-needed unity. It is our firm hope that, as in ages past, our tradition can offer a
15. path forward in times of deep division by focusing on areas of agreement regarding our shared faith.

16.

17. The text of the "Lambeth Conference of 1888, Resolution II."

18.

19. That, in the opinion of this Conference, the following Articles supply a basis on which approach may

20. be by God's blessing made towards Home Reunion:

21. (a) The Holy Scriptures of the Old and New Testaments, as "containing all things

22. necessary to salvation," and as being the rule and ultimate standard of faith.

23. (b) The Apostles' Creed, as the Baptismal Symbol; and the Nicene Creed, as the sufficient

24. statement of the Christian faith.

25. (c) The two Sacraments ordained by Christ Himself--Baptism and the Supper of the Lord

26. --ministered with un failing use of Christ's words of Institution, and of the elements ordained by

27. Him.

28. (d) The Historic Episcopate, locally adapted in the methods of its administration to the varying

29. needs of the nations and peoples called of God into the Unity of His Church.

30.

31. ***Submitted by:***

32. ***The Rev. Brian Bechtel, St. John's, Cuyahoga Falls***

33. ***The Rev. Zeke Coughlin, St. Matthew's, Toledo***

34. ***The Rev. Mike Floyd, Christ Church, Huron***

35. ***The Rev. Aaron Gerlach, Old Trinity, Tiffin***

36. ***The Rev. RJ Johnson, St. Mark's, Canton***

37.

R-3: A Resolution to affirm Migration with Dignity, a set of immigration policies that assure equal and respectful treatment of all people

1. *Resolved*, that this 207th Annual Convention of the Episcopal Diocese of Ohio approves the following
2. resolution for submission to the 81st General Convention of The Episcopal Church; and be it further
- 3.
4. *Resolved*, that as people of faith, we recognize and honor the divine spark that animates all human beings.
5. Therefore, we advocate for Migration with Dignity, a set of immigration policies that assure equal and
6. respectful treatment of all people. This advocacy follows directly from the teachings of Jesus, while
7. aligning with the world's other great religions and principled humanism; and be it further
- 8.
9. *Resolved*, that, acknowledging that grave and serious mistreatment of ethnic minorities, migrants and
10. refugees is currently on the rise in the midst of record migration across international borders, the
11. Episcopal Diocese of Ohio, consistent with resolutions of the General Conventions of The Episcopal
12. Church, declare itself to be in support of Migration with Dignity for all migrants, including refugees,
13. asylum seekers, displaced persons, and those who cross borders in search of opportunity.
14.
 - Human rights included within the Migration with Dignity framework are:
15.
 - A universal right of movement consistent with the United Nations Universal Declaration of Human
16. Rights (UDHR), including freedom to leave and return to one's country of origin, freedom of
17. movement within one's country of origin or country of settlement (UDHR, Article 13).
18.
 - The right to be secure: from sexual violence including rape and sexual exploitation, human
19. trafficking, slavery, forced labor and arbitrary and abusive detention.
20.
 - The right of equality, to include: 1) equal treatment with no discrimination under the law based on
21. color, gender, language, religion, political affiliation, national origin; and 2) equal opportunity for
22. upward mobility.
23.
 - Rights to a basic quality of life, including employment rights, housing rights and food rights.
24.
 - The right to access services such as health care, education and legal representation.
25.
 - Civil and political rights guaranteeing the right to identity, to use of one's language, and to freedom
26. of speech and religion; and further
- 27.
28. *Resolved*, that the Episcopal Diocese of Ohio call upon all Episcopalians to advocate that local, state,
29. national and international governing bodies promote Migration with Dignity by enforcing existing laws
30. and policies on behalf of refugees, migrants, asylum seekers and displaced persons and by enacting new
31. laws and policies guaranteeing their welcome, protection and integration into our common human
32. journey.
- 33.
34. **Rationale**
35. This resolution is needed as a positive general statement, reaffirming and updating The Episcopal Church's
36. overall, long-standing commitment to human rights as they pertain to just treatment of the world's
37. refugees, asylum-seekers, and all migrants.

R-3: A Resolution to affirm Migration with Dignity, a set of immigration policies that assure equal and respectful treatment of all people

38. The resolution is deeply grounded in Scripture. No moral guidance is more clearly articulated in both
39. Biblical testaments than the need to “welcome the stranger.” A few examples:
40. • Old Testament: “Don’t mistreat any foreigners who live in your land. Instead, treat them as well as
41. you treat citizens and love them as much as you love yourself. Remember, you were once foreigners
42. in the land of Egypt. I am the Lord your God” (Leviticus 19:33-34).
43. • New Testament: “Be sure to welcome strangers into your home. By doing this, some people have
44. welcomed angels as guests, without even knowing it.” (Hebrews 13:2)
45. • Jesus’s second great commandment: “Love your neighbor as yourself.”

46.
47. All six of the key elements of the resolution align with, and can be derived from, the United Nation’s
48. Universal Declaration of Human Rights, which is attached as a supporting document. The Episcopal
49. Church has strongly supported this landmark statement since it was initially proclaimed by the United
50. Nations General Assembly in 1948.

51.
52. The resolution also accords with and supports key positions of the Anglican Communion. As set forth in
53. the Lambeth Human Dignity call of 2022, actions against the human dignity of God’s children, including
54. those against migrants and refugees, are sin, and hospitality to all and faithfulness to each are key marks
55. of a godly community (1 Pt. 4:8-10). This statement is attached as a supporting document,

56.
57. As a single, clear and direct positive statement of principle, the resolution draws together positions
58. that have been affirmed in more than 50 General Convention and Executive Council resolutions over
59. the years. Its concision and clarity will help us communicate our church’s stance more effectively, build
60. support, and work alongside other pro-migrant organizations toward a world in which fundamental
61. human rights extend to all people. A listing of the previous resolutions that support Migration With
62. Dignity, with links to their full text, can be found here.

63.
64. The resolution, taken as a whole, defines a much-needed, innovative response to the increasing challenge
65. of global migration. Current approaches have proven inadequate to this challenge. Grave and serious
66. mistreatment of ethnic minorities, migrants and refugees is currently on the rise both in the United States
67. and globally in the midst of record migration across international borders. The number of international
68. migrants grew to 281 million in 2020, meaning that 3.6% of the world’s people lived outside their country
69. of birth that year, according to the United Nations’ International Organization for Migration (IOM).
70. With nearly 50 million immigrants* currently living within our borders, the U.S. leads the world as a
71. destination for migrants.

72.
73. *Including documented and undocumented immigrants regardless of when they arrived.

74.

R-3: A Resolution to affirm Migration with Dignity, a set of immigration policies that assure equal and respectful treatment of all people

38. Supporting Documents are available on the [diocesan website](#) and on the Convention app.

39.

40. *Submitted by:*

41. *The vestry, clergy, and delegates of St. Paul's Church, Maumee, Ohio*

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Appendix: Report on Clergy Compensation

City, Parish	Position	2023 Compensation	2023 Estimated NOE	2022 NOI
Akron, Church of Our Saviour	Rector	\$98,906.48	\$362,374.00	\$392,251.00
Akron, St. Paul's Church	Rector	\$137,195.68	\$1,066,295.00	\$1,245,307.00
Akron, St. Paul's Church	Associate Rector	\$65,267.03		
Akron, St. Philip's Church	Sunday Supply	\$6,598.00	\$33,060.00	\$39,503.50
Alliance, Trinity Church	Priest-in-Charge	\$31,200.00	\$64,600.00	\$73,069.00
Ashland, St. Matthew's Church	Rector	\$25,426.00	\$64,258.00	\$72,174.00
Ashtabula, St. Peter's Church	Rector	\$87,717.00	\$200,311.88	\$227,209.00
Barberton, St. Andrew's Church	Rector	\$21,300.00	\$73,771.16	\$85,120.00
Bay Village, St. Barnabas Church	Rector	\$96,655.00	\$229,227.00	\$230,724.00
Bellevue, St. Paul's Church	Sunday Supply		\$15,715.00	\$19,891.00
Berea, St. Thomas's Church	Rector	\$61,689.00	\$180,012.00	\$175,687.00
Boardman, St. James's Church	Priest-in-Charge	\$66,083.00	\$137,667.00	\$165,547.00
Brecksville, St. Matthew's Church	Rector	\$47,585.00	\$142,043.00	\$147,152.00
Brunswick, St. Patrick's Church	Extended Supply	\$7,200.00	\$27,922.00	\$26,470.00
Canton, St. Mark's Church	Rector	\$74,711.00	\$237,156.00	\$293,724.00
Canton, St. Paul's Church	Priest-in-Charge	\$72,933.50	\$189,519.00	\$256,707.00
Chagrin Falls, St. Martin's Church	Rector	\$100,000.00	\$247,882.00	\$281,424.00
Chardon, St. Luke's Church	Rector	\$42,800.00	\$110,299.03	\$124,902.00
Cleveland, Diocese of Ohio	Bishop	\$180,000.00		
Cleveland, Diocese of Ohio	Canon for Christian Formation	\$75,000.00		
Cleveland, Diocese of Ohio	Canon for Mission	\$100,000.00		
Cleveland, Diocese of Ohio	Canon to the Ordinary	\$110,000.00		
Cleveland, Diocese of Ohio	Missioner for Peace & Justice	\$15,000.00		
Cleveland, St. Andrew's Church	Rector	\$64,512.00	202665.5	206647
Cleveland, Historic St. John's Church				
Cleveland, St. Luke's Church	Curate	\$66,100.00	\$97,557.00	\$99,071.00
Cleveland, Trinity Cathedral	Dean	\$131,787.00	\$1,360,300.00	\$1,388,279.00
Cleveland, Trinity Cathedral	Associate Rector	\$68,744.00		
Cleveland Heights, St. Paul's Church	Rector	\$145,275.00	\$1,570,001.00	\$1,947,154.00
Cleveland Heights, St. Paul's, Church	Associate Rector	\$75,000.00		
Cleveland Heights, St. Paul's Church	Assistant Rector	\$62,000.00		
Coshocton, Trinity Church	Sunday Supply		\$52,431.77	\$59,415.00
Cuyahoga Falls, St. John's Church	Priest-in-Charge	\$62,689.00	\$214,155.00	\$236,525.00
Defiance, Grace Church	Sunday Supply		\$36,474.00	\$42,627.00
East Liverpool, St. Stephen's Church	Share priest with Trinity, Alliance	\$21,000.00	\$85,670.00	\$88,174.00
Elyria, St. Andrew's Church	Rector	\$73,466.00	\$234,356.00	\$285,000.00
Euclid, Church of the Epiphany	Rector	\$49,862.52	\$138,618.01	\$155,874.00
Findlay, Trinity Church	Rector	\$80,437.06	\$168,895.00	\$180,625.00
Fremont, St. Paul's Church	Rector	\$66,083.00	\$158,837.00	\$120,465.00
Gambier, Harcourt Parish	Priest-in-Charge	\$78,773.85	\$127,819.00	\$163,417.00
Gates Mills, St. Christopher's by the River Church	Rector	\$110,206.69	\$361,524.00	\$402,088.00
Geneva, Christ Church	Priest-in-Charge	\$10,500.00	\$60,059.00	\$65,563.00
Hudson, Christ Church	Rector	\$110,111.04	\$396,387.00	\$532,737.00
Huron, Christ Church	Rector	\$76,219.00	\$164,680.00	\$179,458.00
Kent, Christ Church	Interim Rector	\$62,400.00	\$132,537.00	\$157,314.49
Kirtland Hills, St. Hubert's Church	Rector	\$103,653.00	\$270,676.87	\$348,353.00
Lakewood, St. Peter's Church	Rector	\$106,000.00	\$452,431.00	\$497,261.00
Lakewood, Church of the Ascension	Rector	\$81,834.00	\$195,112.00	\$191,991.00
Lisbon, Trinity Church	Extended Supply		\$26,343.00	
Lorain, Church of the Redeemer	Rector	\$59,060.00	\$167,144.00	\$244,811.00
Lyndhurst, Church of the Good Shepherd	Priest-in-Charge	\$66,083.00	\$142,048.00	\$173,594.00
Macedonia, St. Timothy's Church	Rector	\$60,600.00	\$145,810.00	\$151,298.00
Mansfield, Grace Church	Rector	\$93,024.00	\$273,504.00	\$300,689.00
Mansfield, Grace Church	Associate Rector	\$64,932.00		
Massillon, St. Timothy's Church	Rector	\$72,600.00	\$208,700.00	\$236,091.00
Maumee, St. Paul's Church	Rector	\$108,785.18	\$366,099.65	\$657,700.00
Mayfield Village, St. Bartholomew Church	Share priest w/ Good Shep, Lyndhurst		\$142,600.00	\$116,510.00
Medina, St. Paul's Church	Rector	\$74,986.34	\$251,762.00	
Mentor, St. Andrew Episcopal Church	Rector	\$49,153.00	\$168,423.00	\$184,552.00
Mount Vernon, St. Paul's Church			\$177,090.00	\$206,238.00
Napoleon, St. John the Evangelist Church	Sunday Supply			
New Philadelphia, Trinity Church	Sunday Supply		\$41,971.33	\$48,816.00
Niles, St. Luke's Church				\$29,554.00
Norwalk, St. Paul's Church	Extended Supply		\$47,630.11	\$42,114.00
Oberlin, Christ Church	Rector	\$94,623.10	\$300,776.00	\$315,363.00
Oregon, St. Paul's Church	Part time Priest-in-Charge		\$67,680.00	\$95,222.00
Painesville, St. James's Church	Rector	\$70,000.00	\$177,226.00	\$172,535.00

