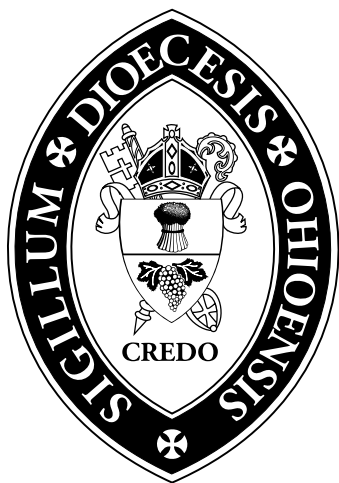




The 200th Annual Convention
of the Episcopal Church
in the Diocese of Ohio

November 11–12, 2016
Bowling Green State University
Bowling Green, Ohio

CONVENTION HANDBOOK

Contents

Schedule and Location of Events	1
General Information	3
How the Convention Organizes for Business.....	4
The Order of Business and Other Rules	6
Report of the Nominating Committee	11
Nominations	12
Diocesan Trustee	13
Standing Committee	15
Diocesan Council.....	17
ECS Development Council.....	20
Diocesan Disciplinary Board	23
Deputy to General Convention Job Description	26
Cathedral Chapter Job Description.....	31
Elections Tally Sheet	33
Report of the Constitution and Canons Committee.....	36
First Proposed Amendment to the Constitution.....	37
Second Proposed Amendment to the Constitution	38
Third Proposed Amendment to the Constitution.....	39
Fourth Proposed Amendment to the Constitution.....	40
First Proposed Amendment to the Canons	42
Second Proposed Amendment to the Canons.....	43
Third Proposed Amendment to the Canons	44
Proposed Changes to the Canons (Full Document with Comments)	45
Report of the Resolutions Committee.....	73
R1: Resolution on Clergy Compensation	74
R2: Resolution on Partnerships with the Dioceses of Belize and Tanga.....	76
R3: Resolution on Sustainable Development Goals	78
Overview of the 2017 Diocesan Program and Budget	79
Budget Summary	80
Year-to-Date Budget Report.....	85
Diocesan Funding Sources for the 2017 Budget	92
Proposed Program and Budget Narratives.....	94
Appendix: Report on Clergy Compensation	102
Appendix: Parochial Report Data	105
Appendix: 2015 Constitution and Canons.....	112

Schedule and Location of Events

Friday, November 11

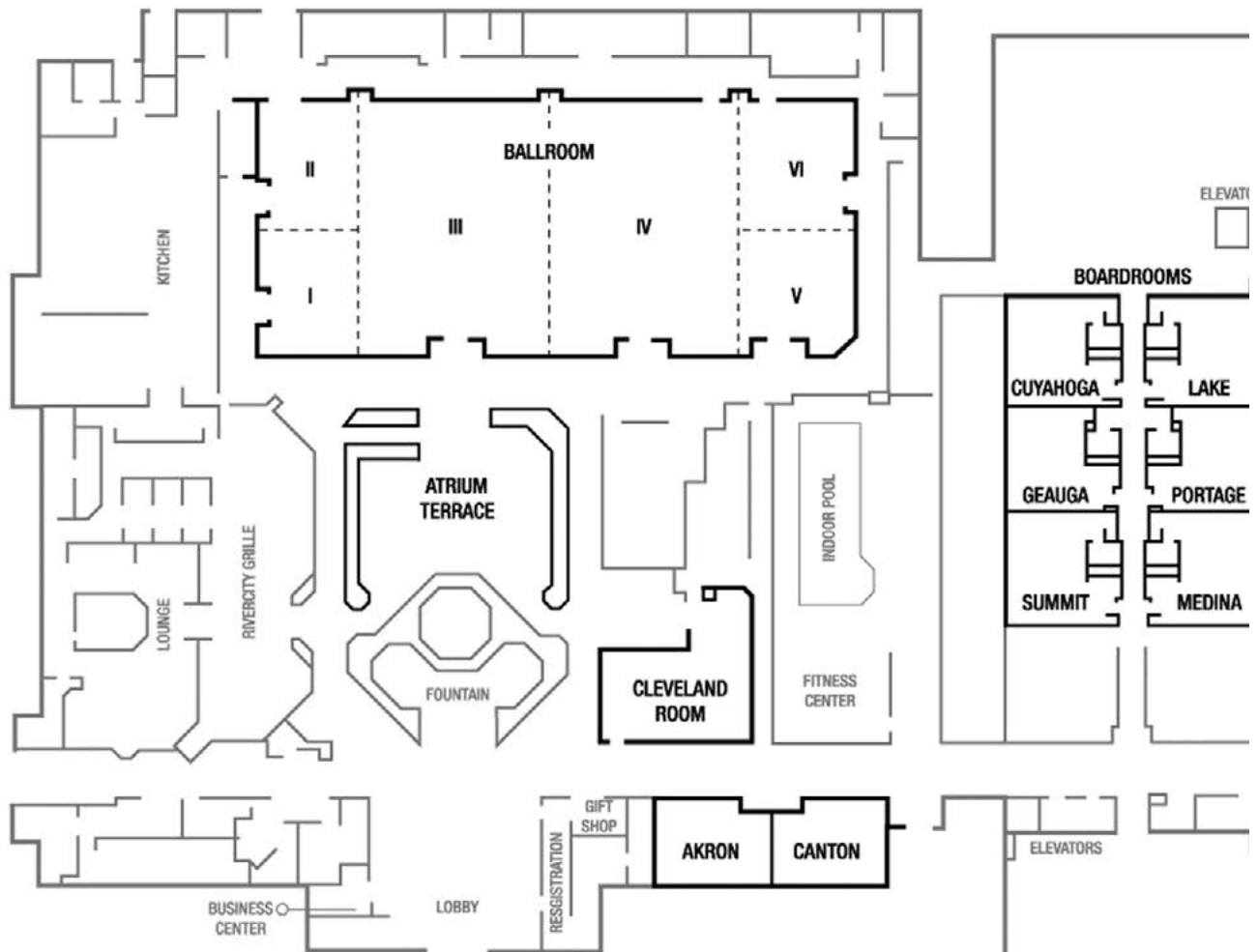
Bowling Green State University, Bowling Green, Ohio

3:00–4:30 PM Registration Open Lenhart Foyer, 2nd Floor
 5:00 Convention Eucharist Olscamp Hall, Room 101
 Lenhart Grand Ballroom,
 7:00 PM Convention Dinner and Bishop's Address Bowen Thompson Student Union

Saturday, November 12

Bowling Green State University, Bowen Thompson Student Union, Bowling Green, Ohio

7:30 AM Registration Opens Lenhart Foyer, 2nd Floor
 8:30 AM New Delegate Orientation Mylander Room (Room 207)
 9:00 AM Convention Convenes Lenhart Grand Ballroom
 12:00 PM Convention Recesses for Lunch Lenhart Grand Ballroom
 12:00 PM Clergy Spouse / Partner Luncheon Mylander Room (Room 207)
 12:45 PM Convention Reconvenes Lenhart Grand Ballroom
 4:00 PM Convention Adjourns



General Information

Registration

All Registration is in the Lenhart Foyer, located on the second floor of the Bowen Thompson Student Union.

Registration will be open on Friday, November 11 at 3:00 PM and will remain open throughout the business sessions of Convention.

All Clergy, Lay Delegates, Seat/Voice, and Youth Representatives register by parish city.

Alternate delegates do not need to register. Should an Alternate Delegate need to replace a Delegate and be seated, it will be necessary for the Alternate Delegate to go to the Registration Area in order to be certified. This may be accomplished at the appropriate registration table. If an Alternate Delegate is replacing a Delegate on Saturday, he or she will need to have the nametag and folder of the delegate being replaced. Nametags will not be provided for Alternate Delegates or Visitors.

Nametags and folders will not be replaced if they are misplaced or lost.

Ballots for the Elections

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

Delegates will also be provided with enough voting ballots for all diocesan position elections when they register, in the event that a paper ballot is required.

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

If an alternate delegate needs to replace a delegate, the delegate must also give the alternate the electronic voting controller and remaining ballots in order to vote.

The Episcopal Address and the Convention Eucharist

The Convention Eucharist will take place at 5:00 PM Friday in Olscamp Hall, Room 101.

The Episcopal Address will take place during the Convention Dinner, which will begin at 7:00 PM in the Lenhart Grand Ballroom.

Special Arrangements

Special seating arrangements may be made for persons with disabilities by contacting Eva Cole at The Diocese of Ohio: ecole@dohio.org or 216-774-0457.

Literature Distribution

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

Childcare

Childcare is available for children ages 5 and younger with pre-registration by October 21.

How the Convention Organizes for Business

Where to Sit

Every parish may send three lay delegates and one special youth representative, who has seat and voice but may not vote.

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

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

Alternate delegates and visitors are asked to sit at the tables designated for "Alternates and Visitors."

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

Special arrangements for seating or other needs may be made for persons with disabilities by contacting Eva Cole: ecole@dohio.org or (216) 774-0457.

Certification of Delegates

The canons require that all delegates must be certified by the Secretary of Convention no later than fifteen (15) days prior to Convention.

Delegate certification forms were due in the Office of the Secretary of Convention by Thursday, October 27, 2016. 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 the Rev. Gay C. Jennings and the Rev. Dr. Brian K. Wilbert on Saturday, November 14, from 8:30 to 8:45 AM in the Mylander Room (Room 207).

Business Sessions

Clergy and lay delegates sit as one house.

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

The Convention has three legislative responsibilities:

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

Voting

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

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

The amount of votes necessary to pass a Resolution or other matter is:

1. A majority vote consists of more than half of the votes.
2. A two-thirds vote consists of at least two-thirds of the votes.
3. A three-fourths vote consists of at least three-fourths of the votes.
4. A majority Vote by Orders consists of more than half of the lay delegates and more than half of the clergy delegates.

Nominations for Diocesan Positions

Candidates may be nominated in one of three ways:

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

Changes to the Constitution and Canons

Changes to the Constitution require two-thirds vote of both orders, voting separately. If the amendment is approved by a majority of both orders, but not by two-thirds, the amendment shall be 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. At a Convention two days or longer, a Convention may consider a proposed change in the Canons on one day's notice without complying with the requirements of Title IV. Canon 3. Section 1a. and b. ("that the proposed change be sent to the Committee on Canons no fewer than three months prior to the Convention with the Committee on Canons sending its recommendation to the Bishop and Vestries no fewer than thirty days prior to the Convention") provided that the Convention shall approve such consideration by a two-thirds majority vote. Such a change in the Canons requires a two-thirds majority vote.

At a one-day Convention, the Convention may consider a proposed change in the Canons if submitted to the Presiding Officer before the Convention is called to order. A three-fourths (3/4) majority of delegates is required before considering such change; and a two-thirds majority vote is required to approve a change in the Canons.

Convention Agenda

The Convention begins with worship.

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

The Rules of Order are on the next page.

The Order of Business and Other Rules

The 200th Annual Convention of the Episcopal Church in the Diocese of Ohio

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

Rule 1:

The following shall be the order of business:

Saturday, November 12, 2016

1. Convention is called to Order
2. Opening Prayers
3. Appointment of Parliamentarian
4. Organization of the Convention for Business.
Report by the Secretary whether or not a quorum is present in the clerical and lay orders
5. Adoption of the Rules of Order or some other:
Resolution extending the privileges of the floor (i.e., seat and voice only) to:
 - a) Assisting Bishops in the Diocese of Ohio,
 - b) the Chief Financial Officer,
 - c) the Director of Communications,
 - d) the Chief Development Officer,
 - e) the Project Director, Camp and Retreat Ministry,
 - f) non-canonically-resident clergy serving as Interim or Priest-In-Charge in a cure,
 - g) Lutheran pastors serving in Episcopal Parishes,
 - h) President of the Diocesan Episcopal Church Women,
 - i) lay members of the Standing Committee,
 - j) lay members of the Diocesan Council,
 - k) lay members of the Trustees,
 - l) lay Deputies and Alternate Deputies to the General Convention,
 - m) recipients of the Bishop's Medal, and
 - n) Special Youth Representatives
6. Report on Parish Compliance with National and Diocesan Canons:
 - a) Payment of pension assessments in accordance with Title II. Canon 9-10. (Constitution & Canons of the Diocese of Ohio)
 - 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) Report on parish submission of a Certificate of Audit as required by Title I. Canon 7. Section 1f. (Constitution & Canons of The Episcopal Church)
 - d) Report on parish submission of a Parochial Report as required by Title I. Canon 6. Section 1. (Constitution & Canons of the Episcopal Church)
7. Appointment of Assistant Secretaries and Tellers, and Voting Judges
8. Electronic voting demonstration and trial run (with Q&A)
9. Report of the Nominating Committee
 - a) Nominations shall be confined to those who, by capacity and experience, are suited for the office to which elections are to be made. The Nominating Committee will present its recommendations. Thereafter, the Secretary of Convention will place in nomination the names of those who have been nominated to office prior to November 11, 2016. Nominations may also be made from the floor.
 - b) The name of the parish and the city of which a nominee is a member shall be placed on the ballot.
 - c) No one who has allowed his or her name to appear as a candidate for any office may withdraw it during balloting.

- d) Offices to be filled:
 1. Trustee of the Diocese (1 person for a 5-year term)
 2. Standing Committee (1 lay and 1 clergy for 4-year terms)
 3. Diocesan Council (2 lay and 2 clergy for 3-year terms)
 4. Episcopal Community Services Development Council (3 lay and 1 clergy for 3-year terms; 1 lay for 2-year unexpired term)
 5. Diocesan Disciplinary Board (3 clergy for 3-year terms and 1 lay for 2-year unexpired term)
 6. Deputies to General Convention (4 clergy and 4 lay for 3-year terms)
 7. Cathedral Chapter (1 lay and 1 clergy for 2-year terms)
 10. Casting of First Ballot and Announcement of results, subject to the rule that all elections shall be decided by a majority vote
 11. Report of the Treasurer
 12. Election of the Treasurer, to assume duties upon the close of Convention
 13. Election of the Secretary, to assume duties upon the close of Convention
 14. Bicentennial of Diocese of Ohio
 15. Break (short, in place)
 16. Report of the Committee on Constitutions and Canons concerning proposed changes to the Constitution and Canons of the Diocese of Ohio
 17. Report from Clergy Compensation Task Force
 18. Table Discussion #1
 19. Report on Commission for Global and Domestic Mission
 20. Casting of the Second Ballot and Announcement of Results
 21. Report on Episcopal Community Services
 22. Introduction of seminarians, clergy new to the diocese, and retiring clergy who are present; Thank off-going commission/committee leadership
 23. Report of the Trustees
 24. Lunch
 25. Presentation and Vote on the Proposed 2017 Diocesan Program and Budget
 26. Reports (by title unless reading is called for by a majority of Convention)
 27. Casting of the Third Ballot and Announcement of Results
 28. Report on Planting for Tomorrow campaigns
 29. Report on Camp and Retreat Ministry Center
 30. Break
 31. Report from the Committee on Resolutions
 - a) Clergy compensation
 - b) Diocesan partnerships with Diocese of Tanga, Tanzania, and Belize
 - c) United Nations Sustainable Development Goals
 - d) Human Trafficking
 32. Appointment of members to the Commission on Ministry
 33. The Disposal of any unfinished business and Resolutions of Courtesy
 34. Closing Devotions
 35. Motion for Adjournment
- Rule 2:
When the Presiding Officer takes the chair, no member shall continue standing or shall afterwards stand unless to address the Chair.
- Rule 3:
Delegates will prepare for and give their attention to the business of the Convention. Delegates will attend all sessions of the Convention unless excused by the Presiding Officer.
- Rule 4:
Whenever any member is about to speak in debate, or deliver any matter to the Convention, the member shall stand, give name and parish, and with due respect, address the Presiding Officer in an audible voice, confining comments to the point in debate.

Rule 5:

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

Rule 6:

Debate will end following:

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

Rule 7:

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

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

Rule 8:

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

Rule 9:

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

Rule 10:

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

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

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

Rule 11:

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

Rule 12:

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

Rule 13:

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

Rule 14:

Motions shall be handled in accordance with the following:

Motions

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 of commission, or other body
 - i. Is used to refer a matter to a committee, commission, or group to study the matter and report back suggested amendments or actions.
 - ii. Has the following characteristics:
 1. May be debated.
 2. May be amended as to the body referred.
 3. A majority vote is required.
 - b) Take No Further Action
 - i. Is used to stop considering a particular resolution and remove it from further consideration at the Convention.

- ii. Has the following characteristics:
 1. Debate is allowed.
 2. No amendments are allowed.
 3. A majority vote is required.
- c) To Amend or Substitute
 - i. Is used to modify a change a resolution or motion. This would include a technical change or a substantive change that would alter the meaning or the intent of a resolution or motion. Amendments must be related to the item in the resolution or motion that they are trying to change.
 - ii. Secondary Amendments are:
 1. Proposed changes to an amendment. Secondary Amendments must relate to the specific subject of an amendment and may not be used to alter other parts of a resolution or parts not affected by an amendment.
 - iii. Has the following characteristics:
 1. Debate is allowed.
 2. Only Secondary Amendments are allowed.
 3. A majority vote is required.
- d) To Divide the Matter
 - i. Is used to divide a matter or resolution into separate parts and vote separately. If the matter is easily divisible into separate subjects, it may be divided by the Presiding Officer at a request of a member.
 - ii. Process to use this motion:
 1. First make the request to divide the question and explain where the question should be divided.
 2. The Presiding Officer then rules on the whether the question is divisible or not.
 3. If the question is divisible, the Convention proceeds to debate

and act on the divided parts of the question.

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

Rule 15:

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

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

Report of the Nominating Committee

The Nominating Committee utilized the Mission Area structure, diocesan committees and councils, *Church Life!* magazine, and the Diocesan website to do its work in 2015. We are grateful for the support and nominations from various sources throughout the diocese. In addition, we appreciate the valuable administrative support from Rita Rozell of the Diocesan Staff.

Please note that there is more information available about the candidates on the diocesan website (www.dohio.org) than in this printed handbook.

The Nominating Committee is pleased to present to the 199th Convention of the Diocese of Ohio these nominees for: Standing Committee, Diocesan Council, ECS Development Council, Diocesan Trustee and Diocesan Disciplinary Board. We commend them to you.

Faithfully submitted by the Nominating Committee:

The Rev. Jennifer C. Leider, Chair

The Rev. Debra Q. Bennett

Mr. Michael Bickerton

The Rev. Mary C. Carson

Mr. Hugh Grefe

Mr. William A. Powel, III

St. Michael's-in-the-Hills, Toledo

Church of our Savior, Akron

St. Peter's, Lakewood

Church of the Redeemer, Lorain

Trinity Church, Toledo

Staff Liaison

Nominations

Diocesan Trustee

Lay or Clergy (5-year term, elect 1)

- The Rev. Jan Smith Wood – Grace Church, Sandusky

Standing Committee

Lay (4-year term, elect 1)

- Mr. Greg Daniels – Christ Church, Hudson

Clergy (4-year term, elect 1)

- The Rev. Chris McCann – St. Luke, Chardon

Diocesan Council

Lay (3-year term, elect 2)

- Mr. Raymond Cox – Our Saviour, Akron
- Mr. Daniel Francis – Christ Church, Shaker Heights
- Ms. Anna Risch – Ascension, Lakewood
- Mr. Eugene Stacy – Old Trinity, Tiffin

Clergy (3-year term, elect 2)

- The Rev. Shawn Dickerson – St. James, Boardman
- The Rev. Rose Anne Lonsway – Grace Church, Willoughby

ECS Development Council

Lay (3-year term, elect 3; and 2-year unexpired term, elect 1)

- Mr. Stephen Ashby – Ascension, Lakewood
- Mr. Drew Gittins – Trinity Cathedral, Cleveland
- Ms. Chari Hettinger – Epiphany, Euclid
- Ms. Mary Shepherd – St. Paul's, Akron

Clergy (3-year term, elect 1)

- The Rev. Daniel Orr – Grace, Mansfield

Diocesan Disciplinary Board

Lay (2-year unexpired term, elect 1)

- Mr. Brent Howard – Old Trinity, Tiffin

Clergy (3-year term, elect 3)

[clergy ordained at least 5 years]

- The Rev. Debra Q. Bennett – Our Saviour, Akron
- The Rev. James Greer – Christ Church, Shaker Heights
- The Rev. Albert Jennings – St. Timothy's, Macedonia
- The Rev. David Kendall-Sperry – St. Paul's, Mount Vernon
- The Rev. Dr. Paul Board – St. Paul's, Maumee

Deputy to General Convention

Lay (3-year term, elect 4)

- Ms. Dianne Audrick Smith – St. Andrew's, Cleveland
- Ms. Jenna Bing – St. Hubert's, Kirtland Hills
- Mr. Dennis Coughlin – St. Paul's, Cleveland Heights
- Mr. Daniel Francis – Christ Church, Shaker Heights
- Ms. Jane Freeman – Trinity Cathedral, Cleveland
- Mr. William Powel – St. Paul's, Cleveland Heights
- Ms. Karen Rockwell – St. Timothy's, Macedonia
- Mr. James Simon – Our Saviour, Akron

Clergy (3-year term, elect 4)

- The Rev. Debra Q. Bennett – Our Saviour, Akron
- The Rev. Gay Clark Jennings – St. Timothy's, Macedonia
- The Rev. Evan Fischer – St. James, Wooster
- The Rev. C. Eric Funston – St. Paul's, Medina
- The Rev. Priscilla (Percy) Grant – St. Alban's, Cleveland Heights
- The Rev. Jennifer Leider – St. Michael's, Toledo
- The Rev. Dr. Brian K. Wilbert – Christ Church, Oberlin

Cathedral Chapter

Lay (2-year term, elect 1)

- Ms. Jacqueline Acho – St. Paul's, Cleveland Heights

Clergy (2-year term, elect 1)

- The Rev. C. Eric Funston – St. Paul's, Medina
- The Rev. Daniel Schoonmaker – St. Hubert's, Kirtland Hills

Diocesan Trustee

Position Description

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

Joint Investment Fund (JIF)*

Working with an investment advisor, the Diocesan Trustees:

- a) Establish an investment policy for JIF and monitor adherence to the policy.
- b) Review financial performance of JIF and evaluate performance of individual investment managers.
- c) As appropriate, make decisions on investment manager replacement, including interviewing new manager candidates.
- d) Set the spending rule for the Fund.
- e) 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 (1) 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 \$50 million.

In addition, an ad hoc subcommittee consisting of several Trustees has oversight of the construction of the Camp and Retreat Center in Wakeman. The project is scheduled to be completed in 2017, at which time the Camp will transition to diocesan operations, and subject to oversight by Diocesan Council.

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 Tuesdays from 4–6 PM, 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.

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.

Continuing Diocesan Trustees

Lay

Mr. James A. Baker – Grace Church, Mansfield

Mr. Fitzroy H. DaSilva – St. Paul's, Cleveland Heights

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

Clergy

The Rev. Dr. C. Eric Funston – St. Paul's, Medina

Candidates for Diocesan Trustee

Elect one lay or clergy for a five-year term:

Lay or Clergy



The Rev. Jan Smith Wood – Grace Church, Sandusky

jan@gracesandusky.org

I want to serve as a Diocesan Trustee because it is work that I can responsibly commit to and accomplish well - with God’s help and the collegial wisdom of other trustees and diocesan financial managers. I know how to ask questions that have to do with big-picture concerns, and how to work collegially with investment professionals. I believe that material assets are ours to steward in service of mission: the ultimate purpose of material assets is not to grow the dollars or keep the buildings, but to grow mission and outreach in alignment with the Gospel. I’ve been involved with financial and investing decisions in various Episcopal institutions – some troubled, some healthy, some dealing with abundance, others with insufficient means. While I am not a financial professional, I have experience in reviewing investments, taking counsel with professionals, asking questions that need asking, and getting educated when/as necessary.

Standing Committee

Position Description

The Standing Committee:

- 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 and to the election of bishops in other dioceses of the Episcopal Church.
- Is involved with disciplinary matters pertaining to clergy.
- Designs and manages the search and election process when a new bishop is needed.

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. Occasionally, members are asked to attend Diocesan regional meetings. Lay Standing Committee members must be adult communicants of the Episcopal Church in good standing. Clerical members must be entitled to a seat at Diocesan Convention.

The Standing Committee meets at 9:45 AM 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 PM. With the consent of the President of Standing Committee, members who live some distance from Cleveland may, on occasion, join the meeting via conference call.

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

between outgoing and newly-elected members immediately following the close of Convention. New members also receive a summary of the previous year's minutes.

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

Recent Accomplishments

Recently, the Standing Committee has discussed the value of regional confirmations; worked with the Commission on Ministry to continue improving the care of those in the ordination process; consented to various episcopal elections throughout the Episcopal Church; and consented to parish requests to alienate church property.

Continuing Members of the Standing Committee

Lay

Mr. Dennis Coughlin – St. Paul's, Cleveland Heights

Ms. Deborah Shamlin – St. Paul's, Canton

Mr. John H. West – Good Shepherd, Lyndhurst

Clergy

The Rev. Joseph L. Ashby – Grace Church, Mansfield

The Rev. Jeffry L. Bunke – St. Timothy's, Perrysburg

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

Candidates for Standing Committee

Elect one lay and one clergy for four-year terms:

Lay



Mr. Greg Daniels – Christ Church, Hudson

gk_daniels@hotmail.com

Greg is an active parishioner at Christ Church Hudson where he has served on the vestry as a warden on two occasions. The first during the early 90's when the parish decided to expand and build the new sanctuary and more recently as the parish worked through the difficult challenges of a Title 4 situation with the rector. He currently serves on the Finance Committee. On a diocesan level, Greg has been a regular participant in the Bishop's Bike Ride and also cycled with the team from LA to NYC in support of Episcopal Relief and Development to raise funds for malaria nets. As a senior executive with over 10 years in the banking industry, 25 years with IBM and currently as Executive Director with Ernst & Young, Greg is an experienced leader with proven decision making skills. Specific areas of strength are in operations, financial management and strategic planning.

Clergy



The Rev. Chris McCann – St. Luke, Chardon

062663@sbcglobal.net

Chris has served in the diocese for the last ten years. Before returning to parish ministry, Chris worked in pastoral care at St Vincent Charity Hospital where he completed a residency and additional units in Clinical Pastoral Education. Chris has also served as Dean in the North East Mission Area for the last ten years. Should he be elected to the Standing Committee, Chris would offer knowledge of the experience of small semi rural parish life in the diocese. Of particular interest to Chris is the experience of clergy in ministry, and how mutual support and encouragement among peers mitigates the experience of loneliness in ministry. Chris is from Nova Scotia, Canada and was ordained in 1998.

Diocesan Council

Position Description

The Diocesan Council:

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

Expectations

Diocesan Council members serve for a three-year term; some are elected by Convention and others by the Mission Area Councils. Members are expected to participate actively in Diocesan Council meetings and to serve as liaisons to one or more Council committees that address spiritual and material stewardship oversight of various ministries. 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.

Diocesan Council meets approximately eight times each year. One meeting, usually held the first weekend of December, is a Friday night/Saturday meeting. Most other Council meetings are held at Trinity Commons, usually on the third Thursday of the months of January, February, March, May, June, September, and October, from 12:30–4 PM.

Gifts, Experiences and Skills

The Diocese will benefit from Diocesan Council members who can see the big picture; have interpersonal and communications skills that help

create a collegial, accountable environment; possess a general working knowledge of basic financial matters; and the structure of the Episcopal Church. Diocesan Council members should be committed to fostering the welfare of all parishes and affiliated ministries in the Diocese.

Recent Accomplishments

In addition to preparing and recommending the operating fund budget, in the past year, Diocesan Council reviewed the Mission Area structure, and has focused its attention on three areas for further attention: racial understanding, evangelism and spiritual formation. Council has actively monitored the Camp & Retreat Ministry capital campaign.

Continuing Members of Diocesan Council

Lay

Mr. Will Ezzell – St. Timothy's, Perrysburg
Mr. Hugh Grefe – Trinity Church, Toledo
Ms. Diane Hexter – Trinity Cathedral, Cleveland
Mr. Gilbert Newlands – Ascension, Lakewood
Mr. Ernest Q. Petrey, Jr. – St. Paul's, Cleveland Heights
Ms. Ann Shelly – St. Matthew's, Ashland

Clergy

The Rev. George R. Baum – Supply Clergy
The Rev. Christopher Coughlin – St. John's, Cuyahoga Falls
The Rev. Polly A. Glanville, St. Paul's, Akron
The Rev. M. June Hardy-Dorsey, St. Andrew's, Elyria
The Rev. Ann Kidder –
The Rev. M. Webster Maughan, Grace Church, Sandusky
The Rev. Peter W. Nielsen, III – St. Peter's, Ashtabula

Candidates for Diocesan Council

Elect two lay and two clergy for three-year terms:

Lay



Mr. Raymond Cox – Our Saviour, Akron

rwcox3@gmail.com

Having worked in government and as a professor I have lived across the country. That has given me the privilege of serving in many parishes. In the 1980s I helped with campus ministry programs in Minnesota and Arizona. In the 1990s I was active in ministries in Florida including on Vestry, Stewardship (Vice Chair of the parish capital campaign), as well as a Lay Eucharistic Visitor. I served as Stewardship Chair at St. Paul's in Akron in 2003. At Our Saviour I have been a member of the Stewardship Committee (Co-Chair of the 2015 Capital Campaign) and on Vestry (Junior and Senior Warden). I serve on the Christian Formation Committee and am responsible for the "Adult Forum". In addition to Sunday programs I helped develop a program for newer members, as well as helping with Advent and Lenten programs. I will be attending the discerning program in October.



Mr. Daniel Francis – Christ Church, Shaker Heights

ringalingadingdong@gmail.com

I am a confirmed Young Adult member of Christ Episcopal Church in Shaker Heights, Ohio. I participate in ministries such as of the choir and lay reading at my local parish. I have been a member of the Wilma Ruth Combs chapter of the Union of Black Episcopalians in the Diocese of Ohio. In highschool, I was a voting member of the Andrews Academy Operating Board, dealing with our budget, fundraising, and choosing an interim and a new Principal to lead our institution. In college, my academic focus was theology and international development. In addition, I bring my unique experiences as a millennial, an African American, a member of the LGBT community, and a recent convert to the table as we discern and discuss the continuing mission and ministry of the Diocese of Ohio.



Ms. Anna Risch – Ascension, Lakewood

risch.anna@gmail.com

I want to be a part of discerning in community what the future of the church looks like for this diocese. I have gifts, skills, and ample potential that can help shape how the diocese of Ohio lives out our Christian mission as part of the Jesus movement. Some of the things I care about most are: inviting, welcoming and connecting with ALL people who walk through our parish doors; leaving those doors and being a relevant and loving community to our neighbors; acknowledging that the sacraments are gifts for every single kind of person in this world; and education and empowerment of laity. As an administrative organizer for Greater Cleveland Congregations, I have solid experience in budgeting, financials, and fundraising. I am in my third year of EfM, and am also enrolled in the Bexley Seabury Seminary Federation as part of the new cohort from this diocese.



Mr. Eugene Stacy – Old Trinity, Tiffin

gene.stacy@gmail.com

I have served on council, congregational development, ECS and GCDM as co-chair. I was on the search committee for the diocesan missionary and recently on a discernment team for the diocese. I have been a rider, sag and helping organize the Bishop's Bike Ride. Through these efforts I am widely traveled in the diocese and familiar with many parishes. I am currently president of the North Central MAC. I currently serves Old Trinity in the choir and as chalice bearer. I have served the parish as Sunday School coordinator, teacher and supervisor of the teen program. I have been on vestry, serving as senior warden and was parish treasurer. I am retired from the Ohio Department of Transportation after 20+ years in real estate acquisition, . For over 20 years I operated his own appraisal firm. I look forward to serving the diocese on council.

Clergy



The Rev. Shawn Dickerson – St. James', Boardman

rector@stjamesboardman.com

The Diocese of Ohio has been my home for almost 20 years. I spent most of that time working for the Norwalk Fire Department and the US Coast Guard while worshipping at Grace Episcopal Church in Sandusky. In 2015 I was ordained to the priesthood and I currently serve St. James' Parish Boardman as priest-in-charge. Public service has taught me a lot about collaborative leadership and working for the common good. I believe those servanthood experiences could enrich Diocesan Council. I certainly would grow in understanding and appreciation for the work of the church across the diocese.



The Rev. Rose Anne Lonsway – Grace Church, Willoughby

rector@gracewilloughby.org

It is both gift and blessing to have the opportunity to serve God and God's church. Serving on Diocesan Council is one such gift and blessing. While I am a relatively new priest, my first career gifted me with the experience of directing and managing not-for-profit organizations. Each day as priest and rector finds me calling on those skills to navigate the present and future. Those skills include developing and managing budgets, daily operations, team building, strategic planning and forecasting, and very importantly being a calm, welcoming and supportive presence to all those God puts in my path. Serving on Council provides opportunity to model, at the parish level, the importance of being involved in the wider Church and fully participating in our Episcopal polity. It is opportunity to share as well as learn new and unique ways to serve God, our communities and one another in responsible, life-giving relationship.

ECS Development Council

Position Description

Episcopal Community Services (ECS) builds Episcopal identity through strategic grant making focused on outreach. ECS reviews proposals for Bishop's Annual Appeal funds awarded through ECS and oversees the resulting grant awards. Episcopal Community Services also reviews proposals and awards grants from the Church Home Fund.

Expectations

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

ECS meets every other month in full committee at Trinity Commons. Grant teams meet by conference call, as agreed upon by their members. Board members are also asked to make site visits to grant recipients and promote awareness of the work of ECS among our parishes and community. Board members are asked to make a financial contribution to the Bishop's Annual Appeal as they are able.

Gifts, Experiences and Skills

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

Recent Accomplishments

Episcopal Community Services has recently reassessed its prioritization of grant criteria with a new emphasis on grant making, which supports innovation and a renewed focus on building Episcopal identity through strategic grant making.

Continuing Members of ECS Development Council

Lay

Ms. Dianne Audrick Smith – St. Andrew's, Cleveland
Mr. Leslie Blakemore – St. Andrew's, Cleveland
Ms. Cheryl Gray – St. Martin's, Chagrin Falls
Mr. Steve Rucinski – St. Paul's, Medina
Ms. Anne Schwan – Our Saviour, Akron
Mr. Wiley Smith – St. Alban's, Cleveland Heights

Clergy

The Rev. David Bargetzi – St. Luke's, Cleveland
The Rev. Sarah J. Shofstall – St. Barnabas, Bay Village

Candidates for ECS Development Council

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

Lay



Mr. Stephen Ashby – Ascension, Lakewood

steve.ashby11@gmail.com

I am a current seminarian at Bexley-Seabury studying remotely with a field placement internship at Christ Church in Oberlin. In recent years I have worked in administrative positions at non-profit in job placement services and in arts education where developed skills at organizing, budgeting, and maintaining communication. I would like the opportunity to sit on the ECS Development Council both as an opportunity to exercise these skills in a faith setting and to hone new skills that will enrich my success in my future career.



Mr. Drew Gittins – Trinity Cathedral, Cleveland

drew.gittins@gmail.com

I am a 21-year-old college student from Chardon Ohio. I have been involved with the church for as long as I can remember, and look forward to the opportunity to bring fresh perspectives to the church. In my time with the church, I have been blessed to hold various positions including “rector” during the youth retreat “Happening”, held a position on Cathedral Council, and held a youth leader position at St. Alban’s church in Bexley Ohio. Over this previous summer, I interned through the Diocesan Mission Office and was able to attend the Global Episcopal Mission Network Conference in Ponce, Puerto Rico. I am young, and full of fresh energy and ideas and would love the opportunity to bring those to this group. I thank you all for your consideration.



Ms. Chari Hettinger – Epiphany, Euclid

charlenehettinger@yahoo.com

I would like to serve on the ECS Development Council as I have served the Church of the Epiphany in various ways over the years, currently as Senior Warden, and I would like to bring my experience and gifts to the Diocese. I served in the US Army for 8 years. I have served as a Girl Scout Leader, had a short stint as a member of the Richmond Hts. School Board (I had to resign when I moved to Cleveland Hts.), and was past president of Lake-Geauga Chapter 412 of Parents without Partners. I have much volunteer experience. I currently am a lay preacher, lay reader, chalice bearer, Eucharistic Visitor, volunteer at our monthly community meal, am a member of our prayer shawl group, and am a member of our choir.



Ms. Mary Shepherd – St. Paul's, Akron

mshep@ohio.net

In addition to 5 years' past service on the ECS Development Council, I am a member of the Summit Area Mission Council and have served on Mission and Outreach at my home parish for a number of years. I have experience in outreach on the local, national and international level and have helped share God's Word and blessings with people in many communities. The ECS extends this important work in our diocese, and I would like to continue to be part of this ministry.

Clergy



The Rev. Daniel Orr – Grace, Mansfield

danielorr@zoho.com

I am grateful for our focus as a diocese on service, and grateful that many of our churches have been transformed by serving. Opening our doors to serve opens us to some of God's struggling saints. I grew up in a grant funded environmental agency, which my father and uncle founded and built for ten years. Before ordination to the priesthood, I served as client services coordinator for a small social service agency for three years. I have helped initiate outreach projects, including a gardening program, a cider project with three small churches, and a community meal. Now I serve a weekly food distribution at Grace Mansfield that feeds 30,000 people a year. I wish to help our ministries keep opening doors and help more and more Episcopalians find identity in serving with Jesus.

Diocesan Disciplinary Board

Position Description

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

Expectations

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

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

Gifts, Experiences and Skills

Facility to understand, interpret, and apply the canons of the Church.

Ability to weigh varied and potentially conflicting evidence in discerning what has transpired, whether it is an infraction of the canons, and what an appropriate response might look like.

Ability to base decisions upon intellectual analysis, even in an emotionally charged context.

Continuing Members of the Diocesan Disciplinary Board

Lay

Mr. Brent Howard – Old Trinity, Tiffin
Ms. Rebecca Montague – Grace Church, Sandusky
Ms. Rebecca Roth, Trinity, Toledo
Ms. Jan Wolf, St. Paul's, Cleveland Heights

Clergy

The Rev. Julie B. Fisher, Christ Church, Kent
The Rev. Mary Carson – Redeemer, Lorain

Candidates for Diocesan Disciplinary Board

Elect three clergy for three-year terms; one lay for two-year unexpired term:

Lay



Mr. Brent Howard – Old Trinity, Tiffin

bhoward@supancehoward.com

I have been a member of Old Trinity in Tiffin since 1988 having served as Senior Warden and Rector Search Committee Chair. I am an attorney in private practice and also in my 21st years as the Director of Law for the City of Tiffin.

Clergy



The Rev. Debra Q. Bennett – Our Saviour, Akron

revdebcoos@episcopalakron.org

I continue to take my ordination vows seriously regarding taking my place “among the councils of the church.” Serving on the Diocesan Disciplinary Board is one way to bring that to fruition. While not a person with a legal background or professional experience in advocacy, I believe I would bring to the Disciplinary Board the gift of deep listening and observation. Having served as a Spiritual Director within my capacity as priest and on lay retreat weekends and Quiet Days, looking for roads to reconciliation and healing is a tool in my toolbox. Being one of the creators and conveners for the Healing to Wholeness retreat, I believe also adds to my ability to provide a gentle voice of reason to the discourse. My participation on diocesan councils, diocesan and general conventions and a working knowledge of the Constitution and Canons are additional gifts I bring to the table.



The Rev. James Greer – Christ Church, Shaker Heights

jkgreer@stt.net

This year I have been a priest for 58 years. Prof degrees: STB (MDIV) & STM. Yr of Pastoral Care at Fairview. 15 yr Chaplain at Cleveland VA. Ethics Committee and Institutional Review Board. Intercity parish work for 10 yrs. during which time I served as Dean of the Westside in Cleveland. I also served as diocesan press editor, standing Comm, and General Convention Deputy. I have served in dioceses of Dallas, Texas, Indiana, Michigan, and Ohio. My largest parish was 500 persons from 287 families. During this time I have seen and experienced a great deal in the ministry and, I believe, gained a certain perspective which should of use in the committee. I am presently an adjunct priest at Christ Church, Shaker, and when not serving in the parish, I do supply work around the diocese. I have been in the diocese for over 30 years.



