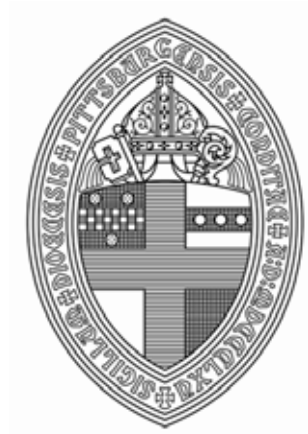


# CONVENTION JOURNALS



## SPECIAL CONVENTION of the Diocese of Pittsburgh

Saturday, September 27, 2003  
St. Martin's Episcopal Church, Monroeville, Pennsylvania

## 138<sup>th</sup> ANNUAL CONVENTION of the Diocese of Pittsburgh

Friday & Saturday, November 7 & 8, 2003  
Embassy Suites Hotel, Moon Township, Pennsylvania  
and  
St. Stephen's Episcopal Church, Sewickley, Pennsylvania

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The 139th CONVENTION of  
the EPISCOPAL DIOCESE OF PITTSBURGH  
will be held  
NOVEMBER 5-6, 2003  
at the EMBASSY SUITES, MOON TOWNSHIP  
(Friday, November 5)  
and ST. PHILIP'S EPISCOPAL CHURCH  
(Saturday, November 6)  
in MOON TOWNSHIP, PENNSYLVANIA.

DEADLINES FOR PRE-CONVENTION BINDER  
AND CONVENTION JOURNAL REPORTS

Pre-Convention packet I (Proposed Budget, Nominating Committee report, Resolutions): deadline for submissions is August 10.

Pre-Convention I is distributed September 1.

Pre-Convention packet II (all remaining reports, additional Resolutions, etc): deadline is September 10.

Pre-Convention II is distributed October 1.

Convention Journal reports: deadline for reports given at Convention is the last day of Convention; deadline for minutes is December 10.

Convention Journal is distributed in February.

SUBMITTING RESOLUTIONS FOR CONVENTION

In order to be included in Pre-Convention I and given maximum time for consideration by deputies and districts, resolutions must be submitted to Diocesan Council before the first Tuesday in June (Council's final meeting before September).

Resolutions may be filed after this date to Diocesan Council by the first Tuesday in October. Convention deputies will receive copies of these resolutions before Convention, but districts will not have an opportunity to discuss them.

After the first Tuesday in October, resolutions may still be filed, but permission to proceed must be granted by the Bishop and sufficient copies made available for distribution to every deputy at Convention.

A.D. 2003  
EPISCOPAL DIOCESE OF PITTSBURGH  
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PHONE: 412-281-6131 FAX: 412-471-5591  
WEB SITE: <http://www.pgh.anglican.org>

**BISHOP**

The Right Rev. Robert Wm. Duncan  
The Seventh Bishop of Pittsburgh  
[duncan@pgh.anglican.org](mailto:duncan@pgh.anglican.org)

**ASSISTANT BISHOP**

The Right Rev. Henry Scriven  
[scriven@pgh.anglican.org](mailto:scriven@pgh.anglican.org)

**CANON MISSIONER**

The Rev. Canon Mary Maggard Hays  
[hays@pgh.anglican.org](mailto:hays@pgh.anglican.org)

**DIRECTOR OF ADMINISTRATION**

Nancy Norton  
[norton@pgh.anglican.org](mailto:norton@pgh.anglican.org)

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**STATEMENT OF PURPOSE OF THE CONVENTION**

The Convention of the Diocese of Pittsburgh meets annually to transact the many regular business items of any such assembly. Among these are: to celebrate Holy Communion and to hear the Bishop's Annual Address; to elect persons to the various diocesan committees and boards; to

consider any changes (amendments) to our Constitution or Canons: to receive, discuss, and act upon the assessment and budget; to receive reports from the various committees of the diocese; and to act upon any motions, notices, and resolutions properly presented to the Convention.

## GENERAL DIRECTIONS

REGISTRATION – All deputies (clerical and lay) must register their attendance for both Friday and Saturday sessions using the proper certificates provided. Clergy sign in on the white copies, lay deputies the yellow; alternate deputies the green. The certificates are to be left on the respective tables. Alternates replacing regular deputies must declare on the certificate which deputy they are replacing.

Please sign your name (and parish) as you wish it recorded.

SEATING – Seating is assigned by Districts, look for signs as you enter the meeting space.

BALLOTS – The ballots will be distributed in each registration packet. Ballots for non-parochial clergy may be obtained from the Secretary at that time.

## POLICY ON DISTRIBUTION OF MATERIALS

1. No material will be placed on the Official Registration table.
2. No material is to be distributed on the Convention floor except as authorized by the Convention Committee or President.
3. A table for official or unofficial documents relating to the business of Convention or diocesan life will be provided.
4. The Sergeant at Arms will monitor and enforce these rules under the direction of the President and Convention Committee Chairman.

## STANDING RULES FOR CONVENTION

1. Meetings of the Convention shall be called to order promptly at the time specified in the Order of Business. Clergy and deputies shall be seated five minutes before that time. Other times listed in the Order of Business are approximate and intended to indicate merely the order.
2. Only clerical members and lay deputies may make motions or vote. Those lay persons prescribed in Canon II, Section 3 may speak when requested by the President.
3. To obtain the floor, a member shall approach a microphone, address the chair, receive recognition, state name and parish and then state the business for which the floor was obtained.
4. Motions, including amendments, shall be in writing, in duplicate, signed by the maker and seconded, and sent immediately to the desk of the Secretary.
5. Except by permission of the Convention, granted by a two-thirds vote without debate, no one may speak more than twice to the same question on the same day; or more than once if someone who has not spoken wishes to do so; or for more than two minutes at a time; and a time limit of twenty minutes shall be set on discussion of any one subject.
6. The Bishop or other person serving as President shall appoint timekeepers, tellers and other non-elected officials necessary for the Convention.

7. Any scheduled business not finished at the time that a recess is taken shall be resumed at the next business session at the point where it was interrupted.
8. The rules contained in “Roberts Rules of Order – Newly Revised” shall govern this Convention in all cases in which they are not inconsistent with the Constitution and Canons of the Episcopal Church and this diocese.



WORKSHOPS: "NOW MORE THAN EVER"

will be offered at the Embassy Suites at 10 A.M. and 11 A.M.  
Workshops on Prayer/Evangelism/Global Partnership/Crisis Caring

ONE HUNDRED THIRTY-EIGHTH ANNUAL CONVENTION  
ORDER OF BUSINESS

"One Church of Miraculous Expectation and Missionary Grace"

"CELEBRATING PARTNERSHIPS"

DAY ONE

Friday, November 7, A.D. 2003  
Embassy Suites  
Moon Township, Pennsylvania

- 12:30 P.M. Registration of Convention Deputies (Day One)  
1:30 P.M. Noonday Prayers  
1:45 P.M. Organization of Convention  
Roll Call  
Claims of Deputies to Seats  
Election of Secretary of Convention  
Minutes of the 137th Annual Convention  
2:00 P.M. The Bishop's Address  
Deputies' Response to the Bishop  
2:45 P.M. Video Presentation: Now More Than Ever  
3:00 P.M. Report of the Director of Administration  
Presentation of the 2004 Annual Budget  
Questions, Clarification, Proposal Time  
Adoption of the 2004 Budget  
3:20 P.M. Break  
3:40 P.M. "Partnership" Stories  
4:00 P.M. Report of the Commission on Racism  
Report from Trinity Cathedral  
4:20 P.M. Nominations Committee Report  
Elections: First Ballot  
4:40 P.M. Reports of Commissions  
Commission on Aging  
Commission on Ministry  
5:00 P.M. District Caucuses  
Election by Districts for Council and Board of Trustees  
(in assigned meeting rooms)  
5:15 P.M. Fellowship Time  
Gazebo Area of Embassy Suites  
(Wider Diocesan Family joins the Convention gathering)  
6:00 P.M. Convention Banquet & Evening Worship  
(\$25.00 per person: open to all; advanced reservations required)  
7:45 P.M. Keynote Speaker:  
Bruce Wilkinson  
Senior Vice President, World Vision USA  
8:30 P.M. Praise and Ministry/ Continuing Fellowship

(Overnight accommodations are available at the Embassy Suites Hotel  
and at area budget motels)

"CELEBRATING PARTNERSHIPS"

DAY TWO

Saturday, November 8, A.D. 2003  
St. Stephen's Episcopal Church  
Sewickley, PA

- 7:30 A.M. Registration of Convention Deputies (Day Two)  
8:30 A.M. Choral Matins  
9:00 A.M. Certification of Quorum

	Reports of Elections
	Report from Ballot 1
	Report of District Elections to Council and Trustees
	Elections: Second Ballot (with additional ballots as required)
9:15 A.M.	Address of the Canon Missioner
	Deputies' Response to the Canon
9:45 A.M.	Consideration of Resolutions
10:15 A.M.	Break
10:30 A.M.	Leadership Reports
	President, Standing Committee
	President, Board of Trustees
	President, Diocesan Council
	President, Pittsburgh Episcopal Foundation
	President, Episcopal Church Women
11:00 A.M.	"Partnership" Stories
	Reports of Organizations, Committees, Institutions (by title)
	Other Reports
	Other Business
11:15 A.M.	Report of the Assistant Bishop
11:30 A.M.	Break
11:45 A.M.	Convention Eucharist & United Thank Offering Ingathering
	The Rev. Bishop Donald J. McCoid, Preacher
	Bishop of the SW Pennsylvania Synod of the Evangelical Lutheran Church in America
1:00 P.M.	Adjournment (sine die)
1:15 P.M.	Fall Luncheon and Gathering of the Episcopal Church Women

The Fall Gathering of the Episcopal Church Women  
 is convened one quarter-hour following the recess of Convention.  
 The Convention Eucharist is the Eucharist of the  
 Episcopal Church Women's Gathering as well.

## RESOLUTIONS PRESENTED BEFORE CONVENTION

Diocesan Council Representatives from District 1 proposed these Constitutional Amendments at the Diocesan Council Meeting on Tuesday, September 30th, 2003. Council found these amendments in order and are passing them on to the 138th Convention for consideration.

### PROPOSED CONSTITUTIONAL AMENDMENT: Article I, Section 1

Resolved, by this 138th Annual Convention of the Episcopal Diocese of Pittsburgh, that a second sentence be added to Article 1, Section 1 of the Constitution:

In cases where the provisions of the Constitution and Canons of the Church in the Diocese of Pittsburgh speak to the contrary, or where resolutions of the Convention of said Diocese have determined the Constitution and Canons of the Protestant Episcopal Church in the United States of America, or resolutions of its General Convention, to be contrary to the historic Faith and Order of the one holy catholic and apostolic church, the local determination shall prevail.

This is the first reading of the Amendment.

### PROPOSED CONSTITUTIONAL AMENDMENT: Article III, Section 2

Resolved, by this 138th Annual Convention of the Episcopal Diocese of Pittsburgh, that the words “and actually” be deleted as follows:

Every member of the Clergy, in regular standing, who shall have been canonically ~~and actually~~ resident in the Diocese, and engaged in the parochial, missionary, or educational work of the Church, under the Ecclesiastical Authority of the Diocese, for three months preceding any Convention, shall be entitled to a seat and vote in such Convention in all cases except in the election of a Bishop, in which case the qualifications necessary to vote shall be as hereinafter provided in Article XIV of this Constitution, PROVIDED, that no member of the Clergy so qualified shall lose his or her right to seat and vote by reason of sickness or old age.

This is the first reading of the Amendment.

OFFICIAL LIST OF THE CLERGY OF THE DIOCESE  
In the order of Canonical residence

December 2003

BISHOPS

- 2002 The Right Reverend Henry Scriven  
1992 ~~The Right Reverend Robert William Duncan~~  
1981 The Right Reverend Alden Moinet Hathaway, Retired

PRIESTS

The Reverend –

- 1949 Don Hargrave Gross, Ph.D., Retired, Grace Church, Mt. Washington  
1949 Gilbert Merwin Watt, Retired, St. Thomas', Oakmont  
1951 Russell Wood Turner, Retired, St. Stephen's, Sewickley  
1955 Richard Wood Davies, Retired, St. Paul's, Mt. Lebanon, Old St. Luke's  
1955 Charles Percy Martin, Retired, Trinity, Connellsville; St. Bartholomew's, Scottdale  
1957 Ralph Pearson Brooks, Jr., Ph.D., Retired, Pittsburgh  
1960 ~~John Milton Leggett, Retired, St. John's, Donora~~  
1962 Arthur Charles Dilg, Retired, St. Alban's, Murrysburg  
1962 David Cameron Casto, Retired, Little Falls, NJ  
1963 Roger Craig Bell, St. Gregory's Abbey, Three Rivers, MI  
1964 Jack V. Dolan, Deacon, St. Mary's, Charleroi  
1965 John David Else, Center for Spirituality In 12-Step Recovery, Pittsburgh  
1966 Lynn Chester Edwards, Retired, Interim, Christ Church, North Hills  
1967 Austin Avery Hurd, Jr., Retired, Leesburg, FL  
1969 David A. St. Clair, Retired, Smyrna, GA  
1971 Norman David Drysdale, Atonement, Carnegie  
1971 John Guest, D.D., Sewickley  
1972 Andrew Joseph Tibus, Vienna, VA  
1972 Richard Hooker Wilmer, Jr., Ph.D., Retired, Pittsburgh  
1974 Robert L. Kooser, Retired, Connellsville  
1975 James B. Edwards, Jr., Retired, Pittsburgh  
1976 John C. Parker, Jr., Retired, Pittsburgh  
1977 William A. Eaton, Davie, FL  
1977 Jared J. Jackson, Th.D., Retired, Pittsburgh  
1977 Leslie Graf Reimer, Calvary Church, East Liberty  
1977 David Leon Kinsey, Retired, Pittsburgh  
1978 Christopher H. Barker, Ph.D., Retired, Gibsonia  
1979 Peter Hugh Davids, Ph.D., Stafford, TX  
1979 Stephen F. Noll, Uganda Christian University, Uganda  
1979 Edward M. Wood, Allison Park  
1979 George L. Werner, D.D., Retired, Pittsburgh  
1980 James A. Forrest, Retired, St. David's, Peter's Township  
1981 Patricia King Carnahan, D. Min., Pittsburgh  
1982 Leslie Parke Fairfield, Trinity Episcopal School, Ambridge  
1982 ~~Scott T. Quinn, Church of the Nativity, Crafton~~  
1982 Christine Elizabeth Visminas, Framingham, MA  
1983 ~~Joanne Bash Hetrick, Deacon, Retired~~  
1984 ~~John Hayes Park, Archdeacon, Honduras~~  
1984 Diane Elise Shepard, St. Stephen's, Wilkinsburg  
1984 Ann McDonald Staples, Deacon, St. Thomas', Northern Cambria; St. Luke's, Patton  
1985 John Kendal Hervey, Pasadena, CA  
1985 Lawrence Knotts, Christ Church, Greensburg  
1985 James Burdette Simons, St. Michael's of the Valley, Ligonier  
1985 Ronald Younkin, Deacon, Fayetteville, AR

1985 Donald Rankin Wilson, Retired, Sewickley  
 1985 Garfield Shaw, Deacon, Retired, Sewickley  
 1985 ~~Charles Michael Starr, D. Min., Chaplain, Pittsburgh~~  
 1986 David H. Barnhouse, M.D., Retired, Ascension, Oakland  
 1986 Kenneth George Kocharhook, St. Peter's, Blairsville  
 1986 Peter Erling Ostrander, Ph.D., St. George's, Waynesburg  
 1986 Joseph Anthony Vitunic, Jr., Church of the Savior, Ambridge  
 1986 ~~Stanley Alexander Burdock, Christ Church, Brownsville~~  
 1987 Joseph Koch, Deacon, St. Stephen's, McKeesport; Transfiguration, Clairton  
 1987 Elizabeth Mary Weatherwax, Retired, Pittsburgh  
 1987 Gilpin Lyman Reed, Kittanning  
 1987 Jeane T. Steele, Deacon, Retired, Monroeville  
 1987 George Pierce, Retired, The Church Army, Madeira Beach, FL  
 1987 ~~James E. Bauer, M.D., Retired, St. Mary's, Red Bank~~  
 1988 Ruth Wick Manson, Deacon, Christ Church, Greensburg  
 1988 William Charles Rau, Deacon, St. Stephen's, Wilkinsburg  
 1988 Elizabeth Steiner Huff Rodewald, Deacon, Fox Chapel  
 1988 ~~J. Douglas McGlynn, D. Min., Church of the Ascension, Oakland~~  
 1989 Arnold W. Klukas, Ph.D., Nashotah House, Nashotah, WI  
 1989 Thomas Richard Finnie, St. Peter's, Uniontown  
 1989 John Anthony Golden, Jr., Retired, Princeton, NJ  
 1989 Rebecca C. Spanos, Deacon, Grace Church, Mt. Washington  
 1989 ~~Gary Dean Miller, Holy Innocents, Leechburg; Trinity, Freeport~~  
 1990 Carl Cleveland Neely, Jr., Trinity, Beaver  
 1990 Florence Ann Paton, Retired, Ascension, Oakland  
 1990 Eric Jon Taylor, St. Philip's, Moon Township  
 1990 Gregory John Malley, Archdeacon, Church of the Ascension, Oakland  
 1990 Wade A. Lawrence, Deacon, Trinity Cathedral, Pittsburgh  
 1992 C. Bradley Wilson, Fox Chapel, Pittsburgh  
 1992 Mark James Pruitt, St. George's School, Newport, RI  
 1993 ~~William Warner Haslett, III, Retired, Windber~~  
 1993 Marion Janet Kush, Deacon, St. Mark's, Johnstown  
 1993 Mark E. Waldo, Jr., Alexandria, VA  
 1993 Phillip E. Crocco, Deacon, Danielsville, GA  
 1994 ~~L. P. Whistler Hays, Rock the World, Ambridge~~  
 1994 Laura Yates Theis, Deacon, Sewickley  
 1994 F. Earl Fox, Transformation Christian Ministries, Washington, DC  
 1994 Jeffrey D. Murph, St. Thomas', Oakmont  
 1994 Bruce M. Robison, D. Min., St. Andrew's, Highland Park  
 1995 ~~Cynthia Bronson Sweigert, Church of the Redeemer, Squirrel Hill~~  
 1995 Barbara Alleyne Knotts, Harrison City  
 1995 Don C. Youse, Jr., M.D., Emmanuel Church, North Side  
 1995 John Stanley Gabig, Pittsburgh  
 1995 Mark R. Wright, St. David's, Peters Township  
 1995 Geoffrey Whitman Chapman, St. Stephen's, Sewickley  
 1995 Peter C. Moore, D. Min., Trinity School for Ministry, Ambridge  
 1996 ~~Catherine M. Brall, Church of the Advent, Brookline~~  
 1996 David D. Wilson, St. Paul's, Kittanning  
 1996 David Brannen, St. Stephen's, Sewickley  
 1996 John M. Heidengren, Prince of Peace, Hopewell Township  
 1996 Harold T. Lewis, Ph.D., Calvary Church, East Liberty  
 1997 Huett M. Fleming, Jr., Church of the Good Shepherd, Hazelwood  
 1997 Linda E. Manuel, St. Andrew's, New Kensington  
 1997 Karen B. Stevenson, Trinity Church, Washington  
 1997 Paul A. Sutcliffe, Jr., Pittsburgh  
 1997 William J. Geisler, D. Min., St. James, Penn Hills  
 1997 Mary Maggard Hays, Canon Missioner, Pittsburgh  
 1998 Thomas Prichard, South American Missionary Society, Ambridge

1998 Grant LeMarquand, Trinity Episcopal School for Ministry, Ambridge  
 1998 Catherine Munz, St. Brendan's, Franklin Park  
 1998 James D. Shoucair, Canon Pastor, Trinity Cathedral, Pittsburgh  
 1998 Dennett Buettner, Seeds of Hope, Bloomfield  
 1998 Robert Banse, St. Paul's, Mt. Lebanon  
 1998 Carol Henley, Pittsburgh  
 1998 Christine McIlvain, Deacon, Christ Church, North Hills  
 1998 Mark P. Stevenson, Deacon, Trinity Church, Washington  
 1998 Michael D. Wurschmidt, Shepherd's Heart, Oakland  
 1999 Leslie D.G. Martin, St. Martin's, Monroeville  
 1999 J. Mark Zimmerman, D. Min., St. Francis-in-the-Fields, Somerset  
 1999 Ruth E. Correll, Potomac, MD  
 1999 Colleen M. Klingensmith, Deacon, Holy Innocents, Leechburg  
 1999 Gaea A. Thompson, Chaplain, Canterbury Place, Bloomfield  
 1999 Laura D. Wicker, Deacon, Church of the Savior, Ambridge  
 1999 Stephen M. Smalley, St. Barnabas, Brackenridge  
 1999 Philip Wainwright, St. Peter's, Brentwood  
 1999 Mabel Fanguy, St. Thomas, Canonsburg  
 1999 William Geiger, Christ Church, Indiana  
 1999 Joseph Martin, Church of Our Saviour, Glenshaw  
 2000 Donald A. Cox, St. Stephen's, McKeesport  
 2000 Judith M. Gentle, Ph.D., Haverhill, MA  
 2000 Andrea Jackson Buettner, Deacon, Shepherd's Heart Oakland; Seeds of Hope, Bloomfield  
 2000 Jean Dawson Chess, Deacon, St. Andrew's, Highland Park  
 2000 John Edward Fierro, St. Paul's, Monongalela  
 2000 Moni McIntyre, Ph.D., Church of the Holy Cross, Homewood  
 2000 Langdon Pegram, M.D., Christ Church, New Brighton  
 2000 Jeffrey Alan Rawn, St. Stephen's, Sewickley  
 2000 H. Lawrence Thompson, III, Trinity Episcopal School for Ministry, Ambridge  
 2000 Richard P. Pocalyko, Dean, Trinity Cathedral, Pittsburgh  
 2000 Sudduth R. Cummings, St. Paul's by the Sea, Jacksonville, FL  
 2000 Dallam Ferneyhough, St. Luke's, Georgetown  
 2000 Ira C. Houck, Jr., Grace, Mt. Washington  
 2000 Paul A. Cooper, St. Christopher's, Warrendale  
 2001 J. Bruce Geary, St. Peter's, Butler  
 2001 ~~Augustin Zubieta, South American Missionary Society, La Paz, Bolivia~~  
 2001 Phyllis Margaret Alston, Epiphany, Avalon  
 2001 Lawrence Christopher Deihle, Grace, Edgeworth; Grace Church, Mt. Washington  
 2001 Mary Harper Dannies Gustafson, St. Matthew's, Homestead  
 2001 Robert Gant Watkin, The Falls Church, VA  
 2001 John P. Bailey, Fox Chapel  
 2001 Daniel E. Hall, M.D., Carrboro, NC  
 2001 Alvin F. Kimel, Jr., St. Mark's, Johnstown  
 2001 John Paul Chaney, Seeds of Hope, Bloomfield  
 2001 Susanna Rhoads Cook, Warwickshire, United Kingdom  
 2001 Patrick Eugene Dominguez, St. Stephen's, Sewickley  
 2001 Tina Lynn Lockett, Ascension, Oakland  
 2001 Terrence Anthony Welty, IV, Christ Church, Greensburg  
 2001 Karen Elizabeth Woods, Deacon, Ascension, Oakland  
 2001 Gordon Griffith Green, Church of the Resurrection, Cranberry Township  
 2001 Robert Ellsworth Stevens, Jr., Calvary Church, East Liberty  
 2002 Ronald Jack Baillie, St. Thomas-in-the-Fields, Gibsonia  
 2002 Daniel F. Crawford, St. Thomas-in-the-Fields, Gibsonia  
 2002 Norman E. Koehler, III, Deacon, Church of the Redeemer, Squirrel Hill  
 2003 James C. McCaskill, St. Paul's, Mt. Lebanon  
 2002 Dennis M. Wilson, Deacon, Prince of Peace, Hopewell Township  
 2002 Martin L. Wright, III, St. Michael's of the Valley, Ligonier  
 2002 Elisa P. Harres, St. Paul's, Kittanning

2002 Andrew M. Ray, St. Luke's of the Mountains, LaCrescenta, CA  
2004 Deborah L. S. Carr, Transitional Deacon  
2003 Nancy O. Chalfant-Walker, Transitional Deacon  
2003 Robert Michael Dorow, Transitional Deacon  
2003 Martha Hay Eilertsen, St. Paul's, Mt. Lebanon  
2003 Matthew V. Frey, Trinity, Washington  
2003 Layne Hansen, All Saints', Chevy Chase, MD  
2003 James E. Hay, Vocational Deacon, St. Mary's, Charleroi  
2003 Paul R. Henry, All Saints', Brighton Heights  
2003 Julian Linnell, Galilee Church, Newport Beach, VA  
2003 John A. Macdonald, Trinity Episcopal School for Ministry, Ambridge  
2003 Amanda L. Nickles, Transitional Deacon  
2003 Thomas Hays Perdue, Church of the Apostles, Fairfax, VA  
2003 Sandra Ritchie, Vocational Deacon, St. Paul's, Mt. Lebanon  
2003 Michael Ruk, Trinity Cathedral, Pittsburgh  
2003 Eugene Sherman, Trinity, Beaver  
2003 Jay Slocum, Church of the Cross, Bluffton, SC  
2003 Matthew T. Walter, Transitional Deacon  
2003 Simon Barnes, Transitional Deacon  
2003 Rebekah K. Neumann, Transitional Deacon

LETTERS OF DIMISSORY ACCEPTED – January-December 2003

July 7, 2003	John A. Macdonald – Diocese of Massachusetts
October 15, 2003	Matthew V. Frey – Diocese of Colorado
November 24, 2003	Paul R. Henry – Diocese of Eau Claire

LETTERS DIMMISSORY ISSUED

January 17, 2003	Myron J. Manasterski – Central Florida
February 6, 2003	Daniel S. Russell – Southwestern Virginia
February 26, 2003	Susan G. Eastman – North Carolina
February 14, 2003	Hazel L. Wilkinson – Central Florida
February 11, 2003	Alan H. Kelmereit – Southwest Florida
April 29, 2003	John T. Spicer – Florida
August 12, 2003	Jeffrey S. Mikita – Renunciation of Ministry/Orthodox Church
October 14, 2003	David S. Houk – Dallas
October 16, 2003	Charles C. Croft – San Joaquin
December 6, 2003	Reuel S. Kaighn -- Bethlehem