City, Parish	Position	2023 Compensation	2023 Estimated NOE	2022 NOI
Parma, All Saints Church	Priest-in-Charge	\$66,083.00	\$170,728.00	\$154,708.00
Perrysburg, St. Timothy's Church	Interim Rector	\$91,502.00	\$379,459.97	\$357,387.00
Port Clinton, St. Thomas	Priest-in-Charge	\$34,000.00	\$132,447.00	\$144,424.00
Put-In-Bay, St. Paul's Church	Priest-in-Charge	\$68,836.63	\$124,321.00	\$143,576.00
Ravenna, Grace Church	Rector	\$76,855.00	\$178,089.00	\$198,437.00
Salem, Church of Our Saviour	Sunday Supply		\$32,128.00	\$38,749.00
Sandusky, Grace Church	Rector	\$101,000.00	\$466,240.00	\$584,031.00
Shaker Heights, Christ Church	Interim Rector	\$80,000.00	\$460,617.95	\$480,213.00
Shelby, St. Mark's Church	<i>Share priest w/ Grace, Mansfield</i>		\$74,000.00	\$76,300.00
Sidney, St. Mark's Church	<i>Share with Southern Ohio</i>		\$20,175.28	\$14,319.00
Steubenville, St. Paul's Church	Sunday Supply		\$103,388.16	
Steubenville, St. Stephen's Church	Extended Supply		\$35,109.00	\$35,823.00
Tiffin, Old Trinity Church	Rector	\$84,774.00	\$170,179.00	\$213,463.00
Toledo, All Saints Church	Sunday Supply		\$55,665.00	
Toledo, St. Andrew's Church	Rector	\$85,938.00	\$213,609.00	\$218,921.00
Toledo, St. Matthew's Church	Rector	\$67,000.00	\$190,950.00	\$222,441.00
Toledo, St. Michael's-in-the-Hills Church			\$365,183.00	\$411,534.00
Toledo, Trinity Church			\$612,705.00	\$658,633.00
Uniontown, New Life Episcopal Church	Priest-in-Charge	\$24,000.00	\$78,535.00	\$79,139.00
Warren, Christ Church	Interim Rector	\$42,850.00	\$236,520.00	\$278,706.00
Westlake, Church of the Advent			\$86,432.00	
Willoughby, Grace Church	Interim Rector	\$72,084.00	\$201,750.00	\$241,885.00
Wooster, St. James Church	Deacon-in-Charge	\$62,220.00	\$151,019.00	\$210,956.00
Youngstown, St. John's Church	Rector	\$83,500.00	\$385,743.00	\$448,925.00
				As of 9/30/23

Appendix: Parochial Report Data

Year	Comm in Good Stgd	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														
2018	216	50	23%	\$385,852	\$0	\$385,852	\$659,589	\$47,587	\$385,852	\$20,922	\$124,186	\$2,484	\$7,717	65%
2019	226	55	23%	\$378,043	\$0	\$378,043	\$401,224	\$47,823	\$378,043	\$15,194	\$138,953	\$2,526	\$6,874	60%
2020	214	56	24%	\$341,186	\$0	\$341,186	\$350,709	\$44,450	\$341,186	\$5,150	\$107,365	\$1,917	\$6,093	55%
2021	130	54	36%	\$338,635	\$0	\$338,635	\$340,655	\$38,359	\$338,635	\$8,367	\$159,626	\$2,956	\$6,271	41%
2022	98	56	57%	\$392,251	\$0	\$392,251	\$563,803	\$52,206	\$392,251	\$14,665	\$143,252	\$2,558	\$7,004	52%
Akron, St. Paul's Church														
2018	961	231	24%	\$1,129,659	\$0	\$1,129,659	\$1,588,947	\$165,918	\$1,129,659	\$295,968	\$771,201	\$3,339	\$4,890	0%
2019	938	231	14%	\$1,106,956	\$0	\$1,106,956	\$2,582,747	\$170,562	\$1,106,956	\$339,042	\$765,968	\$3,316	\$4,792	0%
2020	914	199	13%	\$1,033,503	\$0	\$1,033,503	\$1,750,626	\$149,320	\$1,033,503	\$275,311	\$688,719	\$3,461	\$5,193	0%
2021	895	109	7%	\$1,149,666	\$0	\$1,149,666	\$2,080,378	\$178,253	\$1,149,666	\$471,015	\$781,113	\$7,166	\$10,547	0%
2022	882	112	13%	\$1,245,307	\$0	\$1,245,307	\$1,832,982	\$199,139	\$1,245,307	\$420,875	\$734,164	\$6,555	\$11,119	0%
Akron, St. Philip's Church														
2018	59	21	36%	\$40,136	\$0	\$40,136	\$44,255	\$4,360	\$51,860	\$4,850	\$38,824	\$1,849	\$2,470	0%
2019	64	25	39%	\$48,840	\$0	\$48,840	\$48,840	\$4,045	\$48,840	\$499	\$36,156	\$1,446	\$1,954	0%
2020	61	25	41%	\$43,816	\$0	\$43,816	\$43,816	\$5,016	\$33,483	\$600	\$42,640	\$1,706	\$1,339	0%
2021	59	26	44%	\$33,132	\$0	\$33,132	\$34,482	\$2,441	\$33,132	\$50	\$31,793	\$1,223	\$1,274	0%
2022	59	29	78%	\$39,504	\$0	\$39,504	\$39,504	\$4,747	\$44,597	\$50	\$37,884	\$1,306	\$1,538	0%
Alliance, Trinity Church														
2018	54	22	41%	\$90,639	\$0	\$90,639	\$96,773	\$9,677	\$90,639	\$1,760	\$41,015	\$1,864	\$4,120	33%
2019	58	23	27%	\$81,647	\$0	\$81,647	\$222,691	\$8,311	\$81,647	\$1,906	\$57,746	\$2,511	\$3,550	29%
2020	54	24	29%	\$58,563	\$0	\$58,563	\$68,810	\$5,742	\$58,563	\$1,800	\$51,479	\$2,145	\$2,440	19%
2021	51	15	19%	\$54,976	\$0	\$54,976	\$74,596	\$4,480	\$54,976	\$2,350	\$53,016	\$3,534	\$3,665	0%
2022	39	17	44%	\$73,069	\$0	\$73,069	\$94,698	\$7,115	\$73,069	\$2,155	\$58,255	\$3,427	\$4,298	0%
Ashland, St. Matthew's Church														
2018	89	44	49%	\$64,324	\$0	\$64,324	\$102,616	\$6,469	\$64,324	\$958	\$64,324	\$1,462	\$1,462	0%
2019	53	37	41%	\$73,999	\$0	\$73,999	\$83,236	\$7,875	\$73,999	\$1,810	\$61,827	\$1,671	\$2,000	8%
2020	0	-	0%	\$60,601	\$4,000	\$64,601	\$77,126	\$6,541	\$64,601	\$468	\$56,273	\$0	\$0	0%
2021	54	18	25%	\$65,336	\$2,000	\$67,336	\$69,061	\$6,283	\$67,336	\$1,128	\$53,057	\$2,948	\$3,741	6%
2022	50	23	46%	\$72,174	\$1,500	\$73,674	\$78,474	\$7,289	\$73,674	\$1,851	\$56,033	\$2,436	\$3,203	6%
Ashtabula, St. Peter's Church														
2018	94	57	61%	\$201,900	\$0	\$201,900	\$289,188	\$23,030	\$201,900	\$45,327	\$125,731	\$2,206	\$3,542	0%
2019	99	59	42%	\$203,853	\$0	\$203,853	\$314,335	\$23,369	\$203,853	\$40,948	\$133,164	\$2,257	\$3,455	0%
2020	81	50	37%	\$207,868	\$0	\$207,868	\$318,231	\$23,781	\$207,868	\$24,564	\$111,001	\$2,220	\$4,157	0%
2021	81	30	23%	\$209,052	\$0	\$209,052	\$250,597	\$23,899	\$209,052	\$19,595	\$132,702	\$4,423	\$6,988	0%
2022	75	35	47%	\$227,209	\$0	\$227,209	\$261,273	\$26,053	\$227,209	\$34,064	\$135,567	\$3,873	\$6,492	0%
Barberton, St. Andrew's Church														
2018	109	44	40%	\$75,033	\$0	\$75,033	\$85,223	\$6,618	\$75,033	\$13,602	\$75,033	\$1,705	\$1,705	0%
2019	109	52	38%	\$74,255	\$0	\$74,255	\$110,424	\$6,745	\$74,255	\$13,606	\$70,871	\$1,363	\$1,428	0%
2020	112	42	30%	\$77,364	\$0	\$77,364	\$99,829	\$6,836	\$77,364	\$6,553	\$71,174	\$1,695	\$1,842	7%
2021	107	23	17%	\$83,078	\$0	\$83,078	\$164,275	\$7,816	\$83,078	\$7,296	\$83,078	\$3,612	\$3,612	0%
2022	36	32	89%	\$85,120	\$0	\$85,120	\$101,783	\$8,115	\$85,120	\$11,146	\$81,595	\$2,550	\$2,660	3%
Bay Village, St. Barnabas Church														
2018	125	61	49%	\$119,398	\$0	\$119,398	\$160,892	\$0	\$119,398	\$9,271	\$90,071	\$1,477	\$1,957	0%
2019	144	81	56%	\$150,571	\$0	\$150,571	\$257,151	\$7,217	\$150,571	\$0	\$107,592	\$1,328	\$1,859	0%
2020	154	92	60%	\$188,668	\$100,000	\$288,668	\$299,305	\$15,355	\$288,668	\$21,010	\$190,789	\$2,074	\$3,138	0%
2021	258	89	34%	\$226,483	\$89,166	\$315,649	\$353,457	\$30,737	\$315,649	\$3,518	\$158,985	\$3,878	\$7,699	0%
2022	339	96	28%	\$230,724	\$79,166	\$309,890	\$350,055	\$27,692	\$292,415	\$5,885	\$207,567	\$2,162	\$3,046	0%
Bellevue, St. Paul's Church														
2018	16	8	50%	\$22,962	\$1,000	\$23,962	\$23,962	\$1,623	\$23,962	\$1,960	\$756	\$95	\$2,995	25%
2019	18	10	37%	\$21,518	\$0	\$21,518	\$21,518	\$1,810	\$21,518	\$2,080	\$14,874	\$1,487	\$2,152	19%
2020	15	9	39%	\$16,603	\$0	\$16,603	\$16,603	\$1,583	\$16,603	\$633	\$11,484	\$1,276	\$1,845	12%
2021	15	7	30%	\$1,723	\$0	\$1,723	\$1,723	\$1,723	\$1,723	\$0	\$9,076	\$1,297	\$246	348%
2022	15	7	47%	\$19,891	\$0	\$19,891	\$19,891	\$1,850	\$19,891	\$1,200	\$10,500	\$1,500	\$2,842	45%
Berea, St. Thomas' Church														
2018	243	92	38%	\$212,979	\$0	\$212,979	\$272,948	\$24,311	\$212,979	\$81,813	\$133,789	\$1,454	\$2,315	30%
2019	143	84	28%	\$215,588	\$15,000	\$230,588	\$354,265	\$25,812	\$225,246	\$49,193	\$142,869	\$1,701	\$2,682	30%
2020	127	86	30%	\$165,458	\$15,000	\$180,458	\$192,030	\$20,623	\$180,458	\$24,321	\$119,365	\$1,388	\$2,098	14%
2021	121	42	15%	\$173,050	\$15,000	\$188,050	\$290,074	\$20,507	\$188,050	\$21,224	\$133,786	\$3,185	\$4,477	14%
2022	99	59	60%	\$175,687	\$15,000	\$190,687	\$216,098	\$20,655	\$190,687	\$43,999	\$104,306	\$1,768	\$3,232	20%
Boardman, St. James Church														
2018	77	48	62%	\$105,371	\$0	\$105,371	\$105,371	\$8,690	\$82,535	\$261	\$88,815	\$1,850	\$1,719	0%
2019	81	45	50%	\$109,286	\$0	\$109,286	\$110,233	\$12,266	\$109,286	\$699	\$87,219	\$1,938	\$2,429	0%
2020	59	40	48%	\$112,356	\$0	\$112,356	\$358,191	\$12,684	\$112,356	\$13,995	\$69,214	\$1,730	\$2,809	0%
2021	44	23	32%	\$113,928	\$0	\$113,928	\$113,928	\$11,531	\$113,928	\$1,270	\$67,020	\$2,914	\$4,953	0%
2022	58	28	48%	\$165,547	\$0	\$165,547	\$165,547	\$16,916	\$165,547	\$5,076	\$69,232	\$2,473	\$5,912	0%
Bowling Green, St. John the Baptist Church														
2018	12	14	117%	\$43,263	\$0	\$43,263	\$43,374	\$4,079	\$43,263	\$4,222	\$40,425	\$2,887	\$3,090	0%
2019	12	14	117%	\$31,300	\$0	\$31,300	\$32,162	\$2,692	\$31,300	\$1,158	\$40,485	\$2,892	\$2,236	0%
2020	10	11	110%	\$31,498	\$0	\$31,498	\$31,593	\$1,968	\$31,498	\$2,343	\$36,328	\$3,303	\$2,863	0%
2021	closed													
2022	closed													
Brecksville, St. Matthew's Church														
2018	162	69	43%	\$157,581	\$0	\$157,581	\$158,581	\$16,053	\$157,581	\$1,033	\$142,035	\$2,058	\$2,284	0%
2019	167	69	41%	\$145,663	\$0	\$145,663	\$182,163	\$16,181	\$145,663	\$1,811	\$135,013	\$1,957	\$2,111	0%
2020	165	69	42%	\$147,750	\$0	\$147,750	\$147,750	\$15,621	\$147,750	\$2,333	\$143,849	\$2,085	\$2,141	0%
2021	163	40	25%	\$159,681	\$0	\$159,681	\$169,191	\$14,813	\$139,129	\$1,562	\$153,433	\$3,836	\$3,478	0%
2022	100	47	47%	\$147,152	\$0	\$147,152	\$147,152	\$15,635	\$147,152	\$1,601	\$145,983	\$3,106	\$3,131	0%
Brunswick, St. Patrick's Church														
2018	40	32	80%	\$45,745	\$2,400	\$48,145	\$77,559	\$4,513	\$48,145	\$7,321	\$43,290	\$1,353	\$1,505	0%
2019	34	25	74%	\$35,681	\$0	\$35,681	\$37,871	\$3,076	\$35,681	\$2,705	\$38,480	\$1,539	\$1,427	0%
2020	27	30	88%	\$20,790	\$0	\$20,790	\$21,745	\$1,925	\$20,790	\$1,130	\$26,934	\$898	\$693	0%
2021	20	12	36%	\$20,145	\$0	\$20,145	\$23,545	\$1,588	\$20,145	\$1,359	\$33,541	\$2,795	\$1,679	0%
2022	18	14	78%	\$26,470	\$0	\$26,470	\$26,470	\$2,232	\$26,470	\$559	\$22,950	\$1,639	\$1,891	0%
Canton, St. Mark's Church														
2018	156	86	55%	\$230,909	\$0	\$230,909	\$313,697	\$25,196	\$230,909	\$21,703	\$218,295	\$2,538	\$2,685	3%