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

jennings4@roadrunner.com

It is important for clergy to be trustworthy and to act responsibly. As an experienced priest, I value both the development and growth of healthy congregations and clergy. I make myself available for election to the Diocesan Disciplinary Board hoping that, if elected, there would be no reason or occasion for the Board to convene. But if action was needed, I would hope to serve with fairness, a calm presence, and integrity.



The Rev. David Kendall-Sperry – St. Paul's, Mount Vernon

frdavid.episcopal@gmail.com

I'm a second-career priest, now having been Rector at St. Paul's in Mount Vernon for over four years and was the Assistant to the Rector at St. John's in Worthington before that. I served on Vestries for 15 years, several years as Sr. Warden and Jr. Warden. I'm a careful listener and would thoughtfully consider all aspects of a situation. I'd be honored to serve in this trusted position.



The Rev. Dr. Paul Board – St. Paul's, Maumee

paul@stpaulsmaumee.org

I have served on the disciplinary board once before. Fortunately, there were no cases to consider. I began serving in the Diocese of Ohio as assistant rector of Christ Church, Warren, in 1995. I became the rector of St. Paul's, Maumee, in 1997. I believe integrity, after love for God, is one of the most important assets for a clergy person. Other people can be harmed when a preacher fails to practice what they preach. If elected, I hope to defend the integrity of ordination with dedicated service on the disciplinary board.

Deputy to General Convention Job Description

Position Description

Clergy and lay members elected to this position serve at the 79th General Convention in 2018, or any Special General Convention between their election and the election of their successors. At Convention, the deputies consider amendments to the church's constitution and canons, resolutions on ecclesiastical matters and social issues, adopt a budget for the ministry of the Episcopal Church, and elect people to various national offices. Clergy members must be canonically resident in the Diocese; lay members must be adult communicants in good standing of the Church in the Diocese.

Expectations

The 2018 General Convention is scheduled for July 5-13, 2018 in Austin, Texas. Deputies will need to be available to attend during those dates. Deputies are also expected to attend deputation meetings held in preparation for General Convention.

Gifts, Experiences and Skills

Analytical thinker.

Experience and perspective of the Church beyond the parish.

Candidates for Deputy to General Convention

Elect four lay and four clergy for three-year terms:

Lay



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

das.srvtldr@gmail.com

Lifelong Episcopalian Dianne Audrick Smith has focused her gifts of planning, governance, mentoring, fund development, program management and knowledge of the Episcopal Church over 20 years of “church work.” A returning Clevelander, Dianne was elected to Diocese of Ohio's ECS Council in 2015 and appointed trustee of St. John's Church, Ohio City. Attending General Convention since 2006 as national officer of the Union of Black Episcopalians and CDSP Admissions Director provided her with unique perspectives of the legislative processes of Convention. Since 2007 she provided leadership in the development of a deputies' network. She was elected General Theological Seminary Trustee at General Convention 2015 and appointed to General Convention's Taskforce on its relationship with GTS. Dianne's service to the church included (Diocese of California): Province VIII Deputy; Bishop's Search Committee; Diocesan Executive Council; Governance Committee; Senior Warden. Dianne is a graduate of Brown University (BA) and CUNY(MPA).



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

jbingres@gmail.com

My 25+ years in strategic marketing research have honed my analytic skills in asking the right questions, actively listening, synthesizing multiple viewpoints, and achieving consensus for thoughtful action. These skills have enhanced the many opportunities I have had to serve the Episcopal Church. At the parish level, my service includes Senior Warden (in Kirtland Hills and my previous parish in Chicago), co-chair of Strategic Planning committee, and co-chair of Capital Campaign committee. I have also served as a delegate to Diocesan convention on multiple occasions (both Ohio and Chicago dioceses) and currently serve on the board for the Consortium of Endowed Episcopal Parishes. I would like to utilize my skills in learning and listening for action to fully represent the Diocese of Ohio as a Deputy to General Convention.



Mr. Dennis Coughlin – St. Paul's, Cleveland Heights

denniscoughlin@gmail.com

I am currently a member of the Standing Committee, prior to which I sat on the Diocesan Council serving on its Finance and Audit Committee and Executive Committee. I continue to serve on the Diocesan Parish Audit Team. In 2014 I was an Alternate Deputy and a Legislative Aide in Salt Lake City. I have more than 12 years experience as a church Administrator and 13 years as a hospital administrator in operations management and finance. I have been involved with the Episcopal Church since attending Sewanee-The University of the South as a student and with St. Paul's, Cleveland Heights for more than thirty years as a member, several years as Administrator for Ministry, and many years in various leadership positions. I continue to seek to sustain and strengthen the vibrant community of the Diocese of Ohio and the life of the Episcopal Church.



Mr. Daniel Francis – Christ Church, Shaker Heights

ringalingadingdong@gmail.com

I am a confirmed Young Adult member of Christ Episcopal Church in Shaker Heights, Ohio. I participate in ministries such as of the choir and lay reading at my local parish. I have been a member of the Wilma Ruth Combs chapter of the Union of Black Episcopalians in the Diocese of Ohio. In highschool, I was a voting member of my school's operating board dealing with budget issues and choosing an interim and new Principal to lead our institution. In college, my academic focus was theology and international development. In addition, I bring my unique experiences as a millennial, an African American, a member of the LGBT community, and a recent convert to the table as we discern and discuss the continuing mission and ministry of The Episcopal Church and the Anglican Communion.



Ms. Jane Freeman – Trinity Cathedral, Cleveland

jfreemanlisw@gmail.com

My deep love for God has led me into lifelong service to the Episcopal Church at the National, Diocesan and Parish level. I am currently a deputy to General Convention and would appreciate the opportunity to serve another term. I served on the GC committee to address the issue of alcohol and substance misuse. I am completing my term on Standing Committee and serve on the Committee on Constitution and Canons. Past service includes Diocesan Council, Commission on Ministry, Disciplinary Panel, Episcopal Search Committee and training to clergy and lay leaders. I served on a Disciplinary Court for the National Church, and have applied knowledge of the Canons. My analytical skills have been honed as a family psychotherapist and a family medicine educator for the past 37 years. My introductory experience as a deputy in Salt Lake City has prepared me to be an effective deputy at the next convention.



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

wpowel@dohio.org

I have been privileged to serve Bishop Hollingsworth and the people of the Diocese of Ohio as Canon to the Ordinary since January, 2015. My role is liaison to clergy and lay leadership, in addition to responsibility for diocesan governance and operations. I continue to serve as Chancellor (2011), after leadership roles at St. Paul's, Cleveland Heights: Vestry, Senior Warden, Apostleship (Outreach). My professional experience includes 16 years as Senior Vice President, General Counsel for Summa Health (Akron) and seven years at University Hospitals of Cleveland (Assistant General Counsel). I am also Counsel to the Commission on Leadership & Impairment, appointed by the Presiding Bishop following the DUI vehicular manslaughter conviction of a cyclist by the Bishop Suffragan of Maryland. Attending General Convention last year reinforced for me our connectedness to fellow believers in the Diocese and the wider Church. I would be honored to serve as Deputy.



Ms. Karen Rockwell – St. Timothy's, Macedonia

rockwellkjr@gmail.com

A cradle Episcopalian, I am proud of our history and excited for our future. I pledge to work as an agent for the continuing movement toward more complete inclusion of all persons in our life, work, and worship. I have been active in my college (Kenyon), my parish (St. Timothy's), my mission area (Summit) and as a diocesan volunteer. I have attended General Convention as an unpaid staff member of the Convention Secretary's staff. I am employed as the parish administrator at Christ Church, Shaker Hts.



Mr. James Simon – Our Saviour, Akron

jsimon@bdblawn.com

I have been blessed to serve God by serving my parish, the Diocese of Ohio and the Episcopal Church. I served as a Deputy to the 2015 General Convention and was an active member of the Constitution and Canons Committee in addition to serving the Church as a member of the Standing Commission on Structure, Governance, Constitution and Canons. Over the years, I have also heard – and heeded – God’s call by serving my parish as a member of its Vestry and by leading its Stewardship and Finance Committees and I was fortunate to serve on the Diocese’s Standing Committee for five years. To my service within and outside the Church, I bring experienced judgment, love, disciplined thinking and the ability to listen, make clear decisions and mediate diverse groups on difficult issues. It would be my pleasure to the Church again as a Deputy to General Convention.

Clergy



The Rev. Debra Q. Bennett – Our Saviour, Akron

revdebcoos@episcopalakron.org

I believe God is doing a new thing. Currently a doctoral student in pursuit of a DMin in Congregational Ministry, my studies have made me keenly aware of the shift in our understanding of mission and ministry and the role of the church in the 21st century in relation to that. I had the privilege of serving as Deputy to General Convention at the last convention and would like to have the opportunity to serve in that role again that I may continue to add my voice to the ongoing conversation of how we are the church in the 21st century and joining in God’s mission of reconciliation, love and transformation. My studies have enriched the knowledge I’ve already gained serving as a priest and member of various national, diocesan and parochial committees and commissions.



The Rev. Gay Clark Jennings – St. Timothy’s, Macedonia

gjennings51@gmail.com

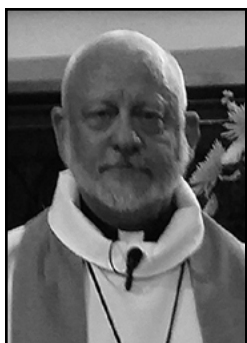
My peers elected me president of the House of Deputies in 2012 and 2015, and I am honored to serve our diocese and the entire church in this capacity. I respectfully ask the Diocese of Ohio to reelect me as deputy so that I may continue to serve as president at General Convention in 2018. I have been a deputy to nine General Conventions and chaired legislative committees on canons, communications, world mission and structure. I am the vice-chair of Executive Council and one of three Episcopal Church representatives to the Anglican Consultative Council. I have worked for CREDO, as canon to the ordinary in Ohio, and at St. Peter’s Lakewood. I pray that in all I do, I demonstrate my commitment to the Risen Lord whom I love and serve; my love for our church; and my unending hopefulness about the gifts we have to share with the world.



The Rev. Evan Fischer – St. James, Wooster

evan@stjameswooster.org

In the 18 years I have served at St. James, Wooster, I have been involved with many ministries, commissions, and committees in this Diocese and I would be honored to represent it at the next General Convention. I was a Deputy to the 2012 General Convention. I love the legislative process of the church, the passion and conviction in which we discern the future of the church, and the power of the gathered body of Christ, in prayer and discussion. I would also like the opportunity to be present to the greater church as an openly transgender priest who has been shown the love and support of this Diocese and witness to the truth that all are welcome in our Church.



The Rev. C. Eric Funston – St. Paul’s, Medina

cfunston@stpauls-medina.org

I hope to serve as a Deputy to General Convention as I have a passion for the democratic polity and the deliberative and legislative processes of our tradition. I have attended several Conventions as deputy, alternate, or volunteer. I was an alternate deputy to the 2015 General Convention and served as Legislative Aide to the Prayer Book, Worship & Music Committee; following Convention, I was appointed by the PB & PHoD to, and now serve on, the Executive Council Committee on Economic Justice Loans. In the diocese, I am rector of St. Paul’s, Medina; a Diocesan Trustee; and a member of the Constitution & Canons Committee. I have served on Diocesan Council, the Commission on Ministry, and the Loans & Grants Committee. In previous dioceses (Los Angeles, Nevada, and Kansas), I have served as a General Convention deputy, a member of several interim diocesan bodies, and as Chancellor (Nevada).



The Rev. Priscilla (Percy) Grant – St. Alban’s, Cleveland Heights

pgrant@dohio.org

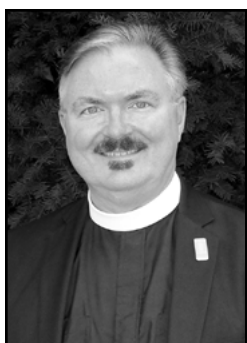
As your Canon for Ministry, I travel all across the country, meeting, leading, listening, and enticing clergy back to Ohio; I also travel to each parish, meeting, and listening for who you need to come walk with you on your journey with Christ; and I have shepherded people through the ordination process and watched as they have grown and become your rectors and leaders. I have been a priest in the Episcopal Church for 24 years, working in Churches, schools and on two Diocesan staffs. I have served on Christian Education Committees and Committees on Aging, Compensation and College Ministry. In 2015, I served as your first Alternate to General Convention and now believe I would serve you faithfully and well as a delegate.



The Rev. Jennifer Leider – St. Michael’s, Toledo

jennifer@lovelearnserve.org

Deeply shaped and formed in this Diocese over the last fifteen years, my experiences, gifts and leadership – in college chaplaincy [United Protestant Campus Ministries (CWRU) and subsequently the Harvard Episcopal Chaplaincy], hospital chaplaincy [urban trauma center] and parish ministry [parishioner, St. Paul’s, Cleveland Heights; lay pastoral assistant, St. Paul’s, Medina; rector, St. Paul’s, Oregon; rector, St. Michael’s, Toledo] – have given me a perspective both from inside and outside parish ministry and from a breadth of the Diocese of Ohio. I currently serve in the Diocese on the Commission on Ministry (term ending 2017), and as chair of the Nominating Committee (2015, 2016). As those ministries conclude, I would be delighted and honored to continue to serve the Diocese and the wider Church, and offer my gifts as a Deputy to the 2018 General Convention.



The Rev. Dr. Brian K. Wilbert – Christ Church, Oberlin

bwilbert@oberlin.net

In the past decade it has been a privilege to serve as a deputy to the 2009 & 2015 General Conventions as well as serving as 1st alternate deputy to the 2012 GC. In 2015 I served as secretary to the special legislative committee on marriage and, was appointed to a six year term on the Board of the Episcopal Church Archives. It is an honor to represent our diocese and serve our church in these capacities. At the General Convention God’s Holy Spirit moves among us as a broad church with all sorts and conditions of God’s children welcome, regardless! Every General Convention is a glimpse of the church evolving. I have been blessed to be a part of that process and with your consent I would like to continue to offer my experience and gifts to the 79th General Convention meeting in Austin, TX in 2018.

Cathedral Chapter Job Description

Position Description

The Cathedral Chapter is a council of advice for the Cathedral. The chapter is to meet at least once per year. The Convention elects one (1) clergy and one (1) lay member biennially for two-year terms. The Cathedral Chapter has not been active and therefore the elected and appointed positions are not currently filled. The Dean and Bishop look forward to re-creating this advisory body.

- Membership of the Council includes: the Bishop and the Dean of the Cathedral and the following:
- Two (2) members of the Diocese designated by the Bishop;
- The Chancellor (or Vice Chancellor);
- The residentiary Canon(s) [clergy of the Cathedral];
- Two (2) 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;
- The Chair of the Cathedral Council;
- The Senior Warden, Junior Warden, Clerk; and Treasurer of the Vestry.

Gifts, Experiences and Skills

The Chapter is to be a broad based group of 15 or more individuals representing the Cathedral, Diocese, and local community. As such, members are expected to participate in discussions about how their particular perspective intersects with the life and ministry of the Cathedral. Particularly helpful gifts include: leadership experience, creative vision, clear thinking, and ability to ask insightful questions.

Candidates for Cathedral Chapter

Elect one lay and one clergy for two-year terms:

Lay

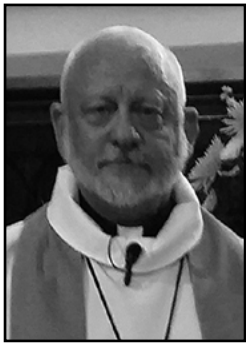


Ms. Jacqueline Acho – St. Paul's, Cleveland Heights

jacho@theachogroup.com

The following experiences should be helpful in this role: -22 years of strategic and executive coaching, globally, as an entrepreneur and partner with McKinsey & Company -12 years of leadership involvement in Northeast Ohio economic development (e.g., 8 years on the Board of Jumpstart Inc.) -Current Vestry Member and Vice Chair for 2014/15 Rector Search Committee, St. Paul's Church, Cleveland Heights -Increasingly, researching, writing, and speaking about empathy, leadership, and innovation The Cathedral is a vital asset in our community - an inclusive and innovative place, which I have enjoyed in many ways (church, Cathedral Concerts, doing the Dean's podcast). If chosen to serve, it would be my pleasure to contribute to its ongoing success.

Clergy



The Rev. C. Eric Funston – St. Paul's, Medina

cfunston@stpauls-medina.org

I hope to serve as a Deputy to General Convention as I have a passion for the democratic polity and the deliberative and legislative processes of our tradition. I have attended several Conventions as deputy, alternate, or volunteer. I was an alternate deputy to the 2015 General Convention and served as Legislative Aide to the Prayer Book, Worship & Music Committee; following Convention, I was appointed by the PB & PHoD to, and now serve on, the Executive Council Committee on Economic Justice Loans. In the diocese, I am rector of St. Paul's, Medina; a Diocesan Trustee; and a member of the Constitution & Canons Committee. I have served on Diocesan Council, the Commission on Ministry, and the Loans & Grants Committee. In previous dioceses (Los Angeles, Nevada, and Kansas), I have served as a General Convention deputy, a member of several interim diocesan bodies, and as Chancellor (Nevada).



The Rev. Daniel Schoonmaker – St. Hubert's, Kirtland Hills

danschoonmaker@sthuberts.net

I am honored to be nominated for a third term on Cathedral Chapter. Trinity reminds us that we are connected to the larger church and its vibrant ministry is particularly important in this bicentennial year. I have served on numerous committees in my 18 years in this wonderful diocese, and I am happy to be considered for this important ministry.

Elections Tally Sheet

	Ballot 1	Ballot 2	Ballot 3
Total votes cast			
Votes required to elect			

Diocesan Trustee one lay or clergy (5-yr term)

	Ballot 1	Ballot 2	Ballot 3
Lay or Clergy	The Rev. Jan Smith Wood		

Standing Committee one lay and one clergy (4-yr term)

	Ballot 1	Ballot 2	Ballot 3
Lay	Greg Daniels		
Clergy	The Rev. Christopher McCann		

Diocesan Council two lay and two clergy (3-yr term)

	Ballot 1	Ballot 2	Ballot 3
Lay*	Raymond Cox		
	Daniel Francis		
	Anna Risch		
	Eugene Stacy		
Clergy	The Rev. Shawn Dickerson		
	The Rev. Rose Anne Lonsway		

Continued on next page

ECS Development Council**three lay and one clergy (3-yr term),
one lay (2-yr unexpired term)****Ballot 1****Ballot 2****Ballot 3**

Lay	Stephen Ashby			
	Drew Gittins			
	Chari Hettinger			
	Mary Shepherd			
Clergy	The Rev. Daniel Orr			

Diocesan Disciplinary Board**three clergy (3-yr term, clergy
ordained at least 5 years), one lay (2-
yr unexpired term)****Ballot 1****Ballot 2****Ballot 3**

Lay	Brent Howard			
Clergy*	The Rev. Debra Q. Bennett			
	The Rev. James Greer			
	The Rev. Albert Jennings			
	The Rev. David Kendall-Sperry			
	The Rev. Dr. Paul Board			

**Deputy to General Convention
four lay and four clergy (3-yr term)**

Ballot 1

Ballot 2

Ballot 3

Lay*	Dianne Audrick Smith			
	Jenna Bing			
	Dennis Coughlin			
	Daniel Francis			
	Jane Freeman			
	William Powel			
	Karen Rockwell			
	James Simon			
Clergy*	The Rev. Debra Q. Bennett			
	The Rev. Gay Clark Jennings			
	The Rev. Evan Fischer			
	The Rev. C. Eric Funston			
	The Rev. Priscilla (Percy) Grant			
	The Rev. Jennifer Leider			
	The Rev. Dr. Brian K. Wilbert			

**Cathedral Chapter
one lay and one clergy (2-yr term)**

Ballot 1

Ballot 2

Ballot 3

Lay	Jacqueline Acho			
Clergy*	The Rev. C. Eric Funston			
	The Rev. Daniel Schoonmaker			

* Indicates contested election

Report of the Constitution and Canons Committee

Proposed Amendments to the Constitutions and Canons of the Episcopal Diocese of Ohio to be Considered at the 200th Annual Convention of the Diocese of Ohio.

During the past year, the Committee on Constitution and Canons conducted a page-by-page review of the current Constitution and Canons. As a result of this effort, it is proposing four amendments to the Constitution and two amendments to the Canons of the Diocese of Ohio, in addition to technical and other editorial amendments to update the canons as described in the margins of the attached redlined document.

The proposed amendments to the Constitution relate to:

- Elected officeholders are required to be adult communicants in good standing (Article V);
- Permits electronic voting in an election of a Bishop (Article VII);
- Creation of a Vice Chancellor (Article VIII); and
- Parochial requirements for seat, voice and vote at Diocesan Convention (Article IX).

The substantive amendments to the Canons from the Committee's review relate to the following:

- Permitting members of Diocesan Council to be elected to one successive three-year term. (Article I, Canon 7.4(a)); and
- Updating the membership and the frequency of meetings for the Cathedral Chapter, and assigning responsibility for convening and setting agendas for the meetings. (Title II, Canon 2).

The Committee also recommends for approval one additional amendment to the Canons (that was timely received) relating to membership on Mission Area Councils.

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

As required by our Constitution, changes to the Constitution require a two-thirds vote of the two orders voting separately (see Title X, Section 3 of the Constitution).

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

The membership of the Constitution and Canons Committee consists of:

Ms. Jane R. Freeman

Trinity Cathedral, Cleveland

The Rev. C. Eric Funston

St. Paul's, Medina

Ms. Clare S. Long

St. Barnabas, Bay Village

Mr. Ernest Q. Petrey, Jr.

St. Paul's, Cleveland Heights

The Rev. Sarah J. Shofstall

St. Barnabas, Bay Village

The Rev. Jan M. Smith Wood

Grace Church, Sandusky

Mr. William A. Powel, III

Canon to the Ordinary (Staff)

First Proposed Amendment to the Constitution

1 **The Committee on Constitution and Canons recommends adoption.**

2 The adoption of this amendment to the Constitution of the Diocese of Ohio would amend Article V,
3 Section 1 by making additions and deletions from the content of the current Constitution as specified
4 below.

5
6 **Text of the Proposed Amendment**

7 Article V: Convention Elections

8
9 Section 1. There shall be a Nominating Committee for each Annual Convention, appointed by the
10 bishop, which shall, at least thirty days before the Convention, present a slate of candidates for all
11 vacancies in elected offices, including unexpired terms. The Nominating Committee, in addition to
12 considering experience and other qualifications of service, is charged to nominate so as to further
13 Christian policies of, and concerns for, fairness, justice, and inclusiveness in regard to race, color, ethnic
14 origin, national origin, marital status, sex, sexual orientation, gender identity and expression, disabilities
15 or age, except as otherwise specified by Canons. **Elected office holders shall be adult communicants**
16 **in good standing or clergy canonically resident in this Diocese. Full-time members of the Diocesan**
17 **Staff shall not be eligible by election or appointment to serve in the offices listed in Section 2.**

18
19 **Proposer**

20 Committee on Constitution and Canons

21
22 **Rationale**

23 Although Canons state the specific qualifications for elected office holders in the descriptions of
24 the respective canonical entities, it is appropriate to include a general statement in the Constitution
25 regarding the requirements of all elected office holders. The first sentence of the new language states
26 the requirement that all lay office holders be adult communicants in good standing in a parish and that
27 clergy be canonically resident in the Diocese.

28
29 The second sentence of the new language clarifies whether individuals who receive compensation
30 from the Diocese are eligible for election. The amendment permits part-time (i.e., 50% time or less) to
31 serve in elected offices in the Diocese, but disqualifies full-time members of Diocesan Staff due to the
32 possibility of an apparent, potential, or actual conflict of interest between their compensated and elected
33 responsibilities.

Second Proposed Amendment to the Constitution

1 **The Committee on Constitution and Canons recommends adoption.**

2 The adoption of this amendment to the Constitution of the Diocese of Ohio would amend Article VII,
3 Section 2 by making the addition to the content of the current Constitution as specified below.

4

5 **Text of the Proposed Amendment**

6 Article VII: Election to the Episcopate

7 [. . .]

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

13

14 **Proposer**

15 Committee on Constitution and Canons

16

17 **Rationale**

18 Since the 198th Convention, all diocesan elections have been successfully conducted through an
19 electronic voting system. The proposed amendment would allow electronic voting for the election of a
20 bishop in the future.

21

22

23

24

25

26

27

28

29

30

31

32

33

34

35

36

37

38

Third Proposed Amendment to the Constitution

1 **The Committee on Constitution and Canons recommends adoption.**

2 The adoption of this amendment to the Constitution of the Diocese of Ohio would amend Article VIII
3 by making additions and deletions from the content of the current Constitution as specified below.

4

5 **Text of the Proposed Amendment**

6 Article VIII: The Chancellor

7

8 Section 1. The Bishop, with the approval of Standing Committee, may appoint ~~a persons~~ **licensed to**
9 **practice law in the State of Ohio** ~~learned in the law~~ Chancellor **(and one or more Vice Chancellor(s))**
10 of the Diocese, to advise regarding any questions of law which may arise in the administration of
11 Diocesan affairs. The Chancellor **(and Vice Chancellor(s))**, if ~~a members~~ of the clergy, must be
12 canonically resident in the Diocese and, if ~~a members~~ of the laity, must be ~~an~~ adult communicants in
13 good standing in this Diocese.

14

15 **Proposer**

16 Committee on Constitution and Canons

17

18 **Rationale**

19 Since the General Canons of The Episcopal Church provide for Chancellors and Vice Chancellors (Title
20 IV.19.19), it is appropriate for the Diocese of Ohio to create this position. It is customary in many
21 dioceses throughout The Episcopal Church to appoint a vice chancellor to provide assistance with
22 matters requiring particular expertise, such as real estate law.

23

24

25

26

27

28

29

30

31

32

33

34

35

36

37

38

Fourth Proposed Amendment to the Constitution

1 The Committee on Constitution and Canons recommends adoption.

2 The adoption of this amendment to the Constitution of the Diocese of Ohio would amend Title IX,
3 Section 1 by making additions and deletions from the content of the current Constitution as specified
4 below.

6 Text of the Proposed Amendment

7 Article IX: Parishes

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

13 1) filed its Parochial Report;

14 2) paid all assessments for the Diocesan Fund, imposed upon it according to canon; ~~and~~

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

16 4) completed its audit report as prescribed by canon,

17 shall retain seat and voice at ~~the~~ following Diocesan Convention, but forfeit ~~their its~~ lay representation
18 vote, and shall remain thus suspended until all of the above requirements are submitted. the
19 delinquency shall be been canceled by payment.

21 Proposer

22 Diocesan Council (as recommended by Finance Committee)

24 Rationale

25 For many years, the Constitution and Canons of the Diocese (Title I, Canon 14) has required parishes to
26 pay assessments on time and to make Church Pension Fund contributions for clergy and lay employees
27 in order for delegates to participate at Convention (with seat and voice). Diocesan staff has worked hard
28 to help parishes comply. At its June, 2016 meeting, the Finance Committee and the Treasurer voted
29 to recommend to Diocesan Council to make clear that the obligations of parishes include the filing of
30 Parochial Reports (new subsection 1), which is necessary for a correct calculation of the assessments due
31 to the Diocesan Fund.

33 New subsection 2 adds language to clarify that the required Church Pension Fund payments are for both
34 clergy and lay employees.

36 Subsection 4 is new, requiring that parishes submit an annual parish audit report in order for delegates
37 to participate with seat and voice at Convention. The Finance Committee and Diocesan Council
38 believe that completion of an annual parish audit demonstrates appropriate stewardship and oversight

1 of the parish assets. Under the General Canons, all parishes hold real and personal property for the
2 benefit of the diocese and the wider church (Title I.7.4). In 2007, Diocesan Council adopted the annual
3 audit requirement (from the *Manual of Business Methods in Church Affairs*) as authorized by diocesan
4 canon (Title IV, Canon 2, Section 2). There is no current consequence for non-compliance with the
5 audit requirement. The Finance Committee and Diocesan Council believed it is appropriate to add the
6 existing audit requirement as a condition for delegate participation at Convention.
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38

First Proposed Amendment to the Canons

1 The Committee on Constitution and Canons recommends adoption.

2 Adoption of this amendment to the Diocesan Canons would amend Title I, Canon 7, Section 4(a), by
3 making the addition to the content of the current canon as specified below.

5 Text of the Proposed Amendment

6 Canon 7: Of the Diocesan Council

7 Sec. 4(a) At-large members of Council shall be elected by an annual meeting of the Diocesan
8 Convention. At each Annual Convention of the Diocese there shall be elected two members of the
9 clergy and two members of the laity to serve for a term of three years and until their successors are
10 elected. Members may be elected to one successive term in office. No member of the Diocesan Council
11 shall hold concurrent membership on the Standing Committee and no full-time member of the Bishop's
12 shall serve on the Diocesan Council, except as provided in Section 2. Vacancies occurring in the at-large
13 membership shall be filled by vote of the remaining members.

14 [. . .]

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

20 Proposer

21 The Committee on Nominations and the Committee on Constitution and Canons

23 Rationale

24 1) Under the current structure, the at-large members of Diocesan Council are not eligible for re-election
25 after serving a three-year term. The Committee on Nominations provided feedback from members that
26 Diocesan Council could benefit from the leadership of experienced members if they had the option to
27 serve an additional three-year term.

28
29 2) Consistent with the rationale for the proposed Constitutional amendment to Article V, a full-time
30 member of the Bishop's staff cannot serve both on Diocesan Council and the Standing Committee,
31 although part-time employees of the staff (i.e., 50% time or less) are eligible to do so.

32
33 3) The current canons did not provide a mechanism for addressing vacancies occurring on Diocesan
34 Council between Conventions. The proposed amendment permits the other at-large members of
35 Council to fill the vacancy for the duration of the unexpired term. Similar language was added to
36 Section 5 to permit Mission Area Councils to fill vacancies in the Mission Area Representatives to
37 Diocesan Council.

38

Second Proposed Amendment to the Canons

1 **The Committee on Constitution and Canons recommends adoption.**

2 Adoption of this amendment to the Diocesan Canons would amend Title II, Canon 2, Section 2, by
3 making additions to and deletions from the content of the current canon as specified below.

4

5 **Text of the Proposed Amendment**

6 Canon 7: Of the Cathedral Chapter

7 [. . .]

8 Sec. 2. There shall be a council of advice to the Cathedral, to be called the Cathedral Chapter, which shall
9 meet at least ~~once two times~~ per year, **to be convened by the Bishop with the agenda of the meeting**
10 **set by the Dean of the Cathedral.** The Chapter shall consist of the following:

11 (a) The Bishop

12 (b) The Bishop Coadjutor and Bishop(s) Suffragan, if there be any;

13 (c) Such members of the Diocese, not to exceed two, as designated by the Bishop;

14 (d) The Dean;

15 ~~(e) The Chancellor;~~ **A member of the Diocesan staff, as designated by the Bishop;**

16 (f) The residentiary Canon(s);

17 (g) One member of the clergy and one member of the laity to be elected biennially by the Diocesan
18 Convention for two-year terms;

19 (h) Two or more members of the Greater Cleveland community to be appointed by the Dean in
20 consultation with the Bishop for a term of two years;

21 (i) The Chair of the Cathedral Council;

22 (j) The Senior Warden, Junior Warden, Clerk, and Treasurer of the Vestry.

23

24 **Proposer**

25 The Committee on Constitution and Canons

26

27 **Rationale**

28 During its review of the Constitution and Canons, the Committee discussed the recent inactivity
29 of the Cathedral Chapter. Earlier this year, the Dean and Wardens of Trinity Cathedral met with
30 representatives of the Committee and the Bishop's staff to discuss the issue. All agreed on the
31 importance of the Cathedral Chapter as a vehicle for members of the Diocese to connect with and
32 participate in the life of the Cathedral. The proposed changes to the canons include holding at least
33 two meetings per year, with shared responsibility between the Dean and the Bishop for convening and
34 setting the agenda. Since the group determined that it was not necessary to require the Chancellor to
35 serve as a member, the proposed amendment permits the Bishop to appoint another member of the
36 diocesan staff.

37

38

Third Proposed Amendment to the Canons

1 The Committee on Constitution and Canons recommends adoption.

2 Adoption of this amendment to the Diocesan Canons would amend Title II, Canon 3, Section 2(c) by
3 making additions and deletions from the content of the current canon as specified below.

5 Text of the Proposed Amendment

6 Canon 3: Of Mission Areas

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

9 [...]

10 (c) The Council shall elect four officers from its membership. The Council is led by a Chair ~~(lay or~~
11 ~~ordained)~~, Vice Chair ~~(from the opposite order of the Chair)~~, Treasurer, and Secretary. Mission
12 Areas are encouraged to elect a Vice Chair from the opposite order of the Chair. The Chair and Vice
13 Chair Each officer shall serve a one-year term and each is eligible for reelection, provided that neither
14 individual shall serve more than three (3) years consecutively in any single office. The Treasurer and
15 Secretary shall each serve a one-year term and are eligible for re-election, and there will be no term
16 limits for these positions.

18 Proposer

19 The North Central Mission Area

21 Rationale of the Proposer

22 Although it is beneficial to have a Chair and Vice Chair who are from the opposite orders, the Mission
23 Areas have twice as many laypersons as clergy. It is the experience in the North Central Mission Area
24 that many of the clergy are in part time positions and are also filling positions on various diocesan
25 boards and committees. This has created unnecessary complications for our body which could lead to
26 leaving the Vice Chair position empty.

28 Allowing both the President and Vice President to be laypersons allows the mission area to utilize our
29 resources when we have laypersons who are willing to serve while our clergy already fill multiple roles.
30 Three of our clergy also serve on the diocesan staff while others serve in committees and boards.
31 We believe this will help the Mission Area Councils fill all of the positions needed to operate as
32 intended. Leaving the Vice President position vacant leaves the President without someone to assist
33 and fill the responsibilities when he/she is not able to serve. We hope this will allow greater flexibility
34 to each individual Mission Area Council – recognizing the unique identity of each. For the Mission
35 Area Councils currently in violation of the canonical requirement to have persons of the opposite order
36 serving as Vice President, this change will bring them into compliance. Without the change could lead
37 to electing a Vice President who serves in name only to comply with the canon.

Proposed Changes to the Canons (Full Document with Comments)

REDLINED CHANGES (WITH COMMENTS)

SUBMITTED BY THE COMMITTEE ON CONSTITUTION AND CANONS

FOR CONSIDERATION BY THE 200th CONVENTION (November 12, 2016)

TABLE OF CONTENTS

Table of Contents.....	1
Constitution of the Episcopal Diocese of Ohio (Current through 199 th Annual Convention, November 13-14, 2015).....	3
ARTICLE I Diocese of Ohio	3
ARTICLE II The Convention.....	3
ARTICLE III The President of the Convention.....	3
ARTICLE IV Convention Quorum.....	4
ARTICLE V Convention Elections	4
ARTICLE VI Mode of Voting and Elections	5
ARTICLE VII Election to the Episcopate.....	5
ARTICLE VIII The Chancellor.....	5
ARTICLE IX Parishes	5
ARTICLE X Amendment of the Constitution	6
Canons of the Episcopal Diocese of Ohio (Revised through the 199 th Annual Convention, November 13-14, 2015).....	7
Title I: Canons Relating to Diocesan Structure	7
CANON 1: Of the Ecclesiastical Authority	7
CANON 2: Of the Convention	7
CANON 3: Of the Election of a Bishop.....	8
CANON 4: Of the Secretary	8
CANON 5: Of the Treasurer.....	8
CANON 6: Of the Standing Committee.....	8
CANON 7: Of the Diocesan Council	9
CANON 8: Of the Trustees	10
CANON 9: Of the Deputies to General Convention	11
CANON 10: Of the Development Council of Episcopal Community Services	11
CANON 11: Of the Commission on Ministry.....	11
CANON 12: Of Preparation for Ordination	12
CANON 13: Of the Archivist.....	12
CANON 14: Of the Diocesan Fund	12
Title II: Canons Relating to the Congregations of the Diocese	13
CANON 1: Of Parishes	13
CANON 2: Of the Cathedral.....	16
CANON 3: Of Mission Areas	17
CANON 4: Of Shared and Regional Ministries	18
CANON 5: Of New Parishes.....	19
CANON 6: Of Imperiled Parishes.....	20
CANON 7: Of Declaring Parishes Extinct.....	21
CANON 8: Of Minimum Clergy Compensation.....	21
CANON 9: Of Clergy Pensions	22
CANON 10: Of Lay Pensions.....	22
CANON 11: Of Licensed Ministries.....	22
Title III. Canons Relating to Dispute Resolution and Discipline	22
CANON 1: Of the Reconciliation of Disagreements Affecting the Pastoral Relation	22
CANON 2: Of the Dissolution of the Pastoral Relation.....	22
CANON 3: Title IV of General Canons	22
CANON 4: Discipline Structure.....	23
CANON 5: Costs and Expenses	24
CANON 6: Records	24
CANON 7: Responsibility to State Authorities.....	24
Title IV. Other Canons	24
CANON 1: Of Non-Discrimination	24

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 7-8, 2015)

CANON 2: Of Business Methods in Church Affairs	25
CANON 3: Of the Enactment, Amendment, and Repeal of the Canons	25
Appendix I	26
Form for the Certification of Lay Delegates to Convention.....	26
Appendix II.....	26
Title I. Canon 17: Of Regulations Respecting the Laity	26
Appendix III	26
Title III. Canon 9, Section 14: Of the Reconciliation of Disagreements Affecting the Pastoral Relation	26
Appendix IV	27
Title III. Canon 9, Section 15: Of the Dissolution of the Pastoral Relation	27
Appendix V	28
Title I. Canon 17: Of Regulations Respecting the Laity	28
Title III. Canon 1: Of the Ministry of All Baptized Persons	28

CONSTITUTION OF THE EPISCOPAL DIOCESE OF OHIO

(CURRENT THROUGH 199TH ANNUAL CONVENTION, NOVEMBER 13-14, 2015)

ARTICLE I Diocese of Ohio

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

ARTICLE II The Convention

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

Sec. 2. Members of any Convention shall be:

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

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

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

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

Sec. 6. Notice of the meeting of any annual or Special Convention shall be mailed at least thirty 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.

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.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 7-8, 2015)

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;
- (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 Judicial Panel.

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 and the Diocesan Council when their terms have expired, shall be ineligible for re-election to the same office for a period of one Convention year.

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

- (a) Any vacancies arising during the recess of Convention among the foregoing offices, excepting Trustees of the Diocese, members of the Development Council of the Diocese of Ohio Episcopal Community Services, and Deputies to the General Convention so long as Provisional Deputies are

Comment [WP1]: See complete rationale: Amendment No. 1 to the Constitution.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 13-14, 2015)

electd 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 Sec. 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.

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 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.

Comment [WP2]: To provide for balloting by electronic device. See complete rationale: Amendment No. 2 to the Constitution.

ARTICLE VIII The Chancellor

The Bishop, with the approval of the Standing Committee, may appoint ~~a person~~ persons licensed to practice law in the State of Ohio ~~learned in the law~~ 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 ~~a~~ members of the clergy, must be canonically resident in the Diocese and, if a member of the laity, must be ~~an~~ adult communicants in good standing in this Diocese.

Comment [WP3]: Adds Vice Chancellor role. See complete rationale: Amendment No. 3 to the Constitution.

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:

- (1) filed its Parochial Report;
- (2) paid all assessments for the Diocesan Fund, imposed upon it according to canon; and
- (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 ~~their- its~~ lay representation vote, and shall remain thus suspended until all of the above requirements are submitted ~~the delinquency shall have been canceled by payment.~~

Comment [WP4]: See complete rationale: Amendment No. 4 to the Constitution.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 7-8, 2015)

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.
- 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 Sec. 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 199TH ANNUAL CONVENTION, NOVEMBER 13-14, 2015)

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 ~~thirty-five~~ **(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 4 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 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 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 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.