DEATHS

November 18, 2002 Ernest Fignebaum (erroneously omitted from 2002 listing)

ORDINATIONS  
ORDER OF DEACON

June 14, 2003 at Trinity Cathedral

Deborah L.S. Carr	(Transitional)
Nancy O. Chalfant-Walker	(Transitional)
Robert M. Dorow	(Transitional)
Martha H. Eilertsen	(Transitional)
Layne C. Hansen	(Transitional)
James E. Hay	(Vocational)
Julian D. Linnell	(Transitional)
Amanda L. Nickles	(Transitional)
Sandra L. Ritchie	(Vocational)
Paul B. Rodgers	(Transitional)
Michael R. Ruk	(Transitional)
Eugene S. Sherman	(Transitional)
Jay F. Slocum	(Transitional)
Matthew T. Walter	(Transitional)

December 13, 2003 at Trinity Cathedral

Simon Barnes	(Transitional)
Rebekah K. Neumann	(Transitional)

ORDER OF PRIEST

JAMES CALVIN McCASKILL

January 3, 2003 at St. Paul's, Mt. Lebanon, Pennsylvania

HAZEL LIVINGSTON WILKINSON

January 5, 2003 at Church of the Savior, Ambridge, Pennsylvania

MARTIN LUTHER WRIGHT, III

January 8, 2003 at St. Michael's of the Valley, Ligonier, Pennsylvania



SUSANNA RHOADS COOK

February 24, 2003 at Rugby School, Rugby, Warwickshire, United Kingdom

THOMAS HAYS PERDUE

May 17, 2003 at Church of the Apostles, Fairfax, Virginia  
by Bishop David Colin Jones, Bishop Suffragan of Virginia,  
on behalf of Bishop Henry Scriven, Assistant Bishop of Pittsburgh

ANDREW MICHAEL RAY

June 21, 2003 at St. Luke's of the Mountains Church, LaCrescenta, California  
by Bishop J. Jon Bruno, Bishop of Los Angeles  
on behalf of Bishop Robert Wm. Duncan, Bishop of Pittsburgh

ELISA PARKER HARRES

August 9, 2003 at St. Martin's, Monroeville, Pennsylvania

EUGENE SOUTHERLAND SHERMAN

December 14, 2003 at Trinity, Beaver, Pennsylvania

LAYNE CORWYN HANSEN

December 14, 2003 at All Saints, Chevy Chase, Maryland  
by George Leonard Carey, Archbishop of Canterbury (retired)  
on behalf of Bishop Robert Wm. Duncan, Bishop of Pittsburgh

JAY FRANK SLOCUM

December 14, 2003 at Church of the Cross, Bluffton, South Carolina  
by Edward Lloyd Salmon, Jr., Bishop of South Carolina  
on behalf of Bishop Robert Wm. Duncan, Bishop of Pittsburgh

JULIAN DARCY LINNELL

December 16, 2003 at Galilee Church, Virginia Beach, Virginia  
by Bishop David C. Bane, Jr., Bishop of Southern Virginia  
on behalf of Bishop Robert Wm. Duncan, Bishop of Pittsburgh

MICHAEL RAYMOND RUK

December 21, 2003 at Trinity Cathedral, Pittsburgh, Pennsylvania

MARTHA HAY EILERTSEN

December 22, 2003 at St. Paul's, Mt. Lebanon, Pennsylvania

MILESTONE ANNIVERSARIES FOR THE CANONICAL CLERGY  
EPISCOPAL DIOCESE OF PITTSBURGH  
2003

<u>ACTIVE CLERGY</u>	<u>Deacon</u>	<u>Priest</u>
Cynthia Bronson Sweigert	25	
Susan Eastman	20	
L. P. Whistler Hays	20	
Mary Maggard Hays	20	
Carol E. Henley	20	
Jared J. Jackson	45	
Grant LeMarquand	20	
McGlynn, J. Douglas	40	
Thomas M. Prichard	25	
Scott T. Quinn	20	
John T. Spicer	25	
Christine E. Visminas	20	
Edward M. Wood	30	

<u>RETIRED</u>	<u>Deacon</u>	<u>Priest</u>
David H. Barnhouse	17	10
Christopher Barker		33
James E. Bauer, M.D.		32
Ralph P. Brooks		46
Jacques D'Aoust		37
Richard W. Davies		48
Arthur C. Dilg		41
William A. Eaton	26	18
James B. Edwards	55	54
Lynn C. Edwards		37
James A. Forrest	39	38
Donald H. Gross		54
Alden M. Hathaway		41
Joanne Hetrick	20	
Austin A. Hurd		36
Reuel Kaighn	39	38
David L. Kinsey	26	25
Robert L. Kooser	41	40
John M. Leggett		43
Charles P. Martin		48
John C. Parker	44	43
Russell W. Turner	52	50
Gilbert M. Watt		54
Mary Weatherwax	23	22
George L. W. Werner	41	40
Richard H. Wilmer		61
Donald R. Wilson	18	16

Rodgers T. Wood

CHURCHES IN UNION WITH THE DIOCESE  
(with date organized)  
Church phone listed first

AMBRIDGE, CHURCH OF THE SAVIOR (1984)  
1123 Merchant Street, 15003  
Fax: 724-266-7216

Rector: The Rev. Joseph A. Vitunic, Jr. 724-266-4412, 724-266-1061  
Deacon: Laura Wicker 724-266-5901

BEAVER, TRINITY (1851)  
370 Beaver Street, 15009

Rector: The Rev. Carl C. Neely, Jr. 724-774-0679, 724-774-8562  
Assistant Rector: The Rev. Eugene Sherman 724-251-9227

BEAVER FALLS, CHRIST THE KING (1991)  
3301 Sixth Avenue, 15010  
724-843-6624

BLAIRSVILLE, ST. PETER'S (1828)  
36 W. Campbell Street, 15717

Priest-in-Charge: The Rev. Kenneth Kocharhook 724-459-8804, 412-621-9761

BRACKENRIDGE, ST. BARNABAS (1884)  
989 Morgan Street, 15014  
Fax: 724-224-4887

Rector: The Rev. Stephen Smalley 724-224-9280, 724-230-0789

BRENTWOOD, ST. PETER'S (1939)  
4048 Brownsville Road, 15227  
Fax: 412-884-9552

Rector: The Rev. Philip Wainwright 412-884-5225, 412-884-4162

BRIGHTON HEIGHTS (PGH), ALL SAINTS (1889)  
3577 McClure Avenue, 15212  
Fax: 412-766-8112

Interim Rector: The Rev. Paul Henry 412-766-8112, 412-322-8924

BROOKLINE (PGH), CHURCH OF THE ADVENT (1904)  
3010 Pioneer Avenue, 15226

Rector: The Rev. Catherine M. Brall 412-561-4520, 412-571-1399

BROWNSVILLE, CHRIST CHURCH (1813)  
319 Church Street, 15417

Rector: The Rev. Stanley A. Burdock 724-785-7958, 724-785-3047

BUTLER, ST. PETER'S (1824)  
218 East Jefferson Street, 16001  
Fax: 724-287-4782

Rector: The Rev. J. Bruce Geary 724-287-1869, 724-282-2553

CANONSBURG, ST. THOMAS' (1866)  
139 N. Jefferson Avenue, 15317

Rector: The Rev. Mabel Fanguy 724-745-2013, 724-743-4869

CARNEGIE, CHURCH OF THE ATONEMENT (1886)  
618 Washington Avenue, 15106

Rector: The Rev. Paul A. Sutcliffe, Jr. 412-279-1944, 412-968-0135

CHARLEROI, ST. MARY'S (1896)  
509 Sixth Street, 15022  
Fax: 724-483-4072

Interim Rector: The Rev. Bob Coval 724-483-4072, 724-752-8170

CLAIRTON, CHURCH OF THE TRANSFIGURATION (1904)

Fifth & Halcomb Avenues, 15025

Deacon: Joseph Koch

412-233-4449, 412-384-6408

CONNELLSVILLE, TRINITY (1817)

136 E. Fairview Avenue, 15425

Priest-in-Charge: The Rev. Charles P. Martin

814-288-5038

CRAFTON, CHURCH OF THE NATIVITY (1872)

33 Alice Street, 15205

Rector: The Rev. Scott T. Quinn

412-921-4103, 412-928-1940

CRANBERRY TWP., CHURCH OF THE RESURRECTION (1984)

8533 Peters Road, 16066

Fax: 724-772-1010

Priest-in-Charge: The Rev. Gordon Green

724-772-3838, 724-741-0390

DONORA, ST. JOHN'S (1924)

998 Thompson Avenue, 15033

Permanent Supply: The Rev. J. David Else

724-379-8871, 412-653-4585

Pastoral Missioner: The Rev. John Leggett

724-228-1060

Lay Pastor: Mr. Robert Hanna

724-379-8871

EAST LIBERTY (PGH), CALVARY (1855)

315 Shady Avenue, 15206

Fax: 412-661-6077

Rector: The Rev. Dr. Harold T. Lewis

412-661-0120, 412-362-1830

Curate: The Rev. Robert E. Stevens, Jr.

412-371-4334

Associate Rector: The Rev. Leslie G. Reimer

412-687-4404

FOX CHAPEL EPISCOPAL CHURCH (1943)

630 Squaw Run Road East, 15238

Fax: 412-963-0861

Rector: The Rev. C. Bradley Wilson

412-963-8938, 412-963-1030

Assistant: The Rev. John P. Bailey

412-784-8990

Deacon: Deacon Elizabeth Rodewald

412-826-5924

FRANKLIN PARK, ST. BRENDAN'S (1987)

2365 McAleer Road, 15143

Fax: 412-364-6024

Rector: The Rev. Catherine A. Munz

412-364-5974, 412-366-8887

FREEPORT, TRINITY (1833)

Sixth & High Streets, 16229

Vicar: The Rev. Gary D. Miller

724-845-6165, 724-845-8846

GEORGETOWN, ST. LUKE'S (1814)

Market & Third Streets, 15043

Vicar: The Rev. Dallam Ferneyhough

724-622-7226, 724-266-0392

GIBSONIA, ST. THOMAS-IN-THE-FIELDS (1948)

4106 St. Thomas Drive, 15044

Fax: 724-443-5640

Rector: The Rev. Dr. Daniel F. Crawford

724-443-1963, 724-444-6125

GLENSHAW, CHURCH OF OUR SAVIOUR (1890)

2405 Clearview Drive, 15116

Fax: 412-487-4520

Rector: The Rev. Joseph Martin

412-486-5171, 724-433-0438

GREENSBURG, CHRIST CHURCH (1822)

145 North Main Street, 15601

Fax: 724-834-2799

Rector: The Rev. Lawrence Knotts 724-834-4750, 724-744-0778  
Assistant: The Rev. Barbara Knotts 724-744-0778  
Deacon: Ruth W. Manson 724-744-7634

HAZELWOOD-GLENWOOD (PGH), GOOD SHEPHERD (1870)  
Second & Johnston Avenues, 15207  
Fax: 724-468-5885

Rector: The Rev. Huett M. Fleming, Jr. 412-421-8497, 412-922-6609

HIGHLAND PARK (PGH), ST. ANDREW'S (1837)  
5801 Hampton Street, 15206  
Fax: 412-661-0184

Rector: The Rev. Dr. Bruce M. Robison 412-661-1245, 412-361-4892  
Honorary Associate, The Rev. C. Don Keyes 412-661-1245  
Deacon: Jean D. Chess 412-363-7263

HOMESTEAD, ST. MATTHEW'S (1884)  
336 East Tenth Avenue, 15120

Priest-in-Charge: The Rev. Mary Gustafson 412-461-5291, 724-266-4221

HOMEWOOD (PGH), CHURCH OF THE HOLY CROSS (1875)  
7507 Kelly Street, 15208  
Fax: 412-243-3269

Priest-in-Charge: The Rev. Dr. Moni McIntyre 412-242-3209, 412-361-2189

HOPEWELL TWP., PRINCE OF PEACE (1987)  
111 Cherryton Street, Aliquippa, 15001  
Fax: 724-375-5786

Rector: The Rev. John M. Heidengren 724-375-5351, 724-857-0863  
Deacon: Dennis M. Wilson 724-375-1510

INDIANA, CHRIST CHURCH (1853)  
902 Philadelphia Street, 15701

Rector: The Rev. William Geiger 724-465-6129, 724-464-0224

JEANNETTE, CHURCH OF THE ADVENT (1890)  
51 South First Street, 15644

Priest-in-Charge: A. Michael Hornyak 724-523-9390, 412-751-8292

JOHNSTOWN, ST. MARK'S (1869)  
335 Locust Street, 15901

Rector: The Rev. Alvin F. Kimel, Jr. 814-535-6797, 814-255-2507  
Deacon: Marion J. Kush 814-262-7570

KITTANNING, ST. PAUL'S (1822)  
112 N. Water Street, 16201  
Fax: 724-543-1867

Rector: The Rev. David D. Wilson 724-543-5402, 724-763-1651  
Priest Associate: The Rev. Elisa Harres 724-251-0674

LEECHBURG, HOLY INNOCENTS (1884)  
366 Third Street, 15656

Rector: The Rev. Gary D. Miller 724-845-6165, 724-845-8846  
Deacon: Colleen M. Klingensmith 724-845-2600

LIBERTY BOROUGH, CHURCH OF THE GOOD SAMARITAN (1958)  
Liberty & Southern Avenue, 15133

Deacon-in-Charge: The Rev. Ron Baillie 412-672-2783, 724-443-7163

LIGONIER, ST. MICHAEL'S OF THE VALLEY (1948)  
Route 381, Rector, 15677  
Fax: 724-238-9411

Rector: The Rev. James B. Simons 724-238-9411, 724-238-3163  
Assistant Rector: The Rev. Martin Wright 724-532-0737  
Priest Associate: The Rev. Tim Couch 724-238-6473

McKEESPORT, ST. STEPHEN'S (1869)  
220 Eighth Avenue, 15132  
Fax: 412-664-1509

Interim Rector: The Rev. W. Jay Geisler 412-664-9379, 412-244-5660  
Deacon: Joseph C. Koch 412-384-6408

MONONGAHELA, ST. PAUL'S (1862)  
130 W. Main Street, 15063

Rector: The Rev. John E. Fierro 724-258-7792, 724-258-9278

MONROEVILLE, ST. MARTIN'S (1954)  
St. Martin's Drive, 15146  
Fax: 412-372-0611

Rector: The Rev. Canon Leslie D. G. Martin 412-372-2050, 724-327-4576

MOON TOWNSHIP, ST. PHILIP'S (1954)  
1629 Beaver Grade Road, 15108  
Fax: 412-264-4168

Rector: The Rev. Eric J. Taylor 412-264-0169, 724-457-1660

MOUNT LEBANON, ST. PAUL'S (1835)  
1066 Washington Road, 15228  
Fax: 412-531-9820

Rector: The Rev. Robert L. Banse, Jr. 412-531-7153, 412-835-1265  
Associate Priest: The Rev. James McCaskill 412-561-0105  
Pastoral Assistant: The Rev. Canon Richard W. Davies 412-851-9212  
Pastoral Assistant: The Rev. John Thomas 412-278-2727

MOUNT WASHINGTON (PGH), GRACE CHURCH (1851)  
319 W. Sycamore Street, 15211  
Fax: 412-381-7005

Interim Rector: The Rev. Canon Richard Martin 412-381-6020, 412-381-6020  
Associate Priest: The Rev. Dr. Don H. Gross 412-741-1041  
Associate Priest: The Rev. Ira C. Houck 412-279-6701  
Associate Priest: The Rev. Lawrence C. Deihle 412-741-5478  
Deacon: Rebecca C. Spanos 412-431-5939

MURRYSVILLE, ST. ALBAN'S (1970)  
4920 Cline Hollow Road, 15668  
Fax: 724-325-2727

Interim Rector: The Rev. Arthur C. Dilg 724-325-2727, 724-465-2176

NEW BRIGHTON, CHRIST CHURCH (1850)  
1217 3<sup>rd</sup>. Avenue, 15066

Priest-in-Charge: The Rev. Dr. Langdon Pegram 724-847-3760, 724-847-4553

NEW KENSINGTON, ST. ANDREW'S (1896)  
1090 Edgewood Road, 15068

Interim Rector: The Rev. Linda E. Manuel 724-339-7518, 412-741-1555

NORTH HILLS, CHRIST CHURCH (1891)  
5910 Babcock Boulevard, 15237  
Fax: 412-364-6780

Rector: The Rev. Canon James D. Shoucair 412-364-2442, 412-782-0116  
Deacon: Christine McIlvain 724-375-3164

NORTHSHORE (PGH), EMMANUEL CHURCH (1867)  
957 W. North Avenue, 15233  
Fax: 412-231-0454

Vicar: The Rev. Dr. Don C. Youse, Jr. 412-231-0454, 412-231-5471

NORTH VERSAILLES, ALL SOULS' (1960)

215 Canterbury Lane 15137  
Fax: 412-823-1440  
Interim Rector: The Rev. John Fetterman 412-823-1440, 412-704-5550

NORTHERN CAMBRIA, ST. THOMAS'  
1201 Chestnut Avenue, 15714  
Deacon-in-Charge: Deacon Ann Staples 814-948-5230, 724-397-2696

OAKLAND (PGH), CHURCH OF THE ASCENSION (1889)  
4729 Ellsworth Avenue, 15213  
Fax: 412-621-5746  
Rector: The Rev. Dr. J. Douglas McGlynn 412-621-4361, 412-243-1251  
Liturgical Assistant: The Rev. Grant Lemarquand 724-266-3221  
Liturgical Assistant: The Rev. F. Ann Paton, Ph.D. 724-843-7542  
Archdeacon: The Ven. Gregory J. Malley 724-733-4834  
College Minister: The Rev. Tina Lynn Lockett 412-661-9741  
Deacon: Karen C. Woods 412-795-5334

OAKLAND, SHEPHERD'S HEART (2001)

The former St. Agnes Catholic Church  
Fifth Avenue and Robinson, Oakland, 15213  
Fax: 412-682-5107

Rector: The Rev. Michael D. Wurschmidt 412-682-6557, 412-681-0134  
Deacon: Andrea Buettner 412-682-4031  
Deacon: Jim Morehead 412-431-6517

OAKMONT, ST. THOMAS' MEMORIAL (1874)

378 Delaware Avenue, 15139  
Fax: 412-828-8521

Rector: The Rev. Jeffrey D. Murph 412-828-9680, 412-828-4086  
Priest Associate: The Rev. Gilbert M. Watt 412-826-4844

PATTON, ST. LUKE'S (1896)

507 Fifth Avenue, 16668

Deacon-in-Charge: Ann Staples 814-674-5847, 724-397-2696

PENN HILLS, (ROSEDALE), ALL SAINTS (1881)

1620 Randolph Lane, 15147

Lay-in-Charge: Mr. David Rucker 412-793-0270, 412-749-8984

PENN HILLS, ST. JAMES (1851)

11524 Frankstown Road, 15235  
Fax: 412-242-8121

Lay-in-Charge: Mr. Vincente Santiago 412-242-2300, 412-401-9504

PETERS TOWNSHIP, ST. DAVID'S (1950)

905 E. McMurray Road, Venetia, 15367  
Fax: 724-941-7829

Rector: The Rev. Mark R. Wright 724-941-4060, 724-942-1215  
Part-time Assistant: The Rev. James A. Forrest 412-831-3914

PITTSBURGH, TRINITY CATHEDRAL (1791)

328 Sixth Avenue, 15222  
Fax: 412-232-6408

Pastoral Assistant: The Rev. Lynn Edwards 412-232-6404, 412-731-2192  
Assistant Rector: The Rev. Michael Ruk 412-421-5727  
Transitional Deacon: Amanda Nickles 724-266-0999

RED BANK, ST. MARY'S (1871)

R. D. #2, Templeton 16259

Regular Supply: The Rev. James E. Bauer, M.D. 724-465-0545

SCOTTDAL, ST. BARTHOLOMEW'S (1873)

Corner of Chestnut & Walnut Streets, 15683

Priest-in-Charge: The Rev. Charles P. Martin 724-887-5110, 814-288-5038

SEWICKLEY, ST. STEPHEN'S (1861)

405 Frederick Avenue, 15143  
Fax: 412-741-7360

Rector: The Rev. Geoffrey W. Chapman 412-741-1790, 412-741-1868  
Associate Priest: The Rev. David R. Brannen 412-741-5618  
Assistant Rector: The Rev. Patrick E. Dominguez 412-741-3975  
Pastor Emeritus: The Rev. Russell W. Turner 412-741-3474



SOMERSET, ST. FRANCIS-IN-THE-FIELDS (1958)

2081 Husband Road 15501

Priest-in-Charge: The Rev. Dr. J. Mark Zimmerman 814-445-7149, 814-444-9146

SQUIRREL HILL (PGH), THE CHURCH OF THE REDEEMER (1903)

5700 Forbes Avenue, 15217

Fax: 412-422-5938

Rector: The Rev. Cynthia Bronson Sweigert 412-422-7100, 412-421-8141

Deacon: Norman E. Koehler, III, Ph.D. 412-967-0832

UNIONTOWN, ST. PETER'S (1838)

60 Morgantown Street, 15401

Fax: 724-438-1552

Rector: The Rev. Thomas R. Finnie 724-438-7731, 724-437-3788

WARRENDAL, ST. CHRISTOPHER'S (1956)

925 Sheraton Drive, 15086

Fax: 724-776-6929

Rector: The Rev. Paul A. Cooper 724-776-1770, 724-452-1514

WASHINGTON, TRINITY (1843)

550 South Main Street, 15301

Fax: 724-225-9367

Rector: The Rev. Karen B. Stevenson 724-222-0740, 724-250-2386

Deacon: Mark P. Stevenson 724-250-2386

Director of Discipleship: The Rev. Matthew Frey (Transitional Deacon) 724-206-6598

WAYNESBURG, ST. GEORGE'S (1886)

100 Bonar Avenue, 15370

Vicar: The Rev. Peter E. Ostrander 724-627-8419, 724-439-2748

WAYNE TOWNSHIP, ST. MICHAEL'S (1836)

P.O. Box 218, Rural Valley, 16249

Lay-in-Charge: Mr. Raymond Moore 724-783-7194

WILKINSBURG, ST. STEPHEN'S (1878)

600 Pitt Street, 15221

Fax: 412-243-6105

Rector: The Rev. Diane Shepard 412-243-6100, 412-781-5604

Deacon: William C. Rau 412-371-6240

Assistant to the Rector-Youth and Outreach: Mr. Anthony Jackson 412-243-6101

UNORGANIZED AND UNINCORPORATED CONGREGATIONS  
MISSION FELLOWSHIPS

BLOOMFIELD, SEEDS OF HOPE

4738 Friendship Avenue, 15224

Fax: 412-654-4085

Priest-in-Charge: The Rev. John Paul Chaney 412-682-6557, 412-281-7272

Assistant Pastor: The Rev. Dennett Buettner 412-682-4031

Deacon: Andrea Buettner 412-682-4031

EDGEWORTH, GRACE CHURCH

Church Lane, 15143

Fax: 412-381-7005

Interim Rector: The Rev. Canon. Richard Martin

412-381-6020, 412-381-6020

Vicar: The Rev. Lawrence C. Deihle

412-741-5478

WOODVILLE, OLD ST. LUKE'S (Historical Site)

Old Washington Pike, Scott Township

Fax: 412-531-9820

Priest-in-Charge: The Rev. Canon Richard W. Davies

412-851-9212

## COMMITTEES OF THE DIOCESE (elected)

### THE STANDING COMMITTEE

(2004)  
The Rev. J. Douglas McGlynn  
Mrs. Kathleen Marks

(2005)  
The Rev. Scott T. Quinn  
Mr. Thomas Moore

(2006)  
The Rev. Catherine Brall  
Heidengren  
Mr. William Roemer

(2007)  
The Rev. John M.  
Ms. Susan Uram Lear

### DIOCESAN COUNCIL President: Mr. Battle Brown Vice President: The Rev. Dan Crawford Secretary: Betsy Hetzler

District 1  
David Black

(2004)

Vacant  
Jim Forney

(2005)  
(2006)

District 2  
Mark Peelor  
Richard Martin  
The Rev. Dan Crawford

(2004)  
(2005)  
(2006)

District 3  
The Rev. Linda Manuel  
The Rev. Steve Stagnitta

(2004)  
(2005)  
(2006)

District 4  
Dennis Sweeney  
The Rev. Mark Zimmerman  
Curt Henry, Jr.

(2004)  
(2005)  
(2006)

District 5  
The Rev. Paul Sutcliffe, Jr.  
Marilyn German  
Betsey Hetzler

District 7  
Mary Roehrich  
Battle Brown  
The Rev. Dr. Moni McIntyre

District 8  
The Rev. Dr. Jay Geisler  
Jim Brophy, Sr.  
Sheila Burkholder

District 10  
David Hoover  
The Rev. Stan Burdock  
Deacon J. Edmund Hay

### THE BOARD OF TRUSTEES

(elected by Convention)

(2004)  
Donald Pepler

(2005)  
John Morgan  
James Moore

	Thomas Pangburn Alan Wright	(2006)
	(elected by Districts)	
(2004) Robert Manson (IV) Michelle Domeisen (V)		(2005) Douglas Wicker (I) Mark Jennings (II)
(2005) Bruce Seiling (III) John Stevenson (X)		(2006) Amis Lewis (VII) Robert Fleming (VIII)
	(appointed by the Bishop)	
(2004) Richard Thomas		(2005) Thomas Rampy Robert Tuscano
	(2006) Susan Pollard James Wilson	
DIOCESAN GROWTH FUND		
	(elected by Convention)	
Robert Goode		Nancy Bolden
	(from Diocesan Council)	
Jim Brophy Sutcliffe		The Rev. Paul
	(from Board of Trustees)	
Susan Pollard		Tom Rampy
	(Ex officio members)	
Nancy J. Norton Houck The Rev. Canon Mary Hays		The Rev. Ira C.

Minutes  
Special Convention of the  
Episcopal Diocese of Pittsburgh  
27<sup>th</sup> September AD 2003

St. Martin's Episcopal Church  
Monroeville, Pennsylvania

HOLY EUCHARIST AND BISHOP'S ADDRESS

The Special Convention began at 8:30am with The Right Rev. Robert Wm. Duncan, The Seventh Bishop of Pittsburgh celebrating The Holy Eucharist. The service was a blessed and very unified worship.