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA + Mbrs	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach (Lines 13+16+18)	Pledge & Plate	Pledge & Plate + ASA	Oper Exp + ASA	From Inv. + Operating Exp	
2019	161	87	26%	\$189,008	\$0	\$189,008	\$281,628	\$21,231	\$189,008	\$28,519	\$157,498	\$1,810	\$2,173	0%	
2020	156	77	23%	\$221,832	\$0	\$221,832	\$299,133	\$21,373	\$221,834	\$22,675	\$192,361	\$2,498	\$2,881	0%	
2021	154	35	10%	\$259,059	\$0	\$259,059	\$292,900	\$30,913	\$259,059	\$21,234	\$197,930	\$5,655	\$7,402	15%	
2022	156	63	40%	\$293,724	\$0	\$293,724	\$305,604	\$30,613	\$293,724	\$36,517	\$182,652	\$2,899	\$4,662	25%	
Canton, St. Paul's Church															
2018	115	54	47%	\$168,538	\$0	\$168,538	\$199,761	\$12,396	\$168,538	\$84,860	\$161,627	\$2,993	\$3,121	0%	
2019	108	50	24%	\$180,620	\$0	\$180,620	\$218,996	\$12,686	\$180,620	\$66,618	\$163,107	\$3,262	\$3,612	7%	
2020	103	46	22%	\$186,766	\$0	\$186,766	\$208,912	\$10,517	\$186,766	\$66,409	\$158,201	\$3,439	\$4,060	13%	
2021	77	21	10%	\$209,592	\$0	\$209,592	\$215,586	\$18,441	\$209,592	\$66,943	\$144,779	\$6,894	\$9,981	18%	
2022	75	26	35%	\$256,707	\$11,984	\$268,691	\$275,291	\$18,429	\$268,691	\$70,915	\$143,646	\$5,525	\$10,334	45%	
Chagrin Falls, St. Martin's Church															
2018	282	98	35%	\$284,774	\$0	\$284,774	\$366,221	\$34,650	\$284,774	\$29,745	\$278,079	\$2,838	\$2,906	0%	
2019	280	86	27%	\$279,908	\$0	\$279,908	\$320,670	\$36,220	\$279,908	\$14,072	\$258,130	\$3,002	\$3,255	0%	
2020	256	78	25%	\$273,106	\$0	\$273,106	\$390,411	\$29,858	\$273,106	\$7,015	\$261,317	\$3,350	\$3,501	0%	
2021	247	43	13%	\$282,853	\$0	\$282,853	\$292,807	\$38,862	\$282,853	\$6,031	\$260,377	\$6,055	\$6,578	0%	
2022	340	59	17%	\$281,424	\$0	\$281,424	\$290,626	\$33,721	\$281,424	\$5,129	\$242,682	\$4,113	\$4,770	0%	
Chardon, St. Luke's Church															
2018	74	45	61%	\$122,568	\$2,000	\$124,568	\$124,568	\$12,374	\$124,568	\$1,896	\$109,660	\$2,437	\$2,768	0%	
2019	77	42	17%	\$116,421	\$2,000	\$118,421	\$164,140	\$12,089	\$118,421	\$2,137	\$118,833	\$2,448	\$2,820	0%	
2020	80	32	40%	\$107,113	\$2,000	\$109,113	\$113,683	\$10,991	\$109,113	\$747	\$106,952	\$3,342	\$3,410	0%	
2021	83	28	32%	\$116,403	\$2,000	\$118,403	\$126,770	\$11,674	\$118,403	\$2,315	\$100,317	\$3,583	\$4,229	0%	
2022	57	34	60%	\$124,902	\$2,000	\$126,902	\$157,408	\$12,905	\$126,902	\$566	\$117,122	\$3,445	\$3,732	0%	
Cleveland, St. Andrew's Church															
2018	121	60	50%	\$186,648	\$0	\$186,648	\$199,962	\$27,668	\$186,648	\$14,872	\$133,591	\$2,227	\$3,111	0%	
2019	125	58	45%	\$197,471	\$2,000	\$199,471	\$210,678	\$23,634	\$199,471	\$13,771	\$126,646	\$2,184	\$3,439	0%	
2020	122	55	43%	\$205,404	\$0	\$205,404	\$211,462	\$30,082	\$205,404	\$7,699	\$138,235	\$2,513	\$3,735	0%	
2021	128	36	28%	\$193,059	\$0	\$193,059	\$193,727	\$20,655	\$193,059	\$5,009	\$125,930	\$3,498	\$5,363	13%	
2022	40	31	78%	\$206,647	\$0	\$206,647	\$208,317	\$18,459	\$206,647	\$544	\$100,043	\$3,227	\$6,666	19%	
Cleveland, St. Luke's Church															
2018	39	40	103%	\$163,347	\$36,817	\$200,164	\$309,420	\$23,301	\$200,164	\$101,599	\$98,932	\$2,473	\$5,004	8%	
2019	42	28	43%	\$97,061	\$40,000	\$137,061	\$258,139	\$6,388	\$137,061	\$87,177	\$87,690	\$3,132	\$4,895	0%	
2020	41	26	43%	\$101,876	\$50,000	\$151,876	\$249,056	\$11,146	\$151,876	\$93,733	\$97,301	\$3,742	\$5,841	0%	
2021	24	12	48%	\$120,324	\$40,500	\$160,824	\$285,016	\$15,605	\$160,824	\$91,220	\$113,509	\$9,459	\$13,402	0%	
2022	11	18	164%	\$99,071	\$71,717	\$170,788	\$285,218	\$9,138	\$170,788	\$106,461	\$113,815	\$6,323	\$9,488	0%	
Cleveland, Trinity Cathedral															
2018	480	228	48%	\$1,412,431	\$18,500	\$1,430,931	\$2,122,359	\$196,891	\$1,430,931	\$440,081	\$591,620	\$2,595	\$6,276	54%	
2019	467	233	30%	\$1,340,668	\$25,010	\$1,365,678	\$2,519,126	\$194,919	\$1,365,678	\$376,294	\$510,480	\$2,191	\$5,861	56%	
2020	333	257	68%	\$1,328,143	\$20,000	\$1,348,143	\$2,203,788	\$229,364	\$1,348,143	\$393,110	\$503,637	\$1,960	\$5,246	58%	
2021	345	122	31%	\$1,229,235	\$0	\$1,229,235	\$1,814,613	\$159,002	\$1,229,235	\$329,814	\$495,573	\$4,062	\$10,076	70%	
2022	350	161	46%	\$1,388,279	\$690	\$1,388,969	\$1,833,442	\$196,677	\$1,388,969	\$265,103	\$501,758	\$3,117	\$8,627	53%	
Cleveland Hts., St. Paul's Church															
2018	1374	354	26%	\$1,912,949	\$0	\$1,912,949	\$2,223,148	\$260,437	\$1,912,949	\$336,805	\$1,526,640	\$4,313	\$5,404	20%	
2019	1318	345	26%	\$1,875,503	\$0	\$1,875,503	\$2,202,520	\$257,531	\$1,875,503	\$453,725	\$1,562,157	\$4,528	\$5,436	17%	
2020	1294	321	25%	\$1,722,415	\$0	\$1,722,415	\$2,020,930	\$232,961	\$1,722,415	\$373,328	\$1,571,230	\$4,895	\$5,366	9%	
2021	1241	175	14%	\$1,719,158	\$0	\$1,719,158	\$1,925,101	\$228,018	\$1,719,158	\$393,434	\$1,477,658	\$8,444	\$9,824	0%	
2022	1153	245	21%	\$1,947,154	\$0	\$1,947,154	\$2,124,201	\$263,105	\$1,947,154	\$425,761	\$1,720,960	\$7,024	\$7,948	12%	
Coshocton, Trinity Church															
2018	70	16	23%	\$48,612	\$0	\$48,612	\$48,612	\$4,198	\$48,612	\$0	\$20,162	\$1,260	\$3,038	0%	
2019	78	15	19%	\$49,456	\$0	\$49,456	\$49,456	\$4,556	\$49,456	\$600	\$7,433	\$496	\$3,297	0%	
2020	11	14	14%	\$59,810	\$0	\$59,810	\$59,810	\$4,610	\$59,810	\$500	\$27,400	\$2,491	\$5,437	0%	
2021	77	9	12%	\$48,060	\$0	\$48,060	\$48,060	\$5,471	\$48,060	\$0	\$36,592	\$4,066	\$5,340	0%	
2022	77	11	14%	\$109,233	\$0	\$109,233	\$109,233	\$5,238	\$109,233	\$0	\$62,051	\$5,641	\$9,930	46%	
Cuyahoga Falls, St. John's Church															
2018	168	89	53%	\$217,877	\$0	\$217,877	\$217,877	\$28,793	\$217,877	\$614	\$173,293	\$1,947	\$2,448	18%	
2019	161	70	43%	\$130,928	\$0	\$130,928	\$152,784	\$18,974	\$130,928	\$27,067	\$130,928	\$1,870	\$1,870	0%	
2020	154	59	38%	\$184,050	\$0	\$184,050	\$206,488	\$19,022	\$184,050	\$18,590	\$141,006	\$2,390	\$3,119	3%	
2021	155	35	23%	\$246,173	\$0	\$246,173	\$257,474	\$23,391	\$246,173	\$23,869	\$129,329	\$3,695	\$7,034	41%	
2022	157	44	28%	\$236,525	\$0	\$236,525	\$240,525	\$27,072	\$236,525	\$23,480	\$129,952	\$2,953	\$5,376	41%	
Defiance, Grace Church															
2018	36	21	58%	\$46,134	\$0	\$46,134	\$46,134	\$4,417	\$46,134	\$124	\$43,289	\$2,061	\$2,197	0%	
2019	23	20	47%	\$44,895	\$0	\$44,895	\$44,895	\$3,686	\$44,895	\$5,064	\$42,702	\$2,135	\$2,245	0%	
2020	31	19	45%	\$48,033	\$0	\$48,033	\$48,033	\$3,331	\$33,235	\$360	\$48,033	\$2,528	\$1,749	0%	
2021	28	20	48%	\$26,890	\$0	\$26,890	\$26,890	\$3,590	\$26,890	\$0	\$45,748	\$2,287	\$1,345	0%	
2022	31	20	65%	\$42,627	\$0	\$42,627	\$43,056	\$3,134	\$42,627	\$5,145	\$33,210	\$1,661	\$2,131	10%	
East Liverpool, St. Stephen's Church															
2018	35	28	80%	\$83,883	\$0	\$83,883	\$105,035	\$8,267	\$83,883	\$13,739	\$36,859	\$1,316	\$2,996	55%	
2019	35	29	25%	\$93,379	\$0	\$93,379	\$118,885	\$9,228	\$93,379	\$7,841	\$34,923	\$1,204	\$3,220	52%	
2020	35	27	24%	\$87,341	\$0	\$87,341	\$99,920	\$9,413	\$87,341	\$3,604	\$31,642	\$1,172	\$3,235	55%	
2021	30	27	24%	\$83,714	\$500	\$84,214	\$99,336	\$8,130	\$84,214	\$2,563	\$29,015	\$1,075	\$3,119	64%	
2022	50	72	144%	\$88,174	\$0	\$88,174	\$161,881	\$9,567	\$94,274	\$3,676	\$29,068	\$404	\$1,309	62%	
Elyria, St. Andrew's Church															
2018	210	73	35%	\$273,037	\$0	\$273,037	\$336,298	\$29,946	\$273,037	\$30,055	\$198,225	\$2,715	\$3,740	7%	
2019	217	68	21%	\$261,219	\$0	\$261,219	\$287,918	\$27,158	\$261,219	\$26,202	\$198,490	\$2,919	\$3,841	9%	
2020	188	61	27%	\$231,757	\$0	\$231,757	\$235,257	\$24,057	\$231,757	\$32,032	\$217,242	\$3,561	\$3,799	11%	
2021	189	40	18%	\$224,681	\$0	\$224,681	\$246,973	\$20,767	\$224,681	\$40,052	\$231,061	\$5,777	\$5,617	9%	
2022	191	43	23%	\$285,000	\$0	\$285,000	\$322,295	\$30,020	\$285,000	\$31,081	\$234,447	\$5,452	\$6,628	16%	
Euclid, Church of the Epiphany															
2018	192	55	29%	\$152,404	\$0	\$152,404	\$159,486	\$15,618	\$152,404	\$6,033	\$129,162	\$2,348	\$2,771	5%	
2019	184	50	17%	\$151,457	\$0	\$151,457	\$153,162	\$15,856	\$151,457	\$4,779	\$118,139	\$2,363	\$3,029	6%	
2020	179	53	18%	\$147,619	\$0	\$147,619	\$149,257	\$17,003	\$147,619	\$2,462	\$112,023	\$2,114	\$2,785	6%	
2021	176	35	12%	\$142,646	\$0	\$142,646	\$168,682	\$15,154	\$142,646	\$50	\$128,054	\$3,659	\$4,076	6%	
2022	76	33	43%	\$155,874	\$0	\$155,874	\$206,602	\$16,141	\$155,874	\$14,671	\$113,175	\$3,430	\$4,723	6%	
Findlay, Trinity Church															
2018	151	69	46%	\$166,782	\$0	\$166,782	\$505,085	\$18,650	\$166,782	\$7,209	\$155,				