Comment [WP5]: Reduction to 15 days is consistent with practice, due to different schedules of parish Vestry meetings.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 7-8, 2015)

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.

Comment [WP6]: Consistent with Amendment No. 1 to the Constitution.

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 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. ~~Before assuming office, the~~ 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, file with the Trustees of the Diocese of Ohio a bond or bonds conditioned for the faithful performance of the duties of the Treasurer and persons subordinate to the Treasurer, indemnifying the Diocese of Ohio in the sum of not less than one hundred thousand dollars (\$100,000), the cost of which bond or bonds shall be paid by the Diocese.
- Sec. 4. All monies belonging to the Diocese or to the Diocesan Council shall be deposited in such banking institutions or invested in such manner as shall be selected by the Treasurer and approved by the Finance and Audit Committee or other appropriate diocesan authority and in the name of the Diocese of Ohio, but subject to the order of the Treasurer, all interest accruing thereon shall inure to the sole use and benefit of the Diocese of Ohio.
- Sec. 5. The accounts of the Treasurer shall be audited annually by an independent Certified Public Accountant who shall report the findings to the Diocesan Council.

Comment [WP7]: See Amendment No. 1 to the Constitution.

Comment [WP8]: With Church Insurance coverage, requirement to purchase a bond for Treasurer is unnecessary.

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.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 13-14, 2015)

- (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 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 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, or 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. (a) 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. No

Comment [WP9]: Part-time diocesan staff members would be permitted to serve.

Comment [WP10]: The Bishop should be relieved of his or her presiding authority if under a disciplinary "restriction" pursuant to Title IV of the General Canons.

Comment [WP11]: Grammatical correction: because the Standing Committee only acts as the Ecclesiastical Authority in the absence of all three Bishops.

Comment [WP12]: To be consistent with language in Canon 7, Section 4(a)

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 7-8, 2015)

member of the Diocesan Council shall hold concurrent membership on the Standing Committee, and no full-time member of the Bishop's staff shall serve on the Diocesan Council except as provided in Section 2. Vacancies occurring in the at-large membership shall be filled by vote of the remaining members.

Comment [WP13]: See complete rationale: Amendment No. 1 to the Canons.

- (b) The two members of the clergy and the two members of the laity elected to full terms, when their terms have expired, shall be ineligible for re-election to the Diocesan Council at the Annual Convention next succeeding, and shall remain ineligible for service as members of the Diocesan Council for a period of one Convention year.

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.

Comment [WP14]: See complete rationale: Amendment No. 1 to the Canons.

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.

Comment [WP15]: Part-time diocesan staff members would be permitted to serve.

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 13-14, 2015)

- 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 ~~the~~ such Parish so long as it shall exist as a Parish receiving aid.
- Sec. 5. The Bishop, if present, shall preside at any meeting of the Board. The Trustees shall elect a President annually from among the members of the Board. The Treasurer of the Diocese shall serve as Secretary and Treasurer of the Trustees and need not be a member of the Board. The Board shall meet quarterly, or upon the call of the Bishop, or upon the call of any two members of the Board.
- Sec. 6. The Convention may, by a two-thirds majority vote by orders, establish, and from time to time amend or repeal, one or more specific and objective criteria for social responsibility in investment which shall be binding upon the Board in the investment of Diocesan funds, subject to any applicable legal requirements in governing documents with respect to particular funds. The Diocese shall indemnify each Trustee against expenses, including attorneys' fees, judgments, and amounts paid in settlement actually and reasonably incurred with respect to actions taken in good-faith efforts to comply with any such criteria, to the full extent and in the manner permitted by law.
- CANON 9: Of the Deputies to General Convention
- Sec. 1. The Annual Convention shall elect in the year following each General Convention, four clergy canonically resident in the Diocese, and four members of the laity who shall be adult communicants in good standing of the Church in the Diocese, to act as Deputies from this Diocese to the General Convention. The next Annual Convention shall elect, in like manner, four clergy and four members of the laity, with like qualifications, as Provisional Deputies. These Provisional Deputies shall fill any vacancy in the order of their election. The Deputies and Provisional Deputies shall hold their respective office(s) until their successors are elected, and shall be Deputies, or Provisional Deputies, for any General Convention which may be held during their continuance in office.
- Sec. 2. If there are one or more vacancies at the time of the election of Provisional Deputies, the Annual Convention shall elect additional Provisional Deputies to fill any such vacancies.
- CANON 10: Of the Development Council of Episcopal Community Services
- Sec. 1. The Development Council of Episcopal Community Services shall consist of the Diocesan Bishop, and 19 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, and the Bishop shall appoint one member of the clergy and one lay person. All persons elected or appointed shall be communicants in good standing of the Diocese of Ohio. In addition, the Dean of the Cathedral shall appoint one member to serve as the Cathedral's representative to the Development Council and to represent the interests of The Church Home endowment. 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.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 7-8, 2015)

- Sec. 3. In addition to the Bishop, there shall be no fewer than sixteen members of the Commission on Ministry, evenly divided between clergy canonically resident in the Diocese and members of the laity who are adult communicants in good standing of the Church in the Diocese. The Commission on Ministry may invite other persons to serve on subcommittees or assist in its work.
- Sec. 4. The Bishop shall nominate annually to the Annual Convention persons to fill vacancies in membership on the Commission on Ministry, and shall seek Convention approval of these nominations.
- Sec. 5. The term of office of each member shall be four years. Vacancies occurring in the Commission on Ministry shall be filled by the Bishop after consultation with the Standing Committee, and reported to the next Annual Convention. Those appointed to the Commission on Ministry, when their terms have expired, shall be ineligible for reappointment for a period of one Convention year.

CANON 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) ~~Beginning January 1, 2010, and in the calendar years thereafter~~ **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 ~~2008~~ Parochial Report as provided by the Episcopal Church.

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

- (b) ~~Beginning February 20, 2010 and 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.

Comment [WP16]: Removes transitional language throughout Canon 14.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 13-14, 2015)

- Sec. 4. Parishes in arrears on the day delegate certificates are canonically due shall retain seat and voice at ~~following~~ 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. Questions of interpretation arising with respect to this Canon shall be decided by the Ecclesiastical Authority.
- Sec. 3. (a) In every Parish of the Diocese, there shall be held an Annual Meeting, for the election of members of the Vestry and for the transaction of such other business as may properly come before such meeting. Unless otherwise provided (by Articles of Incorporation, By-Laws, or by Resolution), such meeting shall be held on the third Sunday of January in each year.
- (b) Special Meetings of the Parish may be called as provided by a Parish's Articles of Incorporation or By-Laws.
- Sec. 4. (a) Every Parish shall establish, in its Articles of Incorporation or By-Laws, provisions for giving public notice of, and for establishing a quorum for the transaction of business at all Annual and Special Meetings. Such notice shall be given no fewer than one nor more than three weeks prior to any meeting. Such quorum shall consist of not fewer than ten qualified electors, provided that a smaller number may adjourn any meeting to a date not fewer than seven, nor more than fourteen days thereafter.
- (b) The Rector of the Parish shall, if present, preside at all such meetings. In the absence of the above, an officer of the Parish shall preside, in the following order of priority: (1) the Senior Warden; (2) the Junior Warden; (3) the Clerk. If none of the above is present, the meeting may elect a qualified elector as its presiding officer.
- Sec. 5. (a) All members of the Parish who are communicants in good standing as defined by the Canons of The Episcopal Church and being not under sixteen years of age, shall be qualified to vote in its meetings. (The pertinent canon from the Canons of The Episcopal Church is printed in Appendix II of these Canons.)
- (b) The presiding officer of any meeting shall be the judge of the qualifications of any person to vote who shall offer to do so, subject, however, to appeal and final determination by a two-thirds majority of the electors present at such meeting.
- Sec. 6. (a) Every Parish shall, in its Articles of Incorporation or By-Laws, make provision for a Vestry, to consist of no fewer than five nor more than eighteen members, to be elected from among qualified electors of the Parish, to act as its agent in the care and custody of its property, and in its relations with its clergy, as provided in the Canons of The Episcopal Church.
- (b) The Vestry shall meet regularly at least quarterly, at such time and place as it shall by resolution determine. A special meeting shall be called upon the written request of any two members of the

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 7-8, 2015)

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 by ballot at the Annual Meeting of each Parish, for such terms and in such number as the Articles of Incorporation or By-Laws of the Parish shall, subject to the provisions of Section 4 (a) of this Canon, provide. Members shall serve until the expiration of their terms, and until their successors shall have been elected and qualified. Parish by-laws may provide for removal from office prior to the expiration of a term, for cause. No member of any Vestry shall be elected to more than two consecutive full terms, nor be re-elected or appointed until one year shall have elapsed following the expiration of the second term.
- (b) Parishes may establish additional procedures, not in conflict with Canon law, regulating the filling of vacancies.
- Sec. 8. (a) The Vestry shall elect and call a Rector, as required, subject to the provisions herein, and other provisions of these Canons and those of The Episcopal Church.
- (b) The Vestry shall also, at its first meeting after any Annual Meeting (and thereafter as required), elect the following officers of the Parish: a Senior Warden and a Junior Warden, both of whom shall be elected from its own number; a Clerk and a Treasurer from among qualified electors of the Parish.
- Sec. 9. (a) The Rector shall, in addition to such duties as shall be prescribed by the Book of Common Prayer and by Canon, have exclusive direction of all spiritual concerns of the Parish, in subordination to the Ecclesiastical Authority and Canon law, and have full direction and control of all guilds, societies, and associations within the Parish.
- (b) It shall be the duty of the Vestry to take charge of the property of the Parish and its business interests except those reserved to the Rector. It shall also be the duty of the Vestry to provide said Rector with compensation consistent with the provisions of the Canon "Of Minimum Clergy Compensation," to pay all lawful assessments on the parish, to keep order in the Church during Divine Service, and in general, to assist in the furtherance of the Gospel and the well-being of the Parish.
 - (c) It shall be the duty of the Wardens to work with the Rector in establishing a climate of mutual trust and honesty within which the Parish can be provided with effective leadership and its problems addressed and mission furthered. It shall be the duty of the Wardens to work with the Rector to identify and hear the concerns and ideas of the Parish, and to communicate the concerns and ideas of the parish leadership to the Parish at large. It shall also be the duty of the Wardens to collect the alms and to disburse such alms in case the Parish is without a Rector; and to provide for the celebration of public worship and the instruction of the Parish, as circumstances may permit.
 - (d) The Clerk of the Parish shall also act as Secretary of the Vestry, and it shall be the duty of the Clerk to take, record, and preserve minutes of the proceedings of any Regular or Special meeting of the Parish and of the Vestry, to attest to its public acts, to preserve all records and papers belonging to the Parish not otherwise provided for, to perform such other duties as are usual and customary to this office, and to transmit promptly to the successor Clerk all of the Parish's documents in the Clerk's possession.
 - (e) It shall be the duty of the Treasurer to receive, deposit, disburse, and account for all monies collected for any and all church purposes, subject to the provisions of the Canon "Of Business Methods in Church Affairs" and such By-Laws as the Parish shall adopt. The Vestry may, in its discretion, appoint treasurers for funds raised for special purposes, provided that the provisions of the Canon "Of Business Methods in Church Affairs" be faithfully observed.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 13-14, 2015)

- 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.
- (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.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 7-8, 2015)

- (c) The Ecclesiastical Authority may undertake such steps as are deemed necessary to initiate the formation of aided parishes, provided there is compliance with the provisions of the Canon "Of New Parishes." Application for the undertaking of a new parish shall be made to the Ecclesiastical Authority in the following form:

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

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

CANON 2: Of the Cathedral

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

- Sec. 2. There shall be a council of advice to the Cathedral, to be called the Cathedral Chapter, which shall meet at least ~~once 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) ~~The Chancellor~~, 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.

Comment [WP17]: See complete rationale: Amendment No. 2 to the Canons.

Comment [WP18]: See complete rationale: Amendment No. 2 to the Canons.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 13-14, 2015)

- Sec. 4. The Cathedral shall be entitled to have the same representation in the Diocesan Convention as is provided by Canon for a Parish.
- Sec. 5. The Cathedral may, by specific provisions in its Articles of Incorporation, delegate investment management of the assets of the Cathedral to a Board of Trustees. Any such delegation shall be subject to all applicable Canons of The Episcopal Church.
- CANON 3: Of Mission Areas
- Sec. 1. Congregations in the Diocese of Ohio shall be organized into eight Mission Areas by action of Diocesan Council. The areas shall be known as: Central East, Cuyahoga, North Central, Northeast, South Central, Southeast, Summit, and West.
- (a) Mission areas shall be divided in order to assist in communication and the sharing of programs and resources, to provide mutual support among congregations, and to identify and implement opportunities for collaborative ministry. A Congregation may petition the Diocesan Council to be changed from one Mission Area to another Mission Area.
- (b) Two or more congregations within one Mission Area may form a voluntary Mission Partnership for the purpose of collaborative ministry.
- (c) Parishes in a shared ministry situated in two Mission Areas may form Mission Partnerships with parishes in either Mission Area.
- Sec. 2. Each Mission Area shall form a Mission Area Council comprised of all active parochial clergy of the Mission Area and two laypersons from each parish.
- (a) Each parish shall annually elect one lay representative, who is an adult communicant in good standing according to the Canons of the Episcopal Church, to serve on the 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 (lay or ordained), Vice Chair (from the opposite order of the 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 Each officer 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

Comment [WP19]: See complete rationale: Amendment No. 3 to the Canons.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 7-8, 2015)

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.e

- (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) Members of Diocesan Council elected as Deanery Representatives in 2007 or 2008 shall continue to serve as Mission Area Representatives until their terms on Diocesan Council conclude.~~

Comment [WP20]: Removes the transitional language.

~~(ab)~~ 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.

~~(eb) At the first Mission Area Council meeting in 2010, the Central East and Northeast Mission Area Councils will elect representatives to Diocesan Council whose term will begin immediately and conclude on November 30, 2012. Thereafter,~~ Mission Area representatives will be elected in the following rotation and their terms will begin on December 1 of the year they are elected:

Comment [WP21]: Removes the transitional language.

~~2010-Year 1~~ – Summit, North Central, Youngstown

~~2011-Year 2~~ – Cuyahoga, South Central, West

~~2012-Year 3~~ – Central East, Northeast

~~(ed)~~ 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.

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

CANON 4: Of Shared and Regional Ministries

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

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 13-14, 2015)

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

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

- Sec. 3. Any congregation in the Diocese entering into a cooperative ecumenical or interfaith ministry with a congregation involving building use or other shared resources including personnel shall be obliged to conform to the provisions of Sections 1 and 2 of this Canon. Said Covenant must be reviewed by the Chancellor and is subject to the approval of the Bishop.
 - Sec. 4. Any such Covenants shall be subject to all provisions of the Constitution and Canons of The Episcopal Church and this diocese.
 - Sec. 5. Clergy in charge of Shared Ministries shall have in each of the member congregations the canonical privileges and responsibilities of Rectors under the national and diocesan Canons. If the Shared Ministry receives diocesan aid for its operating expenses, its clergy in charge are nominated by the Shared Ministry and appointed by, and serve at the pleasure of, the Ecclesiastical Authority.
 - Sec. 6. (a) Shared Ministries are subject in their financial transactions and reporting to the requirements of the standard business methods set forth in the applicable Canons of the Episcopal Church, and the supplemental business practices guidelines and procedures established by resolution of the Diocesan Council.
 - (b) Shared Ministries shall annually submit audited financial statements of the monies under their control, according to the business practices guidelines and procedures established by resolution of Diocesan Council.
- CANON 5: Of New Parishes
- Sec. 1. No new parish shall be formed nor shall the site of any new church building be determined nor the site of any existing church building be changed without the 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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 7-8, 2015)

Agreement of Association. The minutes of the meeting shall be recorded in a book to be kept as a record of the proceedings of the Vestry or Bishop's Committee and Parish meeting in which shall be also kept the Articles of Incorporation.

- Sec. 4. (a) A certified copy of the Articles of Incorporation, and of minutes of the meeting for organizing the Parish, shall be sent to the Bishop without delay together with notice that the Parish will apply for admission into union with the Convention. At a subsequent Convention this application shall be made, and for this purpose a certified copy of the aforesaid papers shall be presented.
- (b) In addition to the above Articles of Incorporation, there shall be presented to the Ecclesiastical Authority such evidence of financial independence, both as to history and as to future prospect as shall be deemed sufficient by said Ecclesiastical Authority to warrant the endorsement of said application to the Diocesan Convention. The Trustees of the Diocese of Ohio may in its discretion retain title to property of newly organized parishes until three successive years of fulfillment of diocesan obligations, as expressed in terms of payment of diocesan assessments and clergy pension assessments, shall have elapsed.
- Sec. 5. If two or more parishes shall desire to consolidate or unite and become one, application in writing for permission so to do shall first be made to the Ecclesiastical Authority. No later than one month from the receipt of the application, the Ecclesiastical Authority, acting by and with the advice and consent of the Diocesan Council, and after consideration of the interests of neighboring congregations, shall render a decision in writing, either giving or refusing license for the change; and that decision shall be final.

CANON 6: Of Imperiled Parishes

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

- (a) Any of several conditions which would render a parish liable to action under Article IX of the Constitution of the Diocese; viz., employing a member of the clergy under ecclesiastical censure or process; permitting a church edifice to be used for purposes incompatible with its consecration; any persistent course inconsistent with the doctrine, discipline or worship of this Church.
- (b) The parish shall refuse or neglect to assemble and elect a Vestry, as provided in these canons; or shall fail of representation at any Annual Convention of this Diocese; or shall neglect to pay diocesan assessments.
- (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.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 13-14, 2015)

- (c) Such intervention may be initiated upon the affirmative vote of a majority of the members of the Standing Committee.
- Sec. 3. In the event that the conditions specified shall persist, the Bishop, with the consent of the Standing Committee, may declare the congregation to be an Imperiled Parish, and require the application of one or more of the following measures to restore health to the congregation:
 - (a) appointment of the Bishop of five or more adult communicants of the Parish to govern the affairs of the Parish as the Vestry, during the pendency of these conditions, and notwithstanding any other provisions for such governance, or for the election of a Vestry;
 - (b) designation of the Rector of the Parish as Vicar, during the pendency of these conditions;
 - (c) conveyance of title of all real property to the Trustees of the Diocese, who shall hold the same in trust during the pendency of these conditions;
 - (d) such other measures, during the pendency of these conditions, as the Bishop, with the concurrence of the Standing Committee, shall determine.
- Sec. 4. It shall be the obligation of all parties to labor to restore the Parish to a greater degree of health, setting forth problems to be addressed in an open, honest manner and working toward the resolution of such problems in a climate of respect and charity, and for the greater good of the Church's witness to its Lord.
- Sec. 5. When any parish shall fail to elect a Vestry, the Bishop, with the advice and consent of the Standing Committee, shall appoint a minimum of three (3) (but no more than nine (9)) trustees to take charge of the property of the Parish and exercise the rights and functions of a Vestry, until the Parish shall have elected a Vestry under the provisions of this Canon.
- Sec. 6. No parish, not being declared extinct under the provisions of Title II. Canon 7., above, shall have its connection with the Diocese dissolved under Article IX of the Constitution except by the affirmative vote of two-thirds of the members of the Convention of the Diocese, and until the alleged delinquency shall have been carefully investigated by a Committee appointed by the Bishop after due notice to the Parish. The action of the Convention shall be upon the report of such Committee.
- CANON 7: Of Declaring Parishes Extinct
 - Sec. 1. No parish shall be declared to be extinct except upon the affirmative vote of two-thirds of the members of any Convention of the Diocese, and in conformity with the further provisions of this Canon.
 - Sec. 2. Such vote shall be upon a special report of the Committee on Canons, which shall, upon the petition of the Bishop or of the Standing Committee, consider the question, with all the evidence tending to prove or disprove the existence of the facts upon which a declaration of extinction could be made. Such report shall contain a statement of the evidence placed before the Committee.
 - Sec. 3. Upon the affirmative vote of the Convention, as aforesaid, such Parish shall become and be extinct, and title to all property thereof shall at once vest in the Trustees of the Diocese.
- CANON 8: Of Minimum Clergy Compensation
 - Sec. 1. Each congregation shall provide at least the minimum annual compensation to its clergy as established by the Annual Convention of the Diocese. Such minimum annual compensation shall become effective at the beginning of the calendar year following each Annual Convention.
 - Sec. 2. Minimum annual compensation shall include all of the components which are used by The Church Pension Fund to determine clergy compensation for pension contribution purposes.
 - Sec. 3. The minimum annual compensation shall be applicable to all parochial clergy. Where clergy are serving in a part-time capacity, it is the responsibility of the vestry and the clergy to determine the appropriate pro rata amount of minimum annual compensation which is applicable in the situation. If

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 7-8, 2015)

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.

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.

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.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 13-14, 2015)

CANON 4: Discipline Structure

- Sec. 1. Disciplinary Board. The Board shall consist of not less than nine persons, five of whom are members of the Clergy and four of whom are Laity. Members of the Disciplinary Board may not serve concurrently on the Diocesan Standing Committee.
- Sec. 2. Clergy Members. The Clergy members of the Board must be canonically resident and geographically serving within the Diocese, have been ordained to the order from which they were elected for five or more years, and not be, either at the time of election nor the five years prior to election, under sentence or pastoral direction.
- Sec. 3. Lay Members. The lay members of the Board shall be Adult Communicants in Good Standing in the Diocese.
- Sec. 4. Election. The members of the Board shall be elected by the Convention. Each member shall be elected for a three (3)-year term; except, if a member is elected to fill a vacancy, the term of such member shall be the unexpired term of the member being replaced. The term of the member shall commence on the first (1st) day of the year following election. The terms of office of the Board shall be staggered and arranged into three classes.
- Sec. 5. Vacancies. Vacancies on the Board shall be filled as follows:
- (a) Upon the determination that a vacancy exists, the President of the Board shall notify the Bishop of the vacancy and request appointment of a replacement member of the same order as the member to be replaced.
 - (b) The Bishop shall, within sixty (60) days, appoint a replacement Board member with the advice and consent of the Standing Committee.
 - (c) Persons appointed to fill vacancies on the Board shall meet the same eligibility requirements as apply to elected Board members.
 - (d) With respect to a vacancy created for any reason other than pursuant to a challenge as provided below, the term of any person selected as a replacement Board member shall be until the next annual Convention. With respect to a vacancy resulting from a challenge, the replacement Board member shall serve only for the proceedings for which the elected Board member is not serving as a result of the challenge.
- Sec. 6. Preserving Impartiality. In any proceeding under this Title, if any member of a Conference Panel or Hearing Panel of the Board shall become aware of a personal conflict of interest or undue bias, that member shall immediately notify the President of the Board and request a replacement member of the Panel. Respondent's Counsel and the Church Attorney shall have the right to challenge any member of a Panel for conflict of interest or undue bias by motion to the Panel, seeking disqualification of the challenged member. The members of the Panel not the subjects of the challenge shall promptly consider the motion and determine whether the challenged Panel member shall be disqualified from participating in that proceeding.
- Sec. 7. President. Within sixty (60) days following the annual Convention, the Board shall convene to elect a President to serve for the calendar year following the Convention.
- Sec. 8. Intake Officer. The Intake Officer shall be appointed from time to time by the Bishop after consultation with the Board. The Bishop may appoint one or more Intake Officers according to the needs of the Diocese. The Bishop shall publish the name(s) and contact information of the Intake Officer(s) throughout the Diocese.
- Sec. 9. Investigator. The Bishop ~~shall may~~ appoint an Investigator in consultation with the President of the Board. The Investigator may, but need not, be a Member of the Church.

Comment [WP22]: The Bishop's appointment occurs only when necessary.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 7-8, 2015)

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

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

Sec. 12. Advisors. In each proceeding under this Title, the Bishop ~~shall 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 ~~shall must~~ not include chancellors or vice chancellors of this Diocese or any person likely to be called as a witness in the proceeding. "Either the Complainant or the Respondent may, without penalty, decline the services of an Advisor."

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

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

CANON 5: Costs and Expenses

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

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

CANON 6: Records

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

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

CANON 7: Responsibility to State Authorities

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

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.

Comment [WP23]: The Bishop would now be required appoint an Advisor for a Complainant "when requested."

Comment [WP24]: The Board would appoint a Clerk only when necessary.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 13-14, 2015)

CANON 2: Of Business Methods in Church Affairs

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

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

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

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

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

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

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

Comment [WP25]: The new language clarifies the procedure for handling proposed amendments for a one-day Convention. The Rules of Order have been amended with similar changes.

APPENDIX I

Form for the Certification of Lay Delegates to Convention

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

Delegates

Alternates

1. _____	1. _____
2. _____	2. _____
3. _____	3. _____

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

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

Signed,

Clerk of the Vestry

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

Comment [WP26]: Permits electronic certification of lay delegates to Convention.

Comment [WP27]: Reflects amendment of Canon Title I, Canon 2, Section 1(a).

APPENDIX II

~~from the 2015th Constitution and Canons of The Episcopal Church. Definitions of adult communicants, and communicants in good standing~~

Comment [WP28]: All Canons references in the Appendices updated to reflect the current language of the 2015 Constitution and Canons of The Episcopal Church

Title I. Canon 17: Of Regulations Respecting the Laity

Sec. 2 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, praying, and giving for the spread of the Kingdom of God, are to be considered communicants in good standing.

APPENDIX III

~~from the 2015th 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. 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.

Comment [WP29]: Updated to include the current language of 2015 version of General Canon III.9.14.

APPENDIX IV

from the 2015th Constitution and Canons of ~~T~~he Episcopal Church

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

~~See-1(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 therefrom by the Vestry against the Rector's will, except as hereinafter provided.

~~See-2(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.

~~See-3(c)~~ Within sixty days of receipt of the written notice the Bishop Diocesan or the Bishop exercising authority under this canon may initiate further mediation and reconciliation processes - as chief pastor of the Diocese, shall mediate the differences between Rector and Vestry in every informal way which the Bishop deems proper. The Bishop and 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 make a 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.

~~See-4(d)~~ If the differences between the parties are not resolved after completion of the mediation or other reconciliation efforts or actions prescribed by the Bishop, the Bishop shall proceed as follows:

~~(1a)~~ 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.

~~(2b)~~ 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.

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

~~(4d)~~ 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.

~~(5e)~~ 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.

~~(6f)~~ 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.

~~(7g)~~ If the relation is to be dissolved:

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 7-8, 2015)

~~(i1)~~ The Bishop shall direct the Secretary of the Convention to record the dissolution.

~~(ii2)~~ The judgment shall include such terms and conditions including financial settlements as shall seem to the Bishop just and compassionate.

~~See-5-~~ ~~(8)~~ In either event the Bishop shall offer appropriate supportive services to the Priest and the Parish.

~~See-6-(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:

~~(1a)~~ In the case of a Rector, suspend the Rector from the exercise of the priestly office until the Priest shall comply with the judgment.

~~(2b)~~ 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.

~~See-7-(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.

~~See-8-(ag)~~ 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.

~~(b) In the course of proceedings under this Canon, if a charge is made by the Vestry against the Rector that could give rise to a disciplinary proceeding under Canon IV.1, all proceedings under this Canon shall be suspended until the charge has been resolved or withdrawn.~~

Sec. 9. This Canon shall not apply in any Diocese which has made a provision on this subject in its Canons which is consistent with this Canon. ~~This Section 9 shall become effective on January 1, 1990.~~

APPENDIX V

from the 20~~15~~⁰³ Constitution and Canons of ~~T~~he 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, and governance of this Church because of race, color, ethnic origin, national origin, marital status, 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 for any ministry, lay or ordained, in this Church because of race, color, ethnic origin, national origin, sex, marital status, sexual orientation, gender identity or expression, disabilities or age, except as otherwise provided by these Canons. No right to licensing, ordination, or election is hereby established.

Report of the Resolutions Committee

The Resolutions Committee considered and adopted the following resolutions for submission to this Convention. The resolutions have been submitted according to Canon and, during the First Report of the Resolutions Committee, will be placed before Convention for debate subject to the Rules of Order adopted by Convention at its organization.

The Resolutions submitted this year are:

- R1: Resolution on Clergy Compensation
- R2: Resolution on Partnerships with the Dioceses of Belize and Tanga
- R3: Resolution on Sustainable Development Goals

Respectfully submitted,

Mr. David W. Sloan, Chair

St. Paul's, Cleveland Heights

The Rev. Beth Frank

St. Andrew's, Toledo

Ms. Amy Kellogg, Vice Chancellor

St. Andrew's, Elyria

Mr. William A. Powel, III, Chancellor

Bishop's Staff

R1: Resolution on Clergy Compensation

R3: Resolution on Sustainable Development Goals

Overview of the 2017 Diocesan Program and Budget

The 2017 program and budget of the Diocese of Ohio is expected to grow by \$79,428, or about 2.3% over the 2016 budget. Details of proposed expenditures in each area are further explained in the accompanying narratives. The most significant changes are in the areas of General Church in the Diocesan, Episcopal Church and Anglican Communion Responsibilities, Personnel, Communications, and Fund Transfers.

The programs and activities funded in the budget are geared toward living out the mission statement of the Diocese: To GROW, GIVE and SERVE.

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.

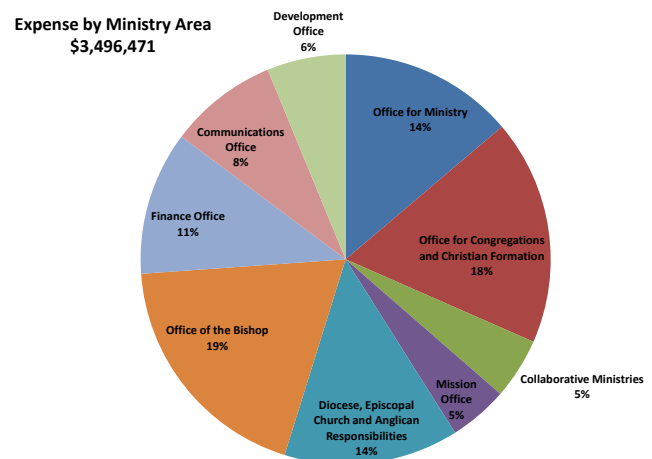
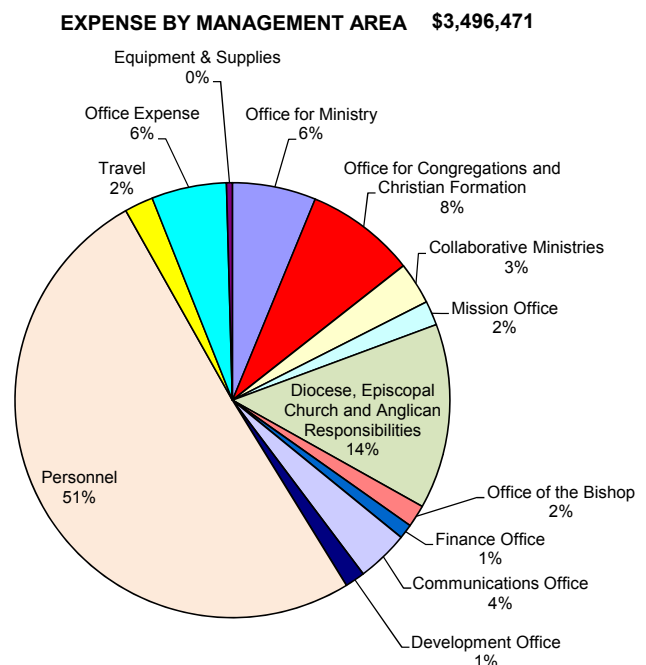


Figure 2 reflects the expenses shown in the budget summary (immediately following) by management area. Further details about the management areas and their use of funds are found in the budget narratives which follow the budget summary.



Budget Summary

		Operating	Special Funds	Total	Increase (Decrease)
RECEIPTS					
SUPPORT FROM CONGREGATIONS					
0101-4105-01	Assessment Income (current year)	\$2,350,000.00	\$0.00	\$2,350,000.00	\$25,000.00
0101-4106-01	Assessment Income (prior year(s))	(\$25,000.00)	\$0.00	(\$25,000.00)	\$0.00
	TOTAL SUPPORT FROM CONGREGATIONS	\$2,325,000.00	\$0.00	\$2,325,000.00	\$25,000.00
ENDOWMENT INCOME					
0101-4110-02	Endowment-Episcopate	\$202,762.23	\$0.00	\$202,762.23	\$3,605.38
0101-4120-02	Endowment-Missions	\$59,760.37	\$0.00	\$59,760.37	\$1,062.25
0101-4130-02	Endowment-Custodial	\$4,522.21	\$0.00	\$4,522.21	\$3,876.70
0101-4140-02	Endowment-Lay Pension	\$9,438.36	\$0.00	\$9,438.36	\$167.77
0101-4150-02	Endowment - Bishop's Office	\$54,648.12	\$0.00	\$54,648.12	\$3,756.68
0101-4155-02	Endowments - Legacy Campaign	3,503.64	\$0.00	\$3,503.64	\$62.28
0101-4160-02	Endowment - ECSF - Administration	\$1,364.38	\$0.00	\$1,364.38	\$6,071.61
	TOTAL ENDOWMENT INCOME	\$385,999.31	\$0.00	\$385,999.31	\$18,602.67
TOTAL INVESTMENT INCOME - OTHER					
0101-4120-04	Distribution JIF-General Funds	\$145,957.07	\$0.00	\$145,957.07	\$12,779.52
0101-4125-04	Distribution JIF-Unrestricted Custodial Accts	\$26,407.03	\$0.00	\$26,407.03	\$417.38
	TOTAL INVESTMENT INCOME	\$172,364.10	\$0.00	\$172,364.10	\$13,196.90
FEES RECEIVED FOR ADMINISTRATIVE SERVICES					
0101-4103-06	Darnell Adm. Fees	4,821.24	\$0.00	\$4,821.24	(\$339.25)
0101-4108-06	Brayton Administration Fees	13,925.96	\$0.00	\$13,925.96	(\$979.90)
0101-4109-06	Church Home Admin. Fee	38,287.84	\$0.00	\$38,287.84	(\$8,656.18)
0101-4111-06	Holy Cross House Admin. Fee	12,069.01	\$0.00	\$12,069.01	(\$3,236.55)
0101-4115-06	Joint Investment Fund Admin. Fee	101,219.15	\$0.00	\$101,219.15	(\$1,773.89)
0101-4118-06	BLF Loans and Grants Administrative Fee	17,600.45	\$0.00	\$17,600.45	(\$988.29)
0101-4123-06	Cooper Administration Fees	785.08	\$0.00	\$785.08	(\$55.24)
0101-4124-06	Miller Funds Administrative Fee	31,276.88	\$0.00	\$31,276.88	(\$2,147.79)
0101-4126-06	Education Funds - Hornby Adm. Fees	5,752.25	\$0.00	\$5,752.25	(\$364.37)
	TOTAL FEES RECEIVED FOR ADMINISTRATIVE SERVICES	\$225,737.86	\$0.00	\$225,737.86	(\$18,541.46)
OTHER RECEIPTS					
0101-4120-06	Episcopal Safety Officer	\$6,000.00	\$0.00	\$6,000.00	\$1,000.00
0101-4121-08	Rental Income	\$0.00	\$0.00	\$0.00	\$0.00
0101-4310-08	Grants Received for Operating items	\$7,500.00	\$0.00	\$7,500.00	\$0.00
	TOTAL OTHER RECEIPTS	\$13,500.00	\$0.00	\$13,500.00	\$1,000.00
TOTAL RECEIPTS BEFORE TRANSFERS FROM SPECIAL FUNDS		\$3,122,601.27	\$0.00	\$3,122,601.27	\$39,258.11
FROM SPECIAL FUNDS					
3201-4110-90	From Special Funds-BLF Loans and Grants	\$0.00	\$60,000.00	\$60,000.00	\$15,000.00
3318-4110-90	From Special Funds - Library Fund	\$0.00	\$2,000.00	\$2,000.00	\$0.00
3338-4110-90	From Special Funds - Youth Scholarship Fund	\$0.00	\$1,500.00	\$1,500.00	\$0.00
3376-4110-90	From Legacy Endowments-Arthur B. Williams, Jr. Fund	\$0.00	\$15,000.00	\$15,000.00	\$0.00
3405-4110-90	From Special Funds - Bishop's Discretionary Fund	\$0.00	\$7,000.00	\$7,000.00	\$0.00
3408-4110-90	From Special Funds - Bishop's Appeal	\$0.00	\$74,000.00	\$74,000.00	\$500.00
3605-4110-90	From Special Funds-Custodial JIF	\$0.00	\$65,600.00	\$65,600.00	\$19,500.00
3608-4110-90	From Special Funds - Custodial JIF MM	\$0.00	\$0.00	\$0.00	\$0.00
3705-4110-90	From Special Funds-Education Funds	\$0.00	\$148,770.00	\$148,770.00	\$5,170.00
	TOTAL FROM SPECIAL FUNDS	\$0.00	\$373,870.00	\$373,870.00	\$40,170.00
	TOTAL RECEIPTS	\$3,122,601.27	\$373,870.00	\$3,496,471.27	\$79,428.11
EXPENSES					
OFFICE OF MINISTRY					
CLERGY FORMATION					
0101-5180-05	Ordination Process	\$20,000.00	\$0.00	\$20,000.00	\$0.00
3408-5181-05	Post-Ordination Internships	\$0.00	\$40,000.00	\$40,000.00	\$0.00
3408-5184-05	Summer Seminarian Internships	\$0.00	\$4,000.00	\$4,000.00	\$0.00
3705-5160-05	Miller-Scholarships/Formation & Train	\$0.00	\$45,000.00	\$45,000.00	\$0.00
3705-5170-05	Post-Ordination Internships	\$0.00	\$21,500.00	\$21,500.00	\$0.00
3705-5175-05	Deacon Formation Program	\$0.00	\$5,000.00	\$5,000.00	\$0.00
	TOTAL CLERGY FORMATION	\$20,000.00	\$115,500.00	\$135,500.00	\$0.00
CLERGY SUPPORT					
0101-5237-05	Clergy & Lay Professional Families Program	\$1,000.00	\$0.00	\$1,000.00	\$0.00
0101-5315-05	Honorarium -Chaplain for Spouse	\$500.00	\$0.00	\$500.00	\$0.00
3605-5280-05	D&ICF-Counseling/Clergy & Families	\$0.00	\$12,000.00	\$12,000.00	\$0.00
3705-5235-05	Fresh Start	\$0.00	\$3,000.00	\$3,000.00	\$0.00
	TOTAL CLERGY SUPPORT	\$1,500.00	\$15,000.00	\$16,500.00	\$0.00