The Bishop delivered his Convention Address during worship. In it he asked and answered five questions: (i) What am I asking you to do? (ii) Why is this so important? (iii) Is this worth impairing our unity? (iv) Who is leaving? (v) Does anything change tomorrow?

CALL TO ORDER

Immediately following the celebration of Holy Eucharist, the meeting of the Special Convention began with the delegates remaining in the Nave. The meeting was called to order by Bishop Duncan at 10:15am.

Bishop Duncan named Mr. Jack Walsh as Acting Secretary of the Convention.

ROLL CALL

The Acting Secretary certified that a quorum was present and recommended that the Special Convention dispense with the roll call as other means of ascertaining attendance were available. This motion was brought, seconded and passed by overwhelming voice vote.

CLAIMS OF DEPUTIES TO SEATS

The Rev. Dr. Mark Zimmerman, President of Diocesan Council announced that All Souls Episcopal Church, North Versailles' assessment was not paid up, and so by Canon delegates from that parish are not qualified to vote. Upon Dr. Zimmerman's request, Convention voted to permit the All Souls delegates to vote despite the arrearage.

ELECTION OF SECRETARY

Dr. Zimmerman nominated Mr. Jack Walsh to be Secretary of Convention; motion was brought and seconded. Voice vote in favor was unanimous. Bishop Duncan appointed Ms. Gloria Clever as Assistant Secretary.

## APPOINTMENT OF JUDGE AND TELLERS OF ELECTIONS (BALLOTS)

Bishop Duncan appointed Mr. Don Bushyager as Judge of Elections and Mr. Tom Moore as Assistant Judge. Tellers named were Mr. Vincente Santiago, Mr. Larry Crowell, Mr. Carl Eyberg, Ms. Judy Howells, and Mr. Robert Hanna.

## SPECIAL RULES OF ORDER

Proposed Special Rules of Order were distributed in packets to delegates. Bishop Duncan spoke about their use, which essentially ordered the discussion and voting as follows: Convention was to discuss Resolutions #1, #2 and #3 together but vote on each resolution separately. Convention was to take the same approach to resolutions #4 and #5 (discuss together but vote on separately). Resolution #6 was to be debated and voted on alone. The Special Rules were adopted by a motion, suitably seconded and carried by overwhelming, but less than unanimous voice vote.

Bishop Duncan noted one change in the wording of the Resolutions: the word 'apostacy' was changed to the words 'Schismatic Actions.' He noted that since the Bishop puts the resolutions before the house, he as Bishop is empowered to make the change. He noted that this change makes the resolutions more clear and less inflammatory.

## DISCUSSION OF RESOLUTIONS #1 #2 AND #3

After identifying two microphones to be used by those who wish to speak in favor of or against the resolutions and a third microphone for those who wish to raise procedural issues, the Bishop directed the debate to commence. He noted that in accordance with the Special Rules of Order, the discussion of Resolutions #1, #2 and #3 will be limited to 40 minutes, with procedural motions in order after 20 minutes. Each speaker was limited to 2 minutes each.

FOR: The Rev. Patrick Dominguez, Assistant Rector, St. Stephen's Episcopal Church, Sewickley addressed himself to those, if any, who remained unsure of how to vote, that is who are 'sitting on the fence.' In Patrick's long experience in youth ministry, it is his judgment that young people will leave the church unless it exhibits a firm biblical witness. He finds that the youth will follow those willing to provide clear moral guidelines. He said young people welcome the clear witness. If the Church does not differ from the World, he finds that the youth do not find any reason to be involved with the Church. Judgment from God will fall on us if we don't do this.

AGAINST: Ms. Rachel Nicholson, St. Thomas' Church, Canonsburg spoke especially to Resolution #2 [appeal to the Anglican Primates]. The folks I represent are not on the fence. The Canonsburg congregation is clearly in favor of unity. They are in favor of the Episcopal Church staying together. Rachel noted that there is no authority for the Primates to do anything. The Bishop's approach is interfering and it abandons me and others like me. Anglicans don't abandon or throw out anything. The Bishop says nothing will change. This is not so.

FOR: The Rev. Langdon Pegram, Interim Rector, Christ Church, New Brighton. Pain in and of itself isn't entirely bad. We learn from medicine that the cure for an ailment may initially require more pain. Sometimes we need to accept pain to gain a greater good. I had to stand up for Jesus' words in the face of derision from other people. Further, the Lord Jesus told us to expect suffering.

AGAINST: Mr. Lou Camerlengo, Church of the Redeemer, Squirrel Hill. We need to have open hearts. This proposed separation will be a bad thing for

the church and quite time consuming. Instead we should remain open. We have gathered 750 signatures on a petition to this effect. A split in the church would be more painful and would not advance God's Kingdom. We reject these resolutions.

FOR: The Rev. Martin Wright, Assistant Rector, St Michael's of the Valley, Ligonier. The road has been widened too much. Some folks teach that it is all right to do whatever I want; but this is allowing the Gospel to be aligned with World. We are a house divided against [itself]. Jesus' Gospel is one and not a gospel of innovation. The Gospel is truly liberating. It is no license for sin.

AGAINST: The Rev. Mabel Fanguy, Rector, St. Thomas' Episcopal Church, Canonsburg called to mind the old style Episcopalians, recalling in particular how her mother struggled over the years, first with the new Book of Common Prayer; then with the ordination of women; then with her own daughter's ordination. My mom hung in there; she remained in the Church. Next came the issue of bringing African-Americans into the church. Episcopalians do not quit. This is the faith of our fathers and mothers. These proposals are a lie. I ask: who are the real Episcopalians? [Those supporting these resolutions] are plotting to leave this church.

FOR: The Rev. Dr. Leslie P. Fairfield, Professor, Trinity Episcopal School for Ministry, Ambridge: These resolutions are neither hasty nor precipitous, but represent a measured, overdue corrective action. This has led inexorably from the actions of the 74th General Convention's decisions. But this is really a forty year old problem. These resolutions represent a long overdue response. The faculty at Trinity Episcopal School for Ministry unanimously supports the approach Bishop Duncan is recommending.

AGAINST: The Rev. J. David Else, Director, Center for Spirituality in 12-step Recovery Programs: The Scripture proscribes teaching as doctrine the precepts of men. I work with other faith communities with the addicted. A focus on mission makes religious differences disappear. These resolutions represent yet another break in an already fragmented church. I've lived many years and many as priest. I've been brought to understand that the keys are: 'Love your neighbor as yourself;' and 'What is required but to do justice and to love mercy.' All else is secondary. The Episcopal Church should remain one regardless of our precepts.

FOR: Mr. Dave Hoover, St Peter's Episcopal Church, Uniontown: Actions speak louder than dialog. The 74th General Convention has left us no room. The conflict is distressing. I crave peace but not at any cost. I have wounds to attest to conflict; I'm not unaware of the cost. I myself am in conflict, but there is no middle ground.

AGAINST: Mr. Geoff Hurd, St. Paul's Episcopal Church, Mount Lebanon: I and my rector regret this; I'm in opposition to these Resolutions, but in particular, Resolution # 2 is ineffectual. It asks the Primates to make decisions for which they have no authority. We need to note that ECUSA is self-governing. The Primates weren't even formed until 100 years after ECUSA existed. You [addressing Bishop Duncan] as Bishop are called to maintain unity and I expect you to maintain it.

FOR: Ms. Carolyn Hayes, Christ Church, Greensburg: We are not leaving the church, rather, ECUSA has left us.

Charles, a delegate of St Alban's Episcopal Church, Murrysville: I plan to vote for the resolutions, but many at St. Alban's are very much against them, feeling that passage of the resolutions will serve to split the church. These people challenge the interpretation being given to the resolutions. There are differences of opinion at St. Alban's.

Procedural Motion: The Rev. Dr. Harold T. Lewis, Rector, Calvary Episcopal Church, East Liberty presented a petition noting that under Rule of Order C Section 4 of the Rules of Order for the Diocese of Pittsburgh, a group may by petition require the calling of names of the clerical deputies and Lay Deputies asking for votes by ayes and nays. All votes are to be entered in the Minutes. I ask for roll call and lay before you the petition. I suggest the Canons call for no debate. I ask that this be applicable today on each of the matters at question. A written Motion was submitted to Bishop Duncan. The petition was received, accepted and conveyed to the Secretary of Convention.

FOR: Ms. Linda Gearhart, Christ Episcopal Church, Brownsville: The Episcopal Church has severed its ties with the historic Church. This will lead to moral decay throughout nation. We need to wake up; the witness of the church is already crippled by the action at the 74<sup>th</sup> General Convention. God will know you not if you don't stand up now.

AGAINST: The Rev. Dr. Moni McIntyre, Priest-in-charge, Church of the Holy Cross, Homewood: I wanted to get the views of our people; we got quite a spectrum of views. We did a ballot: 61 were returned and they heavily disagreed with proposed Resolutions.

FOR: Mrs. Joan Malley, Church of the Ascension, Deputy to General Convention: When I returned from the 74<sup>th</sup> General Convention I was met by a distraught parishoner standing in my driveway. How could this have happened she asked? How can I stay in this church? This person is a victim of sexual abuse & a graduate of a ministry which addresses peoples' sexual brokenness and is a former lesbian. The actions of the 74<sup>th</sup> General Convention spoke the following to this woman: 'your transformation means nothing.' This change you suppose took place in your life is a lie. The church is saying: we even ordain to high office those who practice sexual activity outside of marriage. The General Convention said sexual activity outside of marriage is OK. The 74th General Convention itself sowed the seeds of the dispute we are having today.

PROCEDURAL: The Rev. Robert L. Banse, Jr., Rector, St. Paul's Episcopal Church, Mount Lebanon: I was going to suggest delay. I don't think these resolutions mean much. Although I thought that, now I don't think we should delay. Regarding Resolution #2 I suggest we divide the question. Lines 9-11 [the request to the Primates] and the other in lines 12-17 [requesting acknowledgement as the bona fide expression of the Anglican Communion in the United States of America] we should consider separately. Mr. Banse noted 'If I have hurt any of you, I ask that you forgive me.' The motion was brought and seconded. Bishop Duncan noted that at issue is whether to divide the Resolution. He added that no discussion is appropriate. A voice vote was held followed by a vote by ayes and nays signified by standing up. The motion was defeated.

The debate continued.

AGAINST: The Rev. Carol Henley, Priest and Veteran's Administration Chaplain noted that she is against all the resolutions, but particularly she is against Resolution #2. Carol noted that we are united in Jesus as Lord and Savior. We do not have two gospels, but one: Jesus as Lord and Savior. She noted that we are all sinners in need of redemption. We cannot say to one



another 'I have no need of you.' The only hope we have is if we stay together for correction of error. We need to talk, not cut one another off. Ms. Henley suggested: 'Let's stay together!' She noted that if there has already been schism from the 74th General Convention, then making more schism is worse.

FOR: Ms. Caroline Beddemeyer, St. Peter's Episcopal Church, Uniontown: I joined this church for my children to learn biblical truth. Now the church preaches heresy. She recalled the concerns about Bishop Spong and other controversial Bishops, now there will be Bishop Gene Robinson. We have been patient. Things are getting worse instead of better. For the sake of our children we must reform the church. The church must be in the world but not of the world.

AGAINST: Mr. Roger Westman, Calvary Episcopal Church, East Liberty noted that the Bishop asked the question: Is this worth unity? I don't think he actually answered the question. You mentioned that we are hurting, and, well, yes, we are. But those aren't answers. If we were to feed every hungry person we wouldn't be in the newspapers. But because we are talking about sex the media have an interest in this. I joined the church in order to work on homelessness and crime and other ministries. Can we not instead of worrying ourselves about matters of the love between people simply set that aside and do the work of Christ in the world?

FOR: The Rev. Brad Wilson, Rector, Fox Chapel Episcopal Church: I am in support of these Resolutions, especially Resolution #1. The 74<sup>th</sup> General Convention has exceeded its authority. We have also a polity issue not just a moral issue. Who gets to decide? The national church in the USA is one of many such national churches left from the receding of the British Empire. The Book of Common Prayer speaks clearly: '... It is a most invaluable part of the liberty wherewith Christ hath made us free that in his worship different forms and usages may without offence be allowed, provided the substance of the Faith be kept entire...' [BCP p. 9, emphasis added] Whose right is it to decide what the substance of the faith is? Is it this shrinking splinter of ECUSA or is it the whole Anglican Communion?

At the end of Mr. Wilson's comment the time for debate was ended. A motion, appropriately seconded was put whether Convention would agree to extend time for debate. Voting by voice, followed by ayes and nays indicated by means of standing, the delegates voted not to extend debate.

## BALLOTING

Next was the balloting on Resolutions #1, #2 and #3. This was done by the Secretary calling out each delegate by name, Clergy first, then Lay Deputies, followed by each delegate speaking aloud his or her vote on each of the three Resolutions. After the voting was finished, a 15 minute break was granted.

The vote result was that all three resolutions passed with the votes as follows:

Resolution #1 Yes: 219; No 69; Abstain 8  
Resolution #2 Yes: 208; No 86; Abstain 2  
Resolution #3 Yes: 212; No 81; Abstain 3

A full list of the roll call votes on each question by name is attached hereto.

## DISCUSSION OF RESOLUTIONS #4 AND #5

The meeting was reconvened at 12:02pm by Bishop Duncan who called the meeting to order and moved to the discussion of Resolutions #4 and #5. He noted that in accord with the Special Rules of Order, debate would be limited to 30 minutes, with procedural motions in order after 15 minutes. He directed that debate begin.

FOR: The Rev. Dennett Buettner, Assistant Pastor, Seeds of Hope, Bloomfield spoke especially in favor of Resolution #4. Some will argue for delay on Resolutions #4 and #5 awaiting the decisions of the Primates. But part of what the Primates want to know is whether or not we are committed to the views we espouse. In other parts of the world there is persecution by unapologetically homophobic followers of Islam. There will be no grace given our brothers and sisters [overseas] for what the 74<sup>th</sup> General Convention has done. We must stand with our brothers and sisters to take exception to what was done. Also, we must put our money where our mouth is.

AGAINST: Ms. Mary Roehrich, St Andrew's Episcopal Church, Highland Park and Diocesan Council noted that the besetting sin of the modern world is greed. These sexual matters are side issues. The fact that folks are not dealing with greed is the root problem. We will all still be together in the Episcopal Church after this. We have an obligation to treat each other with respect even though we are diametrically opposed. I am grieved to be separated. Then Mary quoted John 3:16ff.

FOR: The Rev. Dr. Dan Crawford, Rector, St. Thomas in the Fields Church, Gibsonia: I come from a place [another diocese] where there will be no accommodation [for the orthodox]. They'll be told 'please remain in the Church for the sake of unity,' but they will get no guarantee that they will be allowed to speak freely. I stand in favor of Resolution #5. The dissenters in Pittsburgh get the right to practice their faith as they wish. In other dioceses there will not be any attempt by those in authority to allow dissenters to retain their own property.

AGAINST: Ms. Sue Boulden, St. Thomas Oakmont: In our parish there has been no discussion in general forum or from the pulpit. People in the pews do not know what's going on and do not understand it. My Rector has all my love, but he erred when he provided for no forum. Christ Church in Greensburg had meetings. People need to have the information to make an informed choice, otherwise they can't make assessments. Yesterday David Wilson put up some statistics of a large number of communicants in favor, whereas according to Progressive Episcopalians of Pittsburgh there is a fair

number against. Apparently the balance of the people are split. Time was called before Sue was finished with her comments.

FOR: Mr. Joe Sarria, St David's Episcopal Church, Peters Township: I came back from the 74<sup>th</sup> General Convention concluding that our church is now at great risk; that ECUSA has deviated from the Scriptures. Joe used as an example his knowledge of the Cuban churches, the Episcopal versus the Presyterian. The latter left biblical faith and, as a result declined markedly and ultimately became irrelevant on the island. On the other hand, the Episcopal Church in Cuba stood on traditional biblical faith and is the fastest growing church in Cuba, and that in a Communist Country. Joe asked: why should we give money to an organization that is ashamed of the Gospel? Rather, we should give money to those who are unashamed of the Gospel.

AGAINST: The Rev. Bruce Robison, President of the Standing Committee and Rector of St. Andrew's Church Highland Park spoke against Resolution #4, especially in the language that '... this Convention directs that no assessment funds ... be sent to [ECUSA], etc.' He noted that this contradicts the existing church Canons. Bruce noted that the Special Convention has no authority to make such a statement.

FOR: Ms. Laura Wicker, Church of Our Savior, Glenshaw and South American Missionary Society (SAMS): Laura noted that she particularly supports movement of funds towards other missionary efforts. There has been a dramatic increase of support for spreading the Gospel in places where it is being well received. SAMS does not depend on the National Church. She noted that missionary work is difficult both in the field and in home office support work.

AGAINST: The Rev. Dr. Harold T. Lewis Rector, Calvary Episcopal Church, East Liberty noted that in the old prayer book was a service for the naming of a child. Bishop Duncan's renaming of the 74th General Convention's actions, whether as apostasy or as schism is mendacious. This is a part of the Bishop's effort to rename the General Convention's actions. Also, in the guise of charity the Bishop offers alternative Episcopal oversight when it hasn't even been requested. In Resolution #6 we find an innovative plan contrary to the extant Canons of the church. Dr. Lewis emphasized that this Convention's actions cannot overrule the canons.

FOR: The Rev. Whis Hays, Executive Director of Rock the World Youth Mission Alliance. These resolutions, particularly #4 and #5 will support the missionary spread of the Gospel as well as missionary excellence. Whis recalled a conversation in Russia in which the locals requested that the missionaries come to his town where he would show them the deep need. Whis noted that at that time the Soviet Union was a blank spot in world mission. Only the voluntary mission societies foster support for mission with a passion for the Gospel. The changes proposed in these resolutions will support those who take significant risks to pass along the Gospel.

On a point of personal privilege and with the permission of Bishop Duncan, The Very Rev. George L.W. Werner, President of the House of Deputies of ECUSA made some comments to the Special Convention, indicated his different approach to these questions, emphasizing his own great passion for God being a God of truth and that the more voices there are at the table, the better. He noted his deep commitment to Scripture, mission, witness and service. He recognized The Rev. Geoff Chapman and The Rev. Jim Simons from the diocese and noted that he holds the Diocese of Pittsburgh in regular prayer. President Werner's comments were recognized by applause from the delegates.

The Bishop then directed that the meeting return to the debate.

AGAINST: Mr. Charley Trimble, St. Thomas, Canonsburg asked the delegates to recall the Common Life Conference Center. The committee investigating such a center fell upon the question: What was our common life? The unfortunate conclusion reached was that the diocese had no common life. The committee recommended the Bishop bring us together and concentrate on those things which would foster diocesan unity. Charlie noted that he has no plans to leave the church and that his own personal faith has remained unchanged over many years, Bishops and Priests.

FOR: The Rev. Dr. W. Jay Geisler, Rector, St. Steven's Episcopal Church, McKeesport noted that half of the prophetic statement [Pittsburgh would become more famous for God than for steel] has come true. Jay noted that approval of these resolutions is an essentially protestant action. He went on to say that the Diocese of Pittsburgh is protesting the actions of the 74th General Convention; by these resolutions we are throwing down the challenge to ECUSA. We ask: Can the Scripture stand up to common sense? He ended by stating: "Let the 2<sup>nd</sup> protestant reformation begin!"

In a fresh procedural request, The Rev. Dr. Harold T. Lewis, Rector of Calvary Church East Liberty again noted: Rule of Order C Section 4 of the Rules of Order and called for Roll Call vote for Resolutions #4 #5 and #6. The previously delivered petition was acknowledged as having been accepted and is attached to these Minutes.

~~AGAINST: The Rev. J. David Else, Director, Center for Spirituality in 12-step Recovery Programs indicated that he doesn't know how to vote. What is the diocese, he asked? Is it the Bishop and the others who support him or those who remain faithfully within ECUSA? David indicated that he would abstain. There was simply inadequate definition~~

in the resolutions.

FOR: The Rev. Thomas R. Finnie, Rector, St. Peter's Episcopal Church, Uniontown: Steve Randall is not household name among you but he should be: he is a graduate of Trinity Episcopal School for Ministry and was a Seminarian assigned to the Church of the Ascension in Oakland. He is a man of God. Tom feels that Randall should be in the Episcopal Church. But Randall responded to the actions of the 74th General Convention and couldn't accept the pastoring of his Maryland Bishop. The Bishop called him in and indicated that although he would not seek to defrock Randall, nevertheless he did suggest that Randall was mentally unstable. Tom noted that in the Diocese of Pittsburgh Randall's dissention would be accepted and he would be allowed his separate opinion by Bishop Duncan. These are resolutions of conscience and of freedom.

AGAINST: Ms. Rachel Nicholson St. Thomas, Canonsburg: I vote no on all resolutions, but I want to speak to #4 particularly. The language on dissenting congregations is not a kindness to us. What has happened is that the majority of you have voted [referring to the vote on Resolutions #1, #2 and #3] to split and leave the church. The dissenters are the Episcopal Church. It's not a kindness to say to those who are against these resolutions: "Go ahead and get other Episcopal oversight," because that is saying, in effect, 'go away.'

At this point a procedural request was made asking for a roll call vote by parish. This was duly moved and seconded but did not pass.

Again, the meeting returned to debate.

FOR: Capt. Don Bowers, Christ Episcopal Church Brownsville; Church Army. I want to address #4. Don repeated the Bishop's Vision: One Church of Miraculous Expectation and Missionary Grace. He noted: 'I've been saved by God. It is of the utmost importance that the umbrella I go out under is a holy umbrella and that the authority is a holy authority. The hundreds of people to whom I've witnessed the Gospel do not ask if I'm an Episcopalian. All they want is the Good News that we are saved by grace.' It is a shame we're here under these circumstances.

AGAINST: Ms. Linda Getz, Church of the Good Shepherd, Hazelwood. Linda noted that she stands to oppose Resolutions #4, #5 and #6. We already agreed to allow parishes not to send money to the National Church. Nothing in Resolution #4 gives guidance or information on what to do if we don't support the National Church. There is nothing in the [Resolutions] about what we are to do.

At this point the time was reached for the end of debate. A motion was brought and seconded to extend debate, but by voice vote the delegates voted not to do so.

#### DISCUSSION OF RESOLUTION #6

The Bishop then moved the Convention to a discussion of Resolution #6

FOR: Mr. Stu Simpson, Fox Chapel Episcopal Church and Board of Trustees: I support Resolution #6. He noted that the Dennis Canon states that 'All real and personal property held by any parish or other organization is held in trust for this church and for the diocese thereof ...' He noted that 'this church' in the canon refers to ECUSA. Thus, schools, offices, camps and other property are actually owned by the National Church. Let's build a firewall so as to protect against hostile legal claims against local ownership.

AGAINST: The Rev. Bruce Robison, President of the Standing Committee and Rector of St. Andrew's Church Highland Park stated that this resolution is out of order. It calls for a constitutional change not appropriate to be addressed by this body [the Special Convention]. Our Canons say they are subject to the National Church. If we want to do this kind of thing, we should proceed by proper authority to amend the Canons.

FOR: Mr. Nick Storm, Senior Warden of St. Phillip's Episcopal Church, Moon Township: Nick identified himself as an attorney and noted that St. Phillip's has grown largely by the addition of new converts with a Gospel of rescue from sin. The parish outgrew its old facility. To pay for a new one parishioners have given \$2.2 million from a broad spectrum of people. The 74<sup>th</sup> General Convention has hurt our efforts to save the lost. Many of our parishioners will withhold funds from the parish if ECUSA has a claim on the church property. Passage of Resolution #6 will allay some of this concern.

AGAINST: The Rev. Ann Staples, Deacon-in-charge, St. Thomas Episcopal Church, Northern Cambria: We got a fair amount of money for

a ministry named 'Coal Country Hangout.' Will the Diocese provide funds when ECUSA pulls our funding?

FOR: Mr. Doug Wicker, St. Stephen's Episcopal Church, Sewickley and member of the Board of Trustees. Doug noted that it will be very important for us to distinguish between beneficial interest and legal interest in property and to maintain the understanding of beneficial interest as we go forward. We hope to maintain the benefit of the property though the legal title may be different. We will have to work together regardless of our stance in faith and understand these differences.

AGAINST: The Rev. Mabel Fanguy, Rector, St. Thomas' Episcopal Church, Canonsburg questioned whether it is really possible to look at the clear meaning of Scripture. [From such a perspective,] homosexual is purportedly bad. But Mabel made note that in Old Testament times the rabbis spent considerable time discussing and interpreting the Scripture, writing midrash and commentaries. Jesus and the writers of New Testament also interpreted the Scripture. This is a long line of historical interpretation. Resolution #6 is not clear. We should note that the Bishop had to issue a follow-on [explanatory] statement.

FOR: Ms. Susan Pollard of St. Paul's Episcopal Church, Mt. Lebanon spoke in support of Resolution #6 and offered some thoughts about the intention of the resolution. Susan indicated that she is a member of the Board of Trustees. Further, she voted in favor of this resolution when it was presented to the Board. She noted too that she is the Chair of The Growth Fund. We've done lots of good development work in the diocese with parishes in need of funds. Resolution #6 will provide a means for this diocese to relinquish ownership over parish property in order to protect each parish and avoid any coercive action from either ECUSA or from the Diocese of Pittsburgh. This protection thus honors those who gave in the past with the expectation that the property would belong to the local church.

AGAINST: Ms. Jackie Och St. Paul's Episcopal Church, Mt. Lebanon: The lack of clarity of resolution #6 is acknowledged but is acceptable. This is a legal matter which will certainly be tested. This resolution contravenes Pennsylvania civil case law as well as the Episcopal Canons. We can be sure that legal controversy and pastoral pain will follow this action. This issue will not be finally resolved with the action of this Special Convention.

FOR: Mr. Bob Heaton, St. Steven's Episcopal Church, Sewickley: Bob noted that he is on the Vestry and that there was a strong need to expand facilities. We raised a large sum of money. Now in that space there are 550 senior high students in a youth group who worship the Lord. The facilities are being used for people who never [previously] knew Jesus. To do ministry, the church needs money and it needs facilities. The church is going to grow more. That money has to be pledged. We can't go [forward] without some assurance to givers that the money pledged and given will not be diverted.