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	
2021	165	40	24%	\$167,284		\$167,284	\$174,924	\$17,529	\$167,284	\$4,503	\$126,551	\$3,164	\$4,182	8%	
2022	172	65	38%	\$180,625	\$0	\$180,625	\$190,698	\$19,283	\$180,625	\$4,526	\$161,562	\$2,486	\$2,779	8%	
Fremont, St. Paul's Church															
2018	58	33	57%	\$183,991	\$0	\$183,991	\$198,989	\$20,220	\$183,991	\$5,049	\$89,036	\$2,698	\$5,575	57%	
2019	60	34	22%	\$195,319	\$0	\$195,319	\$210,318	\$22,552	\$195,319	\$5,409	\$103,060	\$3,031	\$5,745	0%	
2020	60	35	58%	\$118,092	\$65,000	\$183,092	\$194,068	\$14,541	\$183,092	\$4,838	\$97,306	\$2,780	\$5,231	0%	
2021	62	26	42%	\$153,581	\$50,000	\$203,581	\$220,032	\$8,515	\$153,581	\$3,337	\$109,673	\$4,218	\$5,907	0%	
2022	55	28	51%	\$120,465	\$80,000	\$200,465	\$208,709	\$9,038	\$200,465	\$9,390	\$113,633	\$4,058	\$7,159	0%	
Gambier, Harcourt Parish															
2018	87	64	74%	\$158,989	\$0	\$158,989	\$179,032	\$17,163	\$158,989	\$17,126	\$113,685	\$1,776	\$2,484	9%	
2019	76	71	62%	\$161,126	\$0	\$161,126	\$184,507	\$17,291	\$161,126	\$22,241	\$118,309	\$1,666	\$2,269	19%	
2020	79	54	46%	\$149,725	\$0	\$149,725	\$192,666	\$15,889	\$149,725	\$28,369	\$122,985	\$2,278	\$2,773	10%	
2021	67	44	42%	\$150,940	\$0	\$150,940	\$202,232	\$16,042	\$150,940	\$21,749	\$138,980	\$3,159	\$3,430	1%	
2022	65	40	62%	\$163,417	\$0	\$163,417	\$191,035	\$17,419	\$163,417	\$19,600	\$121,789	\$3,045	\$4,085	8%	
Gates Mills, St. Christopher-by-the-River Church															
2018	92	69	75%	\$380,805	\$0	\$380,805	\$575,242	\$50,841	\$390,805	\$1,496	\$240,372	\$3,484	\$5,664	3%	
2019	125	72	49%	\$397,341	\$0	\$397,341	\$443,954	\$51,514	\$397,341	\$36,405	\$248,277	\$3,448	\$5,519	5%	
2020	128	69	47%	\$404,722	\$0	\$404,722	\$405,300	\$52,980	\$404,722	\$18,779	\$218,580	\$3,168	\$5,866	4%	
2021	128	42	29%	\$390,774	\$0	\$390,774	\$511,870	\$51,186	\$390,774	\$18,199	\$233,059	\$5,549	\$9,304	29%	
2022	116	55	47%	\$402,088	\$0	\$402,088	\$427,026	\$52,329	\$402,088	\$26,458	\$261,395	\$4,753	\$7,311	4%	
Geneva, Christ Church															
2018	53	33	62%	\$63,833	\$0	\$63,833	\$112,435	\$5,470	\$63,833	\$10,509	\$57,383	\$1,739	\$1,934	0%	
2019	54	31	41%	\$65,311	\$0	\$65,311	\$80,359	\$5,790	\$65,311	\$8,326	\$50,287	\$1,622	\$2,107	8%	
2020	46	27	36%	\$56,140	\$0	\$56,140	\$59,252	\$6,065	\$56,140	\$2,849	\$42,580	\$1,577	\$2,079	0%	
2021	41	14	20%	\$57,884	\$0	\$57,884	\$65,807	\$5,210	\$57,884	\$3,442	\$42,602	\$3,043	\$4,135	0%	
2022	46	19	41%	\$65,563	\$0	\$65,563	\$75,222	\$5,860	\$65,563	\$1,510	\$45,751	\$2,408	\$3,451	0%	
Hudson, Christ Church															
2018	305	141	46%	\$481,473	\$0	\$481,473	\$586,814	\$59,812	\$481,473	\$48,926	\$462,906	\$3,283	\$3,415	0%	
2019	306	145	39%	\$518,506	\$0	\$518,506	\$1,120,995	\$66,342	\$518,506	\$73,390	\$505,521	\$3,486	\$3,576	0%	
2020	307	150	39%	\$511,434	\$20,004	\$531,438	\$2,017,282	\$65,546	\$531,438	\$45,328	\$436,067	\$2,907	\$3,543	0%	
2021	287	38	10%	\$532,503	\$20,004	\$552,507	\$968,665	\$75,588	\$552,507	\$36,137	\$479,101	\$12,608	\$14,540	7%	
2022	245	109	44%	\$532,737	\$8,335	\$541,072	\$784,331	\$72,535	\$541,072	\$61,951	\$483,093	\$4,432	\$4,964	7%	
Huron, Christ Church															
2018	204	53	26%	\$148,305	\$0	\$148,305	\$171,808	\$17,737	\$148,305	\$16,070	\$100,305	\$1,893	\$2,798	27%	
2019	227	55	20%	\$138,853	\$0	\$138,853	\$165,571	\$18,841	\$138,853	\$15,807	\$132,316	\$2,406	\$2,525	0%	
2020	157	54	19%	\$159,595	\$0	\$159,595	\$162,954	\$18,799	\$159,595	\$6,718	\$124,620	\$2,308	\$2,955	0%	
2021	142	28	10%	\$184,716	\$0	\$184,716	\$190,893	\$22,954	\$184,716	\$6,177	\$148,892	\$5,318	\$6,597	0%	
2022	45	38	84%	\$179,458	\$0	\$179,458	\$202,669	\$16,024	\$179,458	\$6,932	\$127,381	\$3,352	\$4,723	0%	
Kent, Christ Church															
2018	142	63	44%	\$185,436	\$0	\$185,436	\$193,463	\$21,800	\$185,436	\$2,516	\$150,958	\$2,396	\$2,943	3%	
2019	145	58	35%	\$188,380	\$0	\$188,380	\$196,645	\$22,655	\$188,380	\$3,606	\$127,308	\$2,195	\$3,248	3%	
2020	137	62	38%	\$156,302	\$0	\$156,302	\$171,307	\$15,918	\$156,302	\$14,773	\$122,226	\$1,971	\$2,521	3%	
2021	145	28	16%	\$164,040	\$0	\$164,040	\$165,442	\$16,654	\$164,040	\$1,205	\$124,702	\$4,454	\$5,859	13%	
2022	53	30	56%	\$157,314	\$0	\$157,314	\$160,708	\$15,731	\$149,063	\$1,041	\$141,053	\$4,717	\$4,985	11%	
Kirtland Hills, St. Hubert's Church															
2018	170	79	46%	\$296,057	\$0	\$296,057	\$575,570	\$40,935	\$296,057	\$12,347	\$216,597	\$2,742	\$3,748	27%	
2019	185	89	37%	\$334,582	\$0	\$334,582	\$448,574	\$40,844	\$334,582	\$7,447	\$236,926	\$2,662	\$3,759	27%	
2020	181	76	32%	\$322,387	\$0	\$322,387	\$351,992	\$40,193	\$322,387	\$5,564	\$229,191	\$3,016	\$4,242	17%	
2021	244	50	20%	\$304,715	\$0	\$304,715	\$380,025	\$36,541	\$304,715	\$10,378	\$219,826	\$4,397	\$6,094	17%	
2022	53	30	56%	\$157,314	\$0	\$157,314	\$160,708	\$15,731	\$149,063	\$1,041	\$141,053	\$4,717	\$4,985	11%	
Lakewood, Church of the Ascension															
2018	128	70	55%	\$128,820	\$31,560	\$160,380	\$306,120	\$12,327	\$160,380	\$12,008	\$108,901	\$1,556	\$2,291	0%	
2019	140	72	44%	\$167,150	\$48,370	\$215,520	\$357,343	\$17,679	\$215,520	\$10,835	\$126,720	\$1,760	\$2,993	3%	
2020	143	66	40%	\$176,592	\$31,556	\$208,148	\$303,048	\$19,869	\$208,148	\$5,890	\$133,113	\$2,017	\$3,154	2%	
2021	152	46	26%	\$174,940	\$52,483	\$227,423	\$367,134	\$18,592	\$227,423	\$4,012	\$151,377	\$3,291	\$4,944	6%	
2022	161	68	42%	\$191,991	\$43,236	\$235,227	\$326,091	\$20,961	\$235,227	\$4,262	\$174,350	\$2,564	\$3,459	0%	
Lakewood, St. Peter's Church															
2018	410	153	37%	\$587,090	\$23,907	\$610,997	\$1,407,129	\$79,089	\$610,997	\$64,552	\$546,339	\$3,571	\$3,993	0%	
2019	418	157	27%	\$601,212	\$10,565	\$611,777	\$1,981,916	\$82,595	\$611,777	\$98,396	\$555,935	\$3,541	\$3,897	0%	
2020	364	155	43%	\$548,095	\$0	\$548,095	\$777,092	\$74,416	\$548,095	\$78,471	\$622,166	\$4,014	\$3,536	0%	
2021	345	63	18%	\$478,587	\$0	\$478,587	\$578,696	\$63,201	\$478,587	\$109,192	\$591,584	\$9,390	\$7,597	0%	
2022	291	89	31%	\$497,261	\$0	\$497,261	\$537,741	\$64,399	\$497,261	\$68,401	\$540,365	\$6,072	\$5,587	0%	
Lisbon, Holy Trinity Church															
2018	42	12	29%	\$24,170	\$0	\$24,170	\$26,800	\$2,029	\$24,170	\$2,630	\$8,575	\$715	\$2,014	64%	
2019	41	12	29%	\$25,549	\$0	\$25,549	\$26,549	\$2,409	\$25,549	\$1,455	\$4,367	\$364	\$2,129	61%	
2020	41	10	24%	\$21,542	\$0	\$21,542	\$22,542	\$2,005	\$21,542	\$2,455	\$2,768	\$277	\$2,154	74%	
2021															
2022															
Lorain, Church of the Redeemer															
2018	132	46	35%	\$153,877	\$25,916	\$179,793	\$185,098	\$16,843	\$179,793	\$1,000	\$89,226	\$1,940	\$3,909	12%	
2019	139	54	39%	\$177,870	\$17,916	\$195,786	\$231,311	\$15,728	\$195,786	\$10,045	\$91,295	\$1,691	\$3,626	13%	
2020	138	54	39%	\$119,212	\$38,750	\$157,962	\$252,543	\$16,361	\$157,962	\$28,686	\$76,866	\$1,423	\$2,925	14%	
2021	134	29	22%	\$180,141	\$20,000	\$200,141	\$303,534	\$20,206	\$200,141	\$37,788	\$84,384	\$2,910	\$6,901	11%	
2022	146	30	21%	\$244,811	\$30,000	\$274,811	\$354,320	\$17,576	\$274,811	\$87,015	\$74,289	\$2,476	\$9,160	8%	
Lyndhurst, Church of the Good Shepherd															
2018	129	48	37%	\$189,882	\$0	\$189,882	\$193,812	\$20,554	\$189,882	\$4,541	\$137,610	\$2,867	\$3,956	0%	
2019	65	46	71%	\$138,456	\$9,787	\$148,243	\$188,007	\$14,921	\$148,243	\$4,459	\$121,575	\$2,643	\$3,223	0%	
2020	67	33	49%	\$170,137	\$21,000	\$191,137	\$200,655	\$18,727	\$191,136	\$4,158	\$137,153	\$4,156	\$5,792	0%	
2021	70	33	48%	\$179,298	\$21,000	\$200,298	\$203,252	\$18,871	\$200,298	\$5,742	\$132,057	\$4,002	\$6,070	0%	
2022	59	28	47%	\$173,594	\$28,500	\$202,094	\$207,017	\$18,950	\$202,094	\$1,577	\$137,323	\$4,904	\$7,218	0%	
Macedonia, St. Timothy's Church															
2018	129	41	32%	\$143,422	\$2,000	\$145,422	\$181,862	\$16,207	\$145,422	\$13,950	\$159,565	\$3,892	\$3,547	0%	
2019	129	39	17%	\$143,337	\$2,000	\$145,337	\$176,025	\$13,323	\$145,337	\$7,117	\$132,614	\$3,400	\$3,727	4%	
2020	128	46	19%	\$146,213	\$2,000	\$148,213	\$178,030	\$17,582	\$148,213	\$4,962	\$152,602	\$3,317	\$3,222	3%	
2021	126	20	9%	\$145,760	\$2,000	\$147,760	\$312,557	\$11,796	\$147,760	\$7,828	\$89,796	\$4,490			