		Operating	Special Funds	Total	Increase (Decrease)
CLERGY DEVELOPMENT					
0101-5334-05	Transitional Deacon Education	\$500.00	\$0.00	\$500.00	\$0.00
0101-5338-05	Commission on Ministry	\$1,000.00	\$0.00	\$1,000.00	\$0.00
3705-5335-05	Miller-Clergy Days	\$0.00	\$600.00	\$600.00	\$0.00
3705-5336-05	Lay Professional Day	\$0.00	\$1,000.00	\$1,000.00	\$0.00
3705-5304-05	Lay Preaching College	\$0.00	\$1,000.00	\$1,000.00	\$0.00
3705-5380-05	Educ. Funds-Clergy Cont. Education Grants	\$0.00	\$15,000.00	\$15,000.00	\$0.00
3705-5381-05	Educ. Funds-Lay Cont. Education Grants	\$0.00	\$4,000.00	\$4,000.00	\$0.00
3705-5383-05	Clergy Education Days	\$0.00	\$10,000.00	\$10,000.00	\$0.00
3705-5384-05	Clergy Conferences	\$0.00	\$20,000.00	\$20,000.00	\$0.00
3705-5385-05	Miller-Clergy Professional Ed. Program	\$0.00	\$1,000.00	\$1,000.00	\$0.00
	TOTAL CLERGY DEVELOPMENT	\$1,500.00	\$52,600.00	\$54,100.00	\$0.00
CLERGY DEPLOYMENT					
0101-5415-05	Search Exp. Assistance/Parish	\$6,000.00	\$0.00	\$6,000.00	\$0.00
0101-5420-05	Interim Team Training	\$1,000.00	\$0.00	\$1,000.00	\$0.00
0101-5425-05	Background Checks	\$950.00	\$0.00	\$950.00	\$0.00
	TOTAL CLERGY DEPLOYMENT	\$7,950.00	\$0.00	\$7,950.00	\$0.00
PLANNING & ADMINISTRATION					
0101-5510-05	Admin. Exp./Ordained Ministry	\$2,000.00	\$0.00	\$2,000.00	\$0.00
0101-5515-05	Admin. Exp./Deployment	\$1,300.00	\$0.00	\$1,300.00	\$0.00
	TOTAL CLERGY ADMIN./PLANNINGS	\$3,300.00	\$0.00	\$3,300.00	\$0.00
	TOTAL FOR OFFICE FOR MINISTRY	\$34,250.00	\$183,100.00	\$217,350.00	\$0.00
OFFICE FOR CONGREGATIONS AND CHRISTIAN FORMATION					
0101-5105-10	Administration	\$8,000.00	\$0.00	\$8,000.00	\$0.00
GRANTS FOR CONGREGATIONS					
0101-5248-10	Ministry Enhancement Grants (Existing Congregations)	\$40,000.00	\$0.00	\$40,000.00	\$0.00
0101-5249-10	Targeted Revitalization Congregations (Existing Cong.)	\$30,000.00	\$0.00	\$30,000.00	\$0.00
0101-5256-10	Congregation Development Programs and Training (Existing Cong.)	\$9,000.00	\$0.00	\$9,000.00	\$0.00
0101-5257-10	Support for New Work	\$30,000.00	\$0.00	\$30,000.00	\$0.00
3376-5258-10	Strategic Mission Congregations Support (Existing Cong.)	\$0.00	\$15,000.00	\$15,000.00	\$0.00
3605-5258-10	Strategic Mission Congregations Support (Existing Cong.)	\$0.00	\$25,000.00	\$25,000.00	\$0.00
	TOTAL GRANTS TO CONGREGATIONS	\$109,000.00	\$40,000.00	\$149,000.00	\$0.00
FORMATION GRANTS					
Diocesan Youth Programs					
0101-5624-10	Diocesan Youth Event (DYE)	\$2,000.00	\$0.00	\$2,000.00	\$0.00
0101-5626-10	Happening	\$2,500.00	\$0.00	\$2,500.00	\$0.00
0101-5627-10	Spring Youth Gathering	\$2,000.00	\$0.00	\$2,000.00	\$0.00
0101-5628-10	Youth Leadership Training	\$3,000.00	\$0.00	\$3,000.00	\$0.00
0101-5629-10	Children's Programs at Diocesan Events	\$500.00	\$0.00	\$500.00	\$0.00
0101-5638-10	Administration - Youth Events	\$2,000.00	\$0.00	\$2,000.00	\$0.00
0101-5649-10	Episcopal Youth Event (EYE)	\$10,000.00	\$0.00	\$10,000.00	\$10,000.00
0101-5667-10	Other Youth & Children Formation Program & Grants	\$3,500.00	\$0.00	\$3,500.00	\$0.00
3338-5613-10	Youth Scholarships	\$0.00	\$1,500.00	\$1,500.00	\$0.00
	Total Diocesan Youth Programs	\$25,500.00	\$1,500.00	\$27,000.00	\$10,000.00
0101-5668-10	Young Adult Formation (18-30)	\$17,000.00	\$0.00	\$17,000.00	\$0.00
0101-5669-10	Adult Formation Events and Grants (31+)	\$17,000.00	\$0.00	\$17,000.00	\$0.00
	TOTAL FORMATION GRANTS	\$59,500.00	\$1,500.00	\$61,000.00	\$10,000.00
CCFC COMMITTEES					
0101-5671-10	CCFC Committees	\$1,000.00	\$0.00	\$1,000.00	\$0.00
	TOTAL CCFC COMMITTEES	\$1,000.00	\$0.00	\$1,000.00	\$0.00
OTHER EXPENSES					
0101-5605-10	Winter Convocation	-	\$0.00	-	(\$19,500.00)
0101-5610-10	Education for Ministry	\$6,500.00	\$0.00	\$6,500.00	\$0.00
0101-5654-10	Leadership Development Events	\$6,500.00	\$0.00	\$6,500.00	\$0.00
0101-5657-10	Additional Opportunities	\$27,000.00	\$0.00	\$27,000.00	\$0.00
3318-5630-10	Resource Center-Materials/Supplies	\$0.00	\$2,000.00	\$2,000.00	\$0.00
3605-5605-10	Winter Convocation	\$0.00	\$25,000.00	\$25,000.00	\$19,500.00
	TOTAL OTHER EXPENSES	\$40,000.00	\$27,000.00	\$67,000.00	\$0.00
TOTAL FOR OFFICE FOR CONGREGATIONS AND CHRISTIAN FORMATION		\$217,500.00	\$68,500.00	\$286,000.00	\$10,000.00

		Operating	Special Funds	Total	Increase (Decrease)
DIOCESAN, EPISCOPAL CHURCH AND ANGLICAN COMMUNION RESP.					
GENERAL CHURCH					
0101-5105-14	Assessment	\$441,084.00	\$0.00	\$441,084.00	(\$39,484.68)
0101-5110-14	Provincial Synod	\$5,286.26	\$0.00	\$5,286.26	\$132.76
0101-5115-14	Travel to Provincial Synod	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL GENERAL CHURCH		\$446,370.26	\$0.00	\$446,370.26	(\$39,351.92)
DIOCESE OF OHIO					
0101-5205-14	Diocesan Convention	\$25,000.00	\$0.00	\$25,000.00	\$0.00
0101-5210-14	Diocesan Council	\$2,500.00	\$0.00	\$2,500.00	\$0.00
TOTAL DIOCESE OF OHIO		\$27,500.00	\$0.00	\$27,500.00	\$0.00
TOTAL DIOCESAN, EPISCOPAL CHURCH AND ANGLICAN COMMUNION RESP.		\$473,870.26	\$0.00	\$473,870.26	(\$39,351.92)
MISSION OFFICE					
0101-5103-16	Administrative Expense	\$3,650.00	\$0.00	\$3,650.00	\$3,000.00
Domestic Mission & Service Projects:					
0101-5661-16	Mission Area Council Mission & Service Projects	\$8,000.00	\$0.00	\$8,000.00	\$0.00
0101-5662-16	Domestic Mission & Service Projects	\$3,000.00	\$0.00	\$3,000.00	\$0.00
International Mission & Service Projects					
0101-5672-16	CGDM-Belize	\$8,000.00	\$0.00	\$8,000.00	\$0.00
0101-5673-16	CGDM-Tanga	\$8,000.00	\$0.00	\$8,000.00	\$0.00
Total International Mission & Service Projects		\$16,000.00	\$0.00	\$16,000.00	\$0.00
Total Domestic and International Mission & Service Projects		\$27,000.00	\$0.00	\$27,000.00	\$0.00
0101-5604-16	Commission on Global and Domestic Mission (CGDM)	\$1,000.00	\$0.00	\$1,000.00	\$0.00
0101-5606-16	Social Concerns/Advocacy	\$1,000.00	\$0.00	\$1,000.00	\$0.00
0101-5607-16	Ohio Council of Churches	\$4,000.00	\$0.00	\$4,000.00	\$0.00
0101-5608-16	MDG Expense	\$21,858.20	\$0.00	\$21,858.20	\$274.80
3605-5621-16	Commission for Racial Understanding	\$0.00	\$3,600.00	\$3,600.00	\$0.00
3705-5281-16	Community of Deacons	\$0.00	\$1,000.00	\$1,000.00	\$0.00
TOTAL MISSION OFFICE		\$58,508.20	\$4,600.00	\$63,108.20	\$3,274.80
OFFICE OF THE BISHOP AND SUPPORT OFFICES					
OFFICE OF THE BISHOP					
0101-5105-18	Bishop's Office Admin. Exp.	\$4,400.00	\$0.00	\$4,400.00	\$0.00
0101-5144-18	Support for Mission Area Councils	\$24,000.00	\$0.00	\$24,000.00	\$0.00
0101-5153-18	New Ministry Initiatives	\$3,500.00	\$0.00	\$3,500.00	\$0.00
0101-5157-18	Reimbursement to Parishes-Time of Deans	\$16,000.00	\$0.00	\$16,000.00	\$0.00
3405-5156-18	Community Building/Hospitality	\$0.00	\$5,000.00	\$5,000.00	\$0.00
3705-5156-18	Community Building/Hospitality	\$0.00	\$5,000.00	\$5,000.00	\$0.00
TOTAL OFFICE OF THE BISHOP		\$47,900.00	\$10,000.00	\$57,900.00	\$0.00
FINANCE OFFICE					
0101-5105-20	Treasurer's Office Admin. Exp.	\$3,600.00	\$0.00	\$3,600.00	\$0.00
0101-5110-20	Finance Office Business Exp.	\$500.00	\$0.00	\$500.00	\$0.00
0101-5120-20	Accounting System Maintenance Contract	\$2,360.00	\$0.00	\$2,360.00	(\$1,640.00)
0101-5130-20	Archive Expense	\$3,600.00	\$0.00	\$3,600.00	\$0.00
0101-5132-20	Bank Fees	\$6,600.00	\$0.00	\$6,600.00	\$0.00
0101-5133-20	Payroll Service	\$2,400.00	\$0.00	\$2,400.00	\$0.00
0101-5135-20	Audit Fee	\$13,000.00	\$0.00	\$13,000.00	(\$5,000.00)
0101-5217-20	Episcopal Safety Officer program	\$6,000.00	\$0.00	\$6,000.00	\$1,000.00
TOTAL FINANCE OFFICE		\$38,060.00	\$0.00	\$38,060.00	(\$5,640.00)
DEVELOPMENT OFFICE					
0101-5110-21	Administrative Expense	\$4,000.00	\$0.00	\$4,000.00	\$1,000.00
0101-5113-21	Promotion/Publications	\$3,000.00	\$0.00	\$3,000.00	\$2,300.00
0101-5125-21	Gift Tracking - Software Maintenance	\$3,314.00	\$0.00	\$3,314.00	(\$1,186.00)
0101-5149-21	Stewardship Education & Promotion	\$5,000.00	\$0.00	\$5,000.00	\$4,400.00
0101-5162-21	Episcopal Network for Stewardship - subscription	\$0.00	\$0.00	\$0.00	(\$2,400.00)
0101-5164-21	Gift Planning - Resources and Promotion	\$6,500.00	\$0.00	\$6,500.00	\$5,200.00
3408-5161-21	Expenses of Bishop's Appeal	\$0.00	\$30,000.00	\$30,000.00	\$500.00
TOTAL DEVELOPMENT OFFICE		\$21,814.00	\$30,000.00	\$51,814.00	\$9,814.00
COMMUNICATIONS OFFICE					
0101-5105-22	Communication Admin. Exp.	\$2,500.00	\$0.00	\$2,500.00	\$0.00
0101-5205-22	Church Life/Professional Services (writing)	\$3,000.00	\$0.00	\$3,000.00	\$0.00
0101-5206-22	Church Life/Professional Services (photos/videos)	\$5,000.00	\$0.00	\$5,000.00	\$0.00
0101-5210-22	Church Life/Production-printing	\$40,000.00	\$0.00	\$40,000.00	\$0.00
0101-5300-22	Directory & Canons	\$2,000.00	\$0.00	\$2,000.00	\$0.00
0101-5400-22	Diocesan Journal/Printing & Dis	\$1,500.00	\$0.00	\$1,500.00	\$0.00

		Operating	Special Funds	Total	Increase (Decrease)
0101-5401-22	Advertising Campaign	\$31,500.00	\$0.00	\$31,500.00	\$0.00
0101-5409-22	Communications Department Mobile Phone	\$1,500.00	\$0.00	\$1,500.00	\$0.00
New	Video Conferencing	\$5,000.00	\$0.00	\$5,000.00	\$5,000.00
0101-5413-22	Technology Consulting	\$15,000.00	\$0.00	\$15,000.00	\$0.00
New	Website maintenance - No Exceptions.org	\$10,000.00	\$0.00	\$10,000.00	\$10,000.00
New	Website marketing - No Exceptions.org	\$10,000.00	\$0.00	\$10,000.00	\$10,000.00
0101-5417-22	Ongoing Learning & Training	\$4,000.00	\$0.00	\$4,000.00	\$0.00
0101-5805-22	Diocesan Mailings	\$4,000.00	\$0.00	\$4,000.00	\$0.00
	TOTAL COMMUNICATIONS OFFICE	\$135,000.00	\$0.00	\$135,000.00	\$25,000.00
PERSONNEL					
Salaries and Benefits					
0101-5105-25	Salaries/Wages-Diocesan Staff	\$1,257,779.81	\$0.00	\$1,257,779.81	\$72,553.17
0101-5197-25	Less: Reimbursement from Ascension, Lakewood	(\$51,635.00)	\$0.00	(\$51,635.00)	(\$1,465.08)
0101-5130-25	FICA/Medicare Taxes	\$52,284.00	\$0.00	\$52,284.00	\$3,194.16
0101-5135-25	Clergy Pension	\$95,319.00	\$0.00	\$95,319.00	(\$16,988.35)
0101-5140-25	Lay Pension & Long Term Disability	\$70,242.00	\$0.00	\$70,242.00	(\$10,698.60)
0101-5145-25	Employees' Health Insurance	\$293,100.00	\$0.00	\$293,100.00	(\$19,894.00)
0101-5150-25	Employees' Dental Insurance	\$24,500.00	\$0.00	\$24,500.00	(\$2,260.00)
0101-5155-25	Group Life Insurance	\$1,914.00	\$0.00	\$1,914.00	\$66.00
0101-5160-25	Workers' Compensation	\$1,465.00	\$0.00	\$1,465.00	(\$46.07)
0101-5168-25	Flexible Spending Plan	\$1,200.00	\$0.00	\$1,200.00	\$0.00
3705-5170-25	Professional Education-Diocesan Staff	\$0.00	\$6,000.00	\$6,000.00	\$0.00
3705-5174-25	Staff Training - Program Staff	\$0.00	\$4,000.00	\$4,000.00	\$2,500.00
3705-5175-25	Staff Training - Support Team	\$0.00	\$5,670.00	\$5,670.00	\$2,670.00
	Total Salaries and Benefits	\$1,746,168.81	\$15,670.00	\$1,761,838.81	\$29,631.23
Benefit Expense - Retirees					
0101-5190-25	Retirees' Health Insurance Supplement	\$8,000.00	\$0.00	\$8,000.00	(\$300.00)
0101-5195-25	Retirees' Group Life Insurance/Lay	\$300.00	\$0.00	\$300.00	\$0.00
	Total Benefit Expense - Retirees	\$8,300.00	\$0.00	\$8,300.00	(\$300.00)
	TOTAL PERSONNEL	\$1,754,468.81	\$15,670.00	\$1,770,138.81	\$29,331.23
TRAVEL EXPENSES					
STAFF TRAVEL REIMBURSEMENTS					
0101-5105-27	TRVL-Bishop	\$16,000.00	\$0.00	\$16,000.00	\$0.00
0101-5106-27	TRVL-Assisting Bishops	\$15,000.00	\$0.00	\$15,000.00	\$0.00
0101-5107-27	TRVL - Canon to the Ordinary	\$6,500.00	\$0.00	\$6,500.00	\$0.00
0101-5115-27	TRVL-Treasurer	\$500.00	\$0.00	\$500.00	\$0.00
0101-5116-27	TRVL-Chief Financial Officer	\$1,500.00	\$0.00	\$1,500.00	\$0.00
0101-5120-27	TRVL-Support Team	\$4,000.00	\$0.00	\$4,000.00	\$0.00
0101-5130-27	TRVL-Canon for Ministry	\$5,500.00	\$0.00	\$5,500.00	\$0.00
0101-5135-27	TRVL-Canon for Congregations	\$7,500.00	\$0.00	\$7,500.00	\$0.00
0101-5136-27	TRVL-Stewardship/Development Officer	\$2,000.00	\$0.00	\$2,000.00	\$0.00
0101-5140-27	TRVL-Canon for Christian Formation	\$4,000.00	\$0.00	\$4,000.00	\$0.00
0101-5145-27	TRVL-Canon for Program and Mission	\$4,000.00	\$0.00	\$4,000.00	\$0.00
0101-5150-27	TRVL-Communications Director	\$2,000.00	\$0.00	\$2,000.00	\$0.00
	TOTAL STAFF TRAVEL REIMBURSEMENTS	\$68,500.00	\$0.00	\$68,500.00	\$0.00
MILEAGE REIMBURSEMENTS					
0101-5187-27	Mileage Reimbursement-Bishop	\$6,000.00	\$0.00	\$6,000.00	\$0.00
0101-5188-27	Mileage Reimbursement - Volunteers	\$250.00	\$0.00	\$250.00	\$0.00
	TOTAL MILEAGE REIMBURSEMENTS	\$6,250.00	\$0.00	\$6,250.00	\$0.00
	TOTAL TRAVEL EXPENSES	\$74,750.00	\$0.00	\$74,750.00	\$0.00
OFFICE EXPENSES					
0101-5109-29	Trinity Commons - T1 Internet Connection	\$6,000.00	\$0.00	\$6,000.00	\$0.00
0101-5110-29	Telephone-Local	\$4,500.00	\$0.00	\$4,500.00	\$0.00
0101-5120-29	Telephone-"800" Service	\$200.00	\$0.00	\$200.00	\$0.00
0101-5125-29	Telephone-Advertising Exp.	\$480.00	\$0.00	\$480.00	\$0.00
0101-5210-29	Insurance-Liability, D&O, Bonding	\$13,500.00	\$0.00	\$13,500.00	\$0.00
0101-5222-29	Building Operating Expenses	\$100,000.00	\$0.00	\$100,000.00	\$0.00
0101-5224-29	Real Estate Taxes	\$12,500.00	\$0.00	\$12,500.00	\$0.00
3201-5222-29	Building Operating Expenses	\$0.00	\$60,000.00	\$60,000.00	\$15,000.00
3405-5215-29	Hospitality	\$0.00	\$2,000.00	\$2,000.00	\$0.00
	TOTAL OFFICE EXPENSES	\$137,180.00	\$62,000.00	\$199,180.00	\$15,000.00
EQUIPMENT & SUPPLIES					
0101-5105-30	Postage Equip. (Lease & Maintenance)	\$2,400.00	\$0.00	\$2,400.00	\$0.00

		Operating	Special Funds	Total	Increase (Decrease)
0101-5106-30	Postage-Usage	\$8,400.00	\$0.00	\$8,400.00	\$0.00
0101-5110-30	Postage-Charged Back to Offices/Com.	(\$10,000.00)	\$0.00	(\$10,000.00)	\$0.00
0101-5205-30	Copiers-Lease Expense	\$12,000.00	\$0.00	\$12,000.00	\$0.00
0101-5210-30	Copiers-Maintenance Charges	\$7,000.00	\$0.00	\$7,000.00	\$0.00
0101-5214-30	Copies - Unreimbursed	\$300.00	\$0.00	\$300.00	\$0.00
0101-5220-30	Copier-Paper	\$1,200.00	\$0.00	\$1,200.00	\$0.00
0101-5225-30	Copier-Charged Back to Offices/Com.	(\$20,400.00)	\$0.00	(\$20,400.00)	\$0.00
0101-5305-30	Computer Software	\$6,000.00	\$0.00	\$6,000.00	\$0.00
0101-5320-30	Computer Equipment Repair/Modification	\$2,400.00	\$0.00	\$2,400.00	\$0.00
0101-5405-30	Office Furnishings	\$0.00	\$0.00	\$0.00	\$0.00
0101-5505-30	Office Supplies	\$3,600.00	\$0.00	\$3,600.00	\$0.00
0101-5510-30	Stationery/Printing	\$2,400.00	\$0.00	\$2,400.00	\$0.00
	EQUIPMENT & SUPPLIES	\$15,300.00	\$0.00	\$15,300.00	\$0.00
	TOTAL OFFICE OF THE BISHOP AND SUPPORT OFFICES	\$2,224,472.81	\$117,670.00	\$2,342,142.81	\$73,505.23
	TOTAL EXPENSES	\$3,008,601.27	\$373,870.00	\$3,382,471.27	\$47,428.11
FUND TRANSFERS					
INTER FUND TRANSFERS					
INTER FUND TRANSFERS TO OTHER FUNDS					
0101-7029-50	Transfer to Wakeman Fund	\$110,000.00	\$0.00	\$110,000.00	\$60,000.00
	TOTAL INTER FUND TRANSFERS TO OTHER FUNDS	\$110,000.00	\$0.00	\$110,000.00	\$60,000.00
INTER FUND TRANSFERS FROM OTHER FUNDS					
0101-7413-50	Transfer From Other Custodial Funds	(\$14,000.00)	\$0.00	(\$14,000.00)	(\$14,000.00)
	TOTAL INTERFUND TRANSFERS FROM OTHER FUNDS	(\$14,000.00)	\$0.00	(\$14,000.00)	(\$14,000.00)
	TOTAL INTER FUND TRANSFERS	\$96,000.00	\$0.00	\$96,000.00	\$46,000.00
INTRA FUND TRANSFERS					
INTRA FUND TRANSFERS FROM UNDESIGNATED					
0101-7120-51	To Reserve General Convention	\$8,000.00	\$0.00	\$8,000.00	(\$4,000.00)
0101-7130-51	To Reserve Future Epis. Trans.	\$0.00	\$0.00	\$0.00	(\$10,000.00)
0101-7132-51	To Reserve - Trinity Commons Capital	\$10,000.00	\$0.00	\$10,000.00	\$0.00
	TOTAL INTRA FUND TRANSFERS FROM UNDESIGNATED	\$18,000.00	\$0.00	\$18,000.00	(\$14,000.00)
	TOTAL INTRA FUND TRANSFERS	\$18,000.00	\$0.00	\$18,000.00	(\$14,000.00)
	TOTAL FUND TRANSFERS	\$114,000.00	\$0.00	\$114,000.00	\$32,000.00
	NET SURPLUS/(DEFICIT)	(\$0.00)	\$0.00	(\$0.00)	\$0.00

Year-to-Date Budget Report

Eight Months Ended August 31, 2016					
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
RECEIPTS					
SUPPORT FROM CONGREGATIONS					
Assessment Income (current year)	\$1,302,906.14	\$0.00	\$1,302,906.14	\$1,313,625.00	(\$10,718.86)
Assessment Income (prior year(s))	(\$76,864.77)	\$0.00	(\$76,864.77)	(\$25,000.00)	(\$51,864.77)
TOTAL SUPPORT FROM CONGREGATIONS	\$1,226,041.37	\$0.00	\$1,226,041.37	\$1,288,625.00	(\$62,583.63)
ENDOWMENT INCOME					
Endowment-Episcopate	\$132,893.36	\$0.00	\$132,893.36	\$132,771.21	\$122.15
Endowment-Missions	\$39,167.84	\$0.00	\$39,167.84	\$39,132.08	\$35.76
Endowment-Custodial	\$2,500.99	\$0.00	\$2,500.99	\$430.32	\$2,070.67
Endowment-Lay Pension	\$6,186.00	\$0.00	\$6,186.00	\$6,180.39	\$5.61
Endowment - Bishop's Office	\$50,891.44	\$0.00	\$50,891.44	\$50,891.44	\$0.00
Endowments - Legacy Campaign	\$2,296.32	\$0.00	\$2,296.32	\$2,294.24	\$2.08
Endowment - ECSF - Administration	\$33,234.61	\$0.00	\$33,234.61	\$30,195.17	\$3,039.44
TOTAL ENDOWMENT INCOME	\$267,170.56	\$0.00	\$267,170.56	\$261,894.85	\$5,275.71
TOTAL INVESTMENT INCOME - OTHER					
Interest - Notes Receivable	\$123.03	\$0.00	\$123.03	\$0.00	\$123.03
Distribution JIF-General Funds	\$99,699.96	\$0.00	\$99,699.96	\$88,781.51	\$10,918.45
Distribution JIF-Unrestricted Custodial Accts	\$17,227.22	\$0.00	\$17,227.22	\$17,326.41	(\$99.19)
TOTAL INVESTMENT INCOME	\$117,050.21	\$0.00	\$117,050.21	\$106,107.92	\$10,942.29
FEES RECEIVED FOR ADMINISTRATIVE SERVICES					
Darnell Adm. Fees	\$3,440.32	\$0.00	\$3,440.32	\$3,440.32	\$0.00
Brayton Administration Fees	\$9,937.28	\$0.00	\$9,937.28	\$9,937.22	\$0.06
Church Home Admin. Fee	\$31,296.00	\$0.00	\$31,296.00	\$31,296.00	\$0.00
Holy Cross House Admin. Fee	\$10,203.68	\$0.00	\$10,203.68	\$10,203.68	\$0.00
Joint Investment Fund Admin. Fee	\$71,770.56	\$0.00	\$71,770.56	\$68,662.00	\$3,108.56
BLF Loans and Grants Administrative Fee	\$12,392.48	\$0.00	\$12,392.48	\$12,392.48	\$0.00
Cooper Administration Fees	\$560.24	\$0.00	\$560.24	\$560.20	\$0.04
Miller Funds Administrative Fee	\$22,283.12	\$0.00	\$22,283.12	\$22,283.11	\$0.01
Education Funds - Hornby Adm. Fees	\$4,077.76	\$0.00	\$4,077.76	\$4,077.74	\$0.02
TOTAL FEES RECEIVED FOR ADMINISTRATIVE SERVICES	\$165,961.44	\$0.00	\$165,961.44	\$162,852.75	\$3,108.69
OTHER RECEIPTS					
Other Fees & Reimbursements	\$3,751.00	\$0.00	\$3,751.00	\$3,750.00	\$1.00
Other Income	\$48.97	\$0.00	\$48.97	\$0.00	\$48.97
TOTAL OTHER RECEIPTS	\$3,799.97	\$0.00	\$3,799.97	\$3,750.00	\$49.97
FROM SPECIAL FUNDS					
From Special Funds-BLF Loans and Grants	\$0.00	\$25,504.23	\$25,504.23	\$30,000.00	(\$4,495.77)
From Special Funds - Library Fund	\$0.00	\$654.99	\$654.99	\$1,333.32	(\$678.33)
From Special Funds - Youth Scholarship Fund	\$0.00	\$0.00	\$0.00	\$1,000.00	(\$1,000.00)
From Legacy Endowments-Arthur B. Williams, Jr. Fund	\$0.00	\$10,000.00	\$10,000.00	\$10,000.00	\$0.00
From Special Funds - Bishop's Discretionary Fund	\$0.00	\$4,586.19	\$4,586.19	\$4,666.64	(\$80.45)
From Special Funds - Bishop's Appeal	\$0.00	\$20,974.36	\$20,974.36	\$49,000.00	(\$28,025.64)
From Special Funds-Custodial JIF	\$0.00	\$24,777.50	\$24,777.50	\$30,733.32	(\$5,955.82)
From Special Funds-Education Funds	\$0.00	\$102,723.39	\$102,723.39	\$95,733.32	\$6,990.07
TOTAL FROM SPECIAL FUNDS	\$0.00	\$189,220.66	\$189,220.66	\$222,466.60	(\$33,245.94)
TOTAL RECEIPTS	\$1,780,023.55	\$189,220.66	\$1,969,244.21	\$2,045,697.12	(\$76,452.91)

Eight Months Ended August 31, 2016					
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
EXPENSES					
OFFICE OF MINISTRY					
CLERGY FORMATION					
Ordination Process	\$10,015.04	\$0.00	\$10,015.04	\$10,000.00	(\$15.04)
Post-Ordination Internships	\$0.00	\$0.00	\$0.00	\$26,666.64	\$26,666.64
Summer Seminarian Internships	\$0.00	\$1,000.00	\$1,000.00	\$4,000.00	\$3,000.00
Miller-Scholarships/Formation & Training	\$0.00	\$43,138.78	\$43,138.78	\$22,500.00	(\$20,638.78)
Post-Ordination Internships	\$0.00	\$19,050.07	\$19,050.07	\$14,333.32	(\$4,716.75)
Deacon Formation Program	\$0.00	\$2,653.27	\$2,653.27	\$3,333.32	\$680.05
TOTAL CLERGY FORMATION	\$10,015.04	\$65,842.12	\$75,857.16	\$80,833.28	\$4,976.12
CLERGY SUPPORT					
Clergy & Lay Professional Families Program	\$50.49	\$0.00	\$50.49	\$666.64	\$616.15
Clergy Group Life Insurance	\$44.80	\$0.00	\$44.80	\$0.00	(\$44.80)
Honorarium -Chaplain for Spouse	\$0.00	\$0.00	\$0.00	\$333.32	\$333.32
D&ICF-Counseling/Clergy & Families	\$0.00	\$0.00	\$0.00	\$8,000.00	\$8,000.00
D&ICF-Health Ins. Prem./Spec. Circumstances	\$0.00	\$511.34	\$511.34	\$0.00	(\$511.34)
Fresh Start	\$0.00	\$748.75	\$748.75	\$2,000.00	\$1,251.25
TOTAL CLERGY SUPPORT	\$95.29	\$1,260.09	\$1,355.38	\$10,999.96	\$9,644.58
CLERGY DEVELOPMENT					
Transitional Deacon Education	\$0.00	\$0.00	\$0.00	\$333.32	\$333.32
Commission on Ministry	\$2,970.92	\$0.00	\$2,970.92	\$1,000.00	(\$1,970.92)
Lay Preaching College	\$0.00	\$1,350.44	\$1,350.44	\$1,000.00	(\$350.44)
Miller-Clergy Days	\$0.00	\$1,157.99	\$1,157.99	\$400.00	(\$757.99)
Lay Professional Day	\$0.00	\$6.83	\$6.83	\$666.64	\$659.81
Educ. Funds-Clergy Cont. Education Grants	\$0.00	\$0.00	\$0.00	\$10,000.00	\$10,000.00
Educ. Funds-Lay Cont. Education Grants	\$0.00	\$1,383.00	\$1,383.00	\$2,666.64	\$1,283.64
Clergy Education Days	\$0.00	\$0.00	\$0.00	\$6,666.64	\$6,666.64
Clergy Conferences	\$0.00	\$21,947.21	\$21,947.21	\$20,000.00	(\$1,947.21)
Miller-Clergy Professional Ed. Program	\$0.00	\$0.00	\$0.00	\$666.64	\$666.64
TOTAL CLERGY DEVELOPMENT	\$2,970.92	\$25,845.47	\$28,816.39	\$43,399.88	\$14,583.49
CLERGY DEPLOYMENT					
Search Exp. Assistance/Parish	\$1,274.88	\$0.00	\$1,274.88	\$4,000.00	\$2,725.12
Interim Team Training	\$535.33	\$0.00	\$535.33	\$666.64	\$131.31
Background Checks	\$399.92	\$0.00	\$399.92	\$633.32	\$233.40
TOTAL CLERGY DEPLOYMENT	\$2,210.13	\$0.00	\$2,210.13	\$5,299.96	\$3,089.83
PLANNING & ADMINISTRATION					
Admin. Exp./Ordained Ministry	\$1,715.48	\$0.00	\$1,715.48	\$1,333.32	(\$382.16)
Admin. Exp./Deployment	\$1,121.08	\$0.00	\$1,121.08	\$866.64	(\$254.44)
TOTAL CLERGY ADMIN./PLANNINGS	\$2,836.56	\$0.00	\$2,836.56	\$2,199.96	(\$636.60)
TOTAL FOR OFFICE FOR MINISTRY	\$18,127.94	\$92,947.68	\$111,075.62	\$142,733.04	\$31,657.42
OFFICE FOR CONGREGATIONS AND CHRISTIAN FORMATION					
Administration	\$4,049.16	\$0.00	\$4,049.16	\$5,333.32	\$1,284.16
GRANTS FOR CONGREGATIONS					

Eight Months Ended August 31, 2016					
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
Ministry Enhancement Grants (Existing Congregations)	\$20,845.86	\$0.00	\$20,845.86	\$26,666.64	\$5,820.78
Targeted Revitalization Congregations (Existing Cong.)	\$19,000.00	\$0.00	\$19,000.00	\$20,000.00	\$1,000.00
Cong. Development Programs and Training (Existing Cong.)	\$411.11	\$0.00	\$411.11	\$6,000.00	\$5,588.89
Support for New Work	\$12,500.00	\$0.00	\$12,500.00	\$20,000.00	\$7,500.00
Strategic Mission Congregations Support (Existing Cong.)	\$0.00	\$10,000.00	\$10,000.00	\$10,000.00	\$0.00
Strategic Mission Congregations Support (Existing Cong.)	\$0.00	\$16,666.64	\$16,666.64	\$16,666.64	\$0.00
TOTAL GRANTS TO CONGREGATIONS	\$52,756.97	\$26,666.64	\$79,423.61	\$99,333.28	\$19,909.67
FORMATION GRANTS					
Diocesan Youth Programs					
Diocesan Youth Event (DYE)	\$477.27	\$0.00	\$477.27	\$0.00	(\$477.27)
Happening	\$2,496.26	\$0.00	\$2,496.26	\$2,500.00	\$3.74
Spring Youth Gathering	\$24.39	\$0.00	\$24.39	\$2,000.00	\$1,975.61
Youth Leadership Training	\$0.00	\$0.00	\$0.00	\$2,000.00	\$2,000.00
Children's Programs at Diocesan Events	\$49.00	\$0.00	\$49.00	\$333.32	\$284.32
Administration - Youth Events	\$852.22	\$0.00	\$852.22	\$1,333.32	\$481.10
Other Youth & Children Formation Program & Grants	\$977.68	\$0.00	\$977.68	\$2,333.32	\$1,355.64
Youth Scholarships	\$0.00	\$0.00	\$0.00	\$1,000.00	\$1,000.00
Total Diocesan Youth Programs	\$4,876.82	\$0.00	\$4,876.82	\$11,499.96	\$6,623.14
Young Adult Formation (18-30)	\$15,000.00	\$0.00	\$15,000.00	\$12,000.00	(\$3,000.00)
Adult Formation Events and Grants (31+)	\$4,573.67	\$0.00	\$4,573.67	\$11,333.32	\$6,759.65
TOTAL FORMATION GRANTS	\$24,450.49	\$0.00	\$24,450.49	\$34,833.28	\$10,382.79
CCFC COMMITTEES					
CCFC Committees	\$121.46	\$0.00	\$121.46	\$666.64	\$545.18
TOTAL CCFC COMMITTEES	\$121.46	\$0.00	\$121.46	\$666.64	\$545.18
OTHER EXPENSES					
Winter Convocation	\$27,026.89	\$0.00	\$27,026.89	\$19,500.00	(\$7,526.89)
Education for Ministry	\$3,466.09	\$0.00	\$3,466.09	\$6,500.00	\$3,033.91
Leadership Development Events	\$1,435.02	\$0.00	\$1,435.02	\$4,333.32	\$2,898.30
Additional Opportunities	\$4,807.58	\$0.00	\$4,807.58	\$18,000.00	\$13,192.42
Resource Center-Materials/Supplies	\$0.00	\$654.99	\$654.99	\$1,333.32	\$678.33
Winter Convocation	\$0.00	\$5,962.47	\$5,962.47	\$5,500.00	(\$462.47)
TOTAL OTHER EXPENSES	\$36,735.58	\$6,617.46	\$43,353.04	\$55,166.64	\$11,813.60
TOTAL FOR OFFICE CACF	\$118,113.66	\$33,284.10	\$151,397.76	\$195,333.16	\$43,935.40
DIOCESAN, EPISCOPAL CHURCH AND ANGLICAN COMM. RESP.					
GENERAL CHURCH					
Assessment-support of Episcopal Church budget	\$308,754.00	\$0.00	\$308,754.00	\$320,379.12	\$11,625.12
Provincial Synod	\$5,145.90	\$0.00	\$5,145.90	\$5,153.50	\$7.60
TOTAL GENERAL CHURCH	\$313,899.90	\$0.00	\$313,899.90	\$325,532.62	\$11,632.72
DIOCESE OF OHIO					
Diocesan Convention	\$3,528.07	\$0.00	\$3,528.07	\$0.00	(\$3,528.07)
Diocesan Council	\$837.86	\$0.00	\$837.86	\$0.00	(\$837.86)
TOTAL DIOCESE OF OHIO	\$4,365.93	\$0.00	\$4,365.93	\$0.00	(\$4,365.93)
TOTAL D, EP, and AC RESP.	\$318,265.83	\$0.00	\$318,265.83	\$325,532.62	\$7,266.79

Eight Months Ended August 31, 2016					
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
MISSION OFFICE					
Administrative Expense	\$407.95	\$0.00	\$407.95	\$433.32	\$25.37
Domestic Mission & Service Projects:					
Mission Area Council Mission & Service Projects	\$1,000.00	\$0.00	\$1,000.00	\$5,333.32	\$4,333.32
Domestic Mission & Service Projects	\$0.00	\$0.00	\$0.00	\$2,000.00	\$2,000.00
International Mission & Service Projects					
CGDM-Belize	\$4,690.05	\$0.00	\$4,690.05	\$5,333.32	\$643.27
CGDM-Tanga	\$1,612.43	\$0.00	\$1,612.43	\$5,333.32	\$3,720.89
Total International Mission & Service Projects	\$6,302.48	\$0.00	\$6,302.48	\$10,666.64	\$4,364.16
Total Domestic and International Mission & Service Projects	\$7,302.48	\$0.00	\$7,302.48	\$17,999.96	\$10,697.48
Commission on Global and Domestic Mission (CGDM)	\$95.82	\$0.00	\$95.82	\$666.64	\$570.82
Social Concerns/Advocacy	\$574.40	\$0.00	\$574.40	\$666.64	\$92.24
Ohio Council of Churches	\$3,000.00	\$0.00	\$3,000.00	\$3,000.00	\$0.00
MDG Expense	\$9,000.00	\$0.00	\$9,000.00	\$8,000.00	(\$1,000.00)
Commission for Racial Understanding	\$0.00	\$1,637.05	\$1,637.05	\$2,400.00	\$762.95
Community of Deacons	\$0.00	\$499.87	\$499.87	\$666.64	\$166.77
TOTAL MISSION OFFICE	\$20,380.65	\$2,136.92	\$22,517.57	\$33,833.20	\$11,315.63
OFFICE OF THE BISHOP AND SUPPORT OFFICES					
OFFICE OF THE BISHOP					
Bishop's Office Admin. Exp.	\$3,498.35	\$0.00	\$3,498.35	\$2,933.32	(\$565.03)
Bishop's Office Business Exp.	\$7.50	\$0.00	\$7.50	\$0.00	(\$7.50)
Support for Mission Area Councils	\$8,000.00	\$0.00	\$8,000.00	\$16,000.00	\$8,000.00
New Ministry Initiatives	\$42.94	\$0.00	\$42.94	\$2,333.32	\$2,290.38
Bicentennial Expenses	\$3,412.50	\$0.00	\$3,412.50	\$0.00	(\$3,412.50)
Reimbursement to Parishes-Time of Deans	\$9,000.00	\$0.00	\$9,000.00	\$8,000.00	(\$1,000.00)
Community Building/Hospitality	\$0.00	\$2,554.09	\$2,554.09	\$3,333.32	\$779.23
Community Building/Hospitality	\$0.00	\$1,887.51	\$1,887.51	\$3,333.32	\$1,445.81
TOTAL OFFICE OF THE BISHOP	\$23,961.29	\$4,441.60	\$28,402.89	\$35,933.28	\$7,530.39
FINANCE OFFICE					
Treasurer's Office Admin. Exp.	\$1,311.73	\$0.00	\$1,311.73	\$2,400.00	\$1,088.27
Finance Office Business Exp.	\$1,148.30	\$0.00	\$1,148.30	\$500.00	(\$648.30)
Acct. System Maintenance Contract	\$8,937.65	\$0.00	\$8,937.65	\$4,000.00	(\$4,937.65)
Archive Expense	\$2,158.17	\$0.00	\$2,158.17	\$2,400.00	\$241.83
Bank Fees	\$5,170.86	\$0.00	\$5,170.86	\$4,400.00	(\$770.86)
Payroll Service	\$2,157.13	\$0.00	\$2,157.13	\$1,600.00	(\$557.13)
Audit Fee	\$12,360.00	\$0.00	\$12,360.00	\$16,000.00	\$3,640.00
Parish Audit Team	(\$967.75)	\$0.00	(\$967.75)	\$0.00	\$967.75
Episcopal Safety Officer program	\$1,660.00	\$0.00	\$1,660.00	\$2,500.00	\$840.00
TOTAL FINANCE OFFICE	\$33,936.09	\$0.00	\$33,936.09	\$33,800.00	(\$136.09)
DEVELOPMENT OFFICE					
Administrative Expense	\$473.61	\$0.00	\$473.61	\$2,000.00	\$1,526.39
Promotion/Publications	\$0.00	\$0.00	\$0.00	\$466.64	\$466.64
Gift Tracking - Software Maintenance	\$3,440.84	\$0.00	\$3,440.84	\$4,500.00	\$1,059.16
Stewardship Education & Promotion	\$1,449.53	\$0.00	\$1,449.53	\$400.00	(\$1,049.53)
Episcopal Network for Stewardship - subscription	\$1,405.06	\$0.00	\$1,405.06	\$2,000.00	\$594.94
Gift Planning - Resources and Promotion	\$453.35	\$0.00	\$453.35	\$866.64	\$413.29