AGAINST: Ms. Sue Boulden, St. Thomas' Memorial Episcopal Church, Oakmont. Referring to a letter from her brother, whom she noted is an attorney, Sue noted that the Board of Trustees is responsible for its property. The Diocese cannot simply give property away. The rules are reasonable. Courts have ruled that ECUSA is a hierarchical organization. Since the Dennis canon forms part of the canon, it is in force. This has

been codified in Pennsylvania law. The Diocese will have to face litigation if the Special Convention passes this resolution.

FOR: Ms. Carol Stevenson, St. David's Church, Peters Township: We built a new church facility to change lives for Christ. This new space is inviting and enhances our ability to reach out. We have a wonderful addition as well as an awesome mortgage. We need to honor those who have given and to protect against those who would use the facilities to preach another gospel. We cannot allow these facilities to be used contrary to the purposes intended.

AGAINST: Mr. Mark Jennings, St. Brendan's Episcopal Church, Franklin Park and the Board of Trustees: We've just built an addition. I believe in the strength of unity; the importance of consistency of message; and the need for having the right physical facilities. This resolution will put everybody in an unclear position but will be sorted out as time passes. Mark issued a personal caution against passing this resolution.

FOR: The Rev. Whis Hays, Executive Director of Rock the World Youth Mission Alliance chose to continue Ms. Susan Pollard's earlier comments: the people who have given to the church in the past and now continue doing so, make such gifts with the expectation that the money is for the [local] church itself. [That is not true] if the ultimate control is at the diocese or ECUSA. This resolution simply expands a protection to all parishes, to protect and preserve all properties. Note too that the Board of Trustees by majority last week voted in favor of Resolution #6.

AGAINST: Ms. Mary Roehrich, St. Andrews Church, Highland Park and Diocesan Council noted that this resolution does not address the disposition of the common assets of the Diocese if or should this schism take place. Further, division within each parish church must also be considered and may be a point of contention. There is no easy way out of this situation. Mary indicated that she would vote against Resolution #6 since it raises more issues than it resolves.

FOR: The Ven. Greg Malley, Church of the Ascension and Archdeacon: This resolution is generous; whichever side you're on, you can protect your assets. Ascension has just finished a capital program with money having been raised by current and prior givers. Make no mistake: large or small, if we do not move to protect [parochial] assets, we stand the chance to lose the support of our people who are giving.

AGAINST: Ms. Paula Hopkins, St. Paul's Episcopal Church, Mt. Lebanon noted that the law in the Commonwealth of Pennsylvania is clear. If you have a church formed in the 1930s under the law of Pennsylvania in a hierarchical church, then the property is owned within the hierarchy. St. Paul's Episcopal Church cannot leave ECUSA without ECUSA's consent. That property does not belong to St. Paul's. What is public policy? A court would reason that people have given gifts to St. Paul's Mt. Lebanon so [if the parish removes itself from ECUSA], perhaps these gifts are being misused. Courts will judge that they cannot ascertain the grantor's intention, so their approach will be to keep the gifts within the hierarchical church.

FOR: The Rev. Grant Lemarquand, Associate Dean, Trinity Episcopal School for Ministry and Liturgical Assistant, The Church of the Ascension, Oakland. Grant agreed that the Dennis canon is important. We are, however, hierarchical to Canterbury not to New York. Those of us who

voted in favor of the first three resolutions may have to decide between our church and our buildings. Buildings can indeed be idols. We may have to start from scratch, leaving our buildings behind and building up the church without them.

Mr. Lou Camerlengo, Church of Redeemer, Squirrel Hill: I'm neutral as of now; for now we're all together. I would like to allow the balance of my time for all of us to reflect and think about building bridges with one another since we'll continue together for some time to come. Then followed a two minute period of silence during which delegates followed Lou's suggestion. The silent prayers were ended by the Bishop.

At this point the time allotted for debate expired, and Convention voted not to extend debate, with the exception that two more speakers (who were already standing indicating an intention to make remarks) were allowed to speak.

~~FOR: Ms. Maggie Hall of Fox Chapel Episcopal Church: even if you voted Nay on earlier resolutions, you can be comfortable to vote aye on this one. The resolution itself states that no adverse claim is acknowledged but denied.~~

~~AGAINST: The Rev. Carol Henley, Veterans Administration Chaplain asked us what kind of witness to the world do we give fighting over property? The media are here. These amount to matters of control and losing control. Issues of trust. Arguing like this compromises the Gospel witness.~~

#### BALLOTING

At this point the Secretary performed the roll call voting on Resolutions #4, #5 and #6. This was done by the Secretary calling out each delegate by name, Clergy first, then Lay Deputies, followed by each delegate speaking aloud his or her vote on each of the three Resolutions.

The result of the votes was that all three resolutions passed with the vote tally as follows:

Resolution #4 Yes: 207; No 81; Abstain 4  
Resolution #5 Yes: 211; No 77; Abstain 4  
Resolution #6 Yes: 204; No 72; Abstain 16

A full list of the roll call votes on each question by name is attached hereto.

#### ACKNOWLEDGMENTS

The Convention conveyed special thanks to The Rev. Les Martin and the entire staff of St. Martin's Episcopal Church for accommodating the Convention so well.

#### NOONDAY PRAYERS

Having concluded the business of the Special Convention, the Bishop led Noonday Prayers which ended with song.

The meeting was declared adjourned by Bishop Duncan at 1:55 p.m.

Respectfully submitted,

Jack Walsh  
Secretary of Convention



Minutes  
Annual Diocesan Convention  
Episcopal Diocese of Pittsburgh  
A.D. November 7 & 8, 2003

Embassy Suites, Moon Township, PA  
St. Stephen's Episcopal Church, Sewickley, PA

The 138<sup>th</sup> Annual Convention of the Episcopal Diocese of Pittsburgh was called to order on Friday November 7<sup>th</sup>, 2004 at 1:30pm by The Right Rev. Robert Wm. Duncan, The Seventh Bishop of Pittsburgh.

Bishop Duncan led Convention in Noonday Prayers including the singing of Hymn 521 and readings from Psalm 121 and, Revelation 15:1-8.

After worship, the Bishop moved immediately to the business portion of the meeting at 1:45pm. He named Mr. Jack Walsh as Acting Secretary of Convention.

Roll Call:

The Acting Secretary certified that a quorum was present and recommended that Convention dispense with the roll call. This recommendation was moved, seconded and passed unanimously.

Claims of Deputies to Seats

The Rev. Dr. Mark Zimmerman, President of Diocesan Council announced the single parish which was delinquent in the payment of its assessment: All Souls, North Versailles. Dr. Zimmerman asked whether anyone had an objection to seating All Souls despite the arrearage. No objection was voiced, so the All Souls delegation was permitted to be seated.

Next, Dr. Zimmerman read the rather lengthy list of 2002 parish audits which were missing. Bishop Duncan noted the length of the list and urged that all audits be filed before year end.

Election of Secretary of Convention

Dr. Zimmerman nominated Mr. Jack Walsh to be Secretary of Convention; the nomination was moved, seconded, and by voice vote, carried unanimously.

Minutes of the 137<sup>th</sup> Annual Convention

Bishop Duncan noted the Minutes to the 137<sup>th</sup> Annual Diocesan Convention were printed in the pre-convention binder materials. The Bishop inquired of the delegates whether there were any additions or corrections. Hearing none, it was moved and seconded and unanimously passed that the Minutes be accepted as presented.

## Minutes of the Special Convention

The Bishop called on the Secretary who announced that included in the packet of materials handed to delegates as they registered was a copy of the text of the six resolutions which were passed at the Special Convention on September 27th, 2003. He noted that the text of these resolutions, along with the Bishop's Pre-convention Report and the Bishop's Convention Address in fact form attachments to the Special Convention Minutes and will be incorporated with the Minutes in diocesan records.

The Secretary also noted that on page A18 of the pre-convention binder materials, the 6th bullet down, Dn. Laura Wicker is from the Church of the Savior Ambridge, not Glenshaw.

From the floor it was noted to the Secretary's attention that on page A15 the correct spelling of the name of Ms. Carolyn Haynes.

Ms. Sue Bolden of Oakmont clarified her remarks which had been incorrectly recorded.

Having been thus amended, it was moved and seconded that Convention accept the Minutes to the Special Convention as amended. This motion passed unanimously.

The Bishop then rose and delivered his Convention Address.

Be watchful ... I Cor. 16:13-14.

Bishop began by acknowledging the divisions within the diocese.

Bishop led delegates in an exercise: stand if you are trying to do the right thing? Now stand if you are brokenhearted at the circumstances in the Church? Each time everyone stood. He noted the unanimity of right intention.

Then Bishop asked any to stand who could actually say they had done absolutely everything in love? Bishop Duncan noted that this is the unanimity of sinners.

Bishop Duncan rearticulated the core three values:

1. The diocese exists to strengthen the mission of local parishes.
2. We work together where we can work together.
3. We rely on Almighty God as the chief resource for our ministries severally and together.

Things can't go back to the way they were. But let's be our best. He used the image of Solomon and the living baby and two competing mothers. The Bishop emphasized international and missionary partnerships. These things characterize our life together. He announced that Canon Cathy Brall has just been named Provost of the Cathedral.

Bishop Duncan noted parochial changes: Trinity, Connellsville & Epiphany, Avalon will both close in 2003. He noted too the launch of Three Nails in 6 cells all over the diocese. The Rev. Don Cox is plant leader. As part of the plant, three young entrepreneurs want to open an internet cafe in the old book store space in Trinity House. It's similar to the call of the Lunch Room 100 years ago, meeting a then unaddressed need for downtown workers.

So the Bishop issued his charge: be watchful ... let everything be done in love. I Cor. 17:13-14.

The Bishop's Convention Address ended at 2:35pm. Time was offered for any response but none was expressed. (The Convention Address is printed in full elsewhere in the Journal.)

Bishop Duncan then called on Ms. Mary Sweeny of ERD. Last year the Drop in the Bucket contribution of \$500 was sent to aid orphans with AIDs in Africa. This year we helped East Coast hurricane victims, the working poor. Uninsured, unemployed, are there others who have fallen between the cracks? Mary asked that we please read the ERD report in the pre-convention Journal.

At this time a Video Presentation entitled 'Now More than Ever' was presented.

The presentation was a delightful series of still photographs set to music. Afterwards, the Bishop thanked Mrs. Marjie Smith for her work in bringing the video about and for her work as a consultant in the new look for the Trinity publication this year.

Report of the Director of Administration, Mrs. Nancy J. Norton

As usual, Mrs. Norton's report included pictures and reports of the impact of the financial expenditures rather than merely a dry recitation of figures. (Mrs. Norton's report is printed in full elsewhere in the Journal.)

Presentation and Adoption of the 2004 Annual Budget

Mr. David Black moved, and the motion was seconded that the budget be accepted as proposed; the vote in favor was unanimous and submitted with great thanks to Mrs. Norton. (The budget as adopted is printed elsewhere in the Journal.)

Bishop Duncan announced a break at 3:14pm

The break ended at 3:41pm and meeting was called back to order.

Bishop presided over a ceremony in which flags of all the nations with which parishes of the diocese have partnerships were presented.

The Rev. Ruth W. Manson, Deacon, Christ Church Greensburg read the gospel according to Matt 28:16-20 .. go therefore and make disciples of all nations....' Flags were presented: Trinidad Tobago, Japan, Israel, Honduras, Uganda, Afghanistan, Chile, Pakistan, Haiti, Cuba, Rwanda, Bangladesh, Guatemala, Suriname, Malawi, The Philippines, Nepal, Dominican Republic, Palestine, Bolivia, Russian Federation, Congo, Kazakstan, Uganda, Jordan, South Africa, Columbia, The Peoples Republic of China, India, Tanzania, Vietnam, France, Argentina, Peru, Ukraine, Netherlands, Mexico, Tunisia, Uruguay Belgium, The UK, Spain, Cambodia, Papua New Guinea.

Representatives of the parishes involved with the mission work walked forward holding the flags up and the nations were named and the flags laid out in display. The flags were to go on permanent display in Trinity Cathedral.

The Bishop called for Partnership Stories.

Report from Trinity Cathedral by Mr. Schuyler Foerster, Executive Director of the Foreign Affairs Council of Pittsburgh. Mr. Foerster delivered an upbeat message of Trinity Cathedral coming back, smaller but healthier. Trinity restructured its finances and reduced by half the draw on the trust fund, balanced the budget and obtained help from friends. The Cathedral is current on its assessment, is hopeful for its stewardship drive, despite having half as many souls as the prior year. He recognized strong support from the diocese, from The Rev. Lynn Edwards and from the deacons. Finally, Schuyler noted that as a diocesan resource, Trinity has decided, despite strong personal views of the leaders to maintain neutrality in the issues of division, in order to remain 'everybody's cathedral; a place for the whole diocese.' The new music director, Mr. David Schapp, was introduced.

Mr. Schapp noted that though he is new, he intends to make rapid progress: he has reinstated the organ recital series on Wednesdays in view of the 50,000 people within a few blocks of the Cathedral. Mr. Schapp is also instituting a diocesan choir with rehearsals at 12:30 on Tuesdays. This choir will sing Lessons and Carols on December 14, 2003 and will represent the Episcopal Diocese the next day at the annual Heinz Hall Leadership concert. Finally, noting that he wants to get musicians in the diocese better connected, he will offer organists' and choir directors' workshops in January.

Bishop Duncan called on the Rev. Canon Catherine M. Brall. She noted that she has accepted the call after much prayer to be Provost of Trinity. Ms. Brall drew attention to the concept of The Trinity in the ending of Paul's second letter to the Corinthians: the 'Grace of the Lord Jesus Christ, and the love of God and the fellowship of the Holy Spirit ...' Trinity Cathedral is in its 75<sup>th</sup> year (as Cathedral) and Canon Brall emphasized that it is GRACE that forms the center of our identity as Christians. We don't deserve it, but it comes because of our rootedness in this idea: when I am lifted up I will draw all people to myself. She drew attention to the imagery of Trinity Cathedral's glass doors, which look out to the city and cause her to ponder the notion: 'Christ to the world we bring.' Canon Brall announced that she sees great days ahead for the Cathedral.

Bishop Duncan noted that it was in 1758 that the first prayer book worship took place in Pittsburgh as a result of the British taking over what had been Ft. Duquesne. Now Trinity Cathedral represents 25 decades of Anglican witness to this region.

#### Nominations Committee Report

After this, Bishop Duncan called on The Rev. Dr. Mark Zimmerman for the report of the Nominating Committee. Dr. Zimmerman noted that the names of nominees were to be found on page C2 of pre-convention binder materials. He noted that it can be difficult to find people to stand for these important roles, so he encouraged delegates as leaders to stir up willing service in the parishes.

Nominations from the floor were invited. The Bishop recognized Ms. Sue Bolden but Ms. Bolden stated that she had no nomination because the person had withdrawn.

Mr. Don Bushyager informed the delegates in the Districts that they were to appoint tellers. Bishop Duncan then directed the voting to proceed which was done with the pre-printed paper ballots which were collected by Mr. Bushyager. After all ballots were collected, the Bishop declared the balloting closed.

The results of elections were announced on Saturday at Convention but they are placed here in the Minutes for clarity of presentation:

The record of Votes was delivered to the Secretary by Don Bushyager. (\*indicates elected)

#### BOARD OF TRUSTEES

Mr. Ken Bennett	29
* Ms. Michelle Kean Domeisen	89
* Mr. Alan Wright	96

#### CATHEDRAL CHAPTER

Clergy		Lay	
The Rev. John Fierro	66	* Mr. Glenn P. Crytzer	126
* The Rev Dr. W. Jay Geisler	174	Ms. Theresa Dillon	106

#### COMMITTEE ON CANONS

Clergy		Lay	
* The Rev C. Bradley Wilson	142	Mr. Fred Y. Bennitt	71
The Rev. Philip Wainwright	99	* Ms. Jennie K. Bullard	159

#### THE ARRAY

Clergy		Lay	
The Rev. J. Bruce Geary	39	Mr. Dean Bowman	75
* The Rev. Cn. James D. Shoucair	207	* Ms. Elise Glenn	173
		* Mr. Charles Weiss	185

#### THE STANDING COMMITTEE

Clergy		Lay	
The Rev William L. Geiger	74	Dr. Daryl Kemerer, PhD	70
* The Rev John M. Heidengren	172	* Ms. Susan Uram-Lear	167

The Bishop then introduced Mr. Stewart Wicker, asking him to relate a South American Missionary Society (SAMS) partnership story.

Mr. Wicker, after thanking all for the global partnership in Latin American and Spain told the story of Margarita Grayson. Ms. Grayson is a woman who was converted by God during the Alpha Course at St. Stephen's Sewickley, and was challenged in a House Group 'If you knew you could not fail, what would you do for God?' Margarita was so moved by this idea that she eventually gave up her successful banking career, pursuing a vision of running an orphanage in Latin America. SAMS became involved, the entire investigation was bathed in prayer, the call was confirmed and Margarita was sent to the Diocese of Honduras with prayer and financial support from St. Stephens. She has built relationships with churches, supports short term mission teams and has a mission to children. The vision came to life. He ended by noting that SAMS is ready to serve you and to pray for evangelists in word and deed to a broken world.

#### Commission on Ministry

The Rev. James B. Simons offered the report of the Commission by title. (Printed elsewhere in the Journal.) In addition to the report, Fr. Simons called special attention to the long list of postulants which is 26 to priesthood, 7 to diaconate. The challenge is simply having the capacity on the Commission to do justice to

the process. Fr. Simons expressed special thanks to Gale Wilson as outgoing Secretary. Ms. Bonnie Catalano was introduced as an excellent replacement.

#### Commission on Aging

The Rev. Gaea Thompson, Chaplain, Canterbury Place. Mrs. Thompson noted that she and her husband have children aged 2 and 1. She noted further that care-giving for young or frail elderly is a relentless and difficult activity. In every congregation there are caregivers. We on the Commission on Aging want to be a resource hub for those within the congregations who carry on this great task. Gaea asked delegates: would you please aggressively market our existence in the Commission on Aging? We are non-controversial and free. (Printed report in Journal.)

#### Report of Commission of Racism

Mrs. Nancy Bolden. Nancy drew attention to the 'Breaking down the walls' video. Now you have each received your own copy of this video with discussion guide we prepared. We hope you are using both of them. As a result of Ms. Bolden's husband's illness and death, no written report was distributed in advance of Convention.

She also noted the Absalom Jones annual event. We invite exciting preachers who have a special message: Rev. Jayne Oasin. Ms. Oasin is the Social Justice Officer at the Episcopal Church in NYC working on the Economic Justice and Anti-violence program. She has a really excellent background. Ms. Oasin contributed to the book Women's Uncommon Prayers.

We're going to ask Oasin to conduct a workshop on racism training. Ms. Bolden encouraged the delegates to have someone from their parishes attend to get answers to their questions on racism training.

The Commission has several projects this year, the first of which is Racism Training, in a new curriculum. We plan to do some training after Easter at the diocesan level. Another is monitoring... how are we doing at being inclusive? We don't know how, but we'll be working with the bishop on procedures we will use. Finally please commend names to commission on racism. Do not hesitate to call.

Bishop remembered Ms. Bolden's husband Frank who was prominent in the diocese, city and nation.

#### Seeds of Hope

The Rev. John Paul Chaney thanked many others for the help in the journey for this church plant. One church has been particularly helpful: Shepherd's Heart, who showed us how to do effective ministry with a love for the inner city. One of the most powerful ways to evangelize is to do pastoral care. If you care for people, they are willing to hear the gospel. People don't wander into [church] buildings. We of the Church have to go to the people. This is not merely for the Church, but for the Kingdom. We ourselves won't grow ourselves unless we ourselves go and are thereby transformed. Fr. Chaney also expressed thanks to the Church of the Ascension, St. Paul's and also the Pittsburgh Leadership Foundation.

At Bishop Duncan's direction, at approximately 5:00pm the Secretary announced break-out to District meeting rooms for election of Council and Board of Trustees, and other offices and other purposes.

The district meetings disbursed and met in smaller rooms. Upon breaking for District meetings the plenary meeting in effect was adjourned for the day.

DAY 2 Saturday, November 8, 2003  
St. Stephen's Sewickley

Morning Prayer Rite I began at 8:30am led by the Rev. Dr. J. Douglas McGlynn, Standing Committee President including a reading from Ezra 9.

The worship ended and moved immediately to the business meeting, which was called to order by Bishop Duncan at 9:05am. Bishop Duncan recognized oldest delegate Charlotte Smith, 86 of Christ Church Indiana and youngest delegate Zachary Simons, 18.

It was at this point in the meeting that Mr. Don Bushyager actually reported on the results of diocesan elections which are recorded earlier in these Minutes.

The Rev. Canon Mary Maggard Hays delivered her address.

She emphasized the idea of partnerships as being rooted in Christian experience from the start, quoting Paul's letter to the Philippians. She noted that Jesus has established a partnership with us to reach a broken world. These partnerships today as in Paul's time involve prayer, ministry and, yes, money. Money is tight these days and affects mission and ministry. Canon Hays invited The Rev. Donald Cox, Clergy for Three Nails to report on the partnerships required to do a church plant. He told a delightful story of a tattooed and pierced young woman who broke into the house to give flowers to the Three Nails people because it was the first place she felt she had been accepted for who she actually was. Canon Mary went on to note that although some are discouraged at this time, consider what a large number of priests and deacons are about to be ordained. She noted the partnership involved in this process of ordination as well. In typical fashion, Canon Hays engineered a group exercise to identify helping partnerships. She quoted Paul: I thank my God for all these partnerships. (The full text of the address appears elsewhere in the Journal.)

Canon Hays' address ended at 9:35am. Bishop Duncan invited questions for the Canon Missioner.

The Secretary of Convention Reported on the results of the District Elections:

District	Board of Trustees	Council	District Chair	Vice Chair
1	NA	Jim Forney	David Black	David Brannen
2	NA	(3 yr) Dan Crawford	Paul Cooper	Bruce Geary
		(2 yr) Richard Martin		
3	NA	(1yr) Eleanor Borland	Normal Koehler	Alice Evans
		Norman Koehler (full term)		
4	NA	Curt Henry	Carol Ann Pracel	Jim Simons
5	NA	Paul Sutcliffe	James McCaskill	Paula Hopkins

7	Lewis Amis	Moni McIntyre	Roger Westman	None
8	Robert Fleming	Sheila Burkholder	Jay Geisler	Harold Hicks
10	John Stevenson	Ed Hay	Tom Finnie	None

Bishop Duncan next asked that delegates turn to the proposed resolutions. The Bishop asked that Convention adopt Special Rules of order, that is to say, limit debate to 20 minutes per question and 2 minutes per speaker; take debate back and forth pro and con, with procedural issues to be in order after 10 minutes of debate. This was moved and seconded and passed unanimously. Microphones were set up and separated, one each for pro, con and procedural motions.

The Rev. Patrick E. Dominguez, Assistant Rector, St. Stephen's Episcopal Church, Sewickley rose to bring a procedural issue to suspend the ordinary rules of order. The Rev. Dr. Harold T. Lewis, Rector Calvary Episcopal Church, East Liberty inquired whether the motion was in order inasmuch as 10 minutes of debate had not yet passed. Upon considering this point, Bishop Duncan determined that the house would hear the procedural issue after 10 minutes. The Rev. Whis Hays requested immediate action, but Bishop Duncan indicated that his decision would stand unless the house wished to overrule the chair. No-one pursued the issue further.

The Rev. David R. Brannen, Associate Priest, St. Stephen's Sewickley read Resolution #1. Delegates moved and seconded the resolution. The Resolution having been presented by motion, the Bishop indicated it was time to begin the debate.

Mr. Brannen stated that in a time when two mutually exclusive gospels are being promoted; one by the National Church and majority of the General Convention, the other by a larger majority in the church globally and in this diocese. It is essential in order to avoid being co-opted or coerced into accepting practices or teachings we believe to be morally unacceptable. It is essential that we pass Resolution #1. This amendment would give the Diocese of Pittsburgh the freedom to disagree.

The Rev. Dr. Harold T. Lewis offered strenuous opposition to the resolution. He noted that the resolution would bring about a fundamental change in the constitution of this diocese and is illegal on its face. The diocese is a constituent part of ECUSA and does not have the authority to separate itself therefrom. These who vote in favor form an action of separation. Like Resolution #6 passed at the Special Convention, this proposed resolution constitutes a separation from the National Church. This is the latest in a series of perplexing actions. Dr. Lewis noted that Bishop Duncan preaches one church of miraculous expectation, but also states that we are two irreconcilable churches. Similarly, Bishop Duncan emphasizes Missionary grace but supports the allocation of no funds for the mission of the National Church. Dr. Lewis called for the opinion of the Chancellor.

Bishop Duncan responded to Dr. Lewis' request and indicated that he had asked Chancellor George Crompton to offer an opinion as to the legality of the proposed amendment. Mr. Crompton appointed Mr. Robert G. Devlin, Assistant Chancellor, to prepare an Opinion of the Chancellor. Bishop Duncan called Mr. Devlin to the microphone.

Mr. Devlin expressed his opinion that the proposed amendment was within the powers reserved by the diocese.



The meeting returned to commentary pro and con.

The Rev. Geoffrey W. Chapman, Rector, St. Stephen's Episcopal Church, Sewickley: One of fundamental safeguards to organizational health is to stick to the core values to protect the mission of the organization. In the US government we have unrestrained power if there is no check and balance. ECUSA does not have such a well developed set of checks and balances. Checks and balances on the General Convention are needed. We must resist this attack on the fundamental values of the faith.

Mr. Geoffrey Hurd from St Paul's Mt Lebanon noted that we should direct the Chancellor to look at the ECUSA Constitution which requires unqualified submission to its Constitution. It makes no provision to do otherwise. ECUSA reserves to its General Convention the right to set up a final board of appeal. This diocese acts outside of its own constitution and the passage of this amendment which will separate Diocese of Pittsburgh from ECUSA, which, in reality, it cannot do. The Diocese of Pittsburgh would thus be schismatic, having initiated a split with ECUSA. Anyone who initiated such an amendment no longer can legitimately represent the Diocese of Pittsburgh. For a Bishop or other cleric to intend such a break could be construed to be a violation of his ordination vows.

The Rev. Dallam Ferneyhough, Vicar St. Luke's Episcopal Church, Georgetown: The Church has operated on a God-centered model. Now we are functioning in a human-centered model. The Catechism tells us that the Holy Scriptures are the Word of God. Marriage is between one man and one woman. The General Convention spoke extra-biblically. Such people believe men and not God. Obviously the church has been taken over by a new human-centered religion.