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	
Mansfield, Grace Church															
2018	209	67	32%	\$292,264	\$0	\$292,264	\$510,918	\$30,991	\$292,264	\$121,826	\$127,689	\$1,906	\$4,362	46%	
2019	213	67	21%	\$288,063	\$0	\$288,063	\$456,408	\$33,346	\$288,063	\$239,244	\$142,958	\$2,134	\$4,299	46%	
2020	218	69	22%	\$290,624	\$0	\$290,624	\$709,020	\$34,470	\$290,624	\$279,310	\$143,789	\$2,084	\$4,212	37%	
2021	228	45	14%	\$307,019	\$459	\$307,478	\$409,966	\$37,270	\$307,478	\$108,853	\$146,482	\$3,255	\$6,833	52%	
2022	326	53	16%	\$300,689	\$0	\$300,689	\$525,744	\$36,161	\$300,689	\$131,145	\$135,293	\$2,553	\$5,673	55%	
Massillon, St. Timothy's Church															
2018	132	83	63%	\$215,089	\$0	\$215,089	\$373,049	\$27,459	\$215,089	\$12,587	\$187,270	\$2,256	\$2,591	11%	
2019	142	95	38%	\$238,211	\$0	\$238,211	\$289,527	\$24,503	\$238,211	\$6,670	\$197,308	\$2,077	\$2,507	13%	
2020	133	106	44%	\$251,390	\$0	\$251,390	\$500,646	\$27,805	\$251,390	\$17,904	\$199,189	\$1,879	\$2,372	7%	
2021	69	32	13%	\$241,086	\$16,173	\$257,259	\$274,724	\$24,935	\$257,259	\$23,122	\$190,677	\$5,959	\$8,039	16%	
2022	85	53	62%	\$236,091	\$18,523	\$254,614	\$464,614	\$29,692	\$254,614	\$28,986	\$165,896	\$3,130	\$4,804	16%	
Maumee, St. Paul's Church															
2018	485	119	25%	\$531,075	\$0	\$531,075	\$783,230	\$53,261	\$434,849	\$405,847	\$281,034	\$2,362	\$3,654	56%	
2019	450	116	200%	\$439,639	\$0	\$439,639	\$745,139	\$55,897	\$439,639	\$465,117	\$294,764	\$2,541	\$3,790	62%	
2020				\$394,421	\$0	\$394,421	\$704,589	\$48,174	\$394,421	\$410,923	\$463,837			31%	
2021	351	51	12%	\$358,373	\$0	\$358,373	\$845,175	\$36,810	\$358,373	\$429,013	\$409,236	\$8,024	\$7,027	21%	
2022	349	71	20%	\$422,300	\$0	\$422,300	\$1,033,459	\$55,693	\$422,300	\$972,251	\$492,463	\$6,936	\$5,948	34%	
Mayfield Village, St. Bartholomew's Church															
2018	88	54	61%	\$137,802	\$0	\$137,802	\$143,804	\$14,087	\$137,802	\$5,639	\$104,715	\$1,939	\$2,552	1%	
2019	93	60	52%	\$142,275	\$0	\$142,275	\$150,090	\$14,670	\$142,275	\$6,280	\$125,612	\$2,094	\$2,371	4%	
2020	105	53	45%	\$133,562	\$0	\$133,562	\$146,281	\$14,625	\$133,562	\$6,140	\$147,799	\$2,789	\$2,520	4%	
2021	72	45	42%	\$126,297	\$0	\$126,297	\$127,287	\$12,721	\$126,297	\$40,920	\$118,082	\$2,624	\$2,807	11%	
2022	86	37	43%	\$84,561	\$0	\$84,561	\$93,171	\$8,495	\$84,561	\$0	\$99,704	\$2,695	\$2,285	9%	
Medina, St. Paul's Church															
2018	501	89	18%	\$308,452	\$1,420	\$309,872	\$370,942	\$33,341	\$309,872	\$65,916	\$267,637	\$3,007	\$3,482	2%	
2019	183	84	17%	\$267,828	\$0	\$267,828	\$309,028	\$30,073	\$267,828	\$26,507	\$255,717	\$3,044	\$3,188	0%	
2020	178	78	17%	\$265,690	\$500	\$266,190	\$299,646	\$32,048	\$266,190	\$30,572	\$233,576	\$2,995	\$3,413	3%	
2021	175	39	8%	\$207,609	\$0	\$207,609	\$342,733	\$22,803	\$207,609	\$16,539	\$187,772	\$4,815	\$5,323	0%	
2022	172	53	31%	\$289,266	\$0	\$289,266	\$552,409	\$31,015	\$289,266	\$43,536	\$224,402	\$4,234	\$5,458	0%	
Mentor, St. Andrew Church															
2018	259	71	27%	\$182,924	\$0	\$182,924	\$214,042	\$16,942	\$182,924	\$21,739	\$124,671	\$1,756	\$2,576	0%	
2019	261	64	25%	\$170,535	\$0	\$170,535	\$239,066	\$17,001	\$170,535	\$31,185	\$142,020	\$2,219	\$2,665	24%	
2020	260	58	22%	\$156,677	\$0	\$156,677	\$212,079	\$22,454	\$156,677	\$22,948	\$143,989	\$2,483	\$2,701	0%	
2021	262	34	13%	\$166,133	\$0	\$166,133	\$372,683	\$22,370	\$166,133	\$33,311	\$146,240	\$4,301	\$4,886	0%	
2022	59	53	90%	\$184,552	\$18,400	\$202,952	\$269,406	\$23,037	\$202,952	\$31,337	\$145,680	\$2,749	\$3,829	0%	
Mount Vernon, St. Paul's Church															
2018	71	48	68%	\$163,657	\$0	\$163,657	\$178,299	\$17,048	\$163,657	\$20,071	\$130,782	\$2,725	\$3,410	27%	
2019	72	45	63%	\$167,853	\$0	\$167,853	\$179,674	\$17,335	\$167,853	\$15,141	\$129,957	\$2,888	\$3,730	26%	
2020	60	40	67%	\$202,242	\$0	\$202,242	\$217,818	\$18,617	\$202,242	\$15,895	\$127,330	\$3,183	\$5,056	29%	
2021	58	26	45%	\$207,144	\$0	\$207,144	\$210,541	\$23,825	\$207,144	\$7,373	\$136,892	\$5,265	\$7,967	22%	
2022	46	28	61%	\$206,238	\$0	\$206,238	\$206,238	\$23,523	\$206,238	\$6,784	\$128,373	\$4,585	\$7,366	31%	
Napoleon, St. John the Evangelist Church															
2018															
2019															
2020															
2021															
2022															
New Philadelphia, Trinity Church															
2018	61	27	44%	\$41,069	\$0	\$41,069	\$41,069	\$3,654	\$41,069	\$546	\$41,069	\$1,521	\$1,521	0%	
2019	59	23	39%	\$43,534	\$0	\$43,534	\$57,382	\$3,866	\$43,534	\$1,267	\$43,534	\$1,893	\$1,893	0%	
2020	58	21	36%	\$42,637	\$0	\$42,637	\$42,637	\$3,851	\$42,637	\$200	\$42,637	\$2,030	\$2,030	0%	
2021	22	19	33%	\$45,466	\$0	\$45,466	\$45,466	\$4,115	\$45,466	\$200	\$45,466	\$2,393	\$2,393	0%	
2022	28	20	71%	\$48,816	\$0	\$48,816	\$48,816	\$4,335	\$48,816	\$300	\$44,762	\$2,238	\$2,441	10%	
Niles, St. Luke's Church															
2018	117	38	32%	\$21,801	\$0	\$21,801	\$25,294	\$0	\$21,801	\$1,389	\$39,572	\$1,041	\$574	23%	
2019	124	31	25%	\$43,533	\$0	\$43,533	\$44,230	\$0	\$43,533	\$697	\$42,836	\$1,382	\$1,404	0%	
2020	136	31	25%	\$34,061	\$0	\$34,061	\$36,558	\$4,534	\$34,061	\$1,850	\$27,995	\$903	\$1,099	0%	
2021	126	19	15%	\$36,384	\$0	\$36,384	\$54,384	\$4,154	\$36,384	\$4,250	\$25,202	\$1,326	\$1,915	0%	
2022	126	17	13%	\$29,554	\$0	\$29,554	\$29,554	\$1,412	\$29,554	\$3,725	\$23,650	\$1,391	\$1,738	41%	
Norwalk, St. Paul's Church															
2018	46	28	61%	\$92,132	\$0	\$92,132	\$94,230	\$8,645	\$92,132	\$1,452	\$65,278	\$2,331	\$3,290	6%	
2019	43	27	52%	\$92,854	\$0	\$92,854	\$94,314	\$9,642	\$92,854	\$668	\$65,360	\$2,421	\$3,439	5%	
2020				\$60,676	\$0	\$60,676	\$61,072	\$7,252	\$72,527	\$1,481	\$49,876			0%	
2021	32	17	43%	\$33,538	\$0	\$33,538	\$33,538	\$3,216	\$33,538	\$6,848	\$34,179	\$2,011	\$1,973	0%	
2022	35	19	54%	\$42,114	\$0	\$42,114	\$45,799	\$4,108	\$42,114	\$50	\$48,773	\$2,567	\$2,217	0%	
Oberlin, Christ Church															
2018	90	62	69%	\$305,213	\$0	\$305,213	\$517,616	\$33,637	\$305,213	\$88,623	\$185,098	\$2,985	\$4,923	26%	
2019	65	54	56%	\$294,844	\$0	\$294,844	\$430,389	\$32,908	\$294,844	\$51,192	\$186,475	\$3,453	\$5,460	29%	
2020	63	47	50%	\$312,577	\$0	\$312,577	\$719,088	\$37,832	\$312,577	\$97,940	\$186,941	\$3,977	\$6,651	29%	
2021	59	28	32%	\$305,801	\$0	\$305,801	\$305,801	\$36,875	\$305,801	\$20,317	\$191,442	\$6,837	\$10,921	33%	
2022	52	43	83%	\$315,363	\$0	\$315,363	\$762,268	\$38,606	\$315,363	\$120,219	\$197,153	\$4,585	\$7,334	33%	
Oregon, St. Paul's Church															
2018	47	27	57%	\$77,689	\$0	\$77,689	\$77,795	\$7,039	\$77,689	\$1,747	\$45,499	\$1,685	\$2,877	0%	
2019	42	29	24%	\$85,465	\$0	\$85,465	\$101,278	\$8,439	\$85,465	\$2,232	\$45,980	\$1,586	\$2,947	0%	
2020	38	33	28%	\$78,309	\$0	\$78,309	\$87,986	\$7,456	\$78,309	\$2,416	\$49,389	\$1,497	\$2,373	0%	
2021	44	28	22%	\$83,183	\$0	\$83,183	\$167,095	\$7,002	\$83,183	\$11,473	\$46,793	\$1,671	\$2,971	0%	
2022	38	27	71%	\$95,222	\$0	\$95,222	\$106,192	\$7,433	\$95,222	\$16,819	\$52,075	\$1,929	\$3,527	0%	
Painesville, St. James' Church															
2018	155	69	45%	\$242,544	\$0	\$242,544	\$343,907	\$26,191	\$242,544	\$52,060	\$190,542	\$2,761	\$3,515	10%	
2019	146	74	43%	\$233,100	\$0	\$233,100	\$450,623	\$25,570	\$233,100	\$45,090	\$181,409	\$2,451	\$3,150	13%	
2020	141	52	32%	\$224,477	\$0	\$224,477	\$329,270	\$25,710	\$224,477	\$29,975	\$179,690	\$3,456	\$4,317	2%	
2021	136	41	26%	\$236,789	\$0	\$236,789	\$298,383	\$27,373	\$236,789	\$31,168	\$186,003	\$4,537	\$5,775	12%	
2022	155	53	34%	\$172,535	\$0	\$172,535	\$369,931	\$18,363	\$172,535	\$29,790	\$174,309	\$3,289	\$3,255	0%	
Pama, All Saints Church															
2018	189	61	32%	\$92,323	\$0	\$92,323	\$156,217	\$9,142	\$92,323	\$5,408	\$92,323	\$1,513	\$1,513	0%	