Eight Months Ended August 31, 2016					
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
Expenses of Bishop's Appeal	\$0.00	\$19,974.36	\$19,974.36	\$23,000.00	\$3,025.64
TOTAL DEVELOPMENT OFFICE	\$7,222.39	\$19,974.36	\$27,196.75	\$33,233.28	\$6,036.53
COMMUNICATIONS OFFICE					
Communication Admin. Exp.	\$1,061.79	\$0.00	\$1,061.79	\$1,666.64	\$604.85
Website Design/Maintenance	\$15,692.79	\$0.00	\$15,692.79	\$0.00	(\$15,692.79)
Church Life/Professional Services (writing)	\$649.00	\$0.00	\$649.00	\$2,000.00	\$1,351.00
Church Life/Professional Services (photos/videos)	\$1,205.00	\$0.00	\$1,205.00	\$3,333.32	\$2,128.32
Church Life/Production-printing	\$20,503.71	\$0.00	\$20,503.71	\$30,000.00	\$9,496.29
Church Life/Postage	\$11,664.56	\$0.00	\$11,664.56	\$0.00	(\$11,664.56)
Directory & Canons	\$0.00	\$0.00	\$0.00	\$1,333.32	\$1,333.32
Diocesan Journal/Printing & Dis	\$167.00	\$0.00	\$167.00	\$1,000.00	\$833.00
Advertising Campaign	(\$65.00)	\$0.00	(\$65.00)	\$21,000.00	\$21,065.00
Communications Department Mobile Phone	\$42.49	\$0.00	\$42.49	\$1,000.00	\$957.51
Technology Consulting	\$7,500.00	\$0.00	\$7,500.00	\$10,000.00	\$2,500.00
Ongoing Learning & Training	\$561.87	\$0.00	\$561.87	\$2,666.64	\$2,104.77
Diocesan Mailings	\$2,348.00	\$0.00	\$2,348.00	\$2,666.64	\$318.64
TOTAL COMMUNICATIONS OFFICE	\$61,331.21	\$0.00	\$61,331.21	\$76,666.56	\$15,335.35
PERSONNEL					
Salaries and Benefits					
Salaries/Wages-Diocesan Staff	\$788,999.56	\$0.00	\$788,999.56	\$790,151.08	\$1,151.52
Overtime-nonexempt salaried Diocesan Staff	\$1,961.93	\$0.00	\$1,961.93	\$0.00	(\$1,961.93)
Part-time Temporary Help	\$35,665.25	\$0.00	\$35,665.25	\$0.00	(\$35,665.25)
FICA/Medicare Taxes	\$35,367.62	\$0.00	\$35,367.62	\$32,726.56	(\$2,641.06)
Clergy Pension	\$57,390.75	\$0.00	\$57,390.75	\$74,871.55	\$17,480.80
Lay Pension & Long Term Disability	\$47,075.50	\$0.00	\$47,075.50	\$53,960.40	\$6,884.90
Employees' Health Insurance	\$206,795.66	\$0.00	\$206,795.66	\$208,662.64	\$1,866.98
Employees' Dental Insurance	\$15,865.66	\$0.00	\$15,865.66	\$17,840.00	\$1,974.34
Group Life Insurance	\$1,353.00	\$0.00	\$1,353.00	\$1,232.00	(\$121.00)
Workers Compensation	\$254.97	\$0.00	\$254.97	\$1,007.36	\$752.39
Flexible Spending Plan	\$800.00	\$0.00	\$800.00	\$800.00	\$0.00
Professional Education-Diocesan Staff	\$917.96	\$0.00	\$917.96	\$0.00	(\$917.96)
Staff Training-Senior Staff	\$49.99	\$0.00	\$49.99	\$0.00	(\$49.99)
Sabbatical Leave-from Reserve	\$5,000.00	\$0.00	\$5,000.00	\$0.00	(\$5,000.00)
Professional Education-Diocesan Staff	\$0.00	\$4,649.90	\$4,649.90	\$4,000.00	(\$649.90)
Staff Training - Senior Staff	\$0.00	\$0.00	\$0.00	\$1,000.00	\$1,000.00
Staff Training-Support Team	\$0.00	\$4,249.77	\$4,249.77	\$2,000.00	(\$2,249.77)
Reimbursement from Ascension, Lakewood	(\$30,333.18)	\$0.00	(\$30,333.18)	(\$30,101.95)	\$231.23
Total Salaries and Benefits	\$1,167,164.67	\$8,899.67	\$1,176,064.34	\$1,158,149.64	(\$17,914.70)
Benefit Expense - Retirees					
Retirees Health Insurance Supplement	\$6,260.80	\$0.00	\$6,260.80	\$5,950.00	(\$310.80)
Retirees Group Life Insurance/Lay	\$42.00	\$0.00	\$42.00	\$200.00	\$158.00
Total Benefit Expense - Retirees	\$6,302.80	\$0.00	\$6,302.80	\$6,150.00	(\$152.80)
TOTAL PERSONNEL	\$1,173,467.47	\$8,899.67	\$1,182,367.14	\$1,164,299.64	(\$18,067.50)
TRAVEL EXPENSES					
STAFF TRAVEL REIMBURSEMENTS					
TRVL-Bishop	\$3,617.84	\$0.00	\$3,617.84	\$10,666.64	\$7,048.80
TRVL-Assisting Bishops	\$6,749.99	\$0.00	\$6,749.99	\$10,000.00	\$3,250.01

Eight Months Ended August 31, 2016					
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
TRVL - Canon to the Ordinary	\$951.76	\$0.00	\$951.76	\$4,333.32	\$3,381.56
TRVL-Treasurer	\$0.00	\$0.00	\$0.00	\$333.32	\$333.32
TRVL-Chief Financial Officer	\$682.91	\$0.00	\$682.91	\$1,000.00	\$317.09
TRVL-Support Team	\$4,852.96	\$0.00	\$4,852.96	\$2,666.64	(\$2,186.32)
TRVL-Canon for Ministry	\$2,651.01	\$0.00	\$2,651.01	\$3,666.64	\$1,015.63
TRVL-Canon for Congregations	\$4,094.35	\$0.00	\$4,094.35	\$5,000.00	\$905.65
TRVL-Stewardship/Development Officer	\$2,624.78	\$0.00	\$2,624.78	\$1,333.32	(\$1,291.46)
TRVL-Canon for Christian Formation	\$735.22	\$0.00	\$735.22	\$2,666.64	\$1,931.42
TRVL-Canon for Mission	\$4,085.39	\$0.00	\$4,085.39	\$2,666.64	(\$1,418.75)
TRVL-Communications Director	\$1,472.25	\$0.00	\$1,472.25	\$1,333.32	(\$138.93)
TOTAL STAFF TRAVEL REIMBURSEMENTS	\$32,518.46	\$0.00	\$32,518.46	\$45,666.48	\$13,148.02
MILEAGE REIMBURSEMENTS					
Mileage Reimbursement-Bishop	\$2,299.09	\$0.00	\$2,299.09	\$4,000.00	\$1,700.91
Mileage Reimbursement - Volunteers	\$6.14	\$0.00	\$6.14	\$166.64	\$160.50
TOTAL MILEAGE REIMBURSEMENTS	\$2,305.23	\$0.00	\$2,305.23	\$4,166.64	\$1,861.41
TOTAL TRAVEL EXPENSES	\$34,823.69	\$0.00	\$34,823.69	\$49,833.12	\$15,009.43
OFFICE EXPENSES					
Trinity Commons - T1 Internet Connection	\$3,048.74	\$0.00	\$3,048.74	\$4,000.00	\$951.26
Telephone-Local	\$1,795.32	\$0.00	\$1,795.32	\$3,000.00	\$1,204.68
Telephone-"800" Service	\$0.00	\$0.00	\$0.00	\$133.32	\$133.32
Telephone-Advertising Exp.	\$320.00	\$0.00	\$320.00	\$320.00	\$0.00
Outside Services	\$150.00	\$0.00	\$150.00	\$0.00	(\$150.00)
Insurance-Liability, D&O, Bonding	\$11,412.00	\$0.00	\$11,412.00	\$10,125.00	(\$1,287.00)
Building Operating Expenses	\$74,201.33	\$0.00	\$74,201.33	\$66,666.64	(\$7,534.69)
Real Estate Taxes	\$12,386.08	\$0.00	\$12,386.08	\$12,500.00	\$113.92
Building Operating Expenses	\$0.00	\$25,504.23	\$25,504.23	\$30,000.00	\$4,495.77
Hospitality	\$0.00	\$2,032.10	\$2,032.10	\$1,333.32	(\$698.78)
TOTAL OFFICE EXPENSES	\$103,313.47	\$27,536.33	\$130,849.80	\$128,078.28	(\$2,771.52)
EQUIPMENT & SUPPLIES					
Postage Equip. (Lease & Maintenance)	\$402.48	\$0.00	\$402.48	\$1,600.00	\$1,197.52
Postage-Usage	\$6,581.24	\$0.00	\$6,581.24	\$5,600.00	(\$981.24)
Postage-Charged Back to Offices/Com.	(\$4,607.01)	\$0.00	(\$4,607.01)	(\$6,666.68)	(\$2,059.67)
Copiers-Lease Expense	\$8,612.91	\$0.00	\$8,612.91	\$8,000.00	(\$612.91)
Copiers-Maintenance Charges	\$2,824.64	\$0.00	\$2,824.64	\$4,666.64	\$1,842.00
Copies - Unreimbursed	\$0.00	\$0.00	\$0.00	\$200.00	\$200.00
Copies-Supplies	\$118.50	\$0.00	\$118.50	\$0.00	(\$118.50)
Copier-Paper	\$313.44	\$0.00	\$313.44	\$800.00	\$486.56
Copier-Charged Back to Offices/Com.	(\$6,184.17)	\$0.00	(\$6,184.17)	(\$13,600.00)	(\$7,415.83)
Computer Software	\$1,899.84	\$0.00	\$1,899.84	\$4,000.00	\$2,100.16
Computer Supplies	\$95.00	\$0.00	\$95.00	\$0.00	(\$95.00)
Computer Equipment Repair/Modification	\$7.50	\$0.00	\$7.50	\$1,600.00	\$1,592.50
Office Furnishings	\$1,482.70	\$0.00	\$1,482.70	\$0.00	(\$1,482.70)
Office Supplies	\$2,528.23	\$0.00	\$2,528.23	\$2,400.00	(\$128.23)
Stationery/Printing	\$307.50	\$0.00	\$307.50	\$1,600.00	\$1,292.50
EQUIPMENT & SUPPLIES	\$14,382.80	\$0.00	\$14,382.80	\$10,199.96	(\$4,182.84)
TOTAL OFFICE OF THE BISHOP AND SUPPORT OFFICES	\$1,452,438.41	\$60,851.96	\$1,513,290.37	\$1,532,044.12	\$18,753.75

Eight Months Ended August 31, 2016					
	Operating	Special Funds	Total Actual	YTD Budget	Favorable (Unfavorable)
LEGAL FEES AND RELATED EXPENSES					
Legal & Other Expenses/Misconduct-from Reserve	\$1,487.24	\$0.00	\$1,487.24	\$0.00	(\$1,487.24)
TOTAL LEGAL FEES AND RELATED EXPENSES	\$1,487.24	\$0.00	\$1,487.24	\$0.00	(\$1,487.24)
TOTAL EXPENSES	\$1,928,813.73	\$189,220.66	\$2,118,034.39	\$2,229,476.14	\$111,441.75
FUND TRANSFERS					
INTER FUND TRANSFERS					
INTER FUND TRANSFERS TO OTHER FUNDS					
Transfer to Other Custodial Funds	\$92,000.00	\$0.00	\$92,000.00	\$0.00	(\$92,000.00)
Transfer to Wakeman - Operating Support	\$33,333.36	\$0.00	\$33,333.36	\$33,333.32	(\$0.04)
TOTAL INTER FUND TRANSFERS TO OTHER FUNDS	\$125,333.36	\$0.00	\$125,333.36	\$33,333.32	(\$92,000.04)
INTER FUND TRANSFERS FROM OTHER FUNDS					
Transfer From Other Custodial Funds	(\$38,200.00)	\$0.00	(\$38,200.00)	\$0.00	\$38,200.00
Transfer from Bishop's Appeal fund	(\$14,240.37)	\$0.00	(\$14,240.37)	\$0.00	\$14,240.37
TOTAL INTERFUND TRANSFERS FROM OTHER FUNDS	(\$52,440.37)	\$0.00	(\$52,440.37)	\$0.00	\$52,440.37
TOTAL INTER FUND TRANSFERS	\$72,892.99	\$0.00	\$72,892.99	\$33,333.32	(\$39,559.67)
INTRA FUND TRANSFERS					
INTRA FUND TRANSFERS FROM UNDESIGNATED					
To Reserve General Convention	\$8,000.00	\$0.00	\$8,000.00	\$8,000.00	\$0.00
To Reserve Future Epis. Trans.	\$6,666.64	\$0.00	\$6,666.64	\$6,666.64	\$0.00
To Reserve - Trinity Commons Capital	\$6,666.64	\$0.00	\$6,666.64	\$6,666.64	\$0.00
TOTAL INTRA FUND TRANSFERS FROM UNDESIGNATED	\$21,333.28	\$0.00	\$21,333.28	\$21,333.28	\$0.00
INTRA FUND TRANSFERS TO UNDESIGNATED					
From Reserve for New Website	(\$15,692.79)	\$0.00	(\$15,692.79)	\$0.00	\$15,692.79
From Reserve for CRM personnel	(\$92,000.00)	\$0.00	(\$92,000.00)	\$0.00	\$92,000.00
From Reserve for International Development	(\$15,302.48)	\$0.00	(\$15,302.48)	\$0.00	\$15,302.48
From Reserve for Sabbatical Leave	(\$5,000.00)	\$0.00	(\$5,000.00)	\$0.00	\$5,000.00
From Reserve for Investment Gain Balance	(\$1,487.24)	\$0.00	(\$1,487.24)	\$0.00	\$1,487.24
TOTAL INTRA FUND TRANSFERS TO UNDESIGNATED	(\$129,482.51)	\$0.00	(\$129,482.51)	\$0.00	\$129,482.51
TOTAL INTRA FUND TRANSFERS	(\$108,149.23)	\$0.00	(\$108,149.23)	\$21,333.28	\$129,482.51
TOTAL FUND TRANSFERS	(\$35,256.24)	\$0.00	(\$35,256.24)	\$54,666.60	\$89,922.84
NET SURPLUS/(DEFICIT)	(\$113,533.94)	\$0.00	(\$113,533.94)	(\$238,445.62)	\$124,911.68

Diocesan Funding Sources for the 2017 Budget

Support from Congregations (Assessments)

Support from congregations (also known as assessments) continues to fund the largest share of the budget. In 2017, approximately 2/3 of the budget, or 66.5% is expected to come from support from parishes.

This line item is expected to grow by about \$25,000 or about 1% over the year 2016.

Endowment and Investment Income

These sections of the budget comprise about 16% of the revenue for the 2017 budget. Almost all of the income in these sections come from amounts invested in the Joint Investment Fund of the Trustees of the Diocese of Ohio (JIF). The Trustees authorize the spending rate for JIF funds on an annual basis. For 2017, the spending continues to be 4.5% annually. The income from these funds reflects an increase of 1.7% for 2017, due to the increased value of the JIF portfolio, using a rolling 12-quarter average. The endowment supporting the Bishop's Office is invested separately from the JIF, based on the donor's restriction. This endowment uses a 4% spending rule based on a rolling 3-year annual average.

Fees Received for Administrative Services

These amounts represent fees for administering the named endowments and accounting and administrative services provided to the JIF. In 2014, the Diocesan Council authorized these fees to be based on a June 30th annual valuation for the endowments. In general, these fees increased due to a lower value for the JIF at June 30, 2016 versus June 30, 2015. Fees for administrative services fund about 6.5% of the 2017 budget.

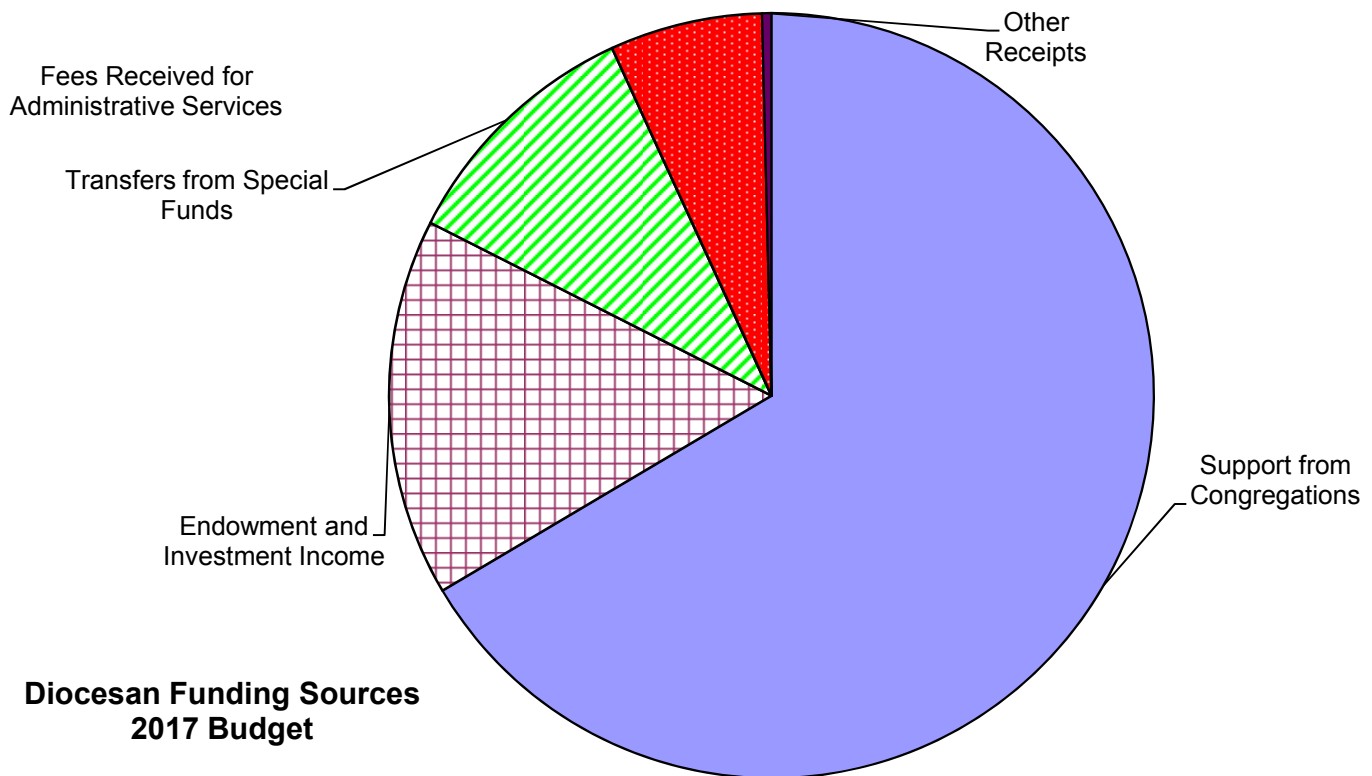
Other Receipts

The other receipts portion of the budget is the smallest portion of the budget, .4% of the total funds. Church Insurance sponsors and funds the Episcopal Safety Officer program. The Officer inspects 12 parishes annually and provides a written report of findings to the parish. It is an important part of the parishes' risk management activities. The line for Grants Received for Operating Items is a reimbursement for costs associated with administering the Sheadle Trust.

Transfers from Special Funds

The transfers from special funds represent the reimbursement of expenses paid from non-operating or custodial funds. Without these special funds, important Diocesan programs and ministries might otherwise not take place. These amounts are offset by expenses in various areas of the budget. Expenses that come from special funds have an account number beginning with something other than 0101. In 2017, the amount from special funds increases by just over \$40,000 to \$373,870, which is 10.7% of the total budget.

Diocesan Funding Sources
2017 Budget



	<u>Amount</u>	<u>Percent</u>
Support from Congregations	\$ 2,325,000	66.5%
Endowment and Investment Income	558,363	16.0%
Transfers from Special Funds	373,870	10.7%
Fees Received for Administrative Services	225,738	6.5%
Other Receipts	13,500	0.4%
Total	<u>\$ 3,496,471</u>	<u>100.0%</u>

Proposed Program and Budget Narratives

Ministries Office Christian Vocations

Transition Ministry

The Office of Transition Ministry, working alongside the Bishop, assists parishes and individuals (lay and ordained) through a time of discernment and call. This year 13 congregations have been or are currently in transition. Services provided to parishes include: assisting the wardens and vestry in planning the interim period; providing interim consultants and names of potential interim clergy; coordinating with the national Office of Transition Ministry; publicizing openings in various venues; referencing and consulting with the Bishop about prospective candidates; providing resources and training for interim consultants and interim pastors; informing parishes of the progress of all searches; assisting in the final call and in the negotiation of a letter of agreement with the clergy person; and finally assisting in the start-up of the new ministry. Meetings with the Diocesan Transition Officers across the country help match priests with parishes in the Diocese of Ohio. Training and continuing education for interim priests and interim consultants is imperative during the search process.

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

Commission on Ministry

The primary purposes of the Commission on Ministry are to advise and assist the Bishop in the work of discernment and formation and offer

support for persons in Holy Orders and to support the ministries of Lay Professionals in the Diocese of Ohio. The Commission works together with the Bishop on: the present and future needs of the diocese; recruiting and assisting in the selection of personnel for Holy Orders; providing for the guidance, pastoral care and continuing education of clergy and lay professionals; determining clergy compensation standards; and attending to the professional and personal needs of the clergy and lay professionals and their families.

Lay Ministries

This is the fifth year of the Lay Preaching College. Forty people participated for two days at Grace Church in Mansfield. They were divided into three groups: one track was for those who had never preached before; one for those who had recently been licensed but had limited preaching experience; and one for those who had been preaching for awhile. Since there was such a good turnout, a second Lay Preaching College was planned six months later and 20 participants signed up. This time two groups were formed, depending upon their experience. Those who have attended have come to understand that continuing study and community is important to their development. The participants are instructed to return to their parishes and meet with a listening committee who will review their sermons and give them feedback.

Clergy Formation

Scholarship Assistance: The Diocese of Ohio has been fortunate to be able to provide substantial financial assistance to individuals who are in the process of education and formation for ordained ministry. The Diocese's ability to offer scholarships for theological education is a result of the generosity of a number of benefactors who over the years have made provisions in their wills for such endowments. The Diocese of Ohio was able to offer \$5,000.00 per semester to each seminarian this year. \$18,000.00 went to four seminarians in the spring and \$40,000 went to eight this fall. The Diocese of Ohio is providing scholarships for eight seminarians during the 2016-2017 academic year.

Deacon Formation Program

This year a task force was formed to put together a three year program for deacon formation to meet the needs of five postulants seeking ordination to the diaconate. The program began this fall. The postulants will meet nine times at three-day retreats in order to study and form community. Their formation also includes field placement in local churches and mission areas

Special Ministries

Monies given to *Develop and Employ Creative Models for Congregational Ministry* is generated through donations to the Bishop's Annual Appeal and the interest earned from the Miller Endowment Fund. This year these funds were used to provide an internship for Matthew Wahlgren, a postulant from another denomination in the ordination process, to work at St. Timothy's in Perrysburg.

The Bishop, together with the Rev. Dr. Roger Ferlo, the dean of Bexley Seabury Federation, and the Canon for Congregations and Ministry, put together a program to educate and form clergy, utilizing Bexley Seabury Federation's low residency Masters of Divinity program for formation and fieldwork for those discerning a call to the priesthood. In this first year, there are three students who will continue to live in the diocese of Ohio while attending school in Chicago. Each of the students will intern at a local parish for 10-15 hours a week and receive a stipend to offset tuition and living expenses.

Clergy Development

In an effort to assist in the ongoing development of clergy, a variety of programs are offered. Clergy Days provide opportunities for clergy to gather with their Bishop. The annual Clergy conference in May provides significant continuing education opportunities in addition to time for worship and building collegial relationships. At this year's conference were, the Rev. Dr. William Countryman, theologian and author, and the Very Rev. Dr. Lisa Tucker-Gray, who led us in worship and music. Clergy development also includes continuing education and sabbatical grants for

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

Fresh Start

Fresh Start is a church wide program lead by diocesan clergy for those who have accepted new positions within the diocese. The purpose is to "support clergy . . . in navigating the critical period of transition in clergy leadership". It seeks to foster healthy relationships among clergy and their congregations. The program goal is to build a culture in which mutual ministry of the clergy and congregation begins with a strong foundation.

Office for Congregations and Christian Formation

Two years ago the Christian Formation Commission (CFC) made substantive strategy-driven changes in the CCF office budget. This year's budget continues that format and strategy.

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

- Administration: (\$8,000) – This includes office, travel, and related expenses. This continues to represent 3% of our expenditures.
- Grants for Congregations (\$149,000) – The largest expense for this office consists of direct grants and other support to congregations for new and/or strategic ministries. This year the budget includes four types of grants for existing congregations (Ministry Enhancement, Targeted Revitalization, Congregational Development Programs and Training, and Strategic Mission Support). This year it also includes support for New Work outside of a traditional congregational space. These grants represent 52% of our expenditures.
- Youth and Children Formation Program and Grants (\$27,000) – Diocesan Youth programming remains the same as last

year except a new line item has been added to hold in reserve \$10,000 toward sending a delegation of young people to the national Episcopal Youth Event (EYE). This event is held every three years and has cost approximately \$30,000 the last two times we have gone. The total budget is 9% of our expenditures.

- College and Young Adult Formation Program and Grants (\$17,000) – As noted above, this budget item is being phased in over two years. The total budget is 6% of our expenditures.
- Adult Formation Program and Grants (\$17,000) – Adult Formation programming remains the same as last year. The total budget is 6% of our expenditures.
- Congregations and Christian Formation Commission (\$1,000) – The CFC has its own budget for expenses. This represents 0.3% of our expenditures.
- Other Expenses (\$67,000) – This category includes an additional line item for Education for Ministry (\$6,500). Winter Convocation is budgeted at (\$25,000). Other components include: (\$6,500) for Leadership Development Events, (\$27,000) for Additional Opportunities, and (\$2,000) for Diocesan Resource Center. The total is 23% of our expenditures.

Some Examples of 2016 Grants to Congregations -

- Digital Signage and Supplies/\$2,000/St. Timothy, Macedonia – Toward digital signage to help attract the community and display service times and upcoming events.
- Comprehensive parish marketing program/ \$875/St. Thomas, Port Clinton - A marketing program to increase local awareness of the church. The program will focus in name recognition, information sharing, and person-to-person engagement.
- Enhancing evangelism through enriched worship/ \$2,000/St. Matthew, Ashland
- Enhancing evangelism by revitalizing congregational singing. Exploring new styles of worship and the use of Taize music. Purchase new music books and offer outdoor summer musical events.
- Engaging the Community in Spiritual Practices/ \$3,000/St. Barnabas, Bay Village - To pay a certified labyrinth facilitator to develop year-round programming and market through social media. The goal of the program is to promote spiritual health within the parish as well as provide a connection to the community.
- Creating a Director of Christian Education position /\$3,000/Christ Church, Huron - Seed money for a Director of Christian Education. The director will develop ministry to attract existing parishioners, future generations and young families.
- Booth and Party in the Park/\$3,000/St. James, Painesville – To fund a booth and promotional giveaways at a three-day civic event to meet members of the community and provide them with information about the parish service times, worship hours and general information.
- Concerts on the Lawn and in the Church / \$3,000/Church of the Ascension, Lakewood - To pay for musicians and lunch for six concerts helping to attract community participation and awareness.
- Youth Ministry Coordinator/\$3,000/St. Andrew, Toledo - Currently, the parish has a thriving population of younger children, ages 3-7 years old which was grown with support of previous grants. This is funding to support and expand ministry for older children and teens.
- Summer Music Camp/\$3,000/Church of the Epiphany, Euclid – Funded a free Summer Music Camp to local children aged K-8 for a week, providing an opportunity for the children and their families to get to know the parish while they learn music and enjoy Bible Stories and games. At the end of the week, the community children led Sunday worship.

- Youngstown State University/\$3,000/St. John, Youngstown – Toward rebuilding a campus ministry using concerts, welcome back events, fellowship dinners, and free resources with church information imprinted on them.
- Kenyon College /\$5,000/Harcourt Parish, Gambier - To fund new college ministry for students and the wider Kenyon community.
- Oberlin College/\$2,000/Christ Church, Oberlin – Continuing support of weekly international student dinners and weekly Monday lunches. Typically, 45-60 students are served each week.

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 \$441,084 is the **Diocese of Ohio's share of The Episcopal Church's budget**, as adopted by General Convention in 2015. The 2017 figure is **\$39,085 less** than 2016. The decrease has two components: the change in operating income from 2015 versus 2014, and a rate change component. The increase in operating income in 2015 versus 2014 would have increased the assessment by \$614 in 2017. However, the rate change from 18% in 2016 to 16.5% in 2017 decreased the assessment by \$40,099, which resulted in a net decrease of \$39,085. Full payment of our calculated share is a long-standing commitment of the diocese. This amount is calculated as follows:

(2015 Operating Income less \$150,000) x 16.5% = 2017 Support of DFMS Budget

The 2015 General Convention raised the exemption amount from \$120,000 to \$150,000 and lowered the assessment percentage from 19% to 18% in 2016; 16.5% in 2017, and 15% in 2018.

The **provincial synod assessment** of \$5,286.26 is calculated at 1.1% of our assessment to the Episcopal Church budget for 2016 (\$480,569 x 1.1%). Since 2017 is not a General Convention year, no budget is provided for travel to Provincial Synod.

Expenses of the annual **Diocesan Convention remains the same at \$25,000**. The 2017 Diocesan Convention will be held in the Cleveland area. **An amount of \$2,500 is budgeted for Diocesan Council**, which pays for copies, postage, and the annual orientation meeting in December for the full Council. **This amount is unchanged for 2017.**

The allocation for **Reserve for Travel to General Convention decreases by \$4,000 to \$8,000** to continue funding for the triennial General Convention in 2018. The amount for **Reserve for Future Episcopal Transition is considered to be adequately funded at this time and no amount is being added to the reserve in the 2017 budget.**

Collaborative Ministries

Camp and Retreat Ministry

In 2017, the Diocese will continue construction on its new camp and retreat center in Wakeman, Ohio. The funds in this year's operating budget will go primarily towards staff costs to run a modest summer camp program. This includes \$100,000 for program staff and site operations and an additional \$10,000 for marketing and branding. The monies for camp and retreat ministry are listed under Fund Transfers in the budget.

For planning purposes, the project team's goal is to hire professional staff necessary to operate an abbreviated summer camp program in 2017. Positions will include a camp director, a kitchen manager and a farm manager, and we expect these positions to be part-time this year. A camp director will help us with planning, registration and operations for the 2017 camp program. We expect to hire a kitchen manager who is employed during the academic year at a local college or university with a farm-to-table food service program, such as Oberlin College. A farm manager will start the organic farm operation that supports the new

center, as well as supervise the lease of farm fields that we will not use for our program in 2017. With direction from the Land and Farm Stewardship Committee, the farm manager will make sure that leasing farmers follow sustainable practices. The farm manager will also work with the camp director to plan and teach the farm education program.

Because programs at the new center will not start until mid-year, the project team has not finalized a staff and operations plan for 2017. So Diocesan Council will handle the budget at its December 2016 meeting, when that plan is further developed.

Office for Mission

The Office for Mission provides resources, tools and connections that equip people and parishes to be ambassadors of God's love.

We administer various grant programs and support the commissions that receive and evaluate them; we assist parishes in the evaluation of their mission strategies; we foster linkages between parishes, the wider church, and the communities we serve so that efforts and information are shared across contexts.

We are linked to the Episcopal Public Policy Network, Episcopal Relief and Development (including domestic disaster relief), Episcopal Migration Ministries, and other Episcopal entities. We are also working to implement the Episcopal Asset Map and other Episcopal initiatives.

The largest components of the budget are administered via the Commission for Global and Domestic Mission (CGDM), which serves as a resource to parishes in ministry locally, and by developing and supporting international partnerships that enable individuals and parishes to be in relationship with others overseas.

Since 2006, Diocesan Council has delegated to the CGDM the responsibility for soliciting, reviewing and making recommendations on grant requests for ministry initiatives aimed at fulfilling the Millennium Development Goals (MDGs), which transitioned to the 17 Sustainable Development Goals (SDGs) approved by United Nations in 2015.

The Diocese designates 0.7% of its annual budget toward projects that fulfill one or more of the 17 SDGs, in accordance with the UN Resolution and the endorsing resolution of General Convention in 2015. Corresponding to the overall increase in the Diocesan Budget, the amount available in 2017 will increase slightly to \$21,858.

CGDM is also the focal point for our Diocesan partnerships with Belize and Tanga, each budgeted at \$8,000. Activity with Tanga was minimal in 2015 and we are in the process of determining next steps with regard to Tanga. Because efforts with Tanga tend to be large in terms of financial and time commitments, we continue to budget for that relationship on an annual basis, currently accumulating funds should the opportunity for an appropriate initiative present itself.

The relationship with Belize continues to be strengthened by considerable contact and conversation. In April, Matthew Teare returned to Belize to continue evaluation and support of the Science Success Project. In May, a Province V grant funded three people from Belize, including the Belize coordinator of Science Success and a college student, to join five from the Diocese of Ohio at the Global Episcopal Mission Conference. The results from that continue to bear fruit, including the work led by the college students to bring Happening to Belize.

Commission for Racial Understanding (CRU)

CRU continues to build on the table conversations held at the 2015 Diocesan Convention and on the Trinity Institute's 2016 "Listen for a Change". Diocesan Council read Kelly Brown Douglas' Stand Your Ground after hearing the author via the Institute, which was offered at Trinity Cathedral, Christ Church, Warren, and Grace Church, Sandusky. CRU and the Office for Mission started sending out a periodic "Thoughts and Resources" flyer. Members of the Commission attended "Fierce Conversations" training in April and heard from members of the New Abolitionist Society in June. CRU looks forward to presenting opportunities for training and conversation in 2017.

Advocacy

The Diocesan commitment to the Ohio Council of Churches (\$4,000) and for other advocacy activities (\$1,000) comes from the Office for Mission.

Support of Commissions and Commissions

The remainder of the budget goes towards hospitality and general support of CRU, CGDM, the Diocesan Deacons, and funds requested by Mission Areas for outreach projects.

Support of Episcopal Community Services/ Bishop's Appeal Grants

While the funds are not in our budget, the Office for Mission supports the grant making work of Episcopal Community Services. We evaluate and administer grants from the Bishop's Annual Appeal for youth mission trips and summer youth education programs. The Office for Mission manages the Summer Internship program, funded through the Bishop's Appeal. We had a total of eight interns over the summer, working in five offices and participating in three formation days.

Office of the Bishop and Support Offices

Office of the Bishop

This budget amount remains unchanged from the 2016 level.

Each Mission Area Council will continue to have access to \$3,000 from the Diocesan Operating Budget for its unrestricted use (i.e., administrative, event underwriting, educational, and service, etc.). Each Mission Area is also allocated an additional \$1,000 (from the Mission Office section of the Budget) that may be used only for outreach/service projects (domestic or international). Under Diocesan Council guidelines, Mission Area Councils must request funding based on their actual or planned spending. Mission Area Council funds are replenished only up to the level of the annual funding maximum.

Finance Office

The total of \$38,060 for the Finance Office represents a decrease of \$5,640 from the 2016 budget.

The budget consists of administrative expenses and financial resource costs of \$4,100, maintenance costs for the accounting software of \$2,360, bank fees of \$6,600, archive expenses of \$3,600, payroll preparation costs of \$2,400, and the fee for the Diocesan audit of \$13,000.

The primary focus of the Finance Office is the SERVE component of the mission statement. In this capacity, finance administers the Joint Investment Fund for The Trustees of the Diocese (investments of about \$50 million and 273 Diocesan and parish accounts); the health and dental insurance programs for about 80 lay and clergy employees and their families; the Capital Loans and Grants program; maintains records of all gifts and grants to the Bishop's Annual Appeal, ECS, and capital campaign gifts; provides training for parish treasurers and bookkeepers in accounting and internal controls; coordinates the CPA audits of the Diocese and the Joint Investment Fund, as well as the Diocesan audit team (for parish audits) and committee and CPA audits of parishes; works with parishes in meeting their canonical requirements for reporting in the areas of assessments, insurance, lay pensions, and parochial reports; and provides accounting, payroll, financial reporting and budgeting for all diocesan operations (Council, Trustees, ECS, the Church Home, Holy Cross and camp and retreat ministry).

Development Office

The Development Office supports the Bishop and the 86 diocesan parishes by leading strategies to increase involvement and engagement across the diocese and to grow resources to support the work of the church. It supports parishes by providing resources for annual stewardship campaigns, grant-seeking, planned giving, capital campaign planning, and leadership development.

The Development Office raises funds to advance the work of the Diocese from individuals, foundations and other sources. The Office helps to link parishes

with funding opportunities including grants available through the Episcopal Church. Annually it invites every parishioner to give to the Bishop's Annual Appeal which supports a diversity of programs across the Diocese. The office also raises funds to support major initiatives in the Diocese including the Camp and Retreat Center, Outreach Activities and Spiritual Formation.

Stewardship Education

The Development Office strives to conduct consistent and regular visits, educational opportunities and toolkits for parishes to help advance their stewardship, fundraising and leadership development.

The Bishop's Annual Appeal

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

- Episcopal Community Services (ECS). ECS supports a network of parish sponsored programs that respond to community needs and opportunities in the areas of health and homelessness, the fight against hunger, youth and education and other social services. The goal of Episcopal Community Services makes grants to strengthen communities through citizen involvement and leadership in local programs that combat poverty, illness, nutritional deficit, and low educational achievement while increasing a sense of ownership, leadership, and competence among those who serve and are served.
- Servant Leader Development. The Bishop's Appeal raises funds to employ recently ordained clergy in our parishes; support seminarians and internships for young adults; and support college and university ministries to form and inspire new generations of servant leaders.

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

In 2015, 900 gifts from 652 donors provided more than \$270,000 through The Bishop's Annual Appeal. In its 10 year history, the Appeal has raised more than \$2.6 million from more than 10,000 gifts.

In 2015, the Appeal provided over \$100,000 to Episcopal Community Services; it provided over \$100,000 for youth formation, ministry by the newly ordained, and leadership opportunities.

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

The Planned Giving

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

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

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

The Sterling Newell Society honors those who make a planned gift to the Diocese of Ohio, through a

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

Summary

The Budget of the Development Office provides for the development, printing, and distribution of materials for the Bishop's Annual Appeal; stewardship education and development; and planned giving resources and education for all individuals and parishes in the Diocese.