Ms. Sue Bolden, St. Thomas Oakmont: The church considers its Canons so important that new ordinands must swear [to follow them.] The Constitution and Canons are very important. If you clergy vote for this resolution, you will violate your ordination vows. Ignoring the law of the church is not an option. I love many of you who are thinking about voting for this but I fear for your future.

The Rev. Patrick E. Dominguez, Assistant Rector, St. Stephen's Episcopal Church, Sewickley moved that Convention suspend the rules of order with respect to roll call votes. Dr. Harold T. Lewis questioned whether the rules of order being proposed for suspension were not actually part of Parliamentary procedure and thus inviolate.

Bishop Duncan suggested that delegates look at the rules of convention which he finds point us to a permissive reading on the suspension of any of the rules. That is my ruling and the Rules of Order speak to it directly. Such a proposal is not debatable, and has been moved and seconded, so he moved immediately to a vote on the question.

Vote was held of Aye and Nay by delegates standing. Ayes prevailed, effectively suspending the rules of order with respect to a roll call vote.

The meeting returned the discussion of the matter at hand.

The Rev. Dr. Leslie Fairfield, Professor, Trinity Episcopal School for Ministry commended [to the convention] the proposition that extraordinary times call for extraordinary measures. This is the gravest threat since the Arian heresy. As best I read the books of the leaders of the Episcopal Church, they see God as an impersonal spirit who neither acts nor speaks but with whom we may have occasional glimpses, for example during sexual experience. This is not the faith of our Fathers nor is it the God and Father of our Lord Jesus Christ. Do not succumb to weak resignation. Say with Athanasius that this is simply not right.

The Rev. Dr. Bruce Robison, Rector of St. Andrews Highland Park: I am stunned to hear The Chancellor's report that Article 5 Sec 1 of the Constitution of the Episcopal Church 'unqualified accession.' That is the foundation of the relationship of this body with the Episcopal Church. After the second reading and passage of Resolution #1, I think this body will cease to be a part of ECUSA. Dr. Robinson noted that every pathology considers itself a special case.

Bishop Duncan noted that the Diocese of Pittsburgh came into union with what was a very "federal" Episcopal Church. He stated that it was his opinion that what was "acceded to" was vastly different than what has subsequently been asserted.

Dr. Joan Gunderson, Church of the Redeemer, Squirrel Hill, challenged the Bishop's interpretation.

The Rev. Diane Shepard, Rector, St. Stephen's Episcopal Church, Wilkinsburg: The proposed amendment is out of order because it openly conflicts with Constitution and Canons of the National Episcopal Church.

Bishop Duncan: The ruling of the Chair based on the chancellors opinion, is that the amendment is in order.

Ms. Shepard appealed ruling of the Chair. This was seconded.

Ms. Shepard asked to discuss the matter which was granted. This action is unconstitutional and will be null even if passed. If you violate the By-Laws it violates the basic core. It illegally places the Diocese over the National Convention. This can only be done with consent of General Convention. Such a thing cannot be changed at the decision of diocese. This is an illegal act and an unconstitutional act of secession. Let's rule this act of schism out of order.

Bishop Duncan indicated that such a question can be addressed with debate.

The Rev. Dr. J. Douglas McGlynn: One group says this Resolution is out of order since it is unconstitutional and the other says it is the General Convention itself which is unconstitutional. Suppose for a moment that the Federal Government announced that the property of all the state governments was held in trust for the Federal Government. Certainly all the states would step up and test it immediately. It's very clear how such a test would be made. The established permanent judiciary would judge. In the Episcopal Church we don't have such a permanent judicial review mechanism. The only way we'll ever learn the answer to this is to pass Resolution #1 and allow the various agencies to assess it and make their own determinations. If we don't pass it we will never know if it was unconstitutional or not. I support the ruling of the chair.

The vote was held on the question of the sustaining the ruling of the chair on whether Resolution #1 is in order or not. The Ayes outvoted Nays in voice vote.

The debate continued.

The Rev. Dr. Wm. Jay Geisler: The Church must always be about the business of reforming the Church. This is about heresy. The Pope and other leaders spoke against gay marriage and the General Convention in arrogance affirmed it. Given enough time, the General Convention will change the 10 commandments. This is about sexual morality. General Convention has [attempted to] change Scripture. I'll stand with Athanasius over Spong. Pittsburgers have a long history of protest.

Mr. Tom Moore, Standing Committee: In my opinion, this is simply a bad idea. I'm afraid the passage will cause more uncertainty in a diocese that already has plenty of that. I don't believe the other diocese that passed a similar amendment has had a testing of it. If we intend to continue to be One Church of Miraculous Expectation and Missionary Grace, then perhaps this isn't the time to pass this amendment. We don't need to be operating in a world of trustees ad litem. I'd rather see the councils of the diocese work for the future of our diocese. If we intend to remain a part of Episcopal Church we should not pass this.

Mr. Richard Spagnoli St. Stephen's Wilkinsburg spoke from the procedural microphone: First, adoption conflicts with Constitution of the Episcopal Church and establishes a new entity. Second, the entity would have absolute power and subject to no-one. Third, passage would reject the hierarchical form of government. Adoption would separate the diocese from National Church. I insist that the chancellor issue his opinion on all three of these issues.

Bishop Duncan asked the chancellor to respond. Mr. Devlin indicated that he disagreed with Mr. Spagnoli's interpretations.

Spagnoli: Is not the adoption of this amendment a rejection of the Constitution of the National Church?

Bishop Duncan: The Chancellor has answered that question as No.

Bishop Duncan: The time for debate has expired; I call for a vote on the issue.

Spagnoli: I appeal the ruling of the chair.

The Bishop then called for a vote on the question of the decision of the Chair on moving to a vote. The AYES had it by voice vote.

Bishop Duncan then moved to the vote on the resolution by orders (10:20am).

The Rev. James B. Simons raised a procedural issue for the good of the order. We've heard that Holy Orders may be called into question for those who vote in favor of this. Fr. Simons called on Array members and the Ecclesiastical Judge if present to refrain from voting so they won't have to recuse themselves in event of a case being brought.

Clergy vote was by voice vote. Resolution passed.

Lay voting was by standing: Resolution passed.

Thus, upon first reading, Resolution #1 was adopted.

Resolution #2:

Mr. David Black presented the second constitutional amendment. He read the text noting that the Resolution proposes that the words 'and actually' be removed from canon. A clergy person does not have to be physically located in diocese to be allowed a vote.

Mr. Tom Rampy of Trinity Cathedral Board of Trustees noted that this is a matter of equity and inclusion. Any diocese can have clergy canonically resident but physically absent. They should be allowed to vote. I don't know any other diocese which has this canon. Usually [non-resident clergy] come home and get to vote. Another is that there are some parishes at odds with their bishops. If they should ask for protection from this welcoming diocese, we would want those priests to be able to vote.

Dn. Jean Chess St. Andrews, Highland Park: At pre-convention hearing this Resolution was about folk like Fr. Arnold Klukas. As written it would address two others: not only those priests, but also outsiders who seek affiliation. Third, those clergy who never had worked here but want to be associated would be included. My personal thought is that we should consider and give this idea more time and thought before acting.

The Rev. Scott T. Quinn, Rector, Church of Nativity: there are 16 of 100 dioceses which have [the existing provision] in their constitution. In the mid-1800s a clergyman had been in Pittsburgh, transferred to Philadelphia, but then he subsequently left the ministry and had become a [medical] doctor but kept coming back to vote in convention. The decision at the time was that it was unfair that this doctor should be allowed to vote. Now we are in a whole different time. We looked at whether this was fair and whether we should be changing it.

Mr. David Charonis of St. Andrews Highland Park: I think we would all agree that the purpose of the clergy is to support the laity. How can clergy vote to support if they have spent no significant time with the laity in the diocese? The ultimate impact of this resolution will be to skew voting in Pittsburgh. If traveling bishops are ever approved, then maybe this would be appropriate. Such is not the case at this time.

The Ven. John H. Park, Missionary Priest, Honduras: I will be going to Central American. I am here now but I won't be later. The Canons call for me to ask permission to be absent. Those of us who carry on your work outside [should be allowed] to take

part in the total life of the diocese. With the benefits of modern communications I can know what's going on even though I'm not [physically] here.

The Rev. Mabel Fanguy, St Thomas, Canonsburg: I agree with two predecessors at the Con microphone. I agree with the comments of Deacon Jean Chess especially. This is not appropriate at this time. I don't believe this was done for a few missionaries. I dearly respect their right to vote. I believe this resolution is written to prepare for additional churches to come into the diocese. We are going to be overflowing with clergy votes. You Lay delegate should be aware: you would be diluted with clergy votes. This motion should be considered at another time.

The Rev. David D. Wilson, St. Paul's Kittanning: The primates meeting stated that the issue was to provide adequate Episcopal oversight for parishes who disagree with their bishop. This is not just pastoral visitations, but represents continuing real jurisdiction. Already two parishes in New Hampshire have approached the diocese of Albany already for such oversight. Pittsburgh is an inclusive diocese and we welcome all sorts and conditions. This amendment will allow us to welcome in all who desire oversight and fellowship. I support the resolution.

The Rev. Catherine A. Munz, Rector St. Brendan's Episcopal Church, Franklin Park: In view of Fr. Simons presentment issues, is there a way we can record the votes of those who voted no in case of a presentment?

Bishop Duncan: I don't see any way to do that. This is first reading of this amendment. It does not become law. For the next reading we may need to consider recording those votes.

Ms. Mary Roehrich, St. Andrews, Highland Park: By short-circuiting a roll call we have left out people who are trying to vote their hearts. This diocese has done without this amendment for over 100 years and we haven't really suffered. I would counsel that perhaps we need to think about this. There are other ways to address this. Since we are divided, we should try to find another way to make this acceptable to everybody.

Bishop Duncan noted to the House in response to the comments of Ms. Roehrich that the Constitution functions at one level and Canons are another. He noted that we could bring a Canon change next year alongside this Constitution item next year and put more specificity into it.

The Rev. Whis Hays, Rock the World, presented two reasons in favor: the wording of the current canon is ambiguous. I was out of the diocese for a few days, and the canon isn't really clear unless we rewrite it. There has been comment made about clericalism raised at Con microphone. If we are going to countenance inflow of new clergy seeking oversight it will include the parishes including their lay people, so the concern about excessive numbers of clerical votes is unfounded and the argument specious. I speak in favor.

The end of time for debate was reached. A request to extend the time of debate was moved and seconded, but was voted down in a voice vote.

The question came up: there are some who wish to abstain by voice. Bishop Duncan agreed to call for abstentions.

Clergy: passed by voice vote. A few no votes and a few others abstained.

Lay: passed by voice vote. A few no votes and a few others abstained.

By subsequent communication to the Secretary the following people asked that their votes on Resolutions #1 and #2 be noted in the Minutes as Nay: The Rev. Catherine A. Munz, Rector St. Brendan's Episcopal Church, Franklin Park, Carl Mahler and Alan Schneider, both delegates of St. Brendan's.

The meeting then returned to reports.

Mrs. Susan Karas: This is the report on the diocesan Resource Center. In the Top 10 reasons for utilizing 1400 video tapes there was a mistake: The Number One Reason is not that it will make Susan Karas happy. No, the number one reason is that it will make YOU happy. We have great news of salvation of our Lord. Salvation is free for the asking. I have to charge \$35. Eternal life is free. I have a bunch of videos for \$35. But this is still a bargain. The offer stands for those who will take it.

Bishop Duncan then called for Leadership Reports

The Rev. Dr. J. Douglas McGlynn brought the report of the Standing Committee by title. Some know The Rev. Dr. Bruce Robison served until the Special Convention. For 9 months he served as President before resigning. He served very effectively and very even handedly and with great distinction. Dr. Robison was recognized with applause and Bishop Duncan also affirmed the good work of Dr. Robison.

The Rev. Dr. Bruce Robison brought his report by title. (Printed elsewhere in the Journal.)

Mr. Jack Morgan, Board of Trustees: the income from pooled resources continues to grow. We are almost finished with master plan for property in Donegal; when new trustees are formed in April we can present to them a clergy house as the first item of construction next spring. Next would be the amphitheatre, so we can have common events for all people of diocese.

President of Diocesan Council: The Rev. Dr. Mark Zimmerman submitted his report by title. (Printed elsewhere in the Journal.)

The Rev. Lawrence C. Deihle: Director of Development and President, Pittsburgh Episcopal Foundation submitted his report by title. He added that in an era of financial tightness and confusion, the Foundation stands ready to help parishes to do fund-raising. We help with wills awareness, endowment and other planned giving information so parishes can enable people to give securities. We help with outright or with planned gifts. We have helped one parish with endowment giving. We are currently working with three parishes to set up internal endowment structures.

The Bishop directed that the Convention turn to Partnership Stories. The Rev. Gordon Green from Cranberry is a Trinity Episcopal School for Ministry graduate who took over as Deacon in Charge of the Church of Resurrection. We wanted the congregation to take an outward focus. We have developed a companion relationship with a Cuban parish. The relationship has been a transforming experience for all involved. It's been a challenge for our little parish. We took two trips. Our CFO didn't really know why he was going. It wasn't to build some physical thing, but rather it was to build relationships. When we arrived, it was uncomfortable, and we came to realize we are spoiled. By the end of the week we found ourselves having been pushed out of comfort zone. That is a blessing. The people in Cuba at St. John the Apostle have humble spirits and a joy for the Lord. We just brought some food. They live very humbly. They gave us their very best. Christ is alive.

Mr. Joe Sarria: In 1995 God called on Pittsburghers to go to Cuba and Pittsburgh obeyed. We have made connections; lives are being changed; Pittsburgh represents [for the Cubans] the umbilical cord to the outside world.

The Rev. Karen B. Stevenson, Rector of Trinity Washington: Trinity has developed a partnership with the Washington City Mission to the addicted. In our Alpha Course we have a large group; about half from the Washington City Mission. This has turned out to be a rich and wonderful experience for all with blessings flowing in both directions. The greatest blessing seems to have been not to the mission folks, but rather back to Trinity. Our folks have been humbled by the openness and spiritual hunger expressed by the mission folk. We are also building relationships across racial and economic boundaries that are changing the way we look at the church. Our people are forming new friendships, thinking about their own racism, but also pondering their own desire to serve. We have to figure out now as Alpha is coming towards a close, how to incorporate these new folks.

Mrs. Jane Adamson, President of the Episcopal Church Women (ECW) noted that God has laid on my heart a desire to say thank you to every woman in diocese; you are so hard at work in a great outpouring of love. You are the hands of Christ reaching to each other and to the world. How are the Episcopal Church Women? Alive and well!

The Right Rev. Henry Scriven, Assistant Bishop then delivered his Convention address.

Bishop Scriven spoke about the differences between the distinct parts of the Anglican Communion in which he has worked.

Arrangements were made in Prague for the English congregation to be part of the Czech Old Catholic Church and to allow it to be a legal entity, but it still is part of the Church of England Diocese in Europe. The point was that in many church situations the distinctions are messy. Today we are in a mess as a denomination as a result of the General Convention. Also many of us know our lives to be in a mess but God specializes in dealing with things that are unfixed and in a mess. We need Him to meet us in our current mess.

After Bishop Henry's remarks, Bishop Duncan declared a recess to prepare for the Convention Eucharist.

Bishop Duncan presided at the Convention Eucharist. The Rev. Donald J. McCoid, Bishop of the Southwestern Pennsylvania Synod of the Evangelical Lutheran Church in America, was preacher, as one final expression of the convention theme: "Celebrating Partnerships." At the conclusion of the Eucharist, Bishop Duncan declared the 138<sup>th</sup> Annual Convention to be adjourned, sine die.

Mr. Jack Walsh  
Convention Secretary

Attest:  
+The Right Reverend Robert William Duncan  
Mr. Robert Devlin



	Appr oved Budg et  2003	Actu al 2003 *	Appr oved Budg et  2004	Revis ed Budg et  2004
<u>ASSESSMENT INCOME</u>				
Group A (11% - income over \$150,000)	1,141 ,930		1,176 ,638	1,151 ,888
Group B (\$1,750 + 12.82609% over \$35,000)	281,4 25		277,9 19	266,5 60
Group C (5% - income less than \$35,000)	11,52 5		11,10 1	10,42 9
Other	10,00 0		10,00 0	10,00 0
Total Assessments	1,444 ,880		1,475 ,658	1,438 ,877

#### BUDGET INCOME

Assessments	1,415	1,370		1,446	**	1,410	**
Realized	,957	,309	**	,145	*	,099	*
Endowment -	115,0	116,0		114,0		114,0	
Episcopacy	00	67		00		00	
Endowment -	36,00	37,15		36,00		36,00	
Diocesan Mission	0	0		0		0	
				100,0		100,0	
Community Service Fund - Diocesan Mission				00		00	
Miscellaneous	3,000	5		3,000		3,000	
	10,00	10,60		10,00		10,00	
United Way	0	9		0		0	
Communications	15,00			15,00		15,00	
Donations - Trinity	0	6,183		0		0	
Development Director	25,00	25,00		25,00		25,00	
Reimbursement	0	0		0		0	
Widow's Corporation -	10,00	10,00		10,00		10,00	
Clergy Conference	0	0		0		0	
2003 Budget						83,50	
Carryover						0	
John Draper	26,50	26,50					
Endowment	0	0		0		0	
	1,75	1,70		1,75		1,80	
	6,45	1,82		9,14		6,59	
Total Income	7	3		5		9	

#### EXPENSES

A	Congregational	398,8	332,3	408,4	417,7
.	Mission	23	90	81	42
B	Transformational	300,0	270,8	313,9	343,7
.	Networks	11	21	11	01
C		287,4	286,5	282,9	276,9
.	Beyond The Diocese	00	78	00	00
D		328,0	280,1	317,9	334,3
.	Office of Bishop	42	10	42	91
E		420,1	396,7	413,9	433,8
.	Administration	81	26	11	64
	Executive Salary	10,00		10,00	
	Adjustments	0		0	0
	Staff Salary	12,00		12,00	
	Adjustments	0		0	0
	Budget Deficit		135,1		
	Reduction	0	99	0	0
		1,75	1,70	1,75	1,80
		6,45	1,82	9,14	6,59
	Total Expenses	7	3	5	9
	Funds approved by Diocesan Council for disbursement to parish designated missions.				

\* Unaudited

\* \$112,770 of funds not received by diocese. Approved by Diocesan Council for parish disbursement to designated missions.

\*\*\* \$240,000 of funds to be approved by Diocesan Council for disbursement to parish designated missions.

A	Congregational	Appr		Appr	Revis
.	Mission	oved		oved	ed
		Budg	Actu	Budg	Budg
		et	al	et	et
			<u>2003</u>		
		<u>2003</u>	<u>*</u>	<u>2004</u>	<u>2004</u>
			-		
	<u>Canon</u>				
		40,30	40,30	40,30	46,27
	Salary	0	0	0	3
		22,00	22,00	22,00	22,00
	Housing	0	0	0	0
		11,21	11,21	11,21	12,28
	Pension	4	4	4	9
	Life/AD&D/STD/LTD	1,000	1,109	1,200	1,300
	Medical Insurance		10,41	12,80	13,10
	Allowance	9,500	2	0	0
	Travel	3,000	2,153	3,000	3,000
	Auto Expense	8,600	8,640	8,600	9,100
	Business Expense	4,000	2,747	4,000	4,000
		99,61	98,57	103,1	111,0
		4	5	14	62
	<u>Canon Secretary</u>				
		24,00	25,00	28,00	28,50
	Salary	0	5	0	0
	FICA/Pension	5,434	3,036	6,342	6,455
	Life/AD&D/STD/LTD	525	360	525	525
	Medical Insurance				
	Allowance	3,500	3,632	4,500	4,500
	Travel/Training	750	1,675	1,000	1,700
		34,20	33,70	40,36	41,68
		9	8	7	0

Diocesan Mission Team

Travel and Conferences	1,500	0	1,500	1,500		
Church Planting Development	2,500	1,369	2,500	2,500		
Congregational Developer-Small Churches	15,000	15,000	15,000	15,000		
	0	0	0	0		
			10,000	10,000	10,000	10,000
Congregational Developer-Mid Size Churches			0	0	0	0
Congregational Developer-Church Plants	15,000	16,148	15,000	15,000		
	0	8	0	0		
Congregational Development Resources	10,000		10,000	10,000		
	0	3,274	0	0		
	54,000	45,790	54,000	54,000		
	0	0	0	0		

New Churches

Bloomfield, Seeds of Hope	12,000	12,000			5,000	
	0	0				
Undesignated at time of budget	23,000		35,000	30,000		
	0	0	0	0		
	35,000	12,000	35,000	35,000		
	0	0	0	0		

Mission Centers

Brighton Heights, All Saints	3,000	3,000				
Wilkinsburg, St. Stephen's	18,000	18,000			4,000	
	0	0			22,000	
Undesignated at time of budget			26,000			
	5,000	0	0	0	0	
	26,000	21,000	26,000	26,000		
	0	0	0	0		

Partnerships

Kittanning/Fox Chapel	4,000	4,000				
New Kensington/Fox Chapel	10,000					
	0	0				
Somerset/Ligonier	1,650	1,650				
	15,000	15,000				
	0	0				
Cranberry/Sewickley						
Undesignated at time of budget			40,000	40,000		
	9,350		0	0		
	40,000	20,650	40,000	40,000		
	0	0	0	0		

\* Unaudited

A . Congregational Mission (continued)	Appr oved Budg et	Actu al <u>2003</u> *	Appr oved Budg et	Revis ed Budg et
	<u>2003</u>	<u>2003</u> -	<u>2004</u>	<u>2004</u>
<u>New Initiative Grants</u>				
Ambridge, Church of the Savior	4,000	4,000		
Avalon, Epiphany	4,000	2,667		
Beaver, Trinity	6,000	6,000	8,000	
Brookline, Advent	2,000	2,000		
Franklin Park, St. Brendan's	1,000	1,000		
Homestead, St. Matthew's	3,500	3,500	1,750	
Hopewell, Prince of Peace	4,000	4,000	2,000	
Kittaning, St. Paul's	0	5,000	6,000	
Moon Twp, St. Philip's	5,000	5,000		
North Hills, Christ Church	3,000	3,000		
Oakmont, St. Thomas	7,000	7,000	7,000	
Sewickley, St. Stephen's	8,000	8,000		
Warrendale, St. Christopher's	3,000	3,000		
Washington, Trinity	7,500	7,500	6,000	
Undesignated at time of budget preparation	6,000	0	33,250	64,000
	64,000	61,666	64,000	64,000
	0	6	0	0
<u>Urban Outposts</u>				
Hazelwood, Good Shepherd	0	0		
North Side,	22,00	22,00		
Emmanuel	0	0		
Oakland, Shepherd's Heart	17,00	17,00		
	0	0		
Undesignated at time of budget preparation	7,000		46,00	46,00
	46,00	39,00	0	0
	0	0	46,00	46,00
			0	0
 TOTAL CONGREGATIONAL MISSION	 <u>398.</u> <u>823</u>	 <u>332.</u> <u>390</u>	 <u>408.</u> <u>481</u>	 <u>417.</u> <u>742</u>

\* Unaudited

B Transformational Networks	Appr oved Budg et	Actu al <u>2003</u> *	Appr oved Budg et	Revis ed Budg et
	<u>2003</u>	<u>-</u>	<u>2004</u>	<u>2004</u>
<u>Assistant Bishop</u>	35,00	35,00	35,00	39,87
Salary	0	0	0	5
Housing	30,00	30,00	30,00	30,00
Pension	0	0	0	0
Life/AD&D/STD/LTD	11,70	11,70	11,70	12,57
Medical Insurance	0	0	0	8
Allowance	1,000	1,014	1,000	1,200
Travel	10,75	10,75	12,80	13,10
Auto Expense	9,500	4	0	0
Business Expense	3,000	2,363	3,000	3,500
				10,00
	7,000	9,816	8,500	0
	1,000	1,065	2,000	2,000
	98,20	101,7	104,0	112,2
	0	12	00	53
<u>Secretary to the Assistant Bishop</u>	24,00	12,35	24,00	27,60
Salary	0	5	0	0
FICA/Pension	5,436	898	5,436	6,251
Life/AD&D/STD/LTD	525	0	525	525
Medical Insurance				
Allowance	3,500	306	4,500	4,500
Travel/Training	750	0	750	750
	34,21	13,55	35,21	39,62
	1	9	1	6
<u>Youth</u>			10,00	10,00
Happening	9,960	9,689	0	0
				15,00
Young Priest Initiative	0	0	0	0
Sheldon Calvary	15,00	15,00	15,00	15,00
Camp	0	0	0	0
Chaplain for Youth				
Workers/Expenses	0	0	0	0
	24,96	24,68	25,00	40,00
	0	9	0	0
<u>Recruitment</u>				
Deployment Travel, Supplies, Dues	3,300	467	3,000	3,000
Vacancy Supplies				
Vacancy Sharing				
Dues				
	3,300	467	3,000	3,000
<u>Training</u>	10,00	15,59	10,00	10,00
Clergy Conference	0	5	0	0
Diocesan Mission				
Team Training	3,000	0	3,000	3,000
Ministry Leadership				
Workshops	500	89	500	500
Leadership Overnight	1,000	1,075	500	500

Misconduct Training and Materials	2,000	140	1,000	1,000
Ordinands Training Program	1,000	108	500	500
	17,500	17,007	15,500	15,500

Development Director

Salary	0	0	0	0
	55,000	55,000	55,000	56,375
Housing	0	0	0	5
		10,004		10,148
FICA/Pension	9,900	4	9,900	8
Life/AD&D/STD/LTD	1,000	977	1,000	1,000
Medical Insurance	11,000	11,270	15,000	15,000
Allowance	0	0	0	0
Auto	4,000		4,000	4,500
Travel	1,500		1,500	1,500
Business Expense	3,000	150	3,000	3,000
	85,400	77,401	89,400	91,523

\* Unaudited

B Transformational Networks (continued)

	Approved Budget	Actual 2003	Approved Budget	Revised Budget
	2003	* -	2004	2004
<u>Network Support</u>				
Deacon's Hospital Ministry	2,400	1,425	2,000	2,000
Dues, workshop, etc.	500	150	1,500	1,500
Resource Center Acquisitions	2,000	2,000	2,000	2,000
Commission on Aging	500	0	500	500
Commission on Racism	1,800	2,084	1,800	1,800
Education for Ministry	1,500	1,500	1,500	1,500
Other Networks	2,740	1,484	2,000	2,000
	11,440	8,643	11,300	11,300
<u>Commission on Ministry</u>				
Contract Clerical Support	0	6,223	0	0
Deacon Formation Program	5,500	2,000	2,000	2,000
Deaconate		1,050	1,000	1,000
Ordination Expenses	500	0	1,500	1,500
Board of Examining Chaplains	3,000	1,641	3,000	3,000
			11,000	11,000
Continuing Education	8,000	7,776	0	0
Directors of Formation	1,500	0	500	500
General Oversight	2,500	3,753	4,500	4,500
Psychological Exams	4,000	4,900	7,000	7,000
	25,000	27,344	30,500	30,500

TOTAL TRANSFORMATIONAL NETWORKS	<u>300.</u> <u>011</u>	<u>270.</u> <u>821</u>	<u>313.</u> <u>911</u>	<u>343.</u> <u>701</u>
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\* Unaudited

<u>C</u>	Approved Budget	Actual 2003	Approved Budget	Revised Budget
<u>Beyond the Diocese</u>	<u>2003</u>	<u>2003</u>	<u>2004</u>	<u>2004</u>
<u>National</u>				
National Church	129,802	126,865	0	0
National and International Giving****	110,198	112,870	240,000	234,000
General Convention	20,00	20,00	15,00	15,00
Deputies	0	0	0	0
	260,000	259,735	255,000	249,000
<u>International</u>				
Lambeth .7% Resolution-Five Talents		9,999		
Undesignated at time of budget preparation	10,000		10,000	10,000
	10,000		10,000	10,000
	0	9,999	0	0
<u>Ecumenical &amp; Other</u>				
Third Province Dues	1,700	1,899	2,200	2,200
PA Council of Churches	2,700	2,500	2,700	2,700
	10,00		10,00	10,00
Christian Associates	0	9,445	0	0
Other Ecumenical	3,000	3,000	3,000	3,000
	17,400	16,844	17,900	17,900
	0	4	0	0
<b>TOTAL BEYOND THE DIOCESE</b>	<b><u>287,400</u></b>	<b><u>286,578</u></b>	<b><u>282,900</u></b>	<b><u>276,900</u></b>

\* Unaudited

\*\*\* \$240,000 of funds to be approved by Diocesan Council for disbursement to parish designated missions.