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA + Mbrs	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach (Lines 13+16+18)	Pledge & Plate	Pledge & Plate + ASA	Oper Exp + ASA	From Inv. + Operating Exp	
2019	183	59	32%	\$80,510	\$0	\$80,510	\$108,507	\$7,910	\$80,510	\$5,769	\$80,510	\$1,365	\$1,365	0%	
2020	86	49	28%	\$80,852	\$0	\$80,852	\$81,167	\$8,029	\$80,852	\$1,289	\$80,733	\$1,648	\$1,650	0%	
2021	64	-	0%	\$125,278	\$0	\$125,278	\$127,388	\$11,673	\$125,278	\$2,113	\$95,409			23%	
2022	68	53	78%	\$154,708	\$0	\$154,708	\$218,092	\$16,404	\$154,708	\$2,538	\$112,472	\$2,122	\$2,919	16%	
Perrysburg, St. Timothy's Church															
2018	262	97	37%	\$304,149	\$0	\$304,149	\$405,921	\$41,808	\$304,149	\$16,296	\$282,426	\$2,912	\$3,136	16%	
2019	268	96	36%	\$365,797	\$0	\$365,797	\$493,793	\$38,039	\$365,797	\$26,645	\$296,621	\$3,090	\$3,810	19%	
2020	263	87	33%	\$327,813	\$0	\$327,813	\$440,853	\$51,279	\$365,226	\$26,344	\$321,431	\$3,695	\$4,198	0%	
2021	214	45	21%	\$393,333	\$0	\$393,333	\$482,871	\$49,835	\$393,333	\$20,873	\$353,185	\$7,849	\$8,741	0%	
2022	0	59		\$357,387	\$0	\$357,387	\$711,829	\$47,287	\$357,387	\$15,821	\$304,670	\$5,164	\$6,057	7%	
Port Clinton, St. Thomas' Church															
2018	48	21	44%	\$91,085	\$0	\$91,085	\$92,920	\$7,825	\$91,085	\$1,580	\$59,198	\$2,819	\$4,337	15%	
2019	42	24	47%	\$138,730	\$0	\$138,730	\$143,076	\$14,307	\$138,730	\$1,630	\$81,265	\$3,386	\$5,780	40%	
2020	40	21	45%	\$135,814	\$0	\$135,814	\$149,409	\$14,453	\$135,814	\$4,010	\$77,121	\$3,672	\$6,467	26%	
2021	47	24	51%	\$146,176	\$0	\$146,176	\$187,631	\$15,219	\$146,176	\$7,718	\$82,511	\$3,438	\$6,091	31%	
2022	49	21	43%	\$144,424	\$0	\$144,424	\$162,847	\$15,279	\$144,424	\$6,607	\$85,366	\$4,065	\$6,877	39%	
Put-in-Bay, St. Paul's Church															
2018	43	26	60%	\$112,715	\$0	\$112,715	\$242,343	\$12,278	\$112,715	\$3,853	\$48,708	\$1,873	\$4,335	0%	
2019	41	26	60%	\$106,052	\$0	\$106,052	\$127,713	\$10,100	\$106,052	\$4,096	\$69,884	\$2,688	\$4,079	0%	
2020	36	14	39%	\$117,807	\$0	\$117,807	\$117,807	\$11,560	\$117,807	\$3,000	\$113,298	\$8,093	\$8,415	0%	
2021															
2022	31	18	58%	\$143,576	\$0	\$143,576	\$185,383	\$15,332	\$143,576	\$8,488	\$75,369	\$4,187	\$7,976	0%	
Ravenna, Grace Church															
2018	107	57	53%	\$176,147	\$0	\$176,147	\$177,577	\$18,565	\$176,147	\$1,430	\$104,723	\$1,837	\$3,090	34%	
2019	108	58	38%	\$180,717	\$0	\$180,717	\$182,122	\$19,680	\$180,717	\$1,405	\$100,425	\$1,731	\$3,116	39%	
2020	107	54	36%	\$186,178	\$0	\$186,178	\$187,237	\$20,484	\$186,178	\$1,059	\$119,427	\$2,212	\$3,448	19%	
2021	104	45	31%	\$182,414	\$0	\$182,414	\$188,653	\$20,241	\$182,414	\$6,239	\$134,251	\$2,983	\$4,054	25%	
2022	93	38	41%	\$198,437	\$0	\$198,437	\$204,600	\$21,900	\$198,437	\$6,163	\$123,586	\$3,252	\$5,222	35%	
Salem, Church of Our Saviour															
2018	24	18	75%	\$72,930	\$0	\$72,930	\$72,930	\$6,899	\$72,930	\$241	\$23,595	\$1,311	\$4,052	62%	
2019	31	23	43%	\$70,639	\$0	\$70,639	\$77,051	\$6,433	\$70,639	\$284	\$21,028	\$914	\$3,071	57%	
2020	32	22	41%	\$39,318	\$0	\$39,318	\$39,318	\$4,363	\$39,318	\$0	\$25,635	\$1,165	\$1,787	39%	
2021	24	18	34%	\$38,928	\$0	\$38,928	\$42,928	\$3,487	\$38,928	\$4,000	\$21,008	\$1,167	\$2,163	39%	
2022	24	13	54%	\$38,749	\$0	\$38,749	\$38,749	\$3,513	\$38,749	\$0	\$16,191	\$1,245	\$2,981	59%	
Sandusky, Grace Church															
2018	145	83	57%	\$519,021	\$0	\$519,021	\$886,568	\$60,502	\$519,021	\$103,338	\$105,734	\$1,274	\$6,253	27%	
2019	133	71	28%	\$497,957	\$0	\$497,957	\$689,782	\$67,305	\$497,957	\$86,458	\$109,252	\$1,539	\$7,013	21%	
2020	125	57	27%	\$505,021	\$0	\$505,021	\$654,823	\$64,187	\$505,021	\$63,666	\$89,516	\$1,570	\$8,860	19%	
2021	82	35	33%	\$498,116	\$0	\$498,116	\$812,049	\$63,422	\$498,116	\$61,710	\$83,161	\$2,376	\$14,232	56%	
2022	103	52	50%	\$584,031	\$0	\$584,031	\$855,101	\$73,151	\$584,031	\$72,207	\$94,807	\$1,823	\$11,231	23%	
Shaker Heights, Christ Church															
2018	218	113	52%	\$455,511	\$0	\$455,511	\$617,924	\$44,443	\$455,511	\$102,440	\$436,088	\$3,859	\$4,031	4%	
2019	227	122	34%	\$465,590	\$0	\$465,590	\$610,812	\$64,417	\$465,590	\$117,670	\$404,657	\$3,317	\$3,816	13%	
2020	238	136	51%	\$405,779	\$0	\$405,779	\$513,339	\$51,855	\$405,779	\$164,174	\$382,524	\$2,813	\$2,984	3%	
2021	195	82	30%	\$400,045	\$0	\$400,045	\$525,372	\$56,865	\$400,045	\$201,340	\$325,025	\$3,964	\$4,879	0%	
2022	187	87	47%	\$480,213	\$0	\$480,213	\$567,360	\$57,432	\$480,213	\$183,359	\$382,180	\$4,393	\$5,520	13%	
Shelby, St. Mark's Church															
2018	31	22	71%	\$71,136	\$0	\$71,136	\$136,061	\$9,022	\$71,136	\$45,125	\$41,410	\$1,882	\$3,233	38%	
2019	33	22	31%	\$69,305	\$0	\$69,305	\$119,855	\$6,610	\$69,305	\$49,739	\$37,669	\$1,712	\$3,150	40%	
2020	33	23	32%	\$74,632	\$0	\$74,632	\$160,014	\$7,173	\$74,632	\$35,756	\$45,747	\$1,989	\$3,245	32%	
2021	35	17	26%	\$43,715	\$0	\$43,715	\$83,793	\$4,394	\$43,715	\$50,244	\$31,146	\$1,832	\$2,571	25%	
2022	35	16	46%	\$76,300	\$0	\$76,300	\$142,121	\$7,807	\$76,300	\$48,093	\$33,331	\$2,083	\$4,769	54%	
Sidney, St. Mark's Church															
2018	13	11	85%	\$16,424	\$0	\$16,424	\$16,424	\$1,112	\$16,424	\$3,975	\$11,693	\$1,063	\$1,493	0%	
2019	21	14	67%	\$12,089	\$0	\$12,089	\$108,603	\$1,508	\$16,707	\$0	\$9,505	\$679	\$1,193	0%	
2020	16	20	105%	\$14,196	\$0	\$14,196	\$14,758	\$1,344	\$14,196	\$0	\$10,439	\$522	\$710	4%	
2021	17	28	133%	\$13,363	\$0	\$13,363	\$35,934	\$2,275	\$13,363	\$0	\$23,627	\$844	\$477	0%	
2022	16	53	331%	\$14,319	\$0	\$14,319	\$14,319	\$1,954	\$14,319	\$0	\$16,095	\$304	\$270	27%	
Stuebenville, St. Paul's Church															
2018	56	23	41%	\$74,810	\$0	\$74,810	\$74,960	\$7,256	\$74,810	\$0	\$37,494	\$1,630	\$3,253	43%	
2019	54	30	56%	\$66,172	\$0	\$66,172	\$66,725	\$5,947	\$72,672	\$0	\$37,856	\$1,262	\$2,422	32%	
2020															
2021															
2022															
Stuebenville, St. Stephen's Church															
2018	29	23	79%	\$30,320	\$0	\$30,320	\$217,985	\$2,757	\$30,320	\$650	\$33,373	\$1,451	\$1,318	0%	
2019	26	22	22%	\$33,479	\$0	\$33,479	\$41,979	\$3,046	\$33,479	\$2,200	\$36,522	\$1,660	\$1,522	0%	
2020	29	12	12%	\$29,866	\$0	\$29,866	\$29,866	\$2,705	\$29,866	\$0	\$29,257	\$2,438	\$2,489	0%	
2021	20	15	75%	\$29,787	\$0	\$29,787	\$29,787	\$2,798	\$29,787	\$0	\$31,567	\$2,104	\$1,986	0%	
2022	21	16	76%	\$35,823	\$0	\$35,823	\$57,378	\$3,257	\$35,823	\$0	\$29,819	\$1,864	\$2,239	0%	
Tiffin, Old Trinity Church															
2018	50	31	62%	\$190,252	\$0	\$190,252	\$225,642	\$17,371	\$190,252	\$16,007	\$38,367	\$1,238	\$6,137	63%	
2019	58	34	46%	\$198,000	\$0	\$198,000	\$210,382	\$17,788	\$198,000	\$20,048	\$44,303	\$1,303	\$5,824	61%	
2020	61	24	29%	\$155,490	\$0	\$155,490	\$155,490	\$16,623	\$155,490	\$12,434	\$40,489	\$1,687	\$6,479	60%	
2021	50	15	19%	\$193,042	\$0	\$193,042	\$842,669	\$20,001	\$193,042	\$276,556	\$51,220	\$3,415	\$12,869	52%	
2022	47	22	47%	\$213,463	\$0	\$213,463	\$886,227	\$18,945	\$213,463	\$16,718	\$55,505	\$2,523	\$9,703	65%	
Toledo, All Saints Church															
2018	39	25	27%	\$48,814	\$0	\$48,814	\$48,814	\$5,049	\$48,814	\$0	\$45,916	\$1,837	\$1,953	0%	
2019	31	24	77%	\$49,148	\$0	\$49,148	\$215,396	\$4,123	\$49,148	\$2,078	\$39,042	\$1,627	\$2,048	0%	
2020	28	22	79%	\$43,230	\$0	\$43,230	\$43,586	\$2,999	\$43,230	\$373	\$25,700	\$1,168	\$1,965	16%	
2021	28	18	64%	\$46,521	\$0	\$46,521	\$98,857	\$5,943	\$46,521	\$2,246	\$32,506	\$1,806	\$2,585	37%	
2022															
Toledo, St. Andrew's Church															
2018	152	85	56%	\$202,422	\$0	\$202,422	\$237,266	\$21,163	\$202,422	\$4,023	\$134,299	\$1,580	\$2,381	6%	
2019	151	85	44%	\$209,495	\$0	\$209,495	\$220,501	\$23,764	\$209,495	\$4,442	\$131,759	\$1,550	\$2,465	21%	
2020	152	80	42%	\$207,343	\$0	\$207,343	\$217,697	\$23,391	\$207,343	\$8,429	\$143,620	\$1,795	\$2,592	16%	