Office of Communications

The Office of Communications includes responsibility for the publication of Church Life, media advertising, social media, e-communications, and biweekly mailings to parishes. The 2016 budget remained the same as the 2015 budget, allowing the new Director of Communications time to acclimate to the position and evaluate priorities and projects. The updated budget for 2017 includes additional funds to support the launch and marketing of the website noexceptions.org. Funds have also been built in to allow for technology purchases that will enable the Diocese to provide video conferencing.

Personnel, Travel, Office Equipment and Supplies

Personnel

Expenses for Personnel in 2017 are \$29,331 (1.6%) higher than the 2016 budget. Salaries increase from the 2016 budget, as a result of a full-time development officer. Summer internships for high school and college students are funded from the Bishop's Appeal.

About 13% percent (\$225,738 of the \$1,770,139) of the personnel budget is funded by reimbursement

from diocesan trusts administered by diocesan staff, providing accounting and grant making oversight and administration.

The budget includes funding for Bishop Hollingsworth, 6 full-time program staff positions, 2 half-time program staff, 7 full-time support staff, two part-time assisting bishops, one part-time position in the archives, and one part-time position in the Resource Center.

Salaries and benefits are 50.6% of the Diocesan budget in 2017, as compared to 50.9% of the 2016 budget.

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

Travel

The 2017 budget for travel expenses represents reimbursement for all business-related travel expenses of the Diocesan staff. The \$74,750 represents no change from the 2016 budget.

Office Equipment and Supplies

Office expenses are \$199,180 for 2017, an increase of \$15,000 from 2016 that is attributable to the Diocesan share of Trinity Commons' expenses. All other amounts in this section of the budget are unchanged.

Equipment and supplies are \$15,300 in the 2017 budget. This amount is unchanged from the 2016 amount. The budget includes funding for postage, copies, computer software, supplies and network maintenance; and office supplies and stationery.

Appendix: Report on Clergy Compensation

City, Parish	Position	2016 Compensation	2016 Estimated NOE	2015 NOI
Akron, Church of Our Saviour	Rector	\$86,738.51	\$378,072.00	\$425,164.00
Akron, St. Andrew's Church	Sunday Supply		\$43,073.93	\$47,352.00
Akron, St. Paul's Church	Rector	\$119,437.20	\$900,000.00	\$1,027,519.00
Akron, St. Paul's Church	Associate Rector	\$22,500.00		
Akron, St. Philip's Church	Sunday Supply		\$26,700.00	\$34,377.00
Alliance, Trinity Church	Rector, <i>See Our Saviour, Salem</i>	\$41,250.00	\$52,016.79	\$58,448.33
Ashland, St. Matthew's Church	Rector	\$25,426.00	\$72,142.00	\$92,989.00
Ashtabula, St. Peter's Church	Priest-in-Charge	\$72,834.00	\$182,860.00	\$189,776.00
Barberton, St. Andrew's Church	Rector	\$16,800.00	\$57,158.01	\$63,937.00
Bay Village, St. Barnabas Church	Rector	\$70,200.00	\$120,475.00	\$109,395.00
Bellevue, St. Paul's Church	Sunday Supply		\$26,540.00	\$33,963.00
Berea, St. Thomas's Church	Interim Rector	\$37,200.00	\$156,128.00	\$173,106.00
Boardman, St. James's Church	Priest-in-Charge	\$64,834.91	\$139,825.00	\$138,235.00
Bowling Green, St. John the Baptist's Church	Sunday Supply		\$40,700.00	\$46,462.00
Brecksville, St. Matthew's Church	Rector	\$64,791.00	\$145,812.00	\$168,984.00
Brunswick, St. Partick's Church	Sunday Supply	\$54,434.92	\$30,493.00	\$51,785.00
Canton, St. Mark's Church	Rector	\$62,100.00	\$208,418.00	\$242,797.00
Canton, St. Paul's Church	Rector	\$73,301.00	\$219,389.00	\$273,295.00
Chagrin Falls, St. Martin's Church	Priest-in-Charge	\$89,000.00	\$256,015.00	\$293,313.00
Chardon, St. Luke's Church	Rector	\$40,635.00	\$103,586.00	\$120,555.00
Cleveland, Diocese of Ohio	Bishop	\$179,200.84		
Cleveland, Diocese of Ohio	Canon for Congregations	\$96,000.00		
Cleveland, Diocese of Ohio	Canon for Christian Formation	\$33,590.31		
Cleveland, Diocese of Ohio	Canon for Ministry	\$96,000.00		
Cleveland, Diocese of Ohio	Canon for Mission	\$38,000.00		
Cleveland, St. Andrew's Church	Rector	\$6,500.00		\$205,956.00
Cleveland, Historic St. John's Church	Vicar, <i>See St. Peter's, Lkwd</i>			
Cleveland, St. Luke's Church	Rector	\$61,800.00	\$67,118.00	\$79,591.00
Cleveland, Trinity Cathedral	Dean	\$156,985.85	\$1,349,487.00	\$1,520,354.00
Cleveland, Trinity Cathedral	Canon	\$76,862.00		
Cleveland Heights, St. Alban's Church	Sunday Supply		\$16,611.00	\$19,237.00
Cleveland Heights, St. Paul's Church	Rector	\$122,400.00	\$1,480,732.00	\$1,836,891.00
Cleveland Heights, St. Paul's, Church	Associate Rector	\$83,609.00		
Cleveland Heights, St. Paul's Church	Curate	\$41,250.00		
Coshocton, Trinity Church	Sunday Supply		\$37,700.00	\$81,123.00
Cuyahoga Falls, St. John's Church	Rector	\$59,716.30	\$176,160.00	\$200,130.00
Defiance, Grace Church	Sunday Supply		\$48,130.00	\$63,382.00
East Liverpool, St. Stephen's Church	Sunday Supply		\$81,518.00	\$115,815.00
Elyria, St. Andrew's Church	Rector	\$71,400.00	\$210,344.00	\$240,723.00
Euclid, Church of the Epiphany	Rector	\$43,987.50	\$132,357.78	\$145,722.00
Findlay, Trinity Church	Rector	\$68,898.70	\$132,500.00	\$106,986.00
Fremont, St. Paul's Church	Interim Rector	\$29,442.96	\$120,085.00	\$108,680.00
Gambier, Harcourt Parish	Priest-in-Charge		\$113,062.33	\$126,957.00

City, Parish	Position	2016 Compensation	2016 Estimated NOE	2015 NOI
Gates Mills, St. Christopher's by the River Church	Priest-in-Charge	\$104,958.75	\$317,432.00	\$385,036.00
Geneva, Christ Church	Extended Supply		\$52,560.00	\$61,247.00
Hudson, Christ Church	Rector	\$99,038.00	\$405,437.00	\$479,520.00
Huron, Christ Church	Priest-in-Charge	\$58,630.00	\$121,476.04	\$68,285.00
Kent, Christ Church	Rector	\$60,374.60	\$155,832.00	\$166,498.89
Kirtland Hills, St. Hubert's Church	Rector	\$95,039.00	\$257,497.00	\$309,512.00
Lakewood, St. Peter's Church	Rector	\$83,893.00	\$103,037.00	\$100,040.00
Lakewood, St. Peter's Church	Curate	\$41,662.00		
Lakewood, Church of the Ascension	Priest-in-Charge, part-time	\$33,590.31	\$492,396.00	\$506,229.00
Lisbon, Trinity Church	Extended Supply		\$21,650.00	\$22,196.00
Lorain, Church of the Redeemer	Rector	\$58,885.00	\$135,887.00	\$147,675.00
Lyndhurst, Church of the Good Shepherd	Rector	\$68,578.00	\$172,203.00	\$193,905.00
Macedonia, St. Timothy's Church	Rector	\$58,650.00	\$125,210.00	\$142,930.00
Mansfield, Grace Church	Rector	\$82,858.00	\$238,762.00	\$269,480.00
Mansfield, Grace Church	Associate Rector	\$57,600.00		
Marion, St. Paul's Church	Sunday Supply		\$45,846.25	\$73,298.00
Massillon, St. Timothy's Church	Rector	\$72,600.00	\$178,608.00	\$205,006.00
Maumee, St. Paul's Church	Rector	\$98,695.75	\$462,240.28	\$478,472.00
Mayfield Village, St. Bartholomew Church	Priest-in-Charge	\$37,200.00	\$128,185.00	\$126,928.00
Medina, St. Paul's Church	Rector	\$80,252.00	\$247,695.00	\$303,308.00
Mentor, St. Andrew Episcopal Church	Interim Rector	\$45,645.76	\$164,084.00	\$162,757.00
Mount Vernon, St. Paul's Church	Rector	\$51,893.00	\$142,904.64	\$161,098.00
Napoleon, St. John the Evangelist Church	Sunday Supply		\$16,480.00	
New Philadelphia, Trinity Church	Sunday Supply		\$32,713.30	\$36,365.00
Niles, St. Luke's Church	Rector	\$49,275.00	\$81,000.00	\$91,013.00
Norwalk, St. Paul's Church	Rector	\$29,325.00	\$90,149.92	\$94,442.00
Oberlin, Christ Church	Rector	\$79,592.00	\$181,323.00	\$229,926.00
Oregon, St. Paul's Church	Sunday Supply		\$55,309.74	\$72,778.00
Painesville, St. James's Church	Rector	\$63,864.00	\$199,473.00	\$233,981.00
Parma, All Saints Church	Rector	\$53,700.00	\$126,180.00	\$137,100.00
Perrysburg, St. Timothy's Church	Rector	\$90,181.00	\$293,941.00	\$326,129.00
Port Clinton, St. Thomas/Peace Lutheran	Priest-in-Charge	\$34,000.00		\$67,560.00
Put-in-Bay, St. Paul's Church	Priest-in-Charge	\$58,420.08	\$104,495.50	\$118,550.00
Ravenna, Grace Church	Rector	\$79,253.20	\$163,900.00	\$180,848.00
Salem, Church of Our Saviour	<i>See Trinity, Alliance</i>		\$57,575.00	\$62,009.93
Sandusky, Grace Church	Rector	\$89,737.84	\$395,630.00	\$457,505.00
Shaker Heights, Christ Church	Rector	\$97,599.00	\$434,538.00	\$455,182.00
Shelby, St. Mark's Church	<i>Share priest w/ Grace, Mansfield</i>		\$54,730.00	\$70,268.00
Sidney, St. Mark's Church	<i>Share with Southern Ohio</i>		\$17,986.20	\$19,873.00
Steubenville, St. Paul's Church	Sunday Supply		\$68,675.00	\$79,115.00
Steubenville, St. Stephen's Church	Extended Supply		\$46,572.53	
Tiffin, Old Trinity Church	Rector	\$58,650.00	\$130,443.00	\$125,588.00
Toledo, All Saints Church	Sunday Supply			

City, Parish	Position	2016 Compensation	2016 Estimated NOE	2015 NOI
Toledo, St. Andrew's Church	Interim Rector	\$37,200.00	\$137,463.00	\$194,460.00
Toledo, St. Matthew's Church	Rector	\$90,995.33	\$237,850.00	\$296,094.00
Toledo, St. Michael's-in-the-Hills Church	Rector	\$81,370.90	\$372,245.00	\$385,670.00
Toledo, Trinity Church	Interim Rector	\$74,461.00	\$411,335.00	\$385,439.00
Uniontown, New Life Episcopal Church	Interim Rector	\$60,386.52	\$133,351.00	\$142,173.00
Wadsworth, St. Mark's Church	Sunday Supply		\$48,194.00	\$65,206.00
Warren, Christ Church	Rector	\$76,468.00	\$272,474.00	\$301,384.00
Westlake, Church of the Advent	Rector	\$73,000.00	\$199,290.00	\$224,401.00
Willoughby, Grace Church	Rector	\$71,814.60	\$172,780.00	\$201,956.00
Wooster, St. James Church	Rector	\$81,325.00	\$208,154.00	\$237,056.00
Youngstown, St. Augustine's Church	Sunday Supply			\$29,952.76
Youngstown, St. John's Church	Rector	\$72,500.00	\$404,200.00	\$460,786.00

Appendix: Parochial Report Data

Year	Comm in Good Stg	Avg Sunday Att (ASA)	ASA ÷ Mbrs	Normal Operating Income (NOI)	Asst. From Diocese	Operating Revenue	Total Revenue	To Diocese	Total Operating Expenses	Outreach Lines 13+16+18	Pledge & Plate ÷ ASA	Oper Exp ÷ ASA	From Inv. ÷ Operating Exp
Akron, Church of Our Saviour													
2010	206	81	39%	\$ 379,046	\$ -	\$ 379,046	\$ 629,896	\$ 51,069	\$ 379,046	\$ 20,131	\$ 2,480	\$ 4,680	24%
2011	196	76	39%	\$ 364,132	\$ -	\$ 364,132	\$ 377,843	\$ 45,516	\$ 364,132	\$ 27,776	\$ 2,012	\$ 4,791	38%
2012	196	70	34%	\$ 308,724	\$ -	\$ 308,724	\$ 340,207	\$ 42,547	\$ 308,725	\$ 22,804	\$ 1,951	\$ 4,410	35%
2013	209	84	39%	\$ 348,026	\$ -	\$ 348,026	\$ 354,246	\$ 41,255	\$ 348,026	\$ 22,727	\$ 1,538	\$ 4,143	37%
2014	219	70	31%	\$ 382,131	\$ -	\$ 382,131	\$ 388,122	\$ 55,375	\$ 382,131	\$ 42,776	\$ 1,955	\$ 5,459	51%
Akron, St. Andrew's Church													
2010	39	26	46%	\$ 46,470	\$ -	\$ 46,470	\$ 56,357	\$ 4,080	\$ 46,470	\$ 1,279	\$ 1,135	\$ 1,787	0%
2011	36	27	50%	\$ 45,317	\$ -	\$ 45,317	\$ 46,856	\$ 3,864	\$ 45,317	\$ 1,549	\$ 1,097	\$ 1,678	0%
2012	36	30	56%	\$ 46,342	\$ -	\$ 46,342	\$ 46,342	\$ 4,655	\$ 46,342	\$ -	\$ 1,069	\$ 1,545	12%
2013	35	25	48%	\$ 50,682	\$ -	\$ 50,682	\$ 50,682	\$ 4,756	\$ 50,682	\$ -	\$ 1,204	\$ 2,027	10%
2014	32	18	38%	\$ 45,679	\$ -	\$ 45,679	\$ 45,679	\$ 3,901	\$ 45,679	\$ -	\$ 1,617	\$ 2,538	3%
Akron, St. Paul's Church													
2010	1,431	363	17%	\$ 1,032,198	\$ -	\$ 1,032,198	\$ 1,343,961	\$ 174,890	\$ 1,032,198	\$ 302,944	\$ 2,044	\$ 2,844	9%
2011	1,421	358	17%	\$ 1,103,356	\$ -	\$ 1,103,356	\$ 1,652,111	\$ 166,531	\$ 1,103,356	\$ 432,764	\$ 2,166	\$ 3,082	0%
2012	1,410	343	16%	\$ 1,073,680	\$ -	\$ 1,073,680	\$ 1,565,523	\$ 158,419	\$ 1,073,680	\$ 430,464	\$ 2,375	\$ 3,130	0%
2013	1,390	313	15%	\$ 1,073,518	\$ -	\$ 1,073,518	\$ 1,495,325	\$ 161,932	\$ 1,073,518	\$ 365,710	\$ 2,674	\$ 3,430	0%
2014	1,383	334	16%	\$ 1,097,178	\$ -	\$ 1,097,178	\$ 1,779,148	\$ 169,889	\$ 1,097,178	\$ 1,089,562	\$ 2,542	\$ 3,285	0%
Akron, St. Philip's Church													
2010	40	36	38%	\$ 39,847	\$ -	\$ 39,847	\$ 49,772	\$ 4,372	\$ 39,847	\$ 6,068	\$ 1,107	\$ 1,107	0%
2011	95	37	39%	\$ 44,651	\$ -	\$ 44,651	\$ 52,195	\$ 2,828	\$ 44,151	\$ 1,850	\$ 1,194	\$ 1,193	0%
2012	32	32	34%	\$ 45,264	\$ -	\$ 45,264	\$ 45,836	\$ 3,747	\$ 45,502	\$ 872	\$ 1,383	\$ 1,422	0%
2013	33	33	35%	\$ 43,661	\$ -	\$ 43,661	\$ 47,261	\$ 3,615	\$ 43,661	\$ 490	\$ 1,251	\$ 1,323	0%
2014	60	31	52%	\$ 34,152	\$ -	\$ 34,152	\$ 34,152	\$ 3,564	\$ 34,152	\$ 600	\$ 1,238	\$ 1,102	0%
Alliance, Trinity Church													
2010	56	31	37%	\$ 49,660	\$ -	\$ 49,660	\$ 53,269	\$ 6,486	\$ 49,660	\$ 2,075	\$ 1,070	\$ 1,602	29%
2011	56	30	36%	\$ 57,873	\$ -	\$ 57,873	\$ 60,805	\$ 5,474	\$ 57,373	\$ 1,194	\$ 1,071	\$ 1,912	16%
2012	57	31	37%	\$ 54,744	\$ -	\$ 54,744	\$ 63,689	\$ 4,869	\$ 54,744	\$ 1,746	\$ 1,044	\$ 1,766	18%
2013	56	30	36%	\$ 49,121	\$ -	\$ 49,121	\$ 57,858	\$ 5,027	\$ 49,121	\$ 2,336	\$ 1,298	\$ 1,637	16%
2014	55	25	30%	\$ 61,268	\$ -	\$ 61,268	\$ 66,106	\$ 5,789	\$ 61,268	\$ 671	\$ 1,565	\$ 2,451	16%
Ashland, St. Matthew's Church													
2010	77	41	54%	\$ 62,267	\$ -	\$ 62,267	\$ 62,267	\$ 5,801	\$ 62,267	\$ -	\$ 1,147	\$ 1,519	0%
2011	35	49	59%	\$ 54,026	\$ 7,500	\$ 61,526	\$ 85,727	\$ 5,762	\$ 61,526	\$ 5,122	\$ 1,103	\$ 1,256	0%
2012	83	50	57%	\$ 55,360	\$ 9,100	\$ 64,460	\$ 64,460	\$ 4,729	\$ 64,460	\$ -	\$ 1,267	\$ 1,289	0%
2013	89	49	55%	\$ 64,713	\$ 8,500	\$ 73,213	\$ 73,213	\$ 5,581	\$ 73,213	\$ 605	\$ 1,409	\$ 1,494	0%
2014	90	49	54%	\$ 66,912	\$ 10,000	\$ 76,912	\$ 76,912	\$ 6,261	\$ 76,912	\$ 156	\$ 1,378	\$ 1,570	0%
Ashtabula, St. Peter's Church													
2010	227	91	40%	\$ 151,377	\$ -	\$ 151,377	\$ 161,536	\$ 21,825	\$ 151,377	\$ 14,359	\$ 1,444	\$ 1,663	0%
2011			0%	\$ 146,637	\$ -	\$ 146,637	\$ 210,412	\$ 21,971	\$ 146,137	\$ 1,116			0%
2012	240	94	41%	\$ 149,611	\$ -	\$ 149,611	\$ 149,611	\$ 20,189	\$ 149,182	\$ 1,589	\$ 1,507	\$ 1,587	1%
2013	231	90	39%	\$ 151,500	\$ -	\$ 151,500	\$ 151,500	\$ 21,209	\$ 151,500	\$ 1,967	\$ 1,438	\$ 1,683	6%
2014	95	79	48%	\$ 125,784	\$ -	\$ 125,784	\$ 237,430	\$ 29,038	\$ 125,784	\$ 33,879	\$ 1,425	\$ 1,592	0%
Barberton, St. Andrew's Church													
2010	107	52	34%	\$ 107,979	\$ -	\$ 107,979	\$ 107,979	\$ 12,614	\$ 107,979	\$ 2,550	\$ 1,208	\$ 2,077	40%
2011	103	46	31%	\$ 114,855	\$ -	\$ 114,855	\$ 114,855	\$ 10,458	\$ 114,854	\$ 2,306	\$ 1,353	\$ 2,497	39%
2012	103	37	25%	\$ 39,124	\$ -	\$ 39,124	\$ 83,543	\$ 3,707	\$ 39,124	\$ 30,902	\$ 956	\$ 1,057	0%
2013	112	44	28%	\$ 48,721	\$ -	\$ 48,721	\$ 79,111	\$ 4,477	\$ 48,721	\$ 34,697	\$ 1,317	\$ 1,107	0%
2014	110	50	32%	\$ 67,936	\$ -	\$ 67,936	\$ 110,262	\$ 6,199	\$ 67,936	\$ 26,552	\$ 1,226	\$ 1,359	0%
Bay Village, St. Barnabas Church													
2010													
2011													
2012	72	53	74%	\$ 18,254	\$ 167,876	\$ 186,130	\$ 485,100	\$ 1,595	\$ 186,130	\$ 2,309	\$ 344	\$ 3,512	0%
2013	34	55	62%	\$ 88,328	\$ 130,166	\$ 218,494	\$ 218,903	\$ 5,850	\$ 218,494	\$ 6,586	\$ 1,682	\$ 3,973	0%
2014	100	53	53%	\$ 100,464	\$ 24,000	\$ 124,464	\$ 167,800	\$ 4,615	\$ 124,464	\$ 7,547	\$ 1,331	\$ 2,348	0%
Bellevue, St. Paul's Church													
2010	62	23	28%	\$ 50,110	\$ 5,131	\$ 55,241	\$ 55,241	\$ 5,086	\$ 55,045	\$ 1,997	\$ 1,375	\$ 2,393	30%
2011	44	19	23%	\$ 46,065	\$ 4,500	\$ 50,565	\$ 50,565	\$ 4,258	\$ 50,170	\$ 1,094	\$ 1,544	\$ 2,641	32%
2012	45	20	26%	\$ 33,845	\$ 4,500	\$ 38,345	\$ 38,345	\$ 3,202	\$ 38,345	\$ 1,643	\$ 1,430	\$ 1,917	13%
2013	22	18	23%	\$ 45,370	\$ -	\$ 45,370	\$ 62,166	\$ 3,248	\$ 45,370	\$ 8,478	\$ 1,427	\$ 2,521	32%
2014	19	16	21%	\$ 38,304	\$ 1,600	\$ 39,904	\$ 39,924	\$ 3,786	\$ 39,904	\$ 6,200	\$ 1,534	\$ 2,494	27%
Berea, St. Thomas's Church													
2010	274	126	40%	\$ 252,678	\$ -	\$ 252,678	\$ 278,042	\$ 31,387	\$ 252,678	\$ 20,588	\$ 1,450	\$ 2,005	20%
2011	260	118	38%	\$ 250,886	\$ -	\$ 250,886	\$ 374,341	\$ 29,505	\$ 251,386	\$ 46,458	\$ 1,507	\$ 2,130	22%
2012	240	110	39%	\$ 223,937	\$ -	\$ 223,937	\$ 274,393	\$ 25,695	\$ 223,937	\$ 2,741	\$ 1,636	\$ 2,036	13%
2013	257	112	39%	\$ 242,884	\$ -	\$ 242,884	\$ 296,867	\$ 27,613	\$ 242,884	\$ 48,409	\$ 1,671	\$ 2,169	11%
2014	245	102	37%	\$ 221,759	\$ -	\$ 221,759	\$ 294,975	\$ 25,790	\$ 221,759	\$ 65,610	\$ 1,591	\$ 2,174	14%
Boardman, St. James's Church													
2010	109	80	64%	\$ 172,864	\$ 9,166	\$ 182,030	\$ 210,846	\$ 16,983	\$ 182,030	\$ 6,565	\$ 1,516	\$ 2,275	18%
2011	97	78	72%	\$ 191,996	\$ 16,377	\$ 208,373	\$ 226,850	\$ 23,248	\$ 208,873	\$ 6,602	\$ 1,705	\$ 2,678	20%
2012	95	70	65%	\$ 123,953	\$ 500	\$ 124,453	\$ 130,092	\$ 13,493	\$ 124,453	\$ 2,965	\$ 1,637	\$ 1,778	5%
2013	67	63	57%	\$ 99,431	\$ 20,000	\$ 119,431	\$ 417,300	\$ 12,649	\$ 119,431	\$ 1,762	\$ 1,578	\$ 1,896	0%
2014	88	63	64%	\$ 96,110	\$ -	\$ 96,110	\$ 119,722	\$ 5,966	\$ 96,110	\$ 540	\$ 1,526	\$ 1,526	0%
Bowling Green, St. John the Baptist's													
2010	39	20	51%	\$ 65,241	\$ 60,000	\$ 125,241	\$ 169,217	\$ 5,361	\$ 125,241	\$ 3,018	\$ 2,227	\$ 6,262	15%
2011	27	22	63%	\$ 41,732	\$ 32,599	\$ 74,331	\$ 81,357	\$ 4,051	\$ 74,831	\$ 7,582	\$ 1,533	\$ 3,401	3%
2012	27	26	84%	\$ 74,313	\$ 50,180	\$ 124,493	\$ 126,045	\$ 7,009	\$ 124,523	\$ 2,945	\$ 1,397	\$ 4,789	25%
2013	21	25	86%	\$ 43,443	\$ 33,405	\$ 76,848	\$ 77,616	\$ 4,807	\$ 76,848	\$ 3,278	\$ 1,530	\$ 3,074	0%
2014	22	18	82%	\$ 43,202	\$ -	\$ 43,202	\$ 44,760	\$ 2,663	\$ 43,202	\$ 910	\$ 2,029	\$ 2,400	0%
Brecksville, St. Matthew's Church													
2010	185	106	54%	\$ 115,830	\$ -	\$ 115,830	\$ 133,265	\$ 11,219	\$ 115,830	\$ 4,567	\$ 1,078	\$ 1,093	1%
2011	200	103	53%	\$ 117,725	\$ -	\$ 117,725	\$ 155,446	\$ 14,650	\$ 117,225	\$ 7,466	\$ 1,026	\$ 1,138	0%
2012	166	105	58%	\$ 136,577	\$ -	\$ 136,577	\$ 139,071	\$ 15,373	\$ 136,577	\$ 1,997	\$ 1,457	\$ 1,301	11%
2013	188	103	54%	\$ 151,892	\$ -	\$ 151,892	\$ 151,892	\$ 16,102	\$ 151,892	\$ 1,893	\$ 1,455	\$ 1,475	22%
2014	186	96	52%	\$ 169,982	\$ -	\$ 169,982	\$ 186,221	\$ 15,560	\$ 169,982	\$ 1,325	\$ 1,704	\$ 1,771	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 + ASA	Oper Exp ÷ ASA	From Inv. + Operating Exp
Brunswick, St. Patrick's Church													
2010	96	43	47%	\$ 46,438	\$ -	\$ 46,438	\$ 67,404	\$ 3,987	\$ 46,438	\$ 2,644	\$ 1,078	\$ 1,080	0%
2011	88	47	47%	\$ 73,022	\$ -	\$ 73,022	\$ 75,288	\$ 6,043	\$ 73,522	\$ 1,921	\$ 853	\$ 1,564	45%
2012	68	46	46%	\$ 60,191	\$ 7,341	\$ 67,532	\$ 74,359	\$ 5,719	\$ 67,532	\$ 1,472	\$ 877	\$ 1,468	0%
2013	62	42	42%	\$ 34,351	\$ 39,298	\$ 73,649	\$ 74,834	\$ 6,184	\$ 73,649	\$ 911	\$ 913	\$ 1,754	0%
2014	57	35	33%	\$ 46,245	\$ 56,657	\$ 102,902	\$ 104,059	\$ 1,925	\$ 102,902	\$ 963	\$ 1,119	\$ 2,940	0%
Canton, St. Mark's Church													
2010	255	130	37%	\$ 271,216	\$ -	\$ 271,216	\$ 305,370	\$ 36,149	\$ 271,216	\$ 17,593	\$ 1,532	\$ 2,086	27%
2011	255	120	34%	\$ 245,268	\$ -	\$ 245,268	\$ 255,107	\$ 27,864	\$ 245,268	\$ 4,106	\$ 1,732	\$ 2,044	15%
2012	258	112	33%	\$ 202,177	\$ -	\$ 202,177	\$ 209,540	\$ 26,158	\$ 202,177	\$ 7,363	\$ 1,633	\$ 1,805	1%
2013	197	107	31%	\$ 204,182	\$ -	\$ 204,182	\$ 226,282	\$ 19,494	\$ 204,182	\$ 3,829	\$ 1,671	\$ 1,908	9%
2014	201	107	32%	\$ 221,603	\$ -	\$ 221,603	\$ 235,376	\$ 23,728	\$ 221,603	\$ 2,680	\$ 1,827	\$ 2,071	9%
Canton, St. Paul's Church													
2010	134	84	38%	\$ 205,169	\$ 957	\$ 206,126	\$ 334,752	\$ 31,659	\$ 206,126	\$ 2,284	\$ 2,088	\$ 2,454	12%
2011	126	80	38%	\$ 237,727	\$ -	\$ 237,727	\$ 963,441	\$ 22,787	\$ 238,227	\$ 8,513	\$ 2,256	\$ 2,978	21%
2012	124	81	38%	\$ 256,541	\$ -	\$ 256,541	\$ 356,890	\$ 29,521	\$ 256,116	\$ 12,414	\$ 2,111	\$ 3,162	31%
2013	124	80	37%	\$ 278,341	\$ -	\$ 278,341	\$ 338,754	\$ 29,518	\$ 278,341	\$ 17,147	\$ 2,187	\$ 3,479	35%
2014	129	76	35%	\$ 296,858	\$ -	\$ 296,858	\$ 326,945	\$ 23,999	\$ 296,858	\$ 10,632	\$ 2,429	\$ 3,906	34%
Chagrin Falls, St. Martin's Church													
2010	442	178	39%	\$ 344,183	\$ -	\$ 344,183	\$ 394,135	\$ 45,286	\$ 344,183	\$ 12,719	\$ 1,732	\$ 1,934	7%
2011	443	197	43%	\$ 304,882	\$ -	\$ 304,882	\$ 393,014	\$ 38,611	\$ 304,382	\$ 3,323	\$ 1,515	\$ 1,545	0%
2012	448	192	41%	\$ 319,904	\$ -	\$ 319,904	\$ 427,380	\$ 39,853	\$ 319,904	\$ 2,790	\$ 1,603	\$ 1,666	0%
2013	448	190	39%	\$ 320,710	\$ -	\$ 320,710	\$ 354,982	\$ 40,176	\$ 320,710	\$ 3,548	\$ 1,585	\$ 1,688	1%
2014	339	156	56%	\$ 271,575	\$ -	\$ 271,575	\$ 306,121	\$ 35,567	\$ 271,575	\$ 3,092	\$ 1,628	\$ 1,741	1%
Chardon, St. Luke's Church													
2010	222	53	24%	\$ 112,087	\$ 2,000	\$ 114,087	\$ 122,706	\$ 11,884	\$ 114,087	\$ 2,463	\$ 1,779	\$ 2,153	9%
2011	0	59	26%	\$ 108,272	\$ 2,000	\$ 110,272	\$ 176,574	\$ 11,334	\$ 109,772	\$ 10,231	\$ 1,606	\$ 1,861	0%
2012	0	54	24%	\$ 113,897	\$ 2,500	\$ 116,397	\$ 125,263	\$ 11,082	\$ 116,397	\$ 8,181	\$ 2,056	\$ 2,156	0%
2013	223	49	22%	\$ 119,705	\$ 2,000	\$ 121,705	\$ 127,639	\$ 12,284	\$ 121,705	\$ 7,666	\$ 2,167	\$ 2,484	0%
2014	66	35	16%	\$ 117,826	\$ 2,000	\$ 119,826	\$ 128,223	\$ 12,035	\$ 119,826	\$ 2,658	\$ 2,840	\$ 3,424	0%
Cleveland, St. Andrew's Church													
2010	166	67	40%	\$ 221,800	\$ -	\$ 221,800	\$ 327,406	\$ 8,690	\$ 221,800	\$ 19,334	\$ 2,672	\$ 3,310	19%
2011	130	67	50%	\$ 247,260	\$ -	\$ 247,260	\$ 260,934	\$ 11,000	\$ 246,760	\$ 17,495	\$ 2,355	\$ 3,683	10%
2012	130	67	50%	\$ 226,498	\$ -	\$ 226,498	\$ 248,465	\$ 34,006	\$ 226,776	\$ 20,917	\$ 2,470	\$ 3,385	0%
2013	130	67	51%	\$ 225,009	\$ -	\$ 225,009	\$ 241,847	\$ 26,638	\$ 225,009	\$ 20,237	\$ 2,270	\$ 3,358	0%
2014	126	67	52%	\$ 226,203	\$ -	\$ 226,203	\$ 246,043	\$ 34,489	\$ 226,203	\$ 28,971	\$ 2,297	\$ 3,376	0%
Cleveland, St. Luke's Church													
2010	120	82	64%	\$ 81,783	\$ -	\$ 81,783	\$ 105,921	\$ 9,627	\$ 81,783	\$ 20,223	\$ 960	\$ 997	3%
2011	102	79	64%	\$ 80,575	\$ -	\$ 80,575	\$ 96,345	\$ 7,357	\$ 80,575	\$ 18,109	\$ 979	\$ 1,020	3%
2012	95	68	57%	\$ 74,932	\$ -	\$ 74,932	\$ 101,556	\$ 7,093	\$ 74,932	\$ 28,374	\$ 1,050	\$ 1,102	3%
2013	95	80	71%	\$ 77,093	\$ -	\$ 77,093	\$ 98,179	\$ 6,917	\$ 77,093	\$ 22,326	\$ 918	\$ 964	3%
2014	92	71	70%	\$ 77,637	\$ -	\$ 77,637	\$ 90,978	\$ 7,241	\$ 77,637	\$ 4,726	\$ 1,037	\$ 1,093	3%
Cleveland, Trinity Cathedral													
2010	865	375	41%	\$ 1,497,460	\$ -	\$ 1,497,460	\$ 1,577,423	\$ 248,400	\$ 1,497,459	\$ 401,608	\$ 1,426	\$ 3,993	62%
2011	886	388	42%	\$ 1,538,499	\$ -	\$ 1,538,499	\$ 2,181,557	\$ 224,639	\$ 1,538,999	\$ 608,800	\$ 1,528	\$ 3,966	58%
2012	908	386	40%	\$ 1,327,721	\$ -	\$ 1,327,721	\$ 2,195,588	\$ 218,253	\$ 1,327,721	\$ 836,588	\$ 1,681	\$ 3,440	47%
2013	908	376	36%	\$ 1,457,783	\$ -	\$ 1,457,783	\$ 2,049,078	\$ 194,090	\$ 1,457,783	\$ 716,482	\$ 1,765	\$ 3,877	0%
2014	910	371	36%	\$ 1,438,953	\$ -	\$ 1,438,953	\$ 1,930,076	\$ 222,611	\$ 1,438,953	\$ 955,686	\$ 1,858	\$ 3,879	48%
Cleveland Heights, St. Alban's Church													
2010													
2011			0%	\$ 28,388	\$ -	\$ 28,388	\$ 28,963	\$ 2,496	\$ 27,888	\$ 1,039			0%
2012	30	23	77%	\$ 27,291	\$ -	\$ 27,291	\$ 31,431	\$ 1,630	\$ 27,291	\$ 1,753	\$ 1,135	\$ 1,187	0%
2013	32	30	73%	\$ 24,034	\$ -	\$ 24,034	\$ 32,344	\$ 2,936	\$ 24,034	\$ 3,697	\$ 769	\$ 801	0%
2014	31	27	87%	\$ 31,613	\$ -	\$ 31,613	\$ 43,897	\$ 1,944	\$ 31,613	\$ 17,190	\$ 947	\$ 1,171	0%
Cleveland Heights, St. Paul's Church													
2010	2,022	441	22%	\$ 1,668,247	\$ -	\$ 1,668,247	\$ 3,069,352	\$ 258,120	\$ 1,668,247	\$ 374,206	\$ 3,407	\$ 3,783	9%
2011	1,800	446	25%	\$ 1,667,154	\$ -	\$ 1,667,154	\$ 3,084,060	\$ 253,214	\$ 1,667,154	\$ 400,638	\$ 3,412	\$ 3,738	9%
2012	1,725	426	25%	\$ 1,623,859	\$ -	\$ 1,623,859	\$ 3,197,220	\$ 247,439	\$ 1,623,859	\$ 394,734	\$ 3,661	\$ 3,812	4%
2013	1,643	411	25%	\$ 1,824,594	\$ -	\$ 1,824,594	\$ 3,244,090	\$ 243,000	\$ 1,824,594	\$ 426,682	\$ 3,735	\$ 4,439	16%
2014	1,505	390	26%	\$ 1,850,257	\$ -	\$ 1,850,257	\$ 2,875,833	\$ 255,000	\$ 1,850,257	\$ 741,076	\$ 4,067	\$ 4,744	14%
Coshocton, Trinity Church													
2010	81	30	37%	\$ 82,254	\$ -	\$ 82,254	\$ 83,583	\$ 8,279	\$ 82,254	\$ 1,329	\$ 1,545	\$ 2,742	36%
2011	67	34	41%	\$ 100,992	\$ -	\$ 100,992	\$ 117,445	\$ 10,106	\$ 100,492	\$ 1,049	\$ 993	\$ 2,956	34%
2012	72	27	32%	\$ 114,208	\$ -	\$ 114,208	\$ 114,208	\$ 11,639	\$ 114,208	\$ -	\$ 1,768	\$ 4,230	58%
2013	72	23	27%	\$ 117,501	\$ -	\$ 117,501	\$ 117,718	\$ 12,075	\$ 117,501	\$ 584	\$ 1,271	\$ 5,109	74%
2014	65	21	26%	\$ 128,516	\$ -	\$ 128,516	\$ 174,116	\$ 13,273	\$ 128,516	\$ -	\$ 1,255	\$ 6,120	81%
Cuyahoga Falls, St. John's Church													
2010	92	74	59%	\$ 202,728	\$ -	\$ 202,728	\$ 221,179	\$ 23,418	\$ 202,728	\$ 8,169	\$ 2,341	\$ 2,740	14%
2011	93	67	55%	\$ 232,400	\$ -	\$ 232,400	\$ 235,634	\$ 23,320	\$ 232,400	\$ 13,274	\$ 2,440	\$ 3,476	28%
2012	131	59	46%	\$ 202,163	\$ -	\$ 202,163	\$ 213,249	\$ 18,728	\$ 202,163	\$ 7,451	\$ 2,476	\$ 3,426	18%
2013	128	65	45%	\$ 183,031	\$ -	\$ 183,031	\$ 271,567	\$ 20,211	\$ 183,031	\$ 3,047	\$ 2,170	\$ 2,816	14%
2014	140	68	54%	\$ 198,138	\$ -	\$ 198,138	\$ 206,991	\$ 19,749	\$ 198,138	\$ 17,506	\$ 2,040	\$ 2,914	27%
Defiance, Grace Church													
2010	54	34	52%	\$ 90,047	\$ -	\$ 90,047	\$ 93,061	\$ 8,720	\$ 90,047	\$ 1,929	\$ 1,432	\$ 2,648	0%
2011	59	37	51%	\$ 82,292	\$ -	\$ 82,292	\$ 85,978	\$ 9,197	\$ 82,292	\$ 6,837	\$ 1,275	\$ 2,224	16%
2012	53	33	49%	\$ 49,542	\$ 5,000	\$ 54,542	\$ 66,595	\$ 4,560	\$ 54,542	\$ 3,761	\$ 1,232	\$ 1,653	0%
2013	52	31	50%	\$ 54,716	\$ 2,000	\$ 56,716	\$ 59,506	\$ 4,932	\$ 56,716	\$ 6,732	\$ 1,595	\$ 1,830	0%
2014	37	26	51%	\$ 52,807	\$ 1,500	\$ 54,307	\$ 58,478	\$ 5,223	\$ 54,307	\$ 475	\$ 1,893	\$ 2,089	0%
East Liverpool, St. Stephen's Church													
2010	75	51	43%	\$ 93,673	\$ -	\$ 93,673	\$ 134,899	\$ 9,949	\$ 93,673	\$ 4,662	\$ 1,009	\$ 1,837	41%
2011	108	43	40%	\$ 82,706	\$ -	\$ 82,706	\$ 101,935	\$ 9,170	\$ 82,706	\$ 5,449	\$ 1,183	\$ 1,923	23%
2012	105	40	38%	\$ 68,805	\$ -	\$ 68,805	\$ 98,175	\$ 4,042	\$ 68,805	\$ 8,452	\$ 1,275	\$ 1,720	22%
2013	109	38	35%	\$ 77,274	\$ 2,000	\$ 79,274	\$ 114,681	\$ 7,483	\$ 79,274	\$ 9,121	\$ 1,269	\$ 2,086	33%
2014	110	37	34%	\$ 90,376	\$ 1,500	\$ 91,876	\$ 132,391	\$ 8,212	\$ 91,876	\$ 15,182	\$ 1,393	\$ 2,483	39%