<u>D</u>	Appr		Appr	Revis
<u>Office of the Bishop</u>	oved	Actu	oved	ed
	Budg	al	Budg	Budg
	et	2003	et	et
	2003	*	2004	2004
<u>Bishop</u>		-		
	58,00	58,00	58,00	64,60
Salary	0	0	0	0
	30,00	30,00	30,00	30,00
Housing	0	0	0	0
	19,64	17,43	19,64	20,00
Pension	0	3	0	0
Life/AD&D/STD/LTD	1,200	1,209	1,300	1,300
Medical Insurance			11,30	11,50
Allowance	9,000	9,454	0	0
	10,50			
Travel	0	0	7,000	7,000
		11,72	10,00	12,00
Auto Expense	9,000	3	0	0
	11,00		10,00	10,00
Business Expense	0	7,862	0	0
	148,3	135,6	147,2	156,4
	40	80	40	00
<u>Secretary to the Bishop</u>				
<u>(FT)</u>				
	38,39	38,39	38,39	40,32
Salary	6	6	6	0
FICA/Pension	8,697	8,697	8,697	9,132
Life/AD&D/STD/LTD	900	797	900	900
Medical Insurance				
Allowance	3,500	3,595	4,500	4,500
Travel/Training	1,500	0	1,500	1,500
	52,99	51,48	53,99	56,35
	3	4	3	2
<u>Bishop's Clerk</u>				
Salary	8,000	3,202	8,000	8,000
FICA/Pension	612	0	612	612
Life/AD&D/STD/LTD	0	0	0	0
Medical Insurance				
Allowance	1,167	0	1,167	1,167
	9,779	3,202	9,779	9,779
<u>Director of</u>				
<u>Communications</u>				
	37,00	35,64	37,00	40,00
Salary	0	3	0	0
FICA/Pension	8,381	3,228	8,381	9,060
Life/AD&D/STD/LTD	800	320	800	800
Medical Insurance				
Allowance	3,500	0	4,500	4,500
Travel/Training	2,500	171	2,500	2,500
	52,18	39,36	53,18	56,86
	1	2	1	0
<u>Diocesan Convention</u>				
Secretary	2,000	1,615	0	0
Facilities & Meals	5,000	2,642	4,000	4,000

Printing Journals,	11,00			
Ballots, Clergy Salary	0	3,094	5,500	4,500
Book & Postage				
Miscellaneous	500	2,171	500	2,000
Travel-Speaker	3,000	0	2,000	2,000
	21,50		12,00	12,50
	0	9,521	0	0

\* Unaudited

D Office of the Bishop  
(continued)

	Appr oved Budg et	Actu al <u>2003</u> *	Appr oved Budg et	Revis ed Budg et
	<u>2003</u>	<u>-</u>	<u>2004</u>	<u>2004</u>
<u>Communications -</u>				
<u>Publications</u>				
TRINITY Diocesan Newsletter	30,00 0	34,40 9	30,00 0	30,00 0
Printing, Direct Mail Costs, Sort, Labels Asking Letter for TRINITY	3,000	150	3,000	3,000
Now Publication	5,500	1,650	3,000	3,000
Diocesan Directory Technical Support/Web Page Development	4,000	3,146	4,000	4,000
	0	0	0	0
Miscellaneous	750	1,470	750	1,500
Advertising-3X a year	0	0	0	0
Public Relations	0	35	1,000	1,000
	43,25 0	40,86 0	41,75 0	42,50 0
 TOTAL OFFICE OF THE BISHOP	 <u>328,</u> <u>042</u>	 <u>280,</u> <u>110</u>	 <u>317,</u> <u>942</u>	 <u>334,</u> <u>391</u>

\* Unaudited

E <u>Office of</u>	Appr		Appr	Revis
. <u>Administration</u>	oved	Actu	oved	ed
	Budg	al	Budg	Budg
	et	<u>2003</u>	et	et
	<u>2003</u>	<u>*</u>	<u>2004</u>	<u>2004</u>
		-		
<u>Director of</u>				
<u>Administration</u>				
	68,00	68,00	68,00	73,10
Salary	0	0	0	0
FICA/Pension	15,40	15,62	15,40	16,55
Life/AD&D/STD/LTD	2	7	2	7
Medical Insurance	1,000	1,025	1,100	1,200
Allowance	3,500	1,615	4,500	3,000
Auto Expense	3,500	3,154	3,500	4,000
Travel/Training	3,000	2,835	3,000	3,000
Business Expense	1,000	576	1,000	1,000
	95,40	92,83	96,50	101,8
	2	2	2	57
<u>Secretary to Director of</u>				
<u>Administration</u>				
	26,50	27,95	26,50	28,00
Salary	0	1	0	0
FICA/Pension	6,002	3,071	6,002	6,342
Life/AD&D/STD/LTD	550	275	600	600
Medical Insurance				
Allowance	3,500	1,107	4,500	4,500
Travel/Training	2,000	1,671	2,000	2,000
	38,55	34,07	39,60	41,44
	2	5	2	2
<u>Accountant</u>				
	35,23	35,23	35,23	38,00
Salary	5	5	5	0
FICA/Pension	7,981	7,980	7,981	8,607
Life/AD&D/STD/LTD	775	731	800	800
Medical Insurance				
Allowance	3,500	3,632	4,500	4,500
Travel/Training	3,000	2,246	3,500	3,500
	50,49	49,82	52,01	55,40
	1	5	6	7
<u>Receptionist (FT)</u>				
	17,05	17,78	21,50	23,00
Salary	4	0	0	0
FICA/Pension	3,863	3,847	4,870	5,210
Life/AD&D/STD/LTD	375	354	450	450
Medical Insurance				
Allowance	3,500	1,615	4,500	4,500
Travel/Training	750	750	750	750
	25,54	23,59	32,07	33,91
	2	6	0	0
<u>Archivist (PT)</u>				
	13,22	13,22	13,22	13,88
Salary	8	8	8	9
FICA/Pension	2,996	2,996	2,996	3,146
Life/AD&D/STD/LTD	300	275	300	300
Medical Insurance				
Allowance	3,500	3,940	4,500	4,500

	Travel/Training	1,000 21,02 4	1,002 21,44 0	1,000 22,02 4	1,000 22,83 5
*	Unaudited				

Office of  
E Administration  
(continued)

	Appr oved Budg et	Actu al <u>2003</u>	Appr oved Budg et	Revis ed Budg et
	<u>2003</u>	<u>*</u> -	<u>2004</u>	<u>2004</u>
<u>Support</u>				
Archival Off-Site Storage	1,000	991	1,500	1,500
Archivist Supplies	1,300	86	1,000	1,000
Background Checks	500	121	300	300
Contract Clerical Support	2,500	0	1,500	1,500
	12,00	11,14	12,00	12,00
Copier	0	2	0	0
Legal Fees	3,500	4,991	3,500	3,500
Liability, Workers, Bond	8,250	8,728	9,500	12,00
				0
Miscellaneous	1,500	644	1,500	1,500
Office Furniture/Equipment	2,500	2,344	1,500	1,500
	12,00	10,94		10,00
Office Supplies	0	7	9,000	0
Overtime	500	0	500	500
Payroll Support Service	2,000	1,787	0	0
	16,00	13,42	14,00	14,00
Postage	0	1	0	0
	77,62	73,99	78,10	78,10
Rent for Offices	0	2	0	0
Staff Development	1,000	0	1,000	1,000
Technology System	35,00	34,50	30,00	30,00
Support & Training	0	1	0	0
Internet Access, Hardware/Software Support				
	12,00	11,26		10,01
Telephones	0	2	6,797	3
	189,1	174,9	171,6	178,4
	70	58	97	13
 TOTAL OFFICE OF ADMINISTRATION	 <u>420,</u> <u>181</u>	 <u>396,</u> <u>726</u>	 <u>413,</u> <u>911</u>	 <u>433,</u> <u>864</u>

\* Unaudited

## Explanatory Notes for 2004 Budget

1. Budget Deficit Reduction is the amount of income collected over expenses in 2002. This amount, \$106,339 was applied to the Balance Sheet Account for the Budget Deficit line. As a result the Budget Deficit line has a positive balance of \$72,520. This is the first time in over 9 years that there is a positive balance in that account. The \$72,520 includes approximately \$50,000 in receivables from parishes that have not paid prior year assessments in full.
2. New Church funds provide multi-year support to enable the founding of new congregations.
3. Mission Center funds are committed to major new outreach work involving the whole congregation. The funds for a parish decrease each year as the congregation assumes more of the financial responsibility.
4. Partnership funds are available when one congregation commits itself to the re-development of a neighboring congregation. Partnership covenants are generally three to five years in duration.
5. New Initiative grants allow congregations to begin new works in ministry or mission. These grants are for relatively small amounts for periods of from one to five years. Many youth ministers are supported by New Initiative grants.
6. Urban Outpost funds are to sustain strategic work in impoverished communities. Attendance at worship must be increasing and involvement of parishioners in outreach efforts must be deepening for this funding to be approved in successive years.
7. Happening is a Christian experience that seeks to bring young persons to a fuller personal knowledge of and relationship with the Lord Jesus Christ and to a deeper level of commitment and apostleship. It is designed for high school youth during a two-day gathering. Youth in all parishes in the diocese in the 9<sup>th</sup> through 12<sup>th</sup> grade are invited to participate.
8. The Young Priest Initiative Pilot project was made possible in 2000 by a \$25,000 grant from the retiring Dean of the Cathedral of the Diocese of Cincinnati to recruit young (under 30) priests. Pittsburgh was one of three dioceses that received program development funds. The program was held for 3 years with various funding sources. Due to lack of funds the program was not offered in 2003 and is not proposed for 2004.
9. Sheldon Calvary Camp, owned by the diocese and managed by an independent board, offers a variety of summer camping programs. It is located on Lake Erie in Conneaut, Ohio.
10. The Recruitment/Deployment budget lines provide funding for the Canon Missioner and Assistant Bishop to attend vacancy sharing conferences once or twice a year. This conference provides the diocese with the opportunity to share information in order to match congregational needs of parishes looking for rectors with the skills and abilities of priests seeking new opportunities.
11. Although Treasurer Workshops had been held for several years, the first Ministry Leadership Workshop was conducted in 2003 and included communications, archives, finance, personnel, church development, and marketing training sessions. In 2003 the workshop was broadened and included additional leadership development opportunities for individuals, clergy, and all church leaders. Over 200 people were in attendance representing a large number of parishes in the diocese.
12. An annual leadership overnight is held each spring for members of the Board of Trustees, Standing Committee, and Diocesan Council to give the leadership of the diocese an opportunity to share major aspects of their common life and ministry. Participants pay their own expenses. Funds are utilized for supplies and speaker expenses.
13. A Misconduct Manual for the diocese is updated regularly, reprinted and distributed to parishes within the diocese. Funds also pay for materials utilized in the training classes including handouts, certificates and videotapes.
14. Education for Ministry is a program of theological education-at-a-distance of the School of Theology of the University of the South for lay persons. It is a four-year program covering the basics of a theological education in the Old and New Testaments, church history, liturgy, and theology. Students meet regularly, usually once a week, under the guidance of trained mentors.

15. Network Support funds are set aside by the diocese for programs and information that benefits more than one congregation.
16. The Commission on Ministry is appointed by the Bishop and besides examining candidates for Holy Orders, the Commission oversees their training and makes recommendations to the Bishop concerning ordination of aspirants. Subcommittees of the Commission include Continuing Education, Boards of Examining Chaplains for Priests, Board of Examining Chaplains for (Vocational) Deacons, Interviews and 2020 Recruitment Task Force. The Bishop has also appointed Directors of Formation to oversee the educational and ordination processes for each of the following: Vocational Diaconate, Normative Priesthood, Bi-Vocational Priesthood, Canon 9 Priests, and Canon 10/11 Priests. On June 14, 2003 fourteen new deacons were ordained at Trinity Cathedral.
17. Lambeth Resolution I.15 was passed at the 1998 Lambeth Conference proposing that .7 percent of diocesan budgets be devoted to microenterprise development in the Two Thirds World. Microenterprise development focuses on job creation and income generation through small-scale enterprises. It provides poor people with access to capital and training to start and expand small businesses. Previously, the Diocesan Council has approved sending these funds to Five Talents International, a microenterprise development ministry committed to making a difference in the lives of the poor.
18. The Third Province consists of the Dioceses within the states of Pennsylvania, Delaware, Maryland, Virginia, West Virginia, and the District of Columbia. Representatives meet regularly to discuss issues of mutual concern and sharing of information on programs and plan mutually beneficial programs.
19. The Pennsylvania Council of Churches is a community of 42 church bodies seeking to be faithful to Jesus' intention that Christians unite for Gospel mission. These funds support our annual dues.
20. Through the creation of Christian Associates of Southwest Pennsylvania in 1970, twenty-four Christian faith traditions came together for worship, cooperation in a variety of areas of ministry, and to further communication and fellowship among its members. Christian Associates exists through funds provided by the 24 participating judicatories. In addition, individuals, organizations, congregations and foundations sharing the vision of Christian Associates support the ministry through gifts. Funds support the prison chaplaincy services, AIDS Interfaith Care Team Ministry and educational and training programs.
21. Other ecumenical expenses include funds used to support the annual Christmas Festival of Lessons and Carols at Heinz Hall and the Pittsburgh Crèche sponsored by the Christian Leaders Fellowship.
22. Tentatively, the Bishop's Clerk position is expected to be filled in September 2004 if funds are available.
23. The Oliver Building rentable sq. ft. is 4,400 with usable space of 3,781. Usable space increased by over 25% when the diocese relocated their office to the Oliver Building in July 2002.
24. Technology System Support funds all types of technology upgrades in the diocesan office including telephones, individual computers, and the NT network. These funds include hardware and software purchases as well as the contractual consulting costs to maintain these systems. These funds are also used to support web page development and on-going maintenance.
25. The approximately \$200,000 in support expenses covers postage, copy services, telephones, computer support, office supplies, legal and other expenses that support all 5 divisions of the diocesan office.



# 2004 Assessments and Growth Fund

Parish	Total Assessm ent	Diocesan Portion	National and Internatio nal Portion	Growth Fund	* * Alternative Growth Fund	** *
<del>Ambridge, The Savior</del>	\$20,395	\$17,077.97	\$3,317	\$1,428	\$1,854	
<del>Avalon, Epiphany</del>	10,092	\$8,450.64	\$1,641	706	1,000	
<del>Beaver, Trinity</del>	21,796	\$18,251.11				
<del>Beaver Falls, Christ the King</del>	6,073	\$3,545	\$3,545	1,526	1,982	
<del>Blairsville, St. Peter's</del>	1,336	\$5,085.29	\$988	425	687	
<del>Brackenridge, St. Barnabas</del>	12,980	\$1,118.71	\$217	94	267	
<del>Brentwood, St. Peter's</del>	19,314	\$10,868.94				
<del>Brighton Heights, All Saints</del>	5,076	\$2,111	\$2,111	909	1,226	
<del>Brookline, The Advent</del>	7,979	\$16,172.78	\$3,141	1,352	1,756	
<del>Brownsville, Christ Church</del>	12,741	\$4,250.44	\$826	355	609	
<del>Butler, St. Peter's</del>	20,065	\$6,681.30	\$1,298	559	836	
<del>Canonsburg, St. Thomas'</del>	6,880	\$10,668.81				
<del>Carnegie, Atonement</del>	6,897	\$16,801.64	\$2,072	892	1,207	
<del>Charleroi, St. Mary's</del>	13,325	\$3,263	\$3,263	1,405	1,824	
<del>Clairton, Transfiguration</del>	968	\$5,761.04	\$1,119	482	750	
<del>Connellsville, Trinity</del>	343	\$5,775.28	\$1,122	483	751	
<del>Crafton, Nativity</del>	11,148	\$11,157.83				
<del>Cranberry, Resurrection</del>	10,765	\$2,167	\$2,167	933	1,252	
<del>Donora, St. John's</del>	2,057	\$810.57	\$157	68	194	
<del>East Liberty, Calvary</del>	141,396	\$287.21	\$56	24	69	
<del>Fox Chapel</del>	61,693	\$9,334.90	\$1,813	780	1,083	
<del>Franklin Park, St. Brendan's</del>	17,749	\$9,014.19	\$1,751	754	1,053	
<del>Freeport, Trinity</del>	499	\$1,722.45	\$335	144	374	
<del>Georgetown, St. Luke's</del>	879	\$118,399.44	\$22,997	9,898	12,854	
<del>Gibsonia, St. Thomas</del>	12,537	\$51,659.29	\$10,034	4,319	5,609	
<del>Glenshaw, Our Savior</del>	17,502	\$14,862.31				
<del>Greensburg, Christ Church</del>	27,341	\$2,887	\$2,887	1,242	1,614	
<del>Hazelwood, Good Shepherd</del>	7,254	\$417.84	\$81	35	100	
<del>Highland Park, St. Andrew's</del>	28,826	\$736.04	\$143	62	176	
<del>Homestead, St. Matthew's</del>	1,505	\$10,497.99				
<del>Homewood, Holy Cross</del>	10,000	\$14,655.49	\$2,039	878	1,191	
<del>Hopewell, Prince of Peace</del>	27,858	\$22,894.28	\$4,447	1,914	2,486	

<del>Indiana, Christ Church</del>	14,341	\$12,008.59	\$2,332	1,004	1,332
<del>Jeannette, Advent</del>	1,342	\$1,123.74	\$218	94	268
<del>Johnstown, St. Mark's</del>	19,187	\$16,066.44	\$3,121	1,343	1,744
<del>Kittanning, St. Paul's</del>	15,929	\$13,338.32	\$2,591	1,115	1,455
<del>Leechburg, Holy Innocents</del>	5,071	\$4,246.26	\$825	355	609
<del>Liberty Boro, Good Samaritan</del>	1,084	\$907.70	\$176	76	217
<del>Ligonier, St. Michael's</del>	42,713	\$35,766.18	\$6,947	2,990	3,883
<del>McKeesport, St. Stephen's</del>	27,039	\$22,641.39	\$4,398	1,893	2,458
<del>Monongahela, St. Paul's</del>	6,958	\$5,826.36	\$1,132	487	756
<del>Monroeville, St. Martin's</del>	23,271	\$19,486.22	\$3,785	1,629	2,116

# 2004 Assessments and Growth Fund

<del>Moon Twp., St. Philip's</del>	39,619	\$33,175.39	\$6,444	2,773	3,602
<del>Mt. Lebanon, St. Paul's</del>	73,612	\$61,639.79	\$11,972	5,153	6,692
<del>Mt. Washington, Grace</del>	14,941	\$12,511.00	\$2,430	1,046	1,378
<del>Murrysville, St. Alban's</del>	13,768	\$11,528.78	\$2,239	964	1,287
<del>New Brighton, Christ Church</del>	9,491	\$7,947.39	\$1,544	664	954
<del>New Kensington, St. Andrew's</del>	7,948	\$6,655.34	\$1,293	556	833
<del>North Hills</del>	39,091	\$32,733.26	\$6,358	2,736	3,554
<del>North Shore</del>	5,079	\$4,252.95	\$826	356	610
<del>North Versailles, All Souls'</del>	3,571	\$2,990.21	\$581	250	492
<del>Northern Cambria, St. Thomas</del>	938	\$785.44	\$153	66	188
<del>Oakland, Ascension</del>	98,136	\$82,175.22	\$15,961	6,870	8,921
<del>Oakland, Shepherd's Heart</del>	9,831	\$8,232.09	\$1,599	688	980
<del>Oakmont, St. Thomas'</del>	31,063	\$26,010.93	\$5,052	2,174	2,824
<del>Patton, St. Luke's</del>	698	\$584.48	\$114	49	140
<del>Penn Hills, St. James</del>	10,849	\$9,084.53	\$1,764	759	1,059
<del>Peter's Twp, St. David's.</del>	39,087	\$32,729.91	\$6,357	2,736	3,553
<del>Pgh., Cathedral</del>	80,675	\$67,554.07	\$13,121	5,647	7,334
<del>Red Bank, St. Mary's</del>	540	\$452.17	\$88	38	108
<del>Rosedale, All Saints</del>	11,391	\$9,538.37	\$1,853	797	1,102
<del>Scottsdale, St. Bartholomew's</del>	608	\$509.12	\$99	43	122
<del>Sewickley, St. Stephen's*</del>	174,211	\$145,877.43	\$28,334	12,195	15,837
<del>Somerset, St. Francis</del>	9,695	\$8,118.21	\$1,577	679	969
<del>Squirrel Hill, Redeemer</del>	19,663	\$16,465.02	\$3,198	1,376	1,788
<del>Uniontown, St. Peter's</del>	24,380	\$20,414.85	\$3,965	1,707	2,216
<del>Warrendale, St. Christopher's</del>	10,687	\$8,948.87	\$1,738	748	1,047
<del>Washington, Trinity</del>	22,531	\$18,866.57	\$3,664	1,577	2,048
<del>Wayne Twp, St. Michael's.</del>	360	\$301.45	\$59	25	72
<del>Waynesburg, St. George's</del>	2,563	\$2,146.16	\$417	179	413
<del>Wilkinsburg, St. Stephen's</del>	\$18,426	\$15,429.21	\$2,997	\$1,290	\$1,675
<b>TOTAL</b>	\$1,475,656	\$1,235,656	\$240,000	\$103,296	\$139,008

\* These parishes did not turn in their 2002 parochial report by July 31, 2003. The 2002 income amount used in assessment calculation was the 2001 income of the

parish times the average percent change in all other reporting parishes from 2001 to 2002. This was approved by Diocesan Council on June 3, 2003.

\*\* Growth Fund Amount is calculated as 7% of Total Assessment. This is the minimum amount parishes must pay to be eligible for Growth Fund grants and loans.

\*\*\* Alternative Growth Fund Amount is calculated as 1% of Assessment Income.

This is the recommended amount as approved by Resolution 3 at the 1999 Diocesan Convention to increase funds available for parish capital development.

\*\*\*\* Assessment approved as a fixed amount (\$10,000) for 2004 by Diocesan Council on June 4, 2002.