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
2021	152	35	18%	\$212,801	\$0	\$212,801	\$403,642	\$24,003	\$212,801	\$3,380	\$139,039	\$3,973	\$6,080	9%
2022	108	51	47%	\$218,921	\$2,150	\$221,071	\$238,114	\$25,955	\$221,071	\$2,662	\$155,066	\$3,041	\$4,335	14%
Toledo, St. Matthew's Church														
2018		96	58%	\$200,613	\$0	\$200,613	\$254,804	\$20,052	\$200,613	\$14,914	\$212,006	\$2,208	\$2,090	11%
2019	165	92	56%	\$284,595	\$0	\$284,595	\$321,522	\$29,903	\$284,595	\$8,965	\$218,340	\$2,373	\$2,277	11%
2020	146	82	56%	\$221,038	\$0	\$221,038	\$245,009	\$17,173	\$221,038	\$13,812	\$176,708	\$2,155	\$2,696	19%
2021	100	47	47%	\$225,686	\$0	\$225,686	\$237,986	\$38,304	\$225,686	\$3,850	\$149,802	\$3,187	\$4,802	18%
2022	103	59	57%	\$222,441	\$0	\$222,441	\$269,600	\$27,893	\$222,441	\$12,741	\$143,563	\$2,433	\$3,770	11%
Toledo, St. Michael's-in-the-Hills Church														
2018	270	100	37%	\$357,465	\$0	\$357,465	\$370,331	\$48,037	\$357,465	\$38,125	\$324,370	\$3,244	\$3,575	7%
2019	241	104	43%	\$428,162	\$0	\$428,162	\$441,477	\$56,365	\$428,162	\$11,966	\$346,778	\$3,334	\$4,117	18%
2020	140	108	60%	\$434,317	\$0	\$434,317	\$443,878	\$58,747	\$434,317	\$18,853	\$323,770	\$2,998	\$4,021	25%
2021	126	50	29%	\$433,160	\$0	\$433,160	\$455,999	\$56,921	\$433,160	\$22,626	\$296,759	\$5,935	\$8,663	19%
2022	124	80	65%	\$411,534	\$0	\$411,534	\$436,530	\$56,498	\$411,534	\$43,107	\$315,323	\$3,942	\$5,144	22%
Toledo, Trinity Church														
2018	135	93	69%	\$591,623	\$0	\$591,623	\$731,308	\$80,118	\$591,623	\$13,043	\$171,943	\$1,849	\$6,362	49%
2019	165	106	44%	\$659,476	\$0	\$659,476	\$721,271	\$103,950	\$659,476	\$12,083	\$170,276	\$1,606	\$4,039	79%
2020	175	115	43%	\$618,530	\$0	\$618,530	\$1,198,122	\$92,000	\$618,530	\$16,548	\$199,631	\$1,736	\$5,379	52%
2021	235	73	26%	\$630,195	\$0	\$630,195	\$632,049	\$93,000	\$630,195	\$16,143	\$221,376	\$3,033	\$8,633	46%
2022	341	78	23%	\$658,633	\$0	\$658,633	\$660,508	\$96,000	\$658,633	\$25,762	\$209,115	\$2,681	\$8,444	47%
Uniontown, New Life Church														
2018	55	29	53%	\$71,263	\$0	\$71,263	\$74,382	\$8,228	\$71,263	\$3,822	\$77,335	\$2,667	\$2,457	67%
2019	53	30	39%	\$82,872	\$0	\$82,872	\$86,341	\$7,905	\$82,872	\$2,883	\$83,286	\$2,776	\$2,762	0%
2020	46	27	59%	\$76,280	\$0	\$76,280	\$77,791	\$6,835	\$76,280	\$1,330	\$71,643	\$2,653	\$2,825	0%
2021	45	22	49%	\$85,759	\$0	\$85,759	\$88,139	\$9,096	\$85,759	\$500	\$79,945	\$3,634	\$3,898	0%
2022	47	23	49%	\$79,139	\$0	\$79,139	\$79,609	\$7,611	\$79,139	\$500	\$87,563	\$3,807	\$3,441	0%
Wadsworth, St. Mark's Church														
2018	48	24	50%	\$51,460	\$0	\$51,460	\$53,482	\$4,200	\$51,460	\$3,827	\$38,554	\$1,606	\$2,144	21%
2019	44	25	57%	\$49,563	\$0	\$49,563	\$49,708	\$4,313	\$49,563	\$3,863	\$35,279	\$1,411	\$3,315	17%
2020	41	19	46%	\$45,405	\$0	\$45,405	\$46,734	\$4,201	\$45,405	\$3,351	\$38,069	\$2,004	\$2,390	13%
2021	36	12	33%	\$49,592	\$0	\$49,592	\$50,041	\$3,900	\$49,592	\$3,106	\$25,518	\$2,127	\$4,133	48%
2022 closed														
Warren, Christ Church														
2018	206	72	35%	\$288,431	\$0	\$288,431	\$367,864	\$33,664	\$288,431	\$29,675	\$138,798	\$1,928	\$4,006	40%
2019	209	64	31%	\$284,664	\$2,500	\$287,164	\$370,633	\$34,560	\$287,164	\$22,696	\$134,280	\$2,098	\$4,487	45%
2020	165	52	32%	\$275,945	\$2,000	\$277,945	\$642,949	\$33,590	\$277,945	\$11,073	\$143,175	\$2,753	\$5,345	10%
2021	147	70	48%	\$289,033	\$2,000	\$291,033	\$354,768	\$35,766	\$291,033	\$11,854	\$146,996	\$2,100	\$4,158	38%
2022	134	56	42%	\$278,706	\$1,500	\$280,206	\$334,307	\$36,347	\$280,206	\$12,504	\$139,114	\$2,484	\$5,004	41%
Westlake, Advent Episcopal Church														
2018	134	44	33%	\$120,894	\$0	\$120,894	\$120,894	\$10,753	\$120,894	\$7,118	\$171,107	\$3,889	\$2,748	1%
2019	134	43	32%	\$130,175	\$0	\$130,175	\$130,175	\$13,425	\$130,175	\$3,197	\$144,361	\$3,357	\$6,678	0%
2020	90	32	24%	\$129,817	\$0	\$129,817	\$129,817	\$13,615	\$129,817	\$7,706	\$136,339	\$4,261	\$4,057	1%
2021														
2022														
Willoughby, Grace Church														
2018	109	58	53%	\$213,067	\$0	\$213,067	\$221,709	\$22,422	\$213,067	\$14,751	\$92,526	\$1,595	\$3,674	54%
2019	114	60	53%	\$211,631	\$0	\$211,631	\$243,432	\$20,649	\$211,631	\$29,673	\$108,310	\$1,805	\$2,170	81%
2020	113	57	50%	\$210,963	\$0	\$210,963	\$462,242	\$22,372	\$210,963	\$18,045	\$87,377	\$1,533	\$3,701	57%
2021	113	30	27%	\$220,946	\$0	\$220,946	\$547,818	\$24,334	\$220,946	\$49,659	\$96,825	\$3,228	\$7,365	54%
2022	68	28	41%	\$241,885	\$0	\$241,885	\$482,074	\$26,180	\$241,885	\$17,734	\$87,794	\$3,136	\$8,639	61%
Wooster, St. James' Church														
2018	94	58	62%	\$209,821	\$0	\$209,821	\$395,891	\$24,544	\$209,821	\$10,385	\$182,102	\$3,140	\$3,618	12%
2019	122	61	46%	\$214,862	\$0	\$214,862	\$347,289	\$23,781	\$214,862	\$14,135	\$185,381	\$3,039	\$3,469	9%
2020	126	60	44%	\$213,456	\$0	\$213,456	\$603,275	\$24,321	\$213,456	\$9,435	\$188,114	\$3,135	\$3,558	0%
2021	115	26	21%	\$206,385	\$0	\$206,385	\$351,735	\$23,225	\$206,385	\$6,555	\$155,465	\$5,979	\$7,938	0%
2022	77	37	48%	\$210,956	\$0	\$210,956	\$350,243	\$22,900	\$210,956	\$5,491	\$194,088	\$5,246	\$5,702	0%
Youngstown, St. John's Church														
2018	275	97	35%	\$474,033	\$0	\$474,033	\$576,924	\$62,141	\$474,033	\$52,704	\$261,406	\$2,695	\$4,887	40%
2019	275	99	27%	\$466,463	\$0	\$466,463	\$543,128	\$62,438	\$466,463	\$44,370	\$251,030	\$2,536	\$4,677	40%
2020	290	100	31%	\$428,713	\$0	\$428,713	\$481,390	\$57,797	\$428,713	\$32,222	\$262,017	\$2,620	\$4,287	21%
2021	298	38	11%	\$412,906	\$0	\$412,906	\$535,372	\$55,552	\$412,906	\$19,011	\$266,573	\$7,015	\$10,866	28%
2022	299	54	18%	\$448,925	\$0	\$448,925	\$470,925	\$59,297	\$448,925	\$24,659	\$285,116	\$5,280	\$8,313	32%
Totals														
2018	12,440	5,034	41%	\$18,458,460	\$145,520	\$18,603,980	\$25,744,757	\$2,189,962	\$18,506,652	\$3,031,274	\$12,787,758	\$2,559	\$3,676	20%
2019	11,053	5,174	31%	\$19,045,679	\$168,148	\$19,213,827	\$28,076,915	\$2,319,610	\$19,213,827	\$3,295,067	\$13,079,698	\$2,528	\$3,714	20%
2020	9,744	4,674	31%	\$18,062,523	\$371,810	\$18,434,333	\$26,967,119	\$2,257,856	\$18,434,333	\$3,028,328	\$13,128,187	\$2,809	\$3,944	16%
2021	9,616	2,748	19%	\$18,007,345	\$333,285	\$18,340,630	\$25,187,665	\$2,208,711	\$18,340,630	\$3,300,244	\$12,746,061	\$2,956	\$6,271	19%
2022	9,901	3,544	36%	\$19,464,292	\$414,701	\$19,878,993	\$26,731,122	\$2,381,110	\$19,864,460	\$3,746,972	\$13,184,832	\$3,720	\$5,605	20%



The Episcopal Church in the Diocese of Ohio

2022-23 Constitution and Canons

Revised through 206th Convention held
November 18-19, 2022

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

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CONSTITUTION OF THE EPISCOPAL DIOCESE OF OHIO

(REVISED THROUGH 206TH ANNUAL CONVENTION, NOVEMBER 18-19, 2022)

ARTICLE I Diocese of Ohio

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

ARTICLE II The Convention

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

Sec. 2. Members of any Convention shall be:

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

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

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

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

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

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

ARTICLE VI Mode of Voting and Elections

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

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ARTICLE VII Election to the Episcopate

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

ARTICLE VII The Chancellor

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

ARTICLE IX Parishes

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

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

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

ARTICLE X Amendment of the Constitution

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

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

CANONS OF THE EPISCOPAL DIOCESE OF OHIO
(REVISED THROUGH 205TH ANNUAL CONVENTION, NOVEMBER 12-13, 2021)

TITLE I: CANONS RELATING TO DIOCESAN STRUCTURE

CANON 1: Of the Ecclesiastical Authority

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

CANON 2: Of the Convention

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

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

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

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

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

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

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

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

CANON 3: Of the Election of a Bishop

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

CANON 4: Of the Secretary

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

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

CANON 5: Of the Treasurer

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

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

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

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

CANON 6: Of the Standing Committee

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

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

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

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

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

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

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

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

CANON 7: Of the Diocesan Council

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

Sec. 2. The Bishop shall be the President of the Diocesan Council. The Bishop Coadjutor, if there be one, shall be vice-president of the Diocesan Council. The Treasurer of the Diocese shall be the 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 Alternate Deputies. These Alternate Deputies shall fill any vacancy in the order of their election. The Deputies and Alternate Deputies shall hold their respective office(s) until their successors are elected, and shall be Deputies, or Alternate Deputies, for any General Convention which may be held during their continuance in office.