Comm in	Avg Sunday	ASA ÷	Normal Operating	Asst.	Operating	Total	To	Total Operating	Outreach	Pledge & Plate	Oper Exp	From Inv. ÷	
Year	Good Stg	Att (ASA)	Mbrs	Income (NOI)	From Diocese	Revenue	Revenue	Diocese	Expenses	Lines 13+16+18	÷ ASA	÷ ASA	Operating Exp
Elyria, St. Andrew's Church													
2010	191	82	32%	\$ 218,031	\$ -	\$ 218,031	\$ 277,012	\$ 22,542	\$ 218,348	\$ 42,109	\$ 1,915	\$ 2,663	28%
2011	198	79	29%	\$ 215,758	\$ -	\$ 215,758	\$ 251,349	\$ 25,509	\$ 216,258	\$ 17,199	\$ 2,357	\$ 2,737	14%
2012	261	78	28%	\$ 196,163	\$ -	\$ 196,163	\$ 261,245	\$ 21,542	\$ 195,797	\$ 24,599	\$ 2,349	\$ 2,510	7%
2013	201	59	22%	\$ 146,664	\$ -	\$ 146,664	\$ 175,688	\$ 15,022	\$ 146,664	\$ 34,736	\$ 2,259	\$ 2,486	9%
2014	165	71	25%	\$ 232,491	\$ 1,000	\$ 233,491	\$ 266,977	\$ 22,330	\$ 233,491	\$ 35,530	\$ 2,410	\$ 3,289	26%
Euclid, Church of the Epiphany													
2010	206	118	35%	\$ 177,669	\$ -	\$ 177,669	\$ 184,032	\$ 21,756	\$ 177,668	\$ 1,709	\$ 1,097	\$ 1,506	2%
2011	188	74	23%	\$ 168,083	\$ -	\$ 168,083	\$ 192,954	\$ 16,544	\$ 168,583	\$ 10,726	\$ 1,719	\$ 2,278	12%
2012	184	61	20%	\$ 117,644	\$ -	\$ 117,644	\$ 118,389	\$ 11,591	\$ 117,644	\$ 3,455	\$ 1,957	\$ 1,929	3%
2013	184	68	22%	\$ 144,501	\$ -	\$ 144,501	\$ 146,946	\$ 15,188	\$ 144,501	\$ 1,128	\$ 1,870	\$ 2,125	2%
2014	184	69	23%	\$ 148,915	\$ -	\$ 148,915	\$ 152,422	\$ 15,297	\$ 148,915	\$ 4,360	\$ 1,663	\$ 2,158	2%
Findlay, Trinity Church													
2010	225	86	36%	\$ 149,500	\$ -	\$ 149,500	\$ 155,804	\$ 16,773	\$ 149,500	\$ 6,156	\$ 1,681	\$ 1,738	1%
2011	240	81	32%	\$ 136,904	\$ -	\$ 136,904	\$ 149,976	\$ 13,583	\$ 136,904	\$ 11,059	\$ 1,619	\$ 1,690	2%
2012	239	83	32%	\$ 136,761	\$ -	\$ 136,761	\$ 144,368	\$ 14,418	\$ 136,761	\$ 8,978	\$ 1,505	\$ 1,648	6%
2013	165	74	29%	\$ 132,853	\$ -	\$ 132,853	\$ 139,312	\$ 13,843	\$ 132,853	\$ 5,804	\$ 1,606	\$ 1,795	7%
2014	161	60	24%	\$ 136,753	\$ -	\$ 136,753	\$ 139,731	\$ 14,115	\$ 136,753	\$ 6,198	\$ 2,160	\$ 2,279	2%
Fremont, St. Paul's Church													
2010	70	47	26%	\$ 181,114	\$ -	\$ 181,114	\$ 186,068	\$ 19,493	\$ 181,114	\$ 8,652	\$ 1,963	\$ 3,853	0%
2011	64	41	23%	\$ 169,853	\$ -	\$ 169,853	\$ 253,623	\$ 18,795	\$ 169,853	\$ 6,453	\$ 1,833	\$ 4,143	0%
2012	62	35	20%	\$ 165,030	\$ -	\$ 165,030	\$ 213,756	\$ 18,525	\$ 165,030	\$ 8,090	\$ 2,185	\$ 4,715	46%
2013	57	33	19%	\$ 155,678	\$ -	\$ 155,678	\$ 162,109	\$ 14,450	\$ 155,678	\$ 6,523	\$ 2,406	\$ 4,718	44%
2014	51	30	18%	\$ 156,255	\$ -	\$ 156,255	\$ 166,079	\$ 16,464	\$ 156,255	\$ 9,526	\$ 1,951	\$ 5,209	58%
Gambier, Harcourt Parish													
2010	97	73	74%	\$ 166,727	\$ -	\$ 166,727	\$ 242,068	\$ 18,975	\$ 167,057	\$ 22,622	\$ 1,695	\$ 2,288	13%
2011	95	72	76%	\$ 144,165	\$ -	\$ 144,165	\$ 180,892	\$ 15,914	\$ 144,253	\$ 71,596	\$ 1,363	\$ 2,004	10%
2012	90	56	62%	\$ 160,896	\$ -	\$ 160,896	\$ 218,432	\$ 15,915	\$ 160,496	\$ 40,211	\$ 2,224	\$ 2,866	5%
2013	120	57	46%	\$ 178,710	\$ -	\$ 178,710	\$ 222,967	\$ 19,863	\$ 178,710	\$ 35,054	\$ 2,254	\$ 3,135	9%
2014	122	49	40%	\$ 143,980	\$ -	\$ 143,980	\$ 227,223	\$ 15,734	\$ 143,980	\$ 22,786	\$ 2,685	\$ 2,938	0%
Gates Mills, St. Christopher's by the River													
2010	120	80	33%	\$ 335,270	\$ -	\$ 335,270	\$ 336,521	\$ 42,146	\$ 335,270	\$ 1,501	\$ 2,567	\$ 4,191	38%
2011	120	89	35%	\$ 342,568	\$ -	\$ 342,568	\$ 343,580	\$ 43,661	\$ 342,567	\$ 1,260	\$ 2,395	\$ 3,849	37%
2012	125	73	28%	\$ 348,967	\$ -	\$ 348,967	\$ 349,990	\$ 44,022	\$ 348,967	\$ 1,023	\$ 2,942	\$ 4,780	38%
2013	120	82	33%	\$ 341,203	\$ -	\$ 341,203	\$ 342,298	\$ 43,133	\$ 341,203	\$ 1,095	\$ 2,682	\$ 4,161	35%
2014	126	81	33%	\$ 281,197	\$ -	\$ 281,197	\$ 402,940	\$ 33,561	\$ 281,197	\$ 2,980	\$ 2,303	\$ 3,472	33%
Geneva, Christ Church													
2010	81	43	47%	\$ 52,070	\$ -	\$ 52,070	\$ 63,725	\$ 4,620	\$ 52,041	\$ 6,817	\$ 1,151	\$ 1,210	4%
2011	85	42	44%	\$ 48,817	\$ -	\$ 48,817	\$ 58,350	\$ 4,405	\$ 48,787	\$ 6,751	\$ 1,145	\$ 1,162	0%
2012	85	39	41%	\$ 53,815	\$ -	\$ 53,815	\$ 69,604	\$ 4,930	\$ 53,900	\$ 9,613	\$ 1,368	\$ 1,382	0%
2013	80	40	42%	\$ 55,553	\$ -	\$ 55,553	\$ 73,610	\$ 5,020	\$ 55,553	\$ 7,974	\$ 1,378	\$ 1,389	0%
2014	80	41	43%	\$ 55,502	\$ -	\$ 55,502	\$ 116,611	\$ 5,093	\$ 55,502	\$ 10,297	\$ 1,335	\$ 1,354	0%
Hudson, Christ Church													
2010	754	255	31%	\$ 648,177	\$ 6,600	\$ 654,777	\$ 777,572	\$ 96,488	\$ 654,777	\$ 28,867	\$ 2,236	\$ 2,568	5%
2011	669	195	24%	\$ 631,418	\$ -	\$ 631,418	\$ 766,919	\$ 96,643	\$ 631,918	\$ 33,560	\$ 2,621	\$ 3,241	10%
2012	418	139	30%	\$ 395,921	\$ 4,680	\$ 400,601	\$ 448,239	\$ 6,735	\$ 400,601	\$ 1,688	\$ 2,691	\$ 2,882	0%
2013	258	115	37%	\$ 445,257	\$ -	\$ 445,257	\$ 639,978	\$ 80,381	\$ 445,257	\$ 1,658	\$ 2,759	\$ 3,872	13%
2014	257	116	35%	\$ 448,201	\$ -	\$ 448,201	\$ 458,355	\$ 64,491	\$ 448,201	\$ 73,875	\$ 3,117	\$ 3,864	11%
Huron, Christ Church													
2010	253	49	18%	\$ 141,698	\$ -	\$ 141,698	\$ 143,182	\$ 4,128	\$ 140,923	\$ 1,411	\$ 1,860	\$ 2,876	0%
2011	75	31	12%	\$ 200,103	\$ -	\$ 200,103	\$ 212,842	\$ 38,638	\$ 199,603	\$ 4,905	\$ 3,224	\$ 6,439	0%
2012	287	54	19%	\$ 128,627	\$ -	\$ 128,627	\$ 131,976	\$ 13,604	\$ 128,127	\$ 8,559	\$ 1,919	\$ 2,373	4%
2013	246	53	20%	\$ 128,441	\$ -	\$ 128,441	\$ 129,441	\$ 11,197	\$ 128,441	\$ 2,980	\$ 1,647	\$ 2,423	1%
2014	240	39	15%	\$ 109,610	\$ -	\$ 109,610	\$ 191,591	\$ 13,044	\$ 109,610	\$ 3,342	\$ 2,287	\$ 2,811	3%
Kent, Christ Church													
2010	149	65	33%	\$ 152,095	\$ -	\$ 152,095	\$ 178,341	\$ 17,095	\$ 152,095	\$ 23,608	\$ 2,282	\$ 2,340	2%
2011	129	65	34%	\$ 146,119	\$ -	\$ 146,119	\$ 170,161	\$ 15,672	\$ 146,119	\$ 23,371	\$ 2,066	\$ 2,248	7%
2012	134	66	38%	\$ 153,428	\$ -	\$ 153,428	\$ 170,655	\$ 15,924	\$ 153,428	\$ 12,493	\$ 1,853	\$ 2,325	19%
2013	150	73	38%	\$ 160,249	\$ -	\$ 160,249	\$ 166,370	\$ 16,837	\$ 160,249	\$ 7,038	\$ 1,921	\$ 2,195	11%
2014	157	71	36%	\$ 168,455	\$ -	\$ 168,455	\$ 176,182	\$ 17,963	\$ 168,455	\$ 12,464	\$ 1,848	\$ 2,373	20%
Kirtland Hills, St. Hubert's Church													
2010	241	87	34%	\$ 255,906	\$ -	\$ 255,906	\$ 304,254	\$ 31,506	\$ 255,905	\$ 12,744	\$ 2,106	\$ 2,941	26%
2011	267	101	38%	\$ 255,854	\$ -	\$ 255,854	\$ 335,362	\$ 29,433	\$ 255,354	\$ 20,015	\$ 1,793	\$ 2,528	24%
2012	285	104	36%	\$ 261,082	\$ -	\$ 261,082	\$ 312,249	\$ 29,981	\$ 261,082	\$ 13,974	\$ 1,812	\$ 2,510	24%
2013	266	96	33%	\$ 267,162	\$ -	\$ 267,162	\$ 309,508	\$ 30,755	\$ 267,162	\$ 14,707	\$ 2,004	\$ 2,783	24%
2014	269	97	32%	\$ 277,130	\$ -	\$ 277,130	\$ 294,001	\$ 32,664	\$ 277,130	\$ 7,279	\$ 2,083	\$ 2,857	23%
Lakewood, Church of the Ascension													
2010	108	64	63%	\$ 155,595	\$ -	\$ 155,595	\$ 166,078	\$ 19,039	\$ 155,595	\$ 3,054	\$ 1,988	\$ 2,431	0%
2011	114	65	56%	\$ 170,007	\$ -	\$ 170,007	\$ 175,122	\$ 17,668	\$ 170,007	\$ 2,159	\$ 1,472	\$ 2,615	0%
2012	110	49	45%	\$ 99,679	\$ 35,000	\$ 134,679	\$ 137,316	\$ 11,081	\$ 134,679	\$ 1,909	\$ 1,713	\$ 2,749	0%
2013	77	40	38%	\$ 77,318	\$ 25,000	\$ 102,318	\$ 122,243	\$ 7,515	\$ 102,318	\$ 5,098	\$ 1,801	\$ 2,558	0%
2014	92	55	42%	\$ 96,757	\$ -	\$ 96,757	\$ 155,989	\$ 9,802	\$ 96,757	\$ 17,548	\$ 1,520	\$ 1,759	0%
Lakewood, St. Peter's Church													
2010	521	183	34%	\$ 446,471	\$ -	\$ 446,471	\$ 772,582	\$ 53,507	\$ 446,471	\$ 87,079	\$ 2,396	\$ 2,440	0%
2011	564	186	33%	\$ 468,844	\$ -	\$ 468,844	\$ 1,775,200	\$ 57,956	\$ 468,844	\$ 125,346	\$ 2,481	\$ 2,521	0%
2012	591	181	31%	\$ 468,617	\$ -	\$ 468,617	\$ 638,035	\$ 56,664	\$ 468,617	\$ 75,015	\$ 2,557	\$ 2,589	0%
2013	609	179	29%	\$ 481,310	\$ -	\$ 481,310	\$ 706,373	\$ 64,568	\$ 481,310	\$ 201,749	\$ 2,569	\$ 2,689	0%
2014	485	167	27%	\$ 468,617	\$ -	\$ 468,617	\$ 620,225	\$ 60,666	\$ 468,617	\$ 75,215	\$ 2,668	\$ 2,806	0%
Lisbon, Holy Trinity Church													
2010	30	16	36%	\$ 20,679	\$ -	\$ 20,679	\$ 25,465	\$ 1,789	\$ 20,679	\$ 1,252	\$ 797	\$ 1,292	37%
2011	30	16	36%	\$ 21,393	\$ -	\$ 21,393	\$ 26,748	\$ 1,992	\$ 21,393	\$ 898	\$ 917	\$ 1,337	29%
2012	43	14	33%	\$ 22,429	\$ -	\$ 22,429	\$ 26,438	\$ 2,012	\$ 22,429	\$ 1,042	\$ 1,017	\$ 1,602	35%
2013	43	14	33%	\$ 22,645	\$ -	\$ 22,645	\$ 25,562	\$ 2,029	\$ 22,645	\$ 1,320	\$ 906	\$ 1,618	42%
2014	45	16	36%	\$ 24,079	\$ -	\$ 24,079	\$ 26,024	\$ 2,122	\$ 24,079	\$ 1,000	\$ 833	\$ 1,505	43%

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 ÷ ASA	Oper Exp ÷ ASA	From Inv. ÷ Operating Exp
Lorain, Church of the Redeemer													
2010	143	56	29%	\$ 85,108	\$ -	\$ 85,108	\$ 172,235	\$ 9,915	\$ 85,108	\$ 13,677	\$ 1,430	\$ 1,520	1%
2011	144	52	27%	\$ 95,618	\$ -	\$ 95,618	\$ 356,376	\$ 10,025	\$ 95,618	\$ 3,453	\$ 1,610	\$ 1,839	9%
2012	109	48	31%	\$ 118,330	\$ -	\$ 118,330	\$ 167,277	\$ 11,566	\$ 118,330	\$ 13,658	\$ 2,054	\$ 2,465	10%
2013	129	49	30%	\$ 121,559	\$ -	\$ 121,559	\$ 132,385	\$ 12,441	\$ 121,559	\$ 16,631	\$ 1,952	\$ 2,481	10%
2014	135	55	35%	\$ 141,210	\$ -	\$ 141,210	\$ 149,458	\$ 14,704	\$ 141,210	\$ 6,874	\$ 1,936	\$ 2,567	9%
Lyndhurst, Church of the Good Shepherd													
2010	122	90	32%	\$ 199,160	\$ -	\$ 199,160	\$ 226,290	\$ 22,120	\$ 199,135	\$ 6,114	\$ 2,125	\$ 2,213	4%
2011	115	72	25%	\$ 206,789	\$ -	\$ 206,789	\$ 262,718	\$ 20,329	\$ 206,789	\$ 11,056	\$ 2,326	\$ 2,872	0%
2012	136	76	27%	\$ 222,506	\$ -	\$ 222,506	\$ 241,083	\$ 24,776	\$ 222,506	\$ 8,739	\$ 2,272	\$ 2,928	0%
2013	136	75	26%	\$ 226,894	\$ -	\$ 226,894	\$ 238,517	\$ 24,563	\$ 226,894	\$ 6,629	\$ 2,480	\$ 3,025	0%
2014													
Macedonia, St. Timothy's Church													
2010	195	66	22%	\$ 125,434	\$ -	\$ 125,434	\$ 357,564	\$ 13,415	\$ 125,434	\$ 9,620	\$ 1,901	\$ 1,901	0%
2011	195	62	21%	\$ 125,387	\$ -	\$ 125,387	\$ 151,564	\$ 12,730	\$ 125,387	\$ 11,364	\$ 1,822	\$ 2,022	0%
2012	195	60	20%	\$ 122,346	\$ -	\$ 122,346	\$ 160,417	\$ 13,118	\$ 122,346	\$ 9,955	\$ 1,851	\$ 2,039	3%
2013	180	58	19%	\$ 140,691	\$ -	\$ 140,691	\$ 183,683	\$ 12,981	\$ 140,691	\$ 9,808	\$ 2,017	\$ 2,426	1%
2014	177	53	18%	\$ 143,467	\$ -	\$ 143,467	\$ 158,998	\$ 16,332	\$ 143,467	\$ 5,490	\$ 2,699	\$ 2,707	0%
Mansfield, Grace Church													
2010	247	83	24%	\$ 268,561	\$ -	\$ 268,561	\$ 670,078	\$ 32,229	\$ 268,561	\$ 48,541	\$ 1,522	\$ 3,236	52%
2011	249	82	24%	\$ 270,971	\$ -	\$ 270,971	\$ 448,050	\$ 31,752	\$ 270,971	\$ 44,910	\$ 1,358	\$ 3,305	58%
2012	326	77	24%	\$ 256,793	\$ -	\$ 256,793	\$ 361,922	\$ 30,020	\$ 256,793	\$ 5,846	\$ 1,470	\$ 3,335	55%
2013	319	79	25%	\$ 256,911	\$ -	\$ 256,911	\$ 256,911	\$ 30,580	\$ 256,911	\$ 6,329	\$ 1,509	\$ 3,252	43%
2014	296	76	23%	\$ 263,435	\$ -	\$ 263,435	\$ 341,077	\$ 30,620	\$ 263,435	\$ 98,854	\$ 1,620	\$ 3,466	46%
Marion, St. Paul's Church													
2010	28	22	21%	\$ 77,136	\$ -	\$ 77,136	\$ 77,136	\$ 1,600	\$ 77,136	\$ -	\$ 1,195	\$ 3,506	41%
2011	25	22	22%	\$ 73,831	\$ -	\$ 73,831	\$ 87,816	\$ 5,011	\$ 73,961	\$ 500	\$ 1,021	\$ 3,362	42%
2012	26	21	21%	\$ 73,676	\$ -	\$ 73,676	\$ 83,676	\$ 8,284	\$ 73,676	\$ 500	\$ 1,097	\$ 3,508	43%
2013	23	26	104%	\$ 78,556	\$ -	\$ 78,556	\$ 78,556	\$ 7,198	\$ 78,556	\$ -	\$ 1,730	\$ 3,021	19%
2014	25	25	100%	\$ 74,600	\$ -	\$ 74,600	\$ 74,600	\$ 7,633	\$ 74,600	\$ -	\$ 1,002	\$ 2,984	47%
Massillon, St. Timothy's Church													
2010	308	110	25%	\$ 216,953	\$ -	\$ 216,953	\$ 241,981	\$ 18,119	\$ 217,282	\$ 19,048	\$ 1,383	\$ 1,975	29%
2011	307	109	25%	\$ 211,709	\$ -	\$ 211,709	\$ 236,985	\$ 15,136	\$ 211,410	\$ 19,568	\$ 1,470	\$ 1,940	24%
2012	311	111	25%	\$ 201,619	\$ -	\$ 201,619	\$ 244,460	\$ 18,215	\$ 201,619	\$ 14,748	\$ 1,533	\$ 1,816	16%
2013	237	103	23%	\$ 211,566	\$ -	\$ 211,566	\$ 261,539	\$ 18,927	\$ 211,566	\$ 13,612	\$ 1,782	\$ 2,054	13%
2014	242	101	23%	\$ 220,025	\$ -	\$ 220,025	\$ 294,083	\$ 24,072	\$ 220,025	\$ 25,201	\$ 1,862	\$ 2,178	15%
Maumee, St. Paul's Church													
2010	590	186	32%	\$ 374,900	\$ -	\$ 374,900	\$ 702,441	\$ 50,513	\$ 374,900	\$ 315,415	\$ 1,552	\$ 2,016	16%
2011	548	186	34%	\$ 397,047	\$ -	\$ 397,047	\$ 784,984	\$ 57,107	\$ 396,547	\$ 337,838	\$ 1,529	\$ 2,132	22%
2012	536	184	34%	\$ 354,522	\$ -	\$ 354,522	\$ 676,759	\$ 45,830	\$ 354,522	\$ 313,465	\$ 1,330	\$ 1,927	22%
2013	523	189	36%	\$ 410,739	\$ -	\$ 410,739	\$ 640,510	\$ 52,166	\$ 410,739	\$ 222,680	\$ 1,645	\$ 2,173	19%
2014	546	165	30%	\$ 463,122	\$ -	\$ 463,122	\$ 698,038	\$ 42,173	\$ 463,122	\$ 402,968	\$ 1,940	\$ 2,807	25%
Mayfield Village, St. Bartholomew Church													
2010	107	69	64%	\$ 106,368	\$ -	\$ 106,368	\$ 119,777	\$ 9,059	\$ 106,793	\$ 6,273	\$ 1,542	\$ 1,548	0%
2011	92	65	62%	\$ 144,084	\$ -	\$ 144,084	\$ 152,748	\$ 15,682	\$ 144,028	\$ 6,083	\$ 1,571	\$ 2,216	0%
2012	108	61	56%	\$ 106,374	\$ -	\$ 106,374	\$ 114,317	\$ 10,480	\$ 106,374	\$ 12,852	\$ 1,676	\$ 1,744	8%
2013	107	66	62%	\$ 119,066	\$ -	\$ 119,066	\$ 129,308	\$ 12,769	\$ 119,066	\$ 11,834	\$ 1,674	\$ 1,804	1%
2014	75	64	59%	\$ 126,928	\$ -	\$ 126,928	\$ 236,810	\$ 12,728	\$ 126,928	\$ 19,318	\$ 1,772	\$ 1,983	0%
Medina, St. Paul's Church													
2010	402	122	25%	\$ 269,218	\$ 4,000	\$ 273,218	\$ 303,788	\$ 20,873	\$ 273,218	\$ 31,133	\$ 2,079	\$ 2,239	2%
2011	410	116	23%	\$ 285,122	\$ 4,743	\$ 289,865	\$ 327,414	\$ 30,182	\$ 290,365	\$ 29,531	\$ 2,042	\$ 2,503	13%
2012	422	117	23%	\$ 264,369	\$ 6,922	\$ 271,291	\$ 350,648	\$ 27,639	\$ 271,291	\$ 37,040	\$ 2,095	\$ 2,319	7%
2013	440	109	20%	\$ 269,813	\$ 4,100	\$ 273,913	\$ 368,555	\$ 28,604	\$ 273,913	\$ 25,069	\$ 1,986	\$ 2,513	5%
2014	443	101	19%	\$ 302,747	\$ 1,800	\$ 304,547	\$ 382,172	\$ 32,399	\$ 304,547	\$ 33,162	\$ 2,488	\$ 3,014	8%
Mentor, St. Andrew Episcopal Church													
2010	225	138	59%	\$ 199,077	\$ -	\$ 199,077	\$ 231,932	\$ 23,232	\$ 199,077	\$ 32,855	\$ 1,359	\$ 1,443	3%
2011	218	140	57%	\$ 206,302	\$ -	\$ 206,302	\$ 352,329	\$ 22,753	\$ 206,348	\$ 19,191	\$ 1,333	\$ 1,474	8%
2012	241	130	52%	\$ 200,435	\$ -	\$ 200,435	\$ 357,277	\$ 25,018	\$ 200,435	\$ 22,384	\$ 1,533	\$ 1,542	0%
2013	249	136	53%	\$ 178,199	\$ -	\$ 178,199	\$ 325,505	\$ 18,602	\$ 178,199	\$ 31,006	\$ 1,248	\$ 1,310	0%
2014	241	125	49%	\$ 170,064	\$ -	\$ 170,064	\$ 240,872	\$ 15,555	\$ 168,612	\$ 21,903	\$ 1,259	\$ 1,349	8%
Mount Vernon, St. Paul's Church													
2010	114	74	42%	\$ 176,201	\$ 2,619	\$ 178,820	\$ 214,704	\$ 16,900	\$ 178,820	\$ 24,464	\$ 1,435	\$ 2,416	27%
2011	91	73	76%	\$ 171,406	\$ 4,928	\$ 176,334	\$ 240,158	\$ 20,040	\$ 176,513	\$ 38,169	\$ 1,554	\$ 2,418	21%
2012	95	69	73%	\$ 150,288	\$ -	\$ 150,288	\$ 184,185	\$ 14,994	\$ 150,288	\$ 13,862	\$ 1,797	\$ 2,178	28%
2013	99	63	64%	\$ 171,656	\$ -	\$ 171,656	\$ 226,129	\$ 18,032	\$ 171,656	\$ 9,696	\$ 2,036	\$ 2,725	17%
2014	97	53	55%	\$ 168,598	\$ -	\$ 168,598	\$ 215,637	\$ 18,882	\$ 168,598	\$ 12,769	\$ 2,228	\$ 3,181	18%
Napoleon, St. John the Evangelist													
2010													
2011	26	12	46%	\$ 14,642	\$ -	\$ 14,642	\$ 16,862	\$ 813	\$ 14,642	\$ 1,300	\$ 1,420	\$ 1,220	0%
2012													
2013													
2014													
New Philadelphia, Trinity Church													
2010	76	18	23%	\$ 66,473	\$ -	\$ 66,473	\$ 72,535	\$ 6,420	\$ 66,473	\$ 7,544	\$ 3,323	\$ 3,693	8%
2011	96	40	42%	\$ 69,471	\$ -	\$ 69,471	\$ 81,608	\$ 7,189	\$ 69,971	\$ 2,284	\$ 1,407	\$ 1,749	15%
2012	66	25	38%	\$ 65,726	\$ 5,000	\$ 70,726	\$ 70,726	\$ 6,531	\$ 70,226	\$ 1,921	\$ 2,369	\$ 2,809	6%
2013	66	26	39%	\$ 61,151	\$ -	\$ 61,151	\$ 62,467	\$ 5,029	\$ 61,151	\$ 1,309	\$ 2,307	\$ 2,352	6%
2014	62	29	47%	\$ 51,262	\$ -	\$ 51,262	\$ 51,262	\$ 4,667	\$ 51,262	\$ 861	\$ 1,768	\$ 1,768	8%
Niles, St. Luke's Church													
2010	130	75	58%	\$ 91,130	\$ -	\$ 91,130	\$ 104,320	\$ 8,741	\$ 91,130	\$ 4,763	\$ 794	\$ 1,215	22%
2011	144	71	51%	\$ 86,765	\$ -	\$ 86,765	\$ 108,001	\$ 9,875	\$ 86,765	\$ 3,857	\$ 833	\$ 1,222	20%
2012	144	56	39%	\$ 88,698	\$ -	\$ 88,698	\$ 113,950	\$ 8,547	\$ 88,698	\$ 3,620	\$ 966	\$ 1,584	29%
2013	118	55	47%	\$ 87,284	\$ -	\$ 87,284	\$ 95,066	\$ 8,736	\$ 87,284	\$ 2,297	\$ 925	\$ 1,587	29%
2014	118	60	51%	\$ 90,603	\$ -	\$ 90,603	\$ 101,043	\$ 8,297	\$ 90,603	\$ 4,332	\$ 846	\$ 1,510	34%

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 ÷ ASA	Oper Exp ÷ ASA	From Inv. ÷ Operating Exp
Norwalk, St. Paul's Church													
2010	54	31	47%	\$ 85,078	\$ 6,000	\$ 91,078	\$ 93,185	\$ 8,594	\$ 91,078	\$ 2,363	\$ 2,318	\$ 2,938	6%
2011	54	37	56%	\$ 82,943	\$ 5,000	\$ 87,943	\$ 88,588	\$ 7,489	\$ 88,443	\$ 2,030	\$ 1,922	\$ 2,390	6%
2012	56	37	54%	\$ 76,641	\$ 7,000	\$ 83,641	\$ 90,032	\$ 7,993	\$ 83,641	\$ 2,350	\$ 1,834	\$ 2,261	7%
2013	53	39	60%	\$ 89,066	\$ 6,500	\$ 95,566	\$ 98,315	\$ 7,240	\$ 95,566	\$ 1,446	\$ 1,964	\$ 2,450	5%
2014	56	34	54%	\$ 93,472	\$ 5,500	\$ 98,972	\$ 99,989	\$ 10,378	\$ 98,972	\$ 5,640	\$ 2,164	\$ 2,911	15%
Oberlin, Christ Church													
2010	124	78	59%	\$ 212,743	\$ -	\$ 212,743	\$ 319,085	\$ 23,706	\$ 212,743	\$ 45,067	\$ 2,418	\$ 2,727	1%
2011	111	76	64%	\$ 213,280	\$ -	\$ 213,280	\$ 333,684	\$ 23,492	\$ 213,280	\$ 37,116	\$ 2,477	\$ 2,806	1%
2012	94	55	54%	\$ 230,315	\$ -	\$ 230,315	\$ 372,580	\$ 24,253	\$ 230,315	\$ 84,304	\$ 3,478	\$ 4,188	3%
2013	82	60	67%	\$ 233,547	\$ -	\$ 233,547	\$ 318,068	\$ 28,070	\$ 233,547	\$ 55,992	\$ 3,043	\$ 3,892	3%
2014	90	66	69%	\$ 237,849	\$ -	\$ 237,849	\$ 325,638	\$ 27,407	\$ 237,849	\$ 86,284	\$ 2,921	\$ 3,604	3%
Oregon, St. Paul's Church													
2010	90	52	32%	\$ 71,743	\$ -	\$ 71,743	\$ 96,301	\$ 6,304	\$ 71,743	\$ 8,758	\$ 1,188	\$ 1,380	1%
2011	76	60	39%	\$ 83,590	\$ -	\$ 83,590	\$ 89,032	\$ 7,734	\$ 73,482	\$ 6,074	\$ 1,067	\$ 1,225	0%
2012	91	45	29%	\$ 75,294	\$ -	\$ 75,294	\$ 80,708	\$ 7,168	\$ 75,294	\$ 5,534	\$ 1,451	\$ 1,673	0%
2013	87	42	29%	\$ 76,770	\$ -	\$ 76,770	\$ 101,770	\$ 7,301	\$ 76,770	\$ 3,257	\$ 1,397	\$ 1,828	0%
2014	86	41	28%	\$ 85,084	\$ -	\$ 85,084	\$ 87,100	\$ 8,564	\$ 85,084	\$ 1,080	\$ 1,461	\$ 2,075	0%
Painesville, St. James's Church													
2010	208	115	55%	\$ 224,928	\$ -	\$ 224,928	\$ 285,071	\$ 26,081	\$ 224,928	\$ 23,219	\$ 1,740	\$ 1,956	4%
2011	216	110	51%	\$ 233,187	\$ -	\$ 233,187	\$ 256,194	\$ 26,326	\$ 233,187	\$ 23,935	\$ 1,887	\$ 2,120	4%
2012	209	108	51%	\$ 227,611	\$ -	\$ 227,611	\$ 268,766	\$ 25,437	\$ 227,611	\$ 27,453	\$ 1,916	\$ 2,108	1%
2013	198	99	46%	\$ 231,241	\$ -	\$ 231,241	\$ 269,317	\$ 26,723	\$ 231,241	\$ 22,350	\$ 2,027	\$ 2,336	2%
2014	207	98	47%	\$ 225,854	\$ -	\$ 225,854	\$ 266,200	\$ 25,888	\$ 225,854	\$ 42,122	\$ 1,984	\$ 2,305	4%
Parma, All Saints Church													
2010	269	83	31%	\$ 174,306	\$ -	\$ 174,306	\$ 180,657	\$ 18,607	\$ 174,306	\$ 6,859	\$ 1,416	\$ 2,100	25%
2011	277	84	30%	\$ 149,281	\$ -	\$ 149,281	\$ 154,577	\$ 15,957	\$ 149,281	\$ 3,528	\$ 1,425	\$ 1,777	10%
2012	268	77	29%	\$ 139,928	\$ -	\$ 139,928	\$ 146,360	\$ 15,093	\$ 139,928	\$ 7,239	\$ 1,575	\$ 1,817	4%
2013	272	75	28%	\$ 138,155	\$ -	\$ 138,155	\$ 158,577	\$ 14,337	\$ 138,155	\$ 7,169	\$ 1,439	\$ 1,842	1%
2014	207	98	47%	\$ 225,854	\$ -	\$ 225,854	\$ 266,200	\$ 25,888	\$ 225,854	\$ 42,122	\$ 1,984	\$ 2,305	4%
Perryburg, St. Timothy's Church													
2010	215	90	33%	\$ 296,461	\$ -	\$ 296,461	\$ 358,485	\$ 32,418	\$ 296,461	\$ 6,968	\$ 2,319	\$ 3,294	13%
2011	231	78	34%	\$ 290,777	\$ -	\$ 290,777	\$ 305,700	\$ 35,747	\$ 291,277	\$ 2,962	\$ 2,492	\$ 3,734	24%
2012	159	84	49%	\$ 212,330	\$ -	\$ 212,330	\$ 284,954	\$ 29,453	\$ 212,330	\$ 891	\$ 2,363	\$ 2,528	13%
2013				\$ 255,975	\$ -	\$ 255,975	\$ 275,975	\$ 32,106	\$ 255,975				10%
2014	210	111	53%	\$ 326,395	\$ -	\$ 326,395	\$ 335,027	\$ 35,414	\$ 326,395	\$ 2,014	\$ 2,223	\$ 2,940	8%
Port Clinton, St. Thomas's Church													
2010	48	31	60%	\$ 76,696	\$ -	\$ 76,696	\$ 107,696	\$ 6,746	\$ 76,696	\$ 6,193	\$ 2,104	\$ 2,474	15%
2011	53	30	56%	\$ 77,035	\$ 2,499	\$ 79,534	\$ 97,949	\$ 8,096	\$ 80,034	\$ 2,655	\$ 2,015	\$ 2,668	18%
2012	58	31	53%	\$ 82,739	\$ -	\$ 82,739	\$ 103,815	\$ 8,743	\$ 83,085	\$ 3,295	\$ 2,099	\$ 2,680	13%
2013	57	28	49%	\$ 77,862	\$ -	\$ 77,862	\$ 156,462	\$ 8,997	\$ 77,862	\$ 2,511	\$ 2,296	\$ 2,781	14%
2014	55	24	44%	\$ 79,564	\$ -	\$ 79,564	\$ 110,773	\$ 8,064	\$ 79,564	\$ 5,979	\$ 3,000	\$ 3,315	0%
Put-in-Bay, St. Paul's Church													
2010	33	28	52%	\$ 88,728	\$ -	\$ 88,728	\$ 120,931	\$ 7,047	\$ 88,728	\$ 8,301	\$ 1,977	\$ 3,169	6%
2011	39	39	87%	\$ 91,430	\$ -	\$ 91,430	\$ 116,033	\$ 10,140	\$ 91,429	\$ 5,943	\$ 1,592	\$ 2,344	19%
2012	30	41	91%	\$ 100,696	\$ -	\$ 100,696	\$ 107,757	\$ 7,342	\$ 100,696	\$ 6,036	\$ 1,948	\$ 2,456	13%
2013	28	34	74%	\$ 89,947	\$ -	\$ 89,947	\$ 107,874	\$ 10,066	\$ 89,947	\$ 7,232	\$ 1,440	\$ 2,646	12%
2014	43	30	64%	\$ 96,397	\$ -	\$ 96,397	\$ 113,757	\$ 6,722	\$ 96,397	\$ 7,610	\$ 1,805	\$ 3,213	9%
Ravenna, Grace Church													
2010	145	74	38%	\$ 161,637	\$ -	\$ 161,637	\$ 193,061	\$ 16,756	\$ 162,037	\$ 7,095	\$ 1,750	\$ 2,190	7%
2011	136	69	37%	\$ 157,531	\$ -	\$ 157,531	\$ 198,951	\$ 17,388	\$ 157,824	\$ 8,994	\$ 1,844	\$ 2,287	4%
2012	122	65	37%	\$ 168,197	\$ -	\$ 168,197	\$ 227,075	\$ 17,402	\$ 168,198	\$ 6,626	\$ 1,938	\$ 2,588	15%
2013	124	65	36%	\$ 172,375	\$ -	\$ 172,375	\$ 185,292	\$ 18,313	\$ 172,375	\$ 7,267	\$ 1,707	\$ 2,652	12%
2014	117	61	35%	\$ 173,522	\$ -	\$ 173,522	\$ 187,641	\$ 18,839	\$ 173,556	\$ 14,153	\$ 2,590	\$ 3,213	25%
Salem, Church of Our Saviour													
2010	28	18	34%	\$ 61,087	\$ 208	\$ 61,295	\$ 65,481	\$ 5,859	\$ 61,295	\$ 878	\$ 1,125	\$ 3,405	35%
2011	29	19	36%	\$ 66,326	\$ -	\$ 66,326	\$ 76,567	\$ 6,103	\$ 66,826	\$ 1,982	\$ 1,156	\$ 3,517	46%
2012	26	18	35%	\$ 66,927	\$ -	\$ 66,927	\$ 71,252	\$ 5,959	\$ 66,927	\$ 946	\$ 1,302	\$ 3,718	40%
2013	29	21	40%	\$ 62,030	\$ -	\$ 62,030	\$ 68,521	\$ 6,301	\$ 62,030	\$ 1,774	\$ 1,121	\$ 2,954	34%
2014	28	22	46%	\$ 60,414	\$ -	\$ 60,414	\$ 62,324	\$ 5,706	\$ 60,414	\$ 1,082	\$ 1,133	\$ 2,746	41%
Sandusky, Grace Church													
2010	185	80	38%	\$ 327,534	\$ -	\$ 327,534	\$ 486,437	\$ 43,404	\$ 327,534	\$ 16,842	\$ 1,779	\$ 4,094	56%
2011	183	97	45%	\$ 385,736	\$ -	\$ 385,736	\$ 447,234	\$ 42,783	\$ 386,236	\$ 47,673	\$ 1,522	\$ 3,982	58%
2012	226	96	42%	\$ 509,611	\$ -	\$ 509,611	\$ 644,431	\$ 52,983	\$ 509,611	\$ 96,444	\$ 1,507	\$ 5,308	58%
2013	244	89	36%	\$ 483,318	\$ -	\$ 483,318	\$ 817,412	\$ 56,834	\$ 483,318	\$ 63,855	\$ 1,659	\$ 5,431	58%
2014	247	97	39%	\$ 478,998	\$ -	\$ 478,998	\$ 535,617	\$ 35,031	\$ 478,998	\$ 75,868	\$ 1,502	\$ 4,938	59%
Shaker Heights, Christ Church													
2010	257	123	45%	\$ 432,331	\$ -	\$ 432,331	\$ 456,052	\$ 62,793	\$ 432,331	\$ 12,814	\$ 1,919	\$ 3,515	28%
2011	261	128	44%	\$ 422,303	\$ -	\$ 422,303	\$ 657,374	\$ 55,413	\$ 422,303	\$ 14,611	\$ 2,096	\$ 3,299	33%
2012	275	122	41%	\$ 438,993	\$ -	\$ 438,993	\$ 478,623	\$ 59,011	\$ 438,993	\$ 14,796	\$ 2,273	\$ 3,598	30%
2013	178	129	42%	\$ 462,779	\$ -	\$ 462,779	\$ 592,988	\$ 59,587	\$ 462,779	\$ 8,458	\$ 2,268	\$ 3,587	25%
2014	184	127	40%	\$ 460,759	\$ -	\$ 460,759	\$ 508,186	\$ 63,932	\$ 460,759	\$ 18,616	\$ 2,473	\$ 3,628	32%
Shelby, St. Mark's Church													
2010	93	28	30%	\$ 54,712	\$ -	\$ 54,712	\$ 55,009	\$ 5,090	\$ 54,712	\$ 14,433	\$ 1,950	\$ 1,954	0%
2011	91	29	32%	\$ 53,078	\$ -	\$ 53,078	\$ 53,709	\$ 2,354	\$ 52,578	\$ 14,265	\$ 2,016	\$ 1,813	0%
2012	88	28	32%	\$ 58,514	\$ -	\$ 58,514	\$ 94,329	\$ 3,076	\$ 58,513	\$ 13,682	\$ 2,090	\$ 2,090	0%
2013	87	25	29%	\$ 67,382	\$ -	\$ 67,382	\$ 121,510	\$ 4,352	\$ 67,382	\$ 13,539	\$ 2,415	\$ 2,695	0%
2014	86	20	23%	\$ 42,706	\$ -	\$ 42,706	\$ 111,077	\$ 4,342	\$ 42,706	\$ 74,945	\$ 2,544	\$ 2,135	12%
Sidney, St. Mark's Church													
2010	51	39	75%	\$ 35,893	\$ 56,000	\$ 91,893	\$ 94,124	\$ 1,324	\$ 91,893	\$ 2,387	\$ 886	\$ 2,356	1%
2011	54	37	61%	\$ 33,542	\$ 53,500	\$ 87,042	\$ 91,003	\$ 3,682	\$ 86,542	\$ 2,974	\$ 907	\$ 2,339	0%
2012	57	32	51%	\$ 43,075	\$ 42,000	\$ 85,075	\$ 85,978	\$ 3,800	\$ 85,075	\$ 1,330	\$ 873	\$ 2,659	0%
2013	39	27	49%	\$ 29,488	\$ 30,000	\$ 59,488	\$ 59,488	\$ 2,846	\$ 58,949	\$ 127	\$ 1,030	\$ 2,183	0%
2014													