2003 Assessments by Parish with Redirections

Parish	Total Assessm ent	Diocesa n Portion	Nation al Canoni cal Portion	Nation al Asking Portion	Nat'l Ask Designat ed to Alternat e Missions
Ambridge, The Savior	\$24,190.00	\$20,171.95	\$803.61	\$3,214.44	\$3,214.00
Avalon, Epiphany	12,140	10,123	403	1,613	1,613
Beaver, Trinity	21,464	17,899	713	2,852	2,852
Beaver Falls, Christ the King	* 5,127	4,275	170	681	0
Blairsville, St. Peter's	1,221	1,018	41	162	162
Brackenridge, St. Barnabas	* 12,908	10,764	429	1,715	2,144
Brentwood, St. Peter's	18,221	15,194	605	2,421	0
Brighton Heights, All Saints	6,154	5,132	204	818	0
Brookline, The Advent	7,808	6,511	259	1,038	600
Brownsville, Christ Church	* 12,707	10,596	422	1,689	2,111
Butler, St. Peter's	18,678	15,576	620	2,482	0
Canonsburg, St. Thomas'	5,868	4,893	195	780	0
Carnegie, Atonement	8,359	6,971	278	1,111	500
Charleroi, St. Mary's	12,531	10,450	416	1,665	1,665
Clairton, Transfiguration	* 1,137	948	38	151	189
Connellsville, Trinity	270	225	9	36	0
Crafton, Nativity	11,916	9,937	396	1,583	1,388
Cranberry, Resurrection	10,234	8,534	340	1,360	1,360
Donora, St. John's	1,622	1,353	54	216	216
East Liberty, Calvary	137,825	114,932	4,579	18,315	0
Fox Chapel	58,589	48,857	1,946	7,785	7,785
Franklin Park, St. Brendan's	16,647	13,882	553	2,212	0
Freeport, Trinity	* 394	329	13	52	0
Georgetown, St. Luke's	680	567	23	90	90
Gibsonia, St. Thomas	12,663	10,560	421	1,683	1,683
Glenshaw, Our Savior	14,086	11,746	468	1,872	1,872
Greensburg, Christ Church	26,780	22,332	890	3,559	3,559
Hazelwood, Good Shepherd	9,187	7,661	305	1,221	0
Highland Park, St. Andrew's	50,793	42,356	1,687	6,750	0
Homestead, St. Matthew's	1,933	1,612	64	257	0
Homewood, Holy Cross	* 10,000	8,339	332	1,329	0
Hopewell, Prince of Peace	27,209	22,689	904	3,616	3,616
Indiana, Christ Church	13,888	11,581	461	1,845	1,230
Jeannette, Advent	1,501	1,252	50	199	175
Johnstown, St. Mark's	16,551	13,802	550	2,199	750
Kittanning, St. Paul's	14,393	12,002	478	1,913	1,913
Leechburg, Holy Innocents	4,388	3,659	146	583	583

Liberty Boro, Good Samaritan	1,167	973	39	155	0
Ligonier, St. Michael's	42,527	35,463	1,413	5,651	0
McKeesport, St. Stephen's	30,595	25,513	1,016	4,066	4,066
Monongahela, St. Paul's	5,347	4,459	178	711	711
Monroeville, St. Martin's	23,019	19,195	765	3,059	3,059

2003 Assessments by Parish with Redirections

Moon Twp., St. Philip's		35,553	29,648	1,181	4,724	4,725
Mt. Lebanon, St. Paul's	*	70,028	58,396	2,326	9,306	0
Mt. Washington, Grace	*	13,255	11,053	440	1,761	0
Murrysville, St. Alban's		14,579	12,157	484	1,937	0
New Brighton, Christ Church		8,389	6,996	279	1,115	1,115
New Kensington, St. Andrew's		7,183	5,990	239	954	0
North Hills, Christ Church		37,643	31,390	1,251	5,002	0
North Shore, Emmanuel		4,965	4,140	165	660	0
North Versailles, All Souls'		4,239	3,535	141	563	0
Northern Cambria, St. Thomas		1,253	1,045	42	167	0
	*					
Oakland, Ascension	*	93,784	78,206	3,116	12,462	15,578
Oakland, Shepherd's Heart	*	8,825	7,359	293	1,173	0
Oakmont, St. Thomas'		30,717	25,615	1,020	4,082	0
Patton, St. Luke's		703	586	23	93	0
Penn Hills, St. James	*	9,564	7,975	318	1,271	0
	*					
Peter's Twp, St. David's.	*	37,907	31,611	1,259	5,037	6,296
Pgh., Cathedral	*	75,077	62,606	2,494	9,976	0
Red Bank, St. Mary's		498	415	17	66	0
Rosedale, All Saints	*	8,713	7,266	289	1,158	0
Scottdale, St. Bartholomew's		815	680	27	108	0
	*					
Sewickley, St. Stephen's	*	169,441	133,420	7,204	28,817	26,580
Somerset, St. Francis		7,884	6,574	262	1,048	0
Squirrel Hill, Redeemer		17,573	14,654	584	2,335	0
	*					
Uniontown, St. Peter's	*	22,928	19,120	762	3,047	3,809
Warrendale, St. Christopher's		10,401	8,673	346	1,382	1,382
Washington, Trinity		20,607	17,184	685	2,738	1,369
Wayne Twp, St. Michael's.		263	219	9	35	0
Waynesburg, St. George's		1,793	1,495	60	238	238
		\$17,582.	\$14,661	\$584.0	\$2,336.	
Wilkinsburg, St. Stephen's	*	00	.56	9	35	\$0.00
TOTAL		\$1,444,879	\$1,197,003	\$49,575	\$198,301	\$110,198

\*2003 Covenant of Giving  
not filed

\*\*Diverted National Canonical and National Asking  
Portions

2003 National Askings Designated to Alternate Missions

<u>Mission Designation</u>	<u>Amount</u>
Allegheny Valley Assoc Churches	\$300.00
Allegheny Valley Habitat FH	1,000.00
American Anglican Council	2,638.00
Angelican Mission in America	329.75
Anglican Frontier Mission	6,970.00
Ann Staples Youth Center	194.33
Beaver Valley Episcopal Outreach	402.00
Bible Released Time	329.75
Bishop Hathaway Foundation	841.50
Blairsville Relief Fund	162.00
Boys & Girls Club of Carnegie	500.00
Charleroi Area Ministerial	400.00
Christian University of Uganda (S. Noll)	3,500.00
Church Army	5,497.00
Church Army, John Stanley	1,000.00
Church of Anunciation, Florida,Cuba	675.00
Church of the Advent	194.00
Coal Country Hangout	445.00
Crisis Pregnancy Center	675.00
Cristo Rey (Cuba)	1,259.00
Diocese of South Dakota	445.00
East Liberty Family Health	750.00
Episc. World Missionary/Mary Sherwood	1,000.00
Episcopal Relief and Development	5,386.00
Episcopal World Mission	2,478.00
Episcopal World Mission K. Higgins	194.00
Episcopal World Mission Sue McLain	1,616.00
Family Guidance	675.00
Genesis House	806.50
GMTC Tighes	1,214.00
Greater Washington City Food Bank	216.00
Ground Zero in Brownsville	329.75
Hope Center New Kensington	194.34
Hosanna Industries	340.00
Katallage Ministries	1,500.00
Lacroix (Haiti)	1,679.00
Lighthouse	841.50
Mom's House	450.00
Mom's Place at St. Mary's, Charleroi	237.00
Monroeville Crisis Pregonancy Cntr	1,019.00
National Organization of Episcopalians for Life	462.00
New Day Ministries	250.00
Northside Common Ministries	200.00
Orr Compassionate Care Center	1,000.00
Pittsburgh Leadership Foundation.	675.00
Pittsburgh Project	675.00



## 2003 National Askings Designated to Alternate Missions

Pregnancy Care Center	1,000.00
Renewal Christian Life Counseling	340.00
Rock the World	2,033.00
Rwanda Orphanage	1,549.00
Rwanda Partnership	1,785.00
Rwanda Sunrise Orphanage	526.33
SAMS	2,456.00
SAMS, Fr. John Park	333.00
SAMS - Websters	2,000.00
SAMS for Tim & Petti Webster	615.00
Shepherd's Heart Fellowship	16,858.50
South American Missionary Society	7,740.00
St. Stephen's (Wilkinsburg)	1,000.00
TESM	15,103.00
The American Anglican Council	1,019.00
The Christian Institute, Jos, Nigeria	1,021.00
The Good Samaritan Orphanage	329.75
Trinidad Tobago Urban Ministries	675.00
Urban Program for Reading	250.00
Washington City Mission	237.00
World Vision	1,382.00
	\$110,198.0
Totals	<u><u>0</u></u>

## THE BISHOP'S PRE-CONVENTION REPORT 2003

With the heaviest heart imaginable, I offer these words to the leadership of the Diocese. If there were any way to avoid facing the conflict into which we have been thrust – except the avoidance which would be to not do my duty – I would readily embrace that way. My present discernment shows me no alternative, yet hourly I cry out to the Lord.

+RWD

### A REPORT, A CALL AND A TEACHING FOR THE LEADERSHIP September, A.D. 2003

#### WHAT HAS HAPPENED

The 74<sup>th</sup> General Convention of the Episcopal Church has acted beyond its competence and authority to change fundamental elements of the Church's teaching. It did this in two ways. The Convention confirmed the election as bishop of a man living in a sexual relationship outside the bonds of holy matrimony. The Convention also passed a resolution that recognized the blessing of same-sex unions as "within the bounds of our common life." Both of these actions are departures – extraordinary departures – from Scriptural prohibitions and from the ecumenical consensus of twenty centuries of Christian norms. These actions effectively change the teaching of the Episcopal Church relating to holy matrimony, sexual sin, ordination, and the understanding of God's purposes in creating men and women. These actions also contradict the constitutional commitments of the Episcopal Church to constituent membership in the Anglican Communion and the One Holy Catholic and Apostolic Church, as well as to "upholding and propagating the historic Faith and Order." These actions have produced a crisis so grave in the Anglican Communion that the Archbishop of Canterbury has called an emergency meeting of the Primates of the Communion. Equally noteworthy are a statement of direct condemnation by the leaders of the Orthodox Churches in North America, as well as from various Protestant bodies, and a special meeting requested by Pope John Paul II with Archbishop Rowan Williams, a meeting now scheduled to take place in October.

#### VIGOROUS RESISTANCE

I am calling on the Episcopal Diocese of Pittsburgh to reject these innovations and to resist the leadership that has supported them. In particular, I am calling on the Diocese – gathered in special convention – to insulate ourselves from the Episcopal Church's schismatic acts, to join in the appeal to the Primates of the Communion to declare the offending actions to be beyond the limits of Anglican diversity, as well as to cease funding the national church structures that have embraced this fundamental departure from Scripture and Tradition. I am also proposing that we take some initial steps to protect local church property and assets for everyone.

For me personally, I cannot acquiesce in the changes adopted by the General Convention. I cannot depart from evangelical truth or from catholic order, as I understand them. I cannot be an agent of what I perceive to be a false gospel. I cannot knowingly lead astray God's children, the souls for whom Christ died. For me as bishop, I will not do these things. This is the position taken by the 137<sup>th</sup> Annual Convention, just last November in Resolution One.

Some among us do stand with the 74<sup>th</sup> General Convention, just as some opposed last year's local convention resolution. I believe we must honor them as the brothers and sisters they are, and that this can best be done by permitting them the freedom to separate from us, if that is their desire, so that both their gospel and ours – and the actions and sacramentals that follow from each gospel -- may go forward unhindered.

## TWO GOSPELS, TWO CHURCHES

My analysis of our present situation is that we have arrived at a moment within the Episcopal Church where there are actually two churches and two gospels. One church offers its fundamental good news in the values of conversion and discipleship. The other church offers its fundamental good news in the values of inclusion and liberation. Neither church is pure. Both claim allegiance to Jesus Christ.

The actions of the 74<sup>th</sup> General Convention have established the values of one of these churches beyond limits acceptable to the other. Sadly, some form of separation thus becomes inevitable. Both churches will claim that it was the other church that “left,” that it is the other side that brought on the separation. Regardless of the politics of description, the moment of a fundamental re-ordering of relationships within what has been the Episcopal Church and of a fundamental realignment within global Anglicanism has arrived. What has already begun in one Canadian diocese (New Westminster) and its province will now unfold on a very large scale in the United States.

## GODLY BEHAVIORS

Everyone is asking whether we could somehow make things work. We have struggled together in dialogue over many years. But the dialogue has been ended by a defining national action. Short of a national repentance and a decision to return to the Anglican mainstream, both of which seem exceedingly unlikely, the majority in the General Convention – and the majority they appear to represent back home – have said, “we intend to do things our own way no matter what.”

The politics of power have come to dominate Episcopal Church life during the last three decades. The infamous “Dennis Canon,” attempting to establish a constructive trust over all local church property for the national administration, adopted in 1979, is one of the clearest signs of this agenda of coercion. The canon of 1997, making women’s ordination mandatory in all dioceses, is another. The Episcopal Church has now used its power to reject the agreed teaching of the Anglican Communion, the received teaching of the whole Christian Church, and the plain meaning of Scripture. So a divorce crisis is upon us. Long courting adultery with the age, the Episcopal Church has finally committed it. The broken spouse has had enough.

The question for us in the Episcopal Diocese of Pittsburgh is whether we will participate any longer at our local level in the family behavior of coercion. I am calling on the special convention for a gospel reformation of the ground rules of our common life. Claiming property we do not have an obvious right to is an inherited family pattern. Forcing individuals against conscience is an inherited family behavior. It is time for a more excellent way, for gospel values, and for freedom in Christ: even – especially – in dealing with our opponents. Battering in return for battering is not a gospel way.

So it is that I am proposing a radically different means for our diocesan life and decision making as we move through this uncharted and painful time of realignment, of sorting through what ecclesial structure, driven by which gospel, will gain our primary allegiance as individuals, as congregations, as clergy and as bishops. The principles I am proposing are those of fairness, equity and fraternal charity. Power and coercion are ways – destructive ways – of a dying church order.

## PITTSBURGH LEADERSHIP

“To whom much is given, of [them] shall be much expected,” so says our Lord Jesus. Because of our evangelical and catholic heritage and commitment – and because we are extraordinarily strong as a diocese – we will be expected to provide much national and international leadership. This is simply a fact of the present situation in which we find ourselves. For the next several months much of my attention and energy as bishop will have to be as bishop for the whole church. I know the diocese will pray for me in this and I ask understanding of the local cost. The three senior members of my staff team are committed to filling in the gaps, just as they did so ably in the recent sabbatical season. No one could ask for better or more able colleagues than the three who share with me in that collective reality which we call the “Office of the Bishop” – Nancy

Norton, Mary Hays and Henry Scriven, alongside Bob Duncan. None of the leadership team will be without additional burdens.

#### PRAYER, FASTING AND CHARITY

There is grief, sorrow, broken-heartedness, anger, transference, denial and confusion everywhere, as the consequences of the actions of the 74<sup>th</sup> General Convention begin to unfold. These are emotions to which we need to pay a good deal of attention. Almost no one has been left “sitting on the fence.” Reactions are sometimes quite unexpected and frequently unpredictable. Leaders are especially vulnerable and struggling, as relationships fracture all around them. The diocesan leadership is already profoundly aware of this, and all of us must come to be. We must minister in the midst of our hurting people, hurting on both sides, hurting at every level.

Two phrases have emerged to help us to understand the requirements of this next season: “Not Business as Usual” and “Now, More than Ever.” In our life as a church we are in a post-September 11<sup>th</sup> world. Some aspects of our usual way of doing business, of answering questions and making decisions, will not serve us. Other aspects of our ordinary life – like prayer and caring – will be required in extra measure. Days of personal and corporate fasting and repentance will be necessary. I am therefore asking all members of the Diocese to consider setting one day a week aside for this. I am also asking that Friday, September 26<sup>th</sup> be a corporate day of repentance, prayer and fasting. Extraordinary charity will also be central to negotiating the grief, the anger, the denial, the confusion and the broken relationships of what is immediately before us.

May Almighty God have mercy on His Church, especially on those who must lead through the tragedy that has befallen us. Maranatha! Come, Lord Jesus.

Faithfully in Christ,  
+Bob Pittsburgh

BISHOP'S ADDRESS  
The 138<sup>th</sup> Annual Convention of The Episcopal Diocese of Pittsburgh  
7<sup>th</sup> November, A.D. 2003

Be watchful, stand firm in your faith, be courageous,  
be strong. Let all that you do be done in love. I Cor. 16:13-14

OUR SAD DIVISIONS

This address is among the most difficult that I shall ever be called on to make. To date I certainly cannot recall circumstances more challenging to speak into. We are badly divided. We are divided as provinces of our Anglican Communion. We are divided as members of the Episcopal Church. We are divided as leaders of the Episcopal Diocese of Pittsburgh, meeting in Annual Convention. We are divided as congregations whose clear vision has been to be “One Church of Miraculous Expectation and Missionary Grace.” We are divided as parishioners within our congregations.

We must begin by acknowledging where we are. Events outside the diocese – the consecration of a man living in a same-sex partnership and acceptance of liturgical blessings of sexual unions other than holy matrimony – have become the wellspring of events within our diocese: hardening of factions, special convention resolutions, considerations (and some actions) of financial redirection, resignations from diocesan elected office as well as from congregational memberships, numerous personal judgments rendered (sometimes gently, more often, bitterly), even a lawsuit by one parish against Bishops and Trustees and Standing Committee. All of this is just three months’ time...

In one way, at least, this Convention Address will be quite different from the other seven it has been my privilege to give as your bishop. Early on, I want to ask an exercise of you. How many of you – wherever you stand on the issues of our division – are trying to do what is right? (Please stand up) How many of you are trying to be faithful to the gospel of Jesus Christ as you understand it? (Please stand up) How many of you are brokenhearted, angered or confused at what is happening to our beloved Church? (Please stand up) Great unity here – despite our differences; noble motivations causing our differences; noble motivations also causing our pain. The apostle says:

Be watchful, stand firm in your faith, be courageous, be strong. This is what we are doing...All of us.

But let me ask this question: Is there anyone here who can say that – in the midst of these terrible divisions – everything he/she has done has been done in love?

No bitter words? No character assassinations? No retributive motives? No hateful thoughts? No shameful emails? No acquiescence in actions that are worldly substitutes for gospel values? If everything you have done has been done in love, please stand up.

Here the apostle’s words are so much harder for us:

Let all that you do be done in love.

Our unity here is the unity of sinners. The question I want to pose here is this: In these most trying of times, how can we get the balance better? It may be said of us in our terrible divisions, that each of us is trying to do what we understand to be right, that each of us is trying to proclaim the fullness of the life-saving gospel of Jesus Christ, that our love is really for our Church and for the Lord, but what of our love for one another?

I have searched the Scriptures to know what it is they say to us in our present awful condition. I find the same two propositions side by side and over and over. Just like the two verses from I

Corinthians 16, whether the verses are in John 17 or Ephesians 4 or anywhere else: Truth and love. Truth and love. Truth and love.

As I have searched the parables, it is the parable of the wheat and tares – the wheat and weeds – that seems most applicable at this moment. Discerning which is wheat and which is weeds is pretty hard at this point. So we have to let both grow up together, for now.

### CORE VALUES

This is my twelfth year among you in leadership. We have had our “ups and downs,” but it has been mostly ups. Most of four years were spent as Bishop Hathaway’s Canon; most of eight years have been given as bishop.

I thought that – as we seek to find the best way forward – it would be useful to re-articulate some of the core values of all these years. There are three core values of our common life upon which I would choose to focus.

The diocese exists to strengthen the mission of the local churches.

We work together in the areas where we can work together.

We rely on Almighty God as the chief resource for our ministries severally and together.

We are at a crossroads. For three months we have been forced to focus on our differences: Our differences concerning the role and interpretation of Holy Scripture...our differences concerning the limits of Anglican diversity...our differences in understanding of God’s purposes in the creation of men and women...our differences in the theology of holy matrimony...our differences about God’s power to heal or transform...our differences about ecumenical and inter-faith boundaries...our differences about church order...our differences about the intention of constitution and canons. These have been very difficult months. The Episcopal Church has spoken through its General Convention. The Episcopal Diocese of Pittsburgh has spoken through its Special Convention. The Anglican Communion has spoken through the Emergency Primates Meeting. Much speaking; much division.

The crossroads is this: much of what is ahead is now out of our hands. With the exception of the first constitutional question to be considered tomorrow, we have said our piece – at each level and to contradictory ends. So since we have done (or are about to complete) what we can do, maybe the best way forward just now is to go on together out of our tested core values. It won’t be easy always. Things can’t go completely back to the way they were. But wouldn’t it be better for now to be ourselves at our best – rather than to spiral down into a kind of de-construction that will offer little inheritance to those who come after? It is our choice. It is my choice. It is your choice. It is a choice I am calling on us to make.

At the Place to Stand Conference last month in Dallas I said that Archbishop Rowan Williams would require the wisdom of Solomon in order to determine which mother was to take away the living child. Neither mother gets to decide. Solomon does. In our quarrel it would be tempting just to divide the baby in half. But let us resist the temptation which our sinful side might so easily embrace. As we deal with the budget this afternoon – remembering the lively mission it represents – let us be careful how we play out our passions in deciding legitimate questions. Similarly, tomorrow, when we deal with constitutional questions, let us remember to keep our debate gentle and charitable, for it will be others – either the civil courts or the Archbishop’s commission – that will finally determine the matters we preliminarily decide here.

The choice I intend to make, insofar as it is possible, is that we go on focused on the local mission, operating out of the core values which have successfully driven us for a decade. I pray that everyone here will want to make a similar choice with me.

The remainder of this address will look back and look forward in that light and on this assumption. To do otherwise will be foolishness and unfaithfulness...Wheat and weeds...Truth and love...Ourselves at our best in difficult days. Some of the battles will necessarily continue among the leaders and beyond our boundaries, but perhaps most of the flock and much of the mission can be spared for now.

I turn to consideration of our five diocesan goals.

#### ESTABLISHING (CELEBRATING) PARTNERSHIPS

How much we have achieved through partnerships! They are at the heart of our missionary life. Think of the 654 Rwandese children whose lives have been changed because 576 of us have sponsored them through World Vision. Think of their brothers and sisters, and families – those who still have them after the genocide – and villages and schools, all remarkably impacted because of our partnership strategy. Or imagine the 100 patients a day being treated at Shyira Hospital. That hospital is re-opened and medically staffed because of our partnership with Drs. Caleb and Louise King. Their ministry – which is our ministry – will touch thousands of lives not only in recovering Rwanda, but also war-torn Congo and Burundi. And the King's vision is of Shyira Hospital as a training hospital: partnerships multiplied again and again.

The Rwanda partnership is symbolic of all the international partnerships we are celebrating in this convention. Forty-two congregations will present the national flags of forty-three counties later today. These flags are to be hung in our Cathedral, representing hundreds of specific partnerships and tens of thousands of peoples connected for gospel purposes.

The national mission agencies headquartered in our diocese also figure significantly in our partnership stories. Among these agencies are the Church Army, the Episcopal Church Missionary Community, Rock the World Youth Mission Alliance, the National Organization of Episcopalians for Life, the South American Missionary Society, and the International Distribution Center of World Vision. Hundreds of our people are involved in board leadership, volunteer assistance, training programs, local projects and short-term mission trips through their associations with these bodies. Trinity Episcopal School for Ministry has also grown to be the largest of the U.S. seminaries in total student body and has significantly changed the theological mind and missionary heart of the entire Episcopal Church. Pittsburgh Theological Seminary has also increasingly become our partner in the theological and missionary enterprise: distinguished Anglican scholar Edith Humphrey was called to the faculty last year, and 2004's visiting lecturers include N.T. Wright and Michael Nazir Ali, respectively scholar bishops of Durham and Rochester.

When we set our goal of 20,000 articulated partnerships for the first decade of the 21<sup>st</sup> century the task seemed a great stretch. It would appear now, especially considering the breadth and depth of our international and missionary organization partnerships, that the goal will be substantially surpassed during these years.

Local partnerships between our congregations and between Episcopal Congregations and their counter-part congregations of other denominations, as well as with local social service agencies characterize our life in almost every community. Major efforts like the Coal Country Youth Hangout of Northern Cambria or Faith Tech or the Shepherd's Heart partnerships or the Brownsville Schools Release-Time Initiative are symbolic of hundreds of smaller and less visible efforts – partnerships – all across our diocese.

Of course, the great church re-developing partnerships, first pioneered between St. Paul's, Mt. Lebanon, and Grace Church, Mt. Washington – partnerships whose dynamic fruits are to be seen in the ministries of St. Philip's, Moon, and St. Paul's, Kittanning, Resurrection, Mars and Grace, Edgeworth, and hopefully soon at St. Andrew's, New Kensington.

There have been scores of partnerships between Diocesan Council and individual parishes for every imaginable kind of new initiative in ministry. We will hear some representative stories

through the course of this convention. One immensely significant partnership – that between Diocese and Cathedral, between Leadership Team and Chapter – will also be highlighted. At this time last year we announced a radical re-organization to guarantee the Cathedral's future. One year later I can report that all the bills are paid, deferred maintenance is being addressed, the drain in the trust fund has been halted, there is new hope and confidence and cooperation – diocesan deacons serve the weekday doorway, morning and evening prayer are offered fulfilling the provisions of the Charter and Cathy Brall has just been named as Provost of the Cathedral. Ever-increasing commitments to partnership have enabled all these stories of progress.

And let's look again at those three core values and how they have operated in this, and how they have served us:

The diocese exists to strengthen the mission of the local churches.

We work together in the areas where we can work together.

We rely on Almighty God as the chief resource for our ministries severally and together.

### BUILDING CONGREGATIONS

As a diocese – as bishops, leadership team, and staff; as Bishop and Council – we recognize that we exist to make strong the congregations at the local level. We recognize that our task is to strengthen existing congregations and to encourage local efforts to start new ones.

The conflict in the wider Episcopal Church and Anglican Communion – the conflict that divides us locally – is a threat to the health, the growth, and (in some cases) the viability of our congregations. Two congregations have decided to close. In neither case have I, as bishop, been given the sense that these decisions have anything to do with our national identity crisis, but I wonder. This winter, Trinity Church in Connellsville will enfold its life and assets into St. Bartholomew's in Scottdale. Epiphany Church in Avalon will end its life as a congregation at the end of this month. These are both sad losses.

Pledge campaigns over the next six weeks will reveal much about the life of all our congregations. How many people have we lost to other churches (or to none) in our present troubles? How many people – on both sides of this debate for the soul of our church – will be willing to stay the course and to stay the finances of their local parish church? My prayer and my plea is that as many as can – on both sides – sustain the mission that matters to so many who so earnestly depend on us. Is there anyone to pick the work up if we cease to do it?

This year has seen the launch of a new congregation: Three Nails. Three Nails is a cell-based church-plant, under the direction of Rock the World Youth Mission Alliance. The church-plant aims at young adults in college and post-college years. Six cells meet across the diocese from Ambridge to Slippery Rock, from the Southside to McKeesport. Father Don Cox is the church-plant leader. With \$50,000 matching start-up grants from the Board of Trustees and Ascension Church (Oakland) there is much excitement about reaching that portion of the population traditional churches most often fail to capture. One extraordinary aspect of Three Nails is a partnership with Trinity Cathedral to turn the former bookstore into an internet café, juicebar, hot dog shop. Watch Oliver Avenue come the first of the year!

Three Nails joins Shepherd's Heart (Oakland) and Seeds of Hope (Bloomfield) as tangible fruits of our diocesan commitment to building churches, old and new, rich and poor, urban and suburban.

### MAKING DISCIPLES AND RECRUITING YOUTH

Of our five diocesan goals, making disciples is a work chiefly accomplished through the ministries of our congregations. The goal of recruiting youth is both local and diocesan. I have



already spoken about the ministry of Three Nails. Alphas continue to flourish, capturing new believers and strengthening those already our members. Journey to Adulthood has grown as a means of discipling our youth. Short-term mission trips play their role as well. Happening (high school aged young people) is the strongest and biggest it has ever been. Calvary Camp flourishes. Cursillo (a weekend short-course in Christianity for Adults) continues to change lives with three or four weekends a year. The Episcopal Church Women, The Daughter's of the King and Anglican Fellowship of Prayer exercise their quieter ministries, deepening the commitments of the faithful. The partnership efforts spoken of earlier also increase in countless members of our diocese an ever-deepening sense of what it means to be a disciple of Jesus Christ, whether young or old.