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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 Delegates to Provincial Synod

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

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

CANON 11: Of the Development Council of Episcopal Community Services

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

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

CANON 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.

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

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

CANON 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

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

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

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

TITLE II: CANONS RELATING TO THE CONGREGATIONS OF THE DIOCESE

CANON 1: Of Parishes

- Sec. 1. Parishes are constituent parts of the Diocese of Ohio. Each Parish shall make provision in its By-Laws or Articles of Incorporation acknowledging its accession to the doctrine, discipline, and worship of the Episcopal Church and to the canons of General Convention and of the Diocese of Ohio. As provided in the canons of General Convention, parishes hold title to all real and other property in their care and custody in trust for the Diocese.
- Sec. 2. The provisions of this canon shall apply equally to all parishes of the Diocese, except that any parish receiving financial assistance for the support of its program and property shall be subject to the provisions of Section 13 of this Canon, which shall, in all cases of conflict, supersede any provision of the other sections of this Canon. The Cathedral operates in all ways as a congregation with parochial status and obligations, except as other provided in Title II, Canon 2. Questions of interpretation arising with respect to this Canon shall be decided by the Ecclesiastical Authority.
- Sec. 3. (a) In every Parish of the Diocese, there shall be held an Annual Meeting, for the election of members of the Vestry and for the transaction of such other business as may properly come before such meeting. Unless otherwise provided (by Articles of Incorporation, By-Laws, or by Resolution), such meeting shall be held on the third Sunday of January in each year.

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- (b) Special Meetings of the Parish may be called as provided by a Parish's Articles of Incorporation or By-Laws.
- Sec. 4. (a) Every Parish shall establish, in its Articles of Incorporation or By-Laws, provisions for giving public notice of, and for establishing a quorum for the transaction of business at all Annual and Special Meetings. Such notice shall be given no fewer than one nor more than three weeks prior to any meeting. Such quorum shall consist of not fewer than ten (10) Qualified Electors (as defined in Section 5(a) of this Canon), provided that a smaller number may adjourn any meeting to a date not fewer than seven, nor more than fourteen days thereafter.
- (b) The Rector of the Parish shall, if present, preside at all such meetings. In the absence of the above, an officer of the Parish shall preside, in the following order of priority: (1) the Senior Warden; (2) the Junior Warden; (3) the Clerk. If none of the above is present, the meeting may elect a qualified elector as its presiding officer.
- Sec. 5. (a) All members of the Parish who are communicants in good standing as defined by the Canons of The Episcopal Church and being not under sixteen years of age, shall be qualified to vote in its meetings ("Qualified Electors"). (The pertinent canon from the Canons of The Episcopal Church is printed in Appendix II of these Canons.)
- (b) The presiding officer of any meeting shall be the judge of the qualifications of any person to vote who shall offer to do so, subject, however, to appeal and final determination by a two-thirds majority of the electors present at such meeting.
- Sec. 6. (a) Every Parish shall, in its Articles of Incorporation or By-Laws, make provision for a Vestry, to consist of no fewer than five nor more than eighteen members, to be elected from among Qualified Electors of the Parish, to act as its agent in the care and custody of its property, and in its relations with its clergy, as provided in the Canons of The Episcopal Church.
- (b) The Vestry shall meet regularly at least quarterly, at such time and place as it shall by resolution determine. A special meeting shall be called upon the written request of any two members of the Vestry, or by the Rector; or, in the absence of a Rector, by the Senior Warden; or, in the absence of both Rector and Senior Warden, by the Junior Warden.
- (c) The Rector of any Parish shall be entitled to receive notice of and to have seat and voice at all meetings of the Vestry, and, when present, shall preside. When no Rector is present, officers of the parish shall preside as provided herein. The presiding officer shall make appointments to all committees, except as otherwise provided by the Articles of Incorporation or By-Laws of the Parish.
- Sec. 7. (a) Members of the Vestry shall be elected from among members as defined in Section 5(a) of this Canon by ballot at the Annual Meeting of each Parish, for such terms and in such number as the Articles of Incorporation or By-Laws of the Parish shall, subject to the provisions of Section 4 (a) of this Canon, provide. Members shall serve until the

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

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

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

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

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

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

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

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

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

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

- Sec. 10. No Vestry shall alienate or encumber any real property of the Parish whose agents they are except as hereinafter provided:
- (a) A resolution approving any alienation or encumbrance of real property shall first be adopted by the affirmative vote of a majority of the number of members of the entire Vestry who are (in accordance with the laws of the State of Ohio) eighteen years of age or older, with only such members voting.
 - (b) The Secretary of the Vestry shall transmit to the Ecclesiastical Authority of the Diocese minutes of its proceedings, stating fully therein the reason(s) for such alienation or encumbrance, and in the case of a proposed alienation, the price to be obtained and the disposition of the proceeds, and in the case of an encumbrance, the amount, the rate of interest to be paid, a statement of the necessity therefore, and all relevant financial information.
 - (c) The Ecclesiastical Authority shall solicit from the Treasurer of the Diocese a report of the financial implications of the proposed transaction.
 - (d) Upon the written approval of the Bishop (if there be one) and the Standing Committee of the Diocese, the Vestry may proceed to give effect to its Resolution.
- Sec. 11. (a) When submitting the Parochial Report, each parish shall also submit financial statements including a statement of assets, liabilities, and net assets, an IRS Form 990 (if required by the IRS), and a brief report on the activities of any related entity which has a separate annual budget of \$25,000 or more. Such report shall indicate whether such entity has a governing board separate from the vestry of the parish. The report shall list the names and addresses of the governing board members, and such related entity shall timely respond to any inquiries from the Bishop and the Standing Committee concerning the report.
- (b) In establishing any related entity, no parish shall list the Diocese of Ohio or the parish itself as an incorporator, agent, guarantor or responsible party without the prior written consent of the Bishop and the Standing Committee.
 - (c) For purposes of this section, a “related entity” includes, but is not limited to, a daycare center, homeless shelter, school or educational institution, corporation, foundation, trust, nursery, outreach program or similar entity which uses the name of or a variant of the parish’s name, and/or uses facilities, resources and/or personnel of the parish, and/or over which the parish exercises some degree of control.
- Sec. 12. (a) Upon the resignation, retirement, or death of the Rector of any Parish, the Senior Warden thereof shall notify the Ecclesiastical Authority of the Diocese.

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

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

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

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

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

CANON 2: Of the Cathedral

Sec. 1. Trinity Cathedral, an Ohio corporation, is hereby recognized as the Cathedral Church of the Diocese of Ohio. Use of the Cathedral property by the Diocese shall be agreed upon, from time to time, by the Ecclesiastical Authority, the Dean, and the Vestry.

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

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

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

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

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

CANON 3: Of Mission Areas

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

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

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

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

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

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

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

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

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- (d) Support and encourage the development of Mission Partnerships.
 - (e) When requested by funding sources, the Mission Area Council shall receive, discuss, and recommend grant applications.
 - (f) Facilitate regional conversations among parishes concerning congregational planting, reorganization, and closing.
 - (g) Recruit and recommend individuals to be considered when filling vacancies on diocesan commissions, committees, and leadership positions.
 - (h) Oversee the allocation and expenditure of all money designated for Mission Area usage.
- Sec. 4. Mission Areas or Mission Partnerships shall conduct their business affairs through one of their constituent parishes or by the creation of an independent not-for-profit corporation, which shall, in every case, comply with the provisions of the Canon “Of Business Methods in Church Affairs.”
- Sec. 5. Mission Area Council Representatives to Diocesan Council.
- (a) Each Mission Area Council shall elect a single representative, lay or ordained, from its body to Diocesan Council at its Pre-Convention meeting. Such representatives shall serve for a term of three years and may not be reelected without a year’s break in service.
 - (b) Mission Area representatives will be elected in the following rotation and their terms will begin on December 1 of the year they are elected:
 - Year 1 – Summit, North Central, Southeast
 - Year 2 – Cuyahoga, South Central, West
 - Year 3 – Central East, Northeast
 - (c) Mission Area representatives shall be responsible for reporting to Diocesan Council on the mission and ministry being carried out in their Mission Area, and for representing the interests of their Mission Area parishes in the affairs of the Diocese.
 - (d) No Mission Area representative to the Diocesan Council shall hold membership on the Standing Committee concurrently with a term of service on the Diocesan Council. Vacancies in office shall be filled by the Mission Area Council for the remainder of the unexpired term, and any person so chosen shall be eligible for re-election. The Mission Area representatives elected, when their terms have expired, shall be ineligible for re-appointment for the term next succeeding, and shall remain ineligible for service as members of the Diocesan Council for a period of one Convention year.

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CANON 4: Of Shared and Regional Ministries

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

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

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

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

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

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

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

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

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

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CANON 5: Of New Parishes

- Sec. 1. No new parish shall be formed nor shall the site of any new church building be determined nor the site of any existing church building be changed without the written consent of the Bishop of the Diocese, acting by and with the advice and consent of the Diocesan Council, given after consideration of the interests of neighboring congregations.
- Sec. 2. For the organization of a Parish, the following Agreement of Association must be signed by no fewer than twenty persons who intend to be supporters of the Parish: “We, the undersigned do associate ourselves for the purpose of maintaining the worship of God and preaching the Gospel, according to the doctrine, discipline and worship of The Episcopal Church, under the name of the Parish of Church, in the town of and County of , State of Ohio, and do hereby promise conformity to the Constitution and Canons of The Episcopal Church and of the Diocese of Ohio. We do further represent that said Parish shall hold all of its property as a trustee for the Episcopal Church in the Diocese of Ohio, and that the foregoing covenants shall be given effect in the Articles of Incorporation to be adopted for the said Parish.”
- Sec. 3. After twenty persons shall have signed the Agreement of Association, a meeting of the same may be called on ten days’ notice. At this meeting such steps shall be taken as are necessary to the incorporation and organization of the Parish under the laws of the State of Ohio. The Articles of Incorporation shall contain the name, and also the promissory and purpose clauses, as set forth in the Agreement of Association. The minutes of the meeting shall be recorded in a book to be kept as a record of the proceedings of the Vestry or Bishop’s Committee and Parish meeting in which shall be also kept the Articles of Incorporation.
- Sec. 4. (a) A certified copy of the Articles of Incorporation, and of minutes of the meeting for organizing the Parish, shall be sent to the Bishop without delay together with notice that the Parish will apply for admission into union with the Convention. At a subsequent Convention this application shall be made, and for this purpose a certified copy of the aforesaid papers shall be presented.
- (b) In addition to the above Articles of Incorporation, there shall be presented to the Ecclesiastical Authority such evidence of financial independence, both as to history and as to future prospect as shall be deemed sufficient by said Ecclesiastical Authority to warrant the endorsement of said application to the Diocesan Convention. The Trustees of the Diocese of Ohio may in its discretion retain title to property of newly organized parishes until three successive years of fulfillment of diocesan obligations, as expressed in terms of payment of diocesan assessments and clergy pension assessments, shall have elapsed.
- Sec. 5. If two or more parishes shall desire to consolidate or unite and become one, application in writing for permission so to do shall first be made to the Ecclesiastical Authority. No later than one month from the receipt of the application, the Ecclesiastical Authority, acting by and with the advice and consent of the Diocesan Council, and after

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

CANON 6: Of Imperiled Parishes

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

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

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

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

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

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

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

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

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

CANON 7: Of Declaring Parishes Extinct

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

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

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

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CANON 8: Of Minimum Clergy Compensation

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

CANON 9: Of Clergy Pensions

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

CANON 10: Of Lay Pensions

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

CANON 11: Of Licensed Ministries

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

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TITLE III. CANONS RELATING TO DISPUTE RESOLUTION AND DISCIPLINE

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

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

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

CANON 2: Of the Dissolution of the Pastoral Relation

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

CANON 3: Title IV of General Canons

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

CANON 4: Discipline Structure

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

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

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

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

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

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

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

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

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

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

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

- Sec. 14. Clerk. The RDB may appoint a Clerk to assist the RDB with records management and administrative support.
- Sec. 15. Intercessor. The Bishop shall appoint in consultation with the Standing Committee an intercessor to pray for all parties involved in the discipline process, for the diocese, and for healing and a just resolution.

CANON 5: Costs and Expenses

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

CANON 6: Records

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

CANON 7: Responsibility to State Authorities

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

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.

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

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

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

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

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

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

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

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

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

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

CANON 4: Of Electronic Communication

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

Sec. 2. Participation. Members of any board or committee described in the Constitution and Canons of this diocese may participate by means of conference telephone, voice over internet protocol, internet video conferencing, or any communications equipment by

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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) business days before the meeting of the Convention.

APPENDIX II

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

Title I. Canon 17: Of Regulations Respecting the Laity

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

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

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

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

APPENDIX III

from the 2022 Constitution and Canons of The Episcopal Church

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

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

APPENDIX IV

from the 2018 Constitution and Canons of The Episcopal Church

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

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

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

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

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

APPENDIX V

from the 2022 Constitution and Canons of The Episcopal Church

Title I. Canon 17: Of Regulations Respecting the Laity

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

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

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

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