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 ÷ ASA	Oper Exp ÷ ASA	From Inv. ÷ Operating Exp
Steubenville, St. Paul's Church													
2010	107	30	28%	\$ 75,127	\$ -	\$ 75,127	\$ 75,127	\$ 7,747	\$ 75,127	\$ -	\$ 1,009	\$ 2,504	35%
2011	84	31	29%	\$ 75,860	\$ -	\$ 75,860	\$ 108,860	\$ 7,303	\$ 76,360	\$ -	\$ 994	\$ 2,463	36%
2012	80	30	29%	\$ 77,088	\$ -	\$ 77,088	\$ 77,088	\$ 7,848	\$ 77,088	\$ -	\$ 905	\$ 2,570	34%
2013	70	30	31%	\$ 78,953	\$ -	\$ 78,953	\$ 78,953	\$ 7,579	\$ 78,953	\$ -	\$ 931	\$ 2,632	31%
2014	60	27	29%	\$ 75,721	\$ -	\$ 75,721	\$ 75,721	\$ 5,906	\$ 75,721	\$ -	\$ 1,007	\$ 2,804	35%
Steubenville, St. Stephen's Church													
2010	111	28	25%	\$ 85,228	\$ -	\$ 85,228	\$ 87,425	\$ 7,487	\$ 85,228	\$ 2,197	\$ 1,197	\$ 3,044	61%
2011	110	30	27%	\$ 39,630	\$ -	\$ 39,630	\$ 58,630	\$ 8,084	\$ 15,350	\$ 3,396	\$ 1,211	\$ 512	22%
2012	104	26	25%	\$ 59,194	\$ -	\$ 59,194	\$ 75,494	\$ 5,435	\$ 59,194	\$ 1,838	\$ 1,484	\$ 2,277	45%
2013	30	24	24%	\$ 58,766	\$ -	\$ 58,766	\$ 58,766	\$ 4,883	\$ 58,766	\$ 4,213	\$ 1,439	\$ 2,449	33%
2014													
Tiffin, Old Trinity Church													
2010													
2011	65	40	45%	\$ 127,934	\$ -	\$ 127,934	\$ 127,934	\$ 13,394	\$ 128,434	\$ 371	\$ 1,774	\$ 3,211	41%
2012	53	31	38%	\$ 132,120	\$ -	\$ 132,120	\$ 134,229	\$ 13,703	\$ 132,120	\$ 378	\$ 1,868	\$ 4,262	50%
2013		25	32%	\$ 46,840	\$ -	\$ 46,840	\$ 46,840	\$ 4,825	\$ 46,840	\$ 312	\$ 1,813	\$ 1,874	76%
2014	62	32	40%	\$ 113,228	\$ -	\$ 113,228	\$ 113,228	\$ 10,305	\$ 113,228	\$ 10,865	\$ 1,647	\$ 3,538	47%
Toledo, All Saints Church													
2010													
2011	79	62	41%	\$ 81,048	\$ -	\$ 81,048	\$ 88,108	\$ 3,091	\$ 80,548	\$ 4,275	\$ 1,306	\$ 1,299	0%
2012	126	61	41%	\$ 83,710	\$ -	\$ 83,710	\$ 88,354	\$ 5,289	\$ 83,710	\$ 2,230	\$ 1,287	\$ 1,372	0%
2013	116	55	41%	\$ 81,614	\$ -	\$ 81,614	\$ 84,299	\$ 6,989	\$ 81,614	\$ 677	\$ 1,486	\$ 1,484	0%
2014	91	46	41%	\$ 87,612	\$ -	\$ 87,612	\$ 89,511	\$ 11,274	\$ 87,612	\$ -	\$ 1,967	\$ 1,905	0%
Toledo, St. Andrew's Church													
2010	181	97	54%	\$ 172,310	\$ -	\$ 172,310	\$ 182,647	\$ 17,722	\$ 172,810	\$ 4,810	\$ 1,507	\$ 1,782	0%
2011	182	108	59%	\$ 182,518	\$ -	\$ 182,518	\$ 187,930	\$ 19,597	\$ 183,018	\$ 6,785	\$ 1,287	\$ 1,695	4%
2012	195	105	54%	\$ 180,167	\$ -	\$ 180,167	\$ 227,425	\$ 20,150	\$ 180,167	\$ 15,603	\$ 1,363	\$ 1,716	0%
2013	202	103	51%	\$ 199,284	\$ -	\$ 199,284	\$ 208,730	\$ 21,392	\$ 199,284	\$ 10,290	\$ 1,232	\$ 1,935	0%
2014	214	103	48%	\$ 227,658	\$ 3,613	\$ 231,271	\$ 241,457	\$ 26,190	\$ 231,271	\$ 15,546	\$ 1,662	\$ 2,245	0%
Toledo, St. Matthew's Church													
2010	162	116	40%	\$ 276,100	\$ -	\$ 276,100	\$ 279,773	\$ 35,370	\$ 276,100	\$ 5,407	\$ 2,340	\$ 2,380	1%
2011	198	118	40%	\$ 302,380	\$ -	\$ 302,380	\$ 346,124	\$ 36,852	\$ 302,880	\$ 18,698	\$ 2,120	\$ 2,567	8%
2012	205	126	41%	\$ 280,433	\$ -	\$ 280,433	\$ 280,433	\$ 33,891	\$ 280,433	\$ 2,339	\$ 2,062	\$ 2,226	7%
2013	199	121	39%	\$ 282,594	\$ -	\$ 282,594	\$ 282,594	\$ 36,215	\$ 282,594	\$ 10,142	\$ 1,978	\$ 2,335	8%
2014	202	114	36%	\$ 299,787	\$ -	\$ 299,787	\$ 321,791	\$ 31,640	\$ 299,787	\$ -	\$ 2,439	\$ 2,630	7%
Toledo, St. Michael's-in-the-Hills Church													
2010	423	191	37%	\$ 436,335	\$ -	\$ 436,335	\$ 463,299	\$ 57,049	\$ 436,335	\$ 23,966	\$ 2,025	\$ 2,284	7%
2011	427	198	38%	\$ 463,765	\$ -	\$ 463,765	\$ 497,490	\$ 63,900	\$ 463,765	\$ 20,514	\$ 2,118	\$ 2,342	5%
2012	422	183	35%	\$ 466,738	\$ -	\$ 466,738	\$ 710,851	\$ 60,507	\$ 466,738	\$ 13,883	\$ 2,252	\$ 2,550	9%
2013	444	171	35%	\$ 457,482	\$ -	\$ 457,482	\$ 623,905	\$ 62,364	\$ 457,482	\$ 20,853	\$ 2,570	\$ 2,675	1%
2014	402	143	31%	\$ 429,424	\$ -	\$ 429,424	\$ 555,008	\$ 57,855	\$ 429,424	\$ 1,130	\$ 2,803	\$ 3,003	4%
Toledo, Trinity Church													
2010	105	72	39%	\$ 330,757	\$ -	\$ 330,757	\$ 333,408	\$ 34,600	\$ 330,757	\$ 7,454	\$ 2,034	\$ 4,594	36%
2011	102	77	44%	\$ 324,816	\$ -	\$ 324,816	\$ 327,090	\$ 38,742	\$ 324,816	\$ 6,925	\$ 2,048	\$ 4,218	31%
2012	114	113	62%	\$ 355,717	\$ -	\$ 355,717	\$ 362,046	\$ 45,752	\$ 355,717	\$ 10,992	\$ 1,763	\$ 3,148	24%
2013	161	97	55%	\$ 373,308	\$ -	\$ 373,308	\$ 386,933	\$ 52,226	\$ 373,308	\$ 18,620	\$ 1,918	\$ 3,849	26%
2014	402	143	31%	\$ 429,424	\$ -	\$ 429,424	\$ 555,008	\$ 57,855	\$ 429,424	\$ 1,130	\$ 2,803	\$ 3,003	4%
Uniontown, New Life Episcopal Church													
2010	152	78	51%	\$ 155,680	\$ 4,000	\$ 159,680	\$ 183,162	\$ 17,657	\$ 159,680	\$ 7,761	\$ 1,268	\$ 2,047	35%
2011	129	72	55%	\$ 158,774	\$ -	\$ 158,774	\$ 173,155	\$ 15,894	\$ 158,774	\$ 14,900	\$ 1,264	\$ 2,205	42%
2012	136	69	51%	\$ 129,911	\$ 6,000	\$ 135,911	\$ 155,200	\$ 14,156	\$ 135,911	\$ 13,510	\$ 1,428	\$ 1,970	23%
2013	103	70	53%	\$ 136,304	\$ -	\$ 136,304	\$ 164,259	\$ 14,130	\$ 136,304	\$ 12,332	\$ 1,351	\$ 1,947	30%
2014	95	67	57%	\$ 136,151	\$ 2,500	\$ 138,651	\$ 154,988	\$ 13,761	\$ 138,651	\$ 6,696	\$ 1,420	\$ 2,069	27%
Wadsworth, St. Mark's Church													
2010	57	48	84%	\$ 53,300	\$ -	\$ 53,300	\$ 71,548	\$ 4,370	\$ 53,289	\$ 10,385	\$ 1,082	\$ 1,110	3%
2011	53	38	72%	\$ 59,081	\$ -	\$ 59,081	\$ 81,247	\$ 4,400	\$ 59,081	\$ 10,854	\$ 1,501	\$ 1,555	3%
2012	52	36	69%	\$ 65,298	\$ -	\$ 65,298	\$ 106,558	\$ 4,800	\$ 65,298	\$ 7,241	\$ 1,378	\$ 1,814	24%
2013	52	35	67%	\$ 49,684	\$ -	\$ 49,684	\$ 65,441	\$ 5,057	\$ 49,684	\$ 9,260	\$ 1,348	\$ 1,420	0%
2014	53	33	62%	\$ 47,662	\$ -	\$ 47,662	\$ 59,449	\$ 3,000	\$ 47,662	\$ 6,443	\$ 1,395	\$ 1,444	0%
Warren, Christ Church													
2010	366	93	25%	\$ 280,405	\$ -	\$ 280,405	\$ 316,505	\$ 34,359	\$ 280,405	\$ 14,465	\$ 1,400	\$ 3,015	40%
2011	358	80	22%	\$ 273,246	\$ -	\$ 273,246	\$ 305,655	\$ 32,208	\$ 273,246	\$ 22,042	\$ 1,664	\$ 3,416	41%
2012	349	70	20%	\$ 293,069	\$ -	\$ 293,069	\$ 521,133	\$ 36,326	\$ 293,069	\$ 13,994	\$ 1,897	\$ 4,187	41%
2013	344	84	24%	\$ 272,850	\$ -	\$ 272,850	\$ 312,233	\$ 30,000	\$ 272,850	\$ 19,538	\$ 1,593	\$ 3,248	39%
2014	213	92	26%	\$ 294,884	\$ -	\$ 294,884	\$ 334,806	\$ 34,339	\$ 294,884	\$ 36,602	\$ 1,759	\$ 3,205	40%
Westlake, Church of the Advent													
2010	148	77	52%	\$ 193,820	\$ -	\$ 193,820	\$ 203,294	\$ 18,938	\$ 193,820	\$ 23,394	\$ 1,971	\$ 2,517	18%
2011	146	76	52%	\$ 235,847	\$ -	\$ 235,847	\$ 244,076	\$ 26,272	\$ 236,347	\$ 12,128	\$ 2,016	\$ 3,110	33%
2012	137	78	57%	\$ 216,380	\$ -	\$ 216,380	\$ 235,728	\$ 21,965	\$ 216,380	\$ 6,586	\$ 1,988	\$ 2,774	10%
2013	139	77	55%	\$ 236,010	\$ -	\$ 236,010	\$ 255,733	\$ 23,504	\$ 236,010	\$ 14,710	\$ 2,104	\$ 3,065	0%
2014	141	77	55%	\$ 218,985	\$ -	\$ 218,985	\$ 229,745	\$ 29,737	\$ 218,985	\$ 8,510	\$ 2,336	\$ 2,844	0%
Willoughby, Grace Church													
2010	91	63	69%	\$ 126,353	\$ -	\$ 126,353	\$ 128,328	\$ 13,366	\$ 126,353	\$ 1,762	\$ 1,219	\$ 2,006	28%
2011	90	62	69%	\$ 141,258	\$ -	\$ 141,258	\$ 276,429	\$ 14,351	\$ 141,758	\$ 7,395	\$ 1,222	\$ 2,286	43%
2012	83	62	65%	\$ 153,716	\$ -	\$ 153,716	\$ 228,769	\$ 15,951	\$ 153,716	\$ 3,435	\$ 1,236	\$ 2,479	44%
2013	83	59	63%	\$ 135,690	\$ -	\$ 135,690	\$ 277,662	\$ 15,059	\$ 135,690	\$ 4,477	\$ 1,302	\$ 2,300	49%
2014	94	53	56%	\$ 133,992	\$ -	\$ 133,992	\$ 276,856	\$ 12,111	\$ 133,992	\$ 16,630	\$ 1,312	\$ 2,528	37%
Wooster, St. James's Church													
2010	255	101	39%	\$ 225,070	\$ -	\$ 225,070	\$ 253,550	\$ 27,455	\$ 225,070	\$ 11,953	\$ 2,119	\$ 2,228	2%
2011	249	108	41%	\$ 227,288	\$ -	\$ 227,288	\$ 271,411	\$ 25,851	\$ 226,788	\$ 8,602	\$ 2,032	\$ 2,100	0%
2012	246	101	38%	\$ 226,788	\$ -	\$ 226,788	\$ 250,889	\$ 26,175	\$ 226,788	\$ 10,675	\$ 2,289	\$ 2,245	0%
2013	248	99	37%	\$ 241,633	\$ -	\$ 241,633	\$ 295,085	\$ 27,978	\$ 241,633	\$ 12,001	\$ 2,295	\$ 2,441	0%
2014	238	90	32%	\$ 247,410	\$ -	\$ 247,410	\$ 268,745	\$ 28,690	\$ 247,410	\$ 21,488	\$ 2,389	\$ 2,749	10%

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 ÷ ASA	Oper Exp ÷ ASA	From Inv. + Operating Exp
Youngstown, St. Augustine's Church													
2010													
2011	37	26	70%	\$ 25,357	\$ -	\$ 25,357	\$ 25,357	\$ 2,454	\$ 24,857	\$ -	\$ 966	\$ 956	0%
2012	24	18	45%	\$ 27,780	\$ -	\$ 27,780	\$ 27,780	\$ 3,198	\$ 27,780	\$ 100	\$ 1,227	\$ 1,543	0%
2013	39	18	46%	\$ 22,542	\$ -	\$ 22,542	\$ 22,542	\$ 1,534	\$ 22,542	\$ 271	\$ 1,191	\$ 1,252	0%
2014	39	18	46%	\$ 22,335	\$ -	\$ 22,335	\$ 22,335	\$ 1,534	\$ 22,542	\$ 271	\$ 1,191	\$ 1,252	0%
Youngstown, St. John's Church													
2010	296	92	26%	\$ 397,565	\$ -	\$ 397,565	\$ 466,950	\$ 36,255	\$ 397,565	\$ 41,442	\$ 2,825	\$ 4,321	32%
2011	247	105	32%	\$ 444,549	\$ -	\$ 444,549	\$ 518,834	\$ 62,883	\$ 444,049	\$ 59,953	\$ 2,917	\$ 4,229	28%
2012	336	88	27%	\$ 426,887	\$ -	\$ 426,887	\$ 523,397	\$ 55,561	\$ 426,887	\$ 43,866	\$ 3,083	\$ 4,851	32%
2013	166	82	27%	\$ 324,523	\$ -	\$ 324,523	\$ 603,771	\$ 41,296	\$ 324,523	\$ 44,461	\$ 2,419	\$ 3,958	47%
2014	166	80	25%	\$ 391,277	\$ -	\$ 391,277	\$ 488,364	\$ 48,552	\$ 391,277	\$ 109,340	\$ 3,215	\$ 4,891	41%
Totals													
2010	17,668	7,141	34%	\$ 18,282,900	\$ 156,681	\$ 18,439,581	\$ 23,787,632	\$ 2,281,442	\$ 18,440,843	\$ 2,350,737	\$ 1,849	\$ 2,582	20%
2011	16,591	6,996	34%	\$ 18,632,868	\$ 133,646	\$ 18,766,514	\$ 26,691,518	\$ 2,292,456	\$ 18,734,579	\$ 2,879,134	\$ 1,895	\$ 2,678	19%
2012	16,996	6,790	34%	\$ 17,608,586	\$ 353,599	\$ 17,962,185	\$ 24,458,826	\$ 2,120,480	\$ 17,960,542	\$ 2,924,993	\$ 1,956	\$ 2,645	17%
2013	16,054	6,545	33%	\$ 18,059,135	\$ 302,969	\$ 18,362,104	\$ 24,368,391	\$ 2,175,069	\$ 18,361,565	\$ 2,802,973	\$ 2,013	\$ 2,805	14%
2014	15,300	6,186	32%	\$ 18,124,487	\$ 111,669	\$ 18,236,157	\$ 24,098,527	\$ 2,181,129	\$ 18,226,020	\$ 2,999,770	\$ 2,130	\$ 2,946	19%

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

**2016 Constitution and
Canons**

Revised through 199th Convention held
November 13-14, 2015

TABLE OF CONTENTS

Table of Contents.....	1
Constitution of the Episcopal Diocese of Ohio (Current through 199 th Annual Convention, November 13-14, 2015).....	3
ARTICLE I Diocese of Ohio.....	3
ARTICLE II The Convention.....	3
ARTICLE III The President of the Convention.....	3
ARTICLE IV Convention Quorum.....	4
ARTICLE V Convention Elections.....	4
ARTICLE VI Mode of Voting and Elections.....	4
ARTICLE VII Election to the Episcopate.....	5
ARTICLE VIII The Chancellor.....	5
ARTICLE IX Parishes.....	5
ARTICLE X Amendment of the Constitution.....	5
Canons of the Episcopal Diocese of Ohio (Revised through the 199 th Annual Convention, November 13-14, 2015).....	7
Title I: Canons Relating to Diocesan Structure.....	7
CANON 1: Of the Convention.....	7
CANON 2: Of the Election of a Bishop.....	8
CANON 3: Of the Secretary.....	8
CANON 4: Of the Treasurer.....	8
CANON 5: Of the Standing Committee.....	8
CANON 6: Of the Diocesan Council.....	9
CANON 7: Of the Trustees.....	9
CANON 8: Of the Deputies to General Convention.....	10
CANON 9: Of the Development Council of Episcopal Community Services.....	11
CANON 10: Of the Commission on Ministry.....	11
CANON 11: Of Preparation for Ordination.....	12
CANON 12: Of the Archivist.....	12
CANON 13: Of the Diocesan Fund.....	12
CANON 14: Of Parishes.....	13
Title II: Canons Relating to the Congregations of the Diocese.....	13
CANON 1: Of the Cathedral.....	16
CANON 2: Of Mission Areas.....	17
CANON 3: Of Shared and Regional Ministries.....	18
CANON 4: Of New Parishes.....	19
CANON 5: Of Imperiled Parishes.....	20
CANON 6: Of Declaring Parishes Extinct.....	21
CANON 7: Of Minimum Clergy Compensation.....	21
CANON 8: Of Clergy Pensions.....	22
CANON 9: Of Lay Pensions.....	22
CANON 10: Of Licensed Ministries.....	22
CANON 11: Canons Relating to Dispute Resolution and Discipline.....	22
CANON 1: Of the Reconciliation of Disagreements Affecting the Pastoral Relation.....	22
CANON 2: Of the Dissolution of the Pastoral Relation.....	22
CANON 3: Title IV of General Canons.....	22
CANON 4: Discipline Structure.....	22
CANON 5: Costs and Expenses.....	24
CANON 6: Records.....	24
CANON 7: Responsibility to State Authorities.....	24
Title IV. Other Canons.....	24
CANON 1: Of Non-Discrimination.....	24
CANON 2: Of Business Methods in Church Affairs.....	24
CANON 3: Of the Enactment, Amendment, and Repeal of the Canons.....	25
Appendix I Form for the Certification of Lay Delegates to Convention.....	26
Appendix II Title I, Canon 17: Of Regulations Respecting the Laity.....	26

Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 199th Annual Convention, November 7-8, 2015)

Appendix III.....	26
Title III. Canon 14: Of the Reconciliation of Disagreements Affecting the Pastoral Relation.....	26
Appendix IV.....	27
Title III. Canon 15: Of the Dissolution of the Pastoral Relation.....	27
Appendix V.....	28
Title I, Canon 17: Of Regulations Respecting the Laity.....	28
Title III. Canon 1: Of the Ministry of All Baptized Persons.....	28

CONSTITUTION OF THE EPISCOPAL DIOCESE OF OHIO

(CURRENT THROUGH 199TH ANNUAL CONVENTION, NOVEMBER 13-14, 2015)

ARTICLE I Diocese of Ohio

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

ARTICLE II The Convention

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

Sec. 2. Members of any Convention shall be:

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

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

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

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

Sec. 6. Notice of the meeting of any annual or Special Convention shall be mailed at least thirty 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.

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.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio

(Revised through 199th Annual Convention, November 7-8, 2015)

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.

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;
- (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 Judicial Panel.

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 and the Diocesan Council 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 officers, excepting Trustees of the Diocese, members of the Development Council of the Diocese of Ohio Episcopal Community Services, and Deputies to the General Convention so long as Provisional Deputies are elected and available, may be filled by appointment of the Standing Committee with the concurrence of the Bishop, if there be one, until the next Annual Convention, which shall fill any unexpired term.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 7-8, 2015)

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.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 13-14, 2015)

- (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 Sec. 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.

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

ARTICLE VIII
The Chancellor

The Bishop, with the approval of the Standing Committee, may appoint a person learned in the law Chancellor of the Diocese, to advise regarding any questions of law which may arise in the administration of Diocesan affairs. The Chancellor shall continue in office until death, or resignation, or revocation of appointment by the Bishop. The Chancellor, if a member of the clergy, must be canonically resident in the Diocese and, if a member of the laity, must be an adult communicant 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, 30 days prior to any Convention, shall not have paid all assessments for the Diocesan Fund, imposed upon it according to canon, and all premiums due to the Church Pension Fund, shall retain seat and voice at following Diocesan Convention but forfeit their lay representation vote, and shall remain thus suspended until the delinquency shall have been canceled by payment.

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.

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 Sec. 4.

CANONS OF THE EPISCOPAL DIOCESE OF OHIO

(REVISED THROUGH 1997th ANNUAL CONVENTION, NOVEMBER 13-14, 2015)

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 thereafter 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 thirty 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 4 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 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 shall have been embraced within a proposed form of Resolution submitted to the Secretary for advance distribution to the members of the 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 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.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio

(Revised through 199th Annual Convention, November 7-8, 2015)

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.

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.

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 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. Before assuming office, the Treasurer shall file with the Trustees of the Diocese of Ohio a bond or bonds conditioned for the faithful performance of the duties of the Treasurer and persons subordinate to the Treasurer, indemnifying the Diocese of Ohio in the sum of not less than one hundred thousand dollars (\$100,000), the cost of which bond or bonds shall be paid by the Diocese.

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

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

CANON 6: Of the Standing Committee

Sec. 1. (a) At their first meeting after election, the Standing Committee shall organize by the election of officers, in accordance with the provision of Canon 1. 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 1. 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 days before the known or published date of any meeting at which

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 13-14, 2015)

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

CANON 7:

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. (a) 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. No member of the Diocesan Council shall hold concurrent membership on the Standing Committee, and no member of the Bishop's staff shall serve on the Diocesan Council except as provided in Section 2.

- (b) The two members of the clergy and the two members of the laity elected to full terms, when their terms have expired, shall be ineligible for re-election to the Diocesan Council at the Annual Convention next succeeding, and shall remain ineligible for service as members of the Diocesan Council for a period of one Convention year.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 7-8, 2015)

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.

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:

Sec. 1. Of the Trustees
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.

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 the 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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 7-8, 2015)

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 this 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) Beginning January 1, 2010, and in the calendar years thereafter, 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 2008 Parochial Report as provided by the Episcopal Church.

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

(b) Beginning February 20, 2010 and 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 following 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.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 13-14, 2015)

and Treasurer of the Trustees and need not be a member of the Board. The Board shall meet quarterly, or upon the call of the Bishop, or upon the call of any two members of the Board.

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

CANON 9: Of the Deputies to General Convention

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

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

CANON 10: Of the Development Council of Episcopal Community Services

Sec. 1 The Development Council of Episcopal Community Services shall consist of the Diocesan Bishop, and 19 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, and the Bishop shall appoint one member of the clergy and one lay person. All persons elected or appointed shall be communicants in good standing of the Diocese of Ohio. In addition, the Dean of the Cathedral shall appoint one member to serve as the Cathedral's representative to the Development Council and to represent the interests of The Church Home endowment. 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 members of the Commission on Ministry, evenly divided between clergy canonically resident in the Diocese and members of the laity who are adult communicants in good standing of the Church in the Diocese. The Commission on Ministry may invite other persons to serve on subcommittees or assist in its work.

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

Sec. 5. The term of office of each member shall be four years. Vacancies occurring in the Commission on Ministry shall be filled by the Bishop after consultation with the Standing Committee, and reported to

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 13-14, 2015)

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. Questions of interpretation arising with respect to this Canon shall be decided by the Ecclesiastical Authority.

Sec. 3. (a) In every Parish of the Diocese, there shall be held an Annual Meeting, for the election of members of the Vestry and for the transaction of such other business as may properly come before such meeting. Unless otherwise provided (by Articles of Incorporation, By-Laws, or by Resolution), such meeting shall be held on the third Sunday of January in each year.

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

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

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

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

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

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

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

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 7-8, 2015)

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

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

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

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

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

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

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

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

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

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

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 7-8, 2015)

(b) The Secretary of the Vestry shall transmit to the Ecclesiastical Authority of the Diocese minutes of its proceedings, stating fully therein the reasons(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 thereof, and all relevant financial information.

(c) The Ecclesiastical Authority shall solicit from the Treasurer of the Diocese a report of the financial implications of the proposed transaction.

(d) Upon the written approval of the Bishop (if there be one) and the Standing Committee of the Diocese, the Vestry may proceed to give effect to its Resolution.

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

(b) In establishing any related entity, no parish shall list the Diocese of Ohio or the parish itself as an incorporator, agent, guarantor or responsible party without the prior written consent of the Bishop and the Standing Committee.

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

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

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

(c) No person shall be elected or appointed Assistant Clergy in any Parish until the name of the nominee shall have been made known to the Ecclesiastical Authority and sufficient time (not exceeding thirty days) shall have been given for the Ecclesiastical Authority to communicate with the Rector thereon.

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:

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

Sec. 2. There shall be a council of advice to the Cathedral, to be called the Cathedral Chapter, which shall meet at least once per year. 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) The Chancellor;
- (f) The residential 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 residential Canons and Assistant Clergy upon the nomination of the Bishop.

Sec. 4. The Cathedral shall be entitled to have the same representation in the Diocesan Convention as is provided by Canon for a Parish.

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 13-14, 2015)

CANON 3: Of Mission Areas

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

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

(b) Two or more congregations within one Mission Area may form a voluntary Mission Partnership for the purpose of collaborative ministry.

(c) Parishes in a shared ministry situated in two Mission Areas may form Mission Partnerships with parishes in either Mission Area.

Sec. 2. Each Mission Area shall form a Mission Area Council comprised of all active parochial clergy of the Mission Area and two lay persons 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 (lay or ordained), Vice Chair (from the opposite order of the Chair), Treasurer, and Secretary. Each officer shall serve a one-year term and is eligible for reelection, provided that neither individual shall serve more than three (3) years consecutively in any single office. The Treasurer and Secretary shall each serve a one-year term, are eligible for reelection, and there will be no term limits for these positions.

(d) The Bishop shall appoint a Dean. The Dean serves as a liaison between the Bishop and Mission Area. She/He convenes the clergy of the Mission Area for fellowship and professional discussions. Pastorally, the Dean serves as a chaplain to the clergy of the Mission Area and the Mission Area Council. The Dean may not serve as either the Chair or Vice Chair. The Dean shall serve a three-year term.

(e) The Mission Area Episcopal Church Women President shall serve as an ex-officio member of the Mission Area Council with seat and voice.

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

(a) Provide leadership for the Mission Area, nurturing fellowship and collaboration among the parishes.

(b) Meet at least quarterly.

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

(d) Support and encourage the development of Mission Partnerships.

(e) When requested by funding sources, the Mission Area Council shall receive, discuss, and recommend grant applications.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 7-8, 2015)

(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) Members of Diocesan Council elected as Deanery Representatives in 2007 or 2008 shall continue to serve as Mission Area Representatives until their terms on Diocesan Council conclude.

(b) 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.

(c) At the first Mission Area Council meeting in 2010, the Central East and Northeast Mission Area Councils will elect representatives to Diocesan Council whose term will begin immediately and conclude on November 30, 2012. Thereafter Mission Area representatives will be elected in the following rotation and their terms will begin on December 1 of the year they are elected:

2010 – Summit, North Central, Youngstown

2011 – Cuyahoga, South Central, West

2012 – Central East, Northeast

(d) 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.

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

CANON 4: Of Shared and Regional Ministries

Sec. 1.

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

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

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

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

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 7-8, 2015)

(d) The responsibilities of the Shared Ministry governing body and the Wardens and Vestry of the member congregations, and;

(e) The method by which individual congregations may associate with or disassociate from the Shared Ministry.

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

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

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

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

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

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

CANON 5:
Of New Parishes

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

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

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

Sec. 4. (a) A certified copy of the Articles of Incorporation, and of minutes of the meeting for organizing the Parish, shall be sent to the Bishop without delay together with notice that the Parish will apply for

admission into union with the Convention. At a subsequent Convention this application shall be made, and for this purpose a certified copy of the aforesaid papers shall be presented.

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

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

CANON 6:
Of Imperiled Parishes

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

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

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

(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.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 199th Annual Convention, November 13-14, 2015)

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

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

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

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

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

CANON 7: Of Declaring Parishes Extinct

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

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

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

CANON 8: Of Minimum Clergy Compensation

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

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

Sec. 3. The minimum annual compensation shall be applicable to all parochial clergy. Where clergy are serving in a part-time capacity, it is the responsibility of the vestry and the clergy to determine the appropriate pro rata amount of minimum annual compensation which is applicable in the situation. If any difference arises in making this determination, it shall be resolved by the Bishop or the Bishop's designee. If a congregation is not providing the minimum annual compensation, the matter shall be referred to the Bishop for review and action as the Bishop deems appropriate.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio (Revised through 199th Annual Convention, November 7-8, 2015)

CANON 9: Of Clergy Pensions

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

CANON 10: Of Lay Pensions

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

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

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

CANON 11: Of Licensed Ministries

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

TITLE III. CANONS RELATING TO DISPUTE RESOLUTION AND DISCIPLINE

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

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

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

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.

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

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 7-8, 2015)

- Sec. 11. Pastoral Response Coordinator. The Bishop may appoint a Pastoral Response Coordinator, to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral responses provided for in Title IV.8 of the General Canons and this Title. The Pastoral Response Coordinator may not serve in any other appointed or elected capacity under this Title.
- Sec. 12. Advisors. In each proceeding under this Title, the Bishop shall 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 shall not include chancellors or vice chancellors of this Diocese or any person likely to be called as a witness in the proceeding. "Either the Complainant or the Respondent may, without penalty, decline the services of an Advisor."
- Sec. 13. Clerk. The Board shall appoint a Board Clerk to assist the Board with records management and administrative support. The Clerk may be a member of the Board.
- Sec. 14. Intercessor. The Bishop shall appoint in consultation with the Standing Committee an intercessor to pray for all parties involved in the discipline process, for the diocese, and for healing and a just resolution.

CANON 5: Costs and Expenses

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

CANON 6: Records

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

CANON 7: Responsibility to State Authorities

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

TITLE IV. OTHER CANONS

CANON 1: Of Non-Discrimination

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

CANON 2: Of Business Methods in Church Affairs

- Sec. 1. Every Parish, Aided Parish, Diocesan Organization, and Institution shall observe the standard business methods set forth in the applicable Canons of The Episcopal Church.
- Sec. 2. The Diocesan Council shall, from time to time, establish by resolution:

24

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 13-14, 2015)

- Sec. 2. Clergy Members. The Clergy members of the Board must be canonically resident and geographically serving within the Diocese, have been ordained to the order from which they were elected for five or more years, and not be, either at the time of election nor the five years prior to election, under sentence or pastoral direction.
- Sec. 3. Lay Members. The lay members of the Board shall be Adult Communicants in Good Standing in the Diocese.
- Sec. 4. Election. The members of the Board shall be elected by the Convention. Each member shall be elected for a three (3)-year term; except, if a member is elected to fill a vacancy, the term of such member shall be the unexpired term of the member being replaced. The term of the member shall commence on the first (1st) day of the year following election. The terms of office of the Board shall be staggered and arranged into three classes.
- Sec. 5. Vacancies. Vacancies on the Board shall be filled as follows:
- Upon the determination that a vacancy exists, the President of the Board shall notify the Bishop of the vacancy and request appointment of a replacement member of the same order as the member to be replaced.
 - The Bishop shall, within sixty (60) days, appoint a replacement Board member with the advice and consent of the Standing Committee.
 - Persons appointed to fill vacancies on the Board shall meet the same eligibility requirements as apply to elected Board members.
 - With respect to a vacancy created for any reason other than pursuant to a challenge as provided below, the term of any person selected as a replacement Board member shall be until the next annual Convention. With respect to a vacancy resulting from a challenge, the replacement Board member shall serve only for the proceedings for which the elected Board member is not serving as a result of the challenge.

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

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

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

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

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

23

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 13-14, 2015)

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

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

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

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

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

Sec. 2. 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.

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.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 7-8, 2015)

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 _____ 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. _____
2. _____
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 to the Secretary of the Convention,
2230 Euclid Avenue, Cleveland, Ohio, at least thirty days before the meeting of the Convention.

APPENDIX II

from the 2003 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 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, praying, and giving for the spread of the Kingdom of God, are to be considered communicants in good standing.

APPENDIX III

from the 2003 Constitution and Canons of the Episcopal Church

Title III. Canon 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 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. 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.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 13-14, 2015)

APPENDIX IV

from the 2003 Constitution and Canons of the Episcopal Church

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

Sec. 1. 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 therefrom by the Vestry against the Rector's will, except as hereinafter provided.

Sec. 2. If for any urgent reason a Rector or Vestry 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. 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.

Sec. 3. Within sixty days of receipt of the written notice the Bishop, as chief pastor of the Diocese, shall mediate the differences between Rector and Vestry in every informal way which the Bishop deems proper and may appoint a committee of at least one Presbyter and one Lay Person, none of whom may be members of the Parish involved, to make a report to the Bishop.

Sec. 4. If the differences between the parties are not resolved after completion of the mediation, the Bishop shall proceed as follows:

(a) The Bishop shall give 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.

(b) 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.

(c) At the conference each party shall be entitled to representation and to present its position fully.

(d) 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.

(e) 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.

(f) 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.

(g) If the relation is to be dissolved:

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

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

Sec. 5. In either event the Bishop shall offer appropriate supportive services to the Priest and the Parish.

Sec. 6. 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:

(a) In the case of a Rector, suspend the Rector from the exercise of the priestly office until the Priest shall comply with the judgment.

Constitution and Canons of the Episcopal Church in the Diocese of Ohio
(Revised through 199th Annual Convention, November 7-8, 2015)

(b) 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.

Sec. 7. 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.

Sec. 8. (a) 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.

(b) In the course of proceedings under this Canon, if a charge is made by the Vestry against the Rector that could give rise to a disciplinary proceeding under Canon IV.1, all proceedings under this Canon shall be suspended until the charge has been resolved or withdrawn.

Sec. 9. This Canon shall not apply in any Diocese which has made a provision on this subject in its Canons which is consistent with this Canon. This Section 9 shall become effective on January 1, 1990.

APPENDIX V

from the 2003 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, and governance of this Church because of race, color, ethnic origin, national origin, marital status, sex, sexual orientation, 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 for any ministry, lay or ordained, in this Church because of race, color, ethnic origin, national origin, sex, marital status, sexual orientation, disabilities or age, except as otherwise provided by these Canons. No right to licensing, ordination, or election is hereby established.

The Episcopal Diocese of Ohio
2230 Euclid Avenue, Cleveland, OH 44115-2499
Phone 216-771-4815 • www.dohio.org