#### GATHERING RESOURCES

The last several years have proved far more lean than were the years of the decade of the nineties. Nevertheless, as a diocese, we continue our efforts to increase resources available to support local ministry and mission. At the heart of the effort is the work of the Pittsburgh Episcopal Foundation and our diocesan development director, Father Larry Deihle. Most significant this past year was the completion of a campaign to create a chaplaincy endowment. The income from more than \$500,000 is now available to challenge institutions or congregations to start-up or re-develop efforts in academic, health or correctional institutions.

Assistance to planned giving and annual stewardship efforts are also a part of our Pittsburgh Episcopal Foundation vision. Father Larry Deihle will have more to say about these matters.

#### YOUR BISHOP AND THE DAYS AHEAD

To previous sittings of this convention and in many other contexts you have often heard me say that we are the Episcopal Diocese of Pittsburgh and that I am, and intend to remain, the Bishop of Pittsburgh. I am not, God willing, going to give up my call, or you your identity any time soon. My contention remains that it was the General Convention this past summer that broke its own constitutional commitments in taking the actions our Special Convention repudiated. I have never threatened to leave, nor will I do so. Rather, my commitment has always been to stay and to lead, and to do so with everyone in mind no matter how much we may differ.

When I was elected and asked if I would accept the election, I said that I would do so if you agreed to pray for me. You have been exceedingly faithful in your commitment to pray. In the challenges of recent days and months it is what has kept Nara and me so buoyant, so resilient, so willing to go on. Keep up the praying and I will keep up the leading, endeavoring always to be myself at my best for all of you – whether we are in agreement or not.

The values have not changed. They will not change.

We work together in the areas where we can work together. Now more than ever.

#### ONE CHURCH

We rely on Almighty God as the chief resource for our ministries  
severally and together. All the time.

#### MIRACULOUS EXPECTATION

The diocese exists to strengthen the mission of the local churches. All of them.

#### MISSIONARY GRACE

And don't forget the charge for these days. No matter where you are on the Episcopal Church spectrum.

Be watchful, stand firm in your faith, be courageous,

be strong. Let all that you do be done in love. I Cor. 16:13-14

Our God will do the rest. In His time...In His way...to His ends. Of this we can be sure.

## THE ASSISTANT BISHOP'S PRE-CONVENTION REPORT 2003

There have been a lot of 'firsts' for me since I started work on 1<sup>st</sup> September 2002. Most of them have been really positive things. I'm not sure if I will get round to the negative!

It has been the first time since I have been a bishop that I can get to know the clergy and see them often. You have no idea what it means to me to be able to visit parishes and clergy without long journeys, and to see people on a regular basis and get to know them. I have said often during this year that the more churches I visit and get to know the easier my job becomes. There are still some that I have not been to and I am looking forward to completing the round during next year.

One of the most remarkable and important things about our diocese is the possibility of working in a leadership team. We are all very different and have our own strengths and weaknesses, but I have really enjoyed working with Bishop Bob, Mary and Nancy. Also the staff at the office, as everyone knows, is exceptional and special people with great gifts to contribute to the smooth running of the ministry and administration.

It has not been the first time that my diocesan bishop has had a sabbatical. I did that for four months in 1998 and again when he left and it was the best part of a year before the new bishop was in post. But the team in the office made all the difference and we had a good time working together. I particularly enjoyed working closely with the Cathedral Chapter and Executive Committee in the months Bishop Bob was gone. It was a difficult time, but I believe we saw the grace and mercy of God at work among us and that was very encouraging.

Pittsburgh is different in some ways from what I imagined, if I imagined anything before I came. Many of our churches are in very challenging areas where faithful people work and pray extremely hard to keep things going against the odds. These smaller congregations have often been an inspiration to me and I am reminded of churches in the diocese of Sheffield where I was at university and then for a year worked in a steel mill before going to seminary. There and here it is all about building community and being supportive of each other in difficult times. The secret is to remain open to newcomers, welcome them in and incorporate them into the Christian community. I found in parish ministry in Madrid that we thought we were a welcoming community but actually we easily splintered after church into our little groups; we only talked to the people we just 'had' to see, because we hadn't seen them for a day or so.

Confirmations, receptions and reaffirmations of faith are really special times and the bishop always gets to be in churches for these high moments. It is so exciting to see lives in the process of obviously being transformed and renewed. God is at work and it is such a privilege to be a part of what he is doing. One thing the new liturgy for confirmation in the Church of England does is gives an opportunity for the candidates to give a short testimony. Maybe we could do that in some of our congregations!

Much has been said and written about the General Convention in July and August and, I'm sure, much more will come from it. But it was a first for me. The size and scale of the operation was impressive and on the whole it worked extremely well. I got a view of the Episcopal Church that I had never seen before, one that is certainly not part of our life together in Pittsburgh. The lesbian and gay lobby was very strongly present to argue their point of view and testify to how they live as clergy in faithful monogamous relationships and their congregations are growing and flourishing. I had no way of testing what they said, but I did come away discouraged at how different their theology and philosophy of life was from mine and from what I have experienced of the rest of the Anglican Communion and, indeed, other denominations.

The Rt. Rev. Henry Scriven  
Assistant Bishop of Pittsburgh

## CANON MISSIONER'S PRE-CONVENTION REPORT

I write this report having completed five years as Canon Missioner of the Diocese of Pittsburgh. I continue to be incredibly grateful to the people of this diocese for the privilege of serving you. In these five years, the parishes of our diocese have continued to become more mission-minded, strengthened in our ability to serve others in the name of Jesus Christ. Some of the diocesan initiatives under-girding this growth includes:

- Developing a strategy for planting churches over the next decade, coordinated by Jenni Bartling, Congregational Developer for New Congregations,
- Providing staff specialists (The Rev. Cathy Brall and the Rev. Mark Wright) for small and transitional-sized congregations,
- Implementing new training programs for both vocational and transitional deacons,
- Making Natural Church Development available to interested parishes,
- Expanding our grant programs to parishes who are initiating new programs for mission in their communities.

Here are some of the highlights of 2003 from my seat:

### Diocesan Council and grants to parishes

In January our Diocesan Council met for its annual workday. Council was concerned that the downturn in the economy alongside of a year with increased diocesan costs could result in a significant budget shortfall for 2003. In response to this concern, Council members used a workday to study the Budget carefully, especially in light of our Diocesan vision, mission and goals. We suggested a number of budget items which could be eliminated or decreased, if necessary. Happily, as we have moved through 2003, Diocesan Council has been able to offer significant moneys to parishes this year, even in the face of financial challenges. These grants include:

- nearly \$40,000 to parishes in our partnership grants program in which one parish comes alongside of a struggling congregation for its redevelopment;
- \$12,000 to new congregation Seeds of Hope;
- \$58,000 to a variety of New Initiative grants;
- \$39,000 to Urban Outposts; and
- \$21,000 to Mission Center parishes.

### Mission Team

In addition to monetary grants, the diocese has continued to offer the help of congregational developers to our parishes. These part-time staff members have developed expertise in congregational development, focusing on parishes of a particular size or situation. These Mission Team members, Jennifer Bartling, congregational developer for new congregations, the Rev. Cathy Brall, congregational developer for small congregations, and the Rev. Mark Wright, congregational developer for mid-sized congregations have coached and supported parish leaders in a variety of ways. Their reports occur elsewhere in this Journal. This year Cathy, Mark and I also initiated a program for churches with weekly average attendance of about 100 (these parishes fall in between the small and mid-sized categories) to meet their unique needs.

### Deacon Formation Program

In 2003, the "new" formation program for vocational deacons completed another cycle of its 2 ½ year program. As you remember, our five diocesan courses augment a series of required seminary courses. This spring, it was my privilege to coordinate the course entitled Communications for Deacons. Deacon Mark Stevenson's report may be found elsewhere in the Journal, but my report would not be complete without commenting on the excellence of Mark's work and the exciting prospect of adding a wonderful crop of well-trained deacons to our diocesan fellowship.

### Ordinands' Training Program

Each year, our transitional deacons meet monthly for training and support. The meetings of the Ordinands' Training Program include a mixture of input from diocesan clergy on particular subjects and opportunities to reflect on and discuss their parish experiences. A new class begins in October for the transitional deacons who were ordained in June.

#### Ministry Leadership Day

In March, the diocese offered the second annual Ministry Leadership Day at Church of the Ascension in Oakland. The day consists of a plethora of workshops for lay and clergy leaders of parishes. Notable additions to this year's offerings were three workshops focused particularly on vestry leadership, led by the Rev. Kevin Martin.

#### Leadership Overnight

Every year in May, the members of the three diocesan leadership bodies (Board of Trustees, Diocesan Council, and Standing Committee) meet overnight to discuss their mutual concerns. This year, Cindy Waisner, a management consultant who has been helpful to the diocesan staff team, led participants in a discussion of Leadership in Turbulent Times. Diocesan leaders were able to discuss issues of organizational change and leadership styles to their own diocesan and parish situations.

#### Clergy Deployment

2003 marked a year with the most parish vacancies in five years. Several of these vacancies have been the result of painful conflict between parish and priest. The diocesan leadership team is working to address parish conflicts earlier and more effectively to minimize these painful situations. The search committees and vestries of parishes without clergy have demonstrated outstanding leadership; it has been a joy to work with them.

#### NNECA

In June, Pittsburgh's Clergy Association hosted the annual conference of the National Network of Episcopal Clergy Associations. Many of our clergy participated in this event; I was delighted to be invited to make a presentation as part of a panel of deployment officers which focused on clergy and parish conflict.

#### General Convention

I am writing this report just after returning from Minneapolis where I served as one of your deputies to General Convention. I took your election of me as one of your clerical deputies very seriously and prayerfully, and sought faithfully to uphold the Gospel in our deliberations. I returned with a heavy heart, knowing that the decisions made at convention will wreck havoc in our denomination and in the Anglican Communion.

I also served as a member of the Ministry Committee, which oversaw a revision of our canons regarding ordination. One of those canons (III.3) focuses on discernment. This canon expects that a person will discern a call to ordination in the context of a community of faith, normally a parish. But it also allows a person (for example, a college student) to undergo the discernment process in a campus ministry group or in seminary. This canon mirrors a document produced several years ago by our diocesan Recruitment Task Force.

It is with a joyful heart that I look forward to another year of service to you, my brothers and sisters of the Diocese of Pittsburgh. I know that the year ahead will be challenging, but I trust that our Lord Jesus will give us an abundant supply of grace and strength for the journey ahead of us.

Respectfully submitted,  
The Rev. Canon Mary Maggard Hays  
Canon Missioner

## CONGREGATIONAL DEVELOPER: SMALL CHURCHES

This has been a year of opportunities, changes, and challenges for many of the smaller churches throughout our Diocese. After a period of relative stability, an increasing number of our smaller churches have or are facing transitions in their clergy leadership. The economic downturn and severe winter have strained the resources of many churches, but most of our congregations remain committed to finding ways to faithfully live out the Gospel in a number of creative ways. Despite the challenges and changes, the presence of the Spirit and the work of the Kingdom have been evident in many places this past year. In my work with the clergy and lay leaders around the Diocese, I see many reasons to give thanks and praise to our Lord for God's provision and grace in our churches and their communities. My activities remain centered around the resourcing of small churches, support of their leaders, and prayer for the ministry and needs of our small congregations. In the past year I've worked closely with three parishes and have interacted with several others on a regular, but less formal basis. After careful listening, I may suggest resources, offer advice, and provide connections with other people, churches, and organizations within the Diocese that can help with a congregation's or leader's concerns. In addition to this primary work with small churches, the Mission Team began this spring to meet formally with leaders of the "100's"-sized churches - those whose attendance, budget, and operating characteristics fall between that of the small congregations and the mid-sized congregations. Working with the Rev. Canon Mary Hays and the Rev. Mark Wright, we will attempt to address needs and strengthen these churches as well.

The work of introducing, resourcing, and coaching congregations and leaders in Natural Church Development has continued this year. Natural Church Development (NCD) is a process, which assesses eight quality characteristics of significance to a church's health and then focuses on improving the minimum quality factor. At the Parish Leadership WorkDay in March 2003, I presented an overview of the NCD concepts and process to representatives of several parishes. Some have requested follow-up presentations for their vestries and others have taken the congregational survey and have started into the process. The Mission Team developed and began implementing a new approach, which will facilitate some coaching of congregations through group training events. Christ the King in Beaver Falls successfully completed their first iteration of the NCD process and is in the process of taking their second parish survey.

I continue to host regular luncheon meetings of small church clergy, held approximately every two months. Our meetings particularly benefit clergy who are new to the ministry or are assuming leadership responsibility for the first time in a small membership congregation. These remain fruitful gatherings for the purpose of sharing our strategies and concerns about various aspects of our ministries. The encouragement and prayer we offer one another helps with the similar challenges and opportunities we face in our ministries. Additionally, I served on the Clergy Salary Committee to represent the perspective of small churches for issues relevant to fair compensation.

Prayer continues to undergird and perhaps be the most important part of the work I do for and with the leaders and parishes with whom I serve. I am available to assist any small congregation and can be reached by telephone at (412) 561-4520 or e-mail at <brall@telerama.com>. May God continue to bless our Diocese and communities through our small churches.

Respectfully submitted,  
The Rev. Cathy Brall

## CONGREGATIONAL DEVELOPER: MIDSIZE CHURCHES

I am a member of the mission team under the direction of The Rev. Canon Mary Hays. My role on the team is as congregational developer for midsize churches. Midsize churches are parishes with an average total weekly attendance at worship from 125-250. (to get further understanding on church size dynamics I suggest you read, The In-Between Church: Navigating Size Transitions in Congregations by Alice Mann)

As a Mission Team member I meet with the team monthly for encouragement and accountability. Together the team under the direction of Canon Hays participates in a portion of the Ordinands' training. It is exciting to be part of shaping new clergy and giving them an understanding of dynamics in a particular church size. Each of us on the team is now trained as a coach for Natural Church Development. The team members can see how NCD can benefit parishes under our care. From the smallest to the largest and to the newest church plant. The Diocesan Mission Team is a tremendous resource for growth and development.

As congregational developer for midsize churches, this spring I gathered the rectors of midsize churches to meet with The Rev. Kevin Martin, an expert on congregational development. He helped us understand that midsize churches are churches in transition. They are too big to be an effective pastoral size church and too small to be a program size church. Midsize churches over time will either shrink back to a pastoral size church and meet the expectations of that church size or will grow to become an effective program size church. It is my desire and that of the rectors of midsize churches that we grow and become strong vibrant program size churches. In my position as congregational developer of midsize churches I have strived to present opportunities for us to identify the obstacles to growth and the factors that bring growth.

Opportunities for midsize churches in 2003:

- a). a vestry conference with The Rev. Canon Kevin Martin
- b). regular lunch gatherings to share resources and hear presentations
- c). Natural Church Development consultations and coaching

For 2004 I plan to continue to offer opportunities for the rectors of midsize churches and the churches themselves. It is my hope and prayer that several of midsize churches will break through the barriers that keep us from growing. Please pray with me for God to continue to move among us.

In Christ Jesus our Lord,

The Rev. Mark Wright

## CONGREGATIONAL DEVELOPER: NEW CHURCHES

It is amazing to me how fast the past two years have gone since we cast our vision for Planting Churches, Building People at the 2001 Diocesan Convention. That was the starting point for beginning a church multiplication movement—where we'll see our parishes plant parishes that plant parishes. Our aim is to see the Kingdom of God expanded to by multiplication, not addition.

At the risk of mixing metaphors, the initial novocain of romance, being in love with the idea of church planting, has lulled after two years, and the rubber has met the road. We are no longer riding the wave of excitement produced by Convention...

So, perhaps the profile has dropped a bit, but please know that excitement of The Church Planting Mission Group of the Episcopal Diocese of Pittsburgh continues to build! We have spent much of 2003 nurturing and fertilizing our seedlings and young plants, so they might grow into healthy, reproducing parishes.

In a nutshell, Gathering, Training and Coaching church planters has been the CPMG's focus this year:

Gathering—Four potential planters and spouses have participated in Discernment Interviews this summer. The three-hour dialogue allows the candidate and interviewers from the CPMG to evaluate the potential for becoming a successful church planter. The contents of the interview are based on the 13 Core Competencies of an Effective Church Planter, a study of more than 400 church planters by Dr. Charles Ridley.

Training—Our first Intensive Church Planters Training (ICPT) took place in March. A group of nearly 20 folks, comprised of the leaders from two church planting teams, participated. The event itself took place on the heels of ICPT Facilitation Training for the members of the Church Planting Mission Group, so these first graduates of ICPT were in some ways "guinea pigs" going into the four day training. The participants were all terrific sports, and we considered this training to be a success, since it was our first time out the gate. Hind-sight is always 20-20, and this first ICPT provided a great opportunity to understand the process, and see ways in which we can contextualize the materials to the Episcopal culture.

Coaching—Studies have shown that church planters engaged in a coaching relationship have a greater success rate than those who do not. Potential planters committed to our diocese are assigned coaches to help them negotiate the process upon completion of the Discernment Interview. Currently, there are two planters and two potential planters in coaching relationships.

Discernment Interviews, Training, and Coaching could all be resourced by an outside vendor. The CPMG has saved the diocese and its planters thousands of dollars by investing themselves in training for and delivery of the Discernment Interview, Training and Coaching services.

I am overwhelming blessed by, and thankful, for the members of the Church Planting Mission Group—Ron Benson, Dennett Buettner, Richard Priestley, and Canon Mary Maggard Hays. I have never worked with such a committed, passionate group of people, and am very aware that accomplishing my job without their support would be impossible.

We are definitely all in this together.

Jenni Bartling  
Congregational Developer for New Churches



## DIRECTOR OF ADMINISTRATION

The year 2003 has been a year of opportunity for the diocesan office. The growth and financial challenges of congregations in the diocese through our shared vision was reflected in the growth of opportunities for service to these congregations. In addition, the downturn of financial markets, anxiousness about increased terrorism in our society, and conflict within the national church has increased the need for pastoral and financial support of congregations. Our move to the Oliver Building last July has created opportunities for the diocesan staff to interact with the community and to minister to them in the name of Christ. The structure of the 2004 Budget remains the same as last year and clearly reflects our financial commitment to the diocesan goals of building congregations, establishing partnerships, making disciples, gathering resources and recruiting youth.

2004 Budget. The proposed 2004 Budget follows the format from last year with expenditures categorized in the areas of Congregational Mission, Transformational Networks, Office of the Bishop, Beyond the Diocese and Administration. Projected assessment income for 2004, based on the 2002 parish parochial reports increased only 2%. This was not surprising. Although many of our parishes have grown in numbers, the impact of the difficult economic times is reflected in the dollars. Projections from other income including United Way and communication donations (TRINITY Newspaper) is projected to remain the same while endowment income is projected lower due to the continued decline in the stock market the past 3 years. Additional income lines have been added for income expected to cover development expenses and clergy conference. On the expenditure side, expenses in a number of areas were trimmed at the recommendation of Diocesan Council. These savings were used to fund the large increases in health insurance costs and other areas that the Diocesan Council felt was more in line with the mission.

Health Insurance. The diocesan office holds a group medical policy that provides the opportunity for all parishes to participate. A Health Insurance Task Force provides guidance for decisions on these plans and includes representation from all areas of the diocese and all sizes of parishes. Over the past several years the Health Insurance Task Force has been able to maintain the same level of service with reasonable increases each year. However, this year the Task Force struggled with the enormous rate increases proposed by Blue Cross that reflect the current health care climate in Pittsburgh. Heavy utilization by our plan participants also contributed significantly to the rate increases. The Task Force made tough decisions by cutting some benefits and curtailed the increases to an average of 35%. The Task Force will continue to monitor the situation and attempt to make changes based on the best interests of all our plan participants.

Real Estate. Time spent on real estate matters by the Director of Administration this year was much less than the previous year. Holy Innocents, Leechburg, purchased St. Martha's Catholic Church for their new worship facility. It provided them with a substantial increase in worship and program space. They are currently in the process of selling their previous church facility and rectory. There have also been several easement and right of way transactions.

Loans and Grants. In January 2003 the Board of Trustees lowered interest rates for parishes with existing loans in order to decrease their payments and provide additional cash flow for the parish. Several parishes have also requested additional relief on loans over the course of the year and many of their requests have been granted.

Clergy Compensation Committee. The Clergy Compensation Task Force met again for a second year to continue revisions and enhancements to the Clergy Compensation Guide. The Task Force included the Canon Missioner, Congregational Developer for Small Congregations, Congregational Developer for Mid-Size Congregations, a representative from large parishes, a clergy spouse representative, a representative from the Clergy Association and the Director of Administration. Input and revision recommendations received from the publication of last year's guide were the basis of changes for the 2004 Clergy Compensation Guide.

Personnel Actions. Several diocesan staff members moved on to other opportunities this year. Karen Alger, Secretary to the Canon Missioner, left in November to accept a new ministry call

with her husband, Dan, in North Carolina. Ronda Carman, Communications Director, left in June to pursue other work opportunities and to be able to spend more time with her family. Mary Diego, Financial Secretary, left in July to work part-time as the accountant at First Lutheran Church. Bonnie Catalano was hired to fill the Secretary to the Canon Missioner position. Bonnie has also assumed the duties of the Secretary to the Commission on Ministry eliminating the part-time position previously held by Gale Wilson. The Communications Director and Financial Secretary have been filled with temporary employees and, hopefully, will be filled permanently by the end of the year. Both positions are being reviewed and ministry descriptions realigned to meet the changing needs of the diocese.

Diocesan/Cathedral Partnership. The Diocese and Cathedral have continued their partnership. A Covenant last year signed between the Diocesan Staff, Cathedral Staff and the Chapter has enabled all parties to continue to build strong relationships and jointly support redevelopment activities at the Cathedral. As part of the redevelopment, many of the Cathedral staff moved on to other opportunities. I would like to thank Dean Richard Pokalyko, Fred Schell, Mary Lou Procacina, and Pat Woodley for their dedication and years of faithful service to the Cathedral. The diocese has been blessed through your service to Him.

As Director of Administration, I would especially like to thank the members of Diocesan Council, the Board of Trustees, Standing Committee, Clergy Association, Audit Committee, Health Insurance Task Force, Clergy Compensation Task Force, Cathedral Chapter, Canon Hays, Bishop Scriven and Bishop Duncan for their support during this past year. I feel privileged to have the opportunity to work with each of these gifted individuals and groups. I would also like to thank the staff for their dedicated efforts in working tirelessly as a team with the goal of providing the best possible service and support to the diocese. I look forward to 2004 and an opportunity to support a diocese that God has so richly blessed.

Respectively submitted,  
Nancy J. Norton  
Director of Administration/CFO

## STANDING COMMITTEE

This report covers business of the Standing Committee from September 2002 through July 2003. In accordance with the canons of the Episcopal Church and the Diocese of Pittsburgh, the Standing Committee took the following actions:

1. With the advice of the chancellor, approved revisions of bylaws for:
  - a. St. Mary's Church, Charleroi
  - b. Christ Episcopal Church, New Brighton
  - c. St. David's
2. Granted consent for Episcopal elections to be held in the following dioceses:
  - a. The election of a bishop suffragan for the Diocese of Texas
  - b. The election of a bishop coadjutor for the Diocese of Arizona
  - c. The election of a bishop coadjutor for the Diocese of West Texas
3. Gave consent to the Episcopal elections of:
  - a. James Joseph Shand as Bishop of the Diocese of Easton
  - b. Alan Scarfe as Bishop of Iowa
4. Approved for Candidacy:
  - a. For the vocational diaconate: Judith Howells.
  - b. For the presbyterate: Larry Crowell, Marc Dobson, Robert Dorrow, Martha Eilertsen, Layne Hansen, Julian Linnell, Amanda Nickles, Sandra Ritchie, Paul Rodgers, Nancy Chalfant-Walker, Matthew Walter, Donald Bushyager, Rebekah Neumann, Vincente Santiago, Simon Barnes.
5. Approved for Ordination:
  - a. For the vocational diaconate: Sandra Irene Lawrence Ritchie, James Edmund Hay.
  - b. For the transitional diaconate: Elisa Harres, Andrew Ray, Deborah Lynn Carr, Martha Hay Eilertsen, Layne Corwyn Hansen, Julian Darcy Linnell, Amanda L. Nickles, Paul Benjamin Rodgers, Eugene Southerland Sherman, Nancy Oliver Chalfant-Walker, Thomas Hayes Perdue, Robert Michael Dorrow, Michael Raymond Ruk, Jay Frank Slocum, Matthew Twentymen Walter.
  - c. For the presbyterate: Ronald Jack Baillie, Daniel Scott Russell, Hazel Livingston Wilkinson, James C. McCaskill, Martin L. Wright III, Susanna Rhoads Cook, Thomas Hayes Perdue, Andrew Ray, Elisa Harres.

In addition, the Standing Committee:

1. Participated in candidacy and postulancy interviews in October 2002 and March 2003.
2. Declined to take action on the request for consent to the election of The Rev. Gayle Elizabeth Harris as Suffragan Bishop of the Diocese of Massachusetts.
3. Received the Renunciation of Ministry of Robert T. Hall from the Diocese of New Jersey.
4. Concurred with concerns expressed by the Dioceses of Hawaii and Mississippi regarding full communion between ECUSA and ELCA and communicated such to all Standing Committees of ECUSA.
5. Approved appointment of Robert Devlin, Esq. as Vice Chancellor of the Diocese of Pgh.
6. Approved the resolution that Trinity Cathedral be designated a transitional parish under the provisions of the canons.
7. Received ecclesiastical authority, according to the canons, in the absence of Bishop Duncan for the period of his sabbatical, 2-03 to 6-03.
  8. Welcomed the Rt. Rev. Henry Scriven to attend Standing Committee meetings during Bishop Duncan's sabbatical.
9. Approved the appointment of George Crompton as Chancellor of the Diocese of Pittsburgh.

10. Approved sending a letter to Standing Committees of the Episcopal Church indicating our joining with several other Standing Committees expressing concern over the ordination of the Rev. Daniel Shaw in the Evangelical Lutheran Church in America and requesting that the matter be brought before the 2003 General Convention.
11. Served as a Council of Advice to the Bishop.

Respectfully submitted,  
The Rev. Dr. Bruce Robison  
President

Eileen Sakey  
Secretary

## BOARD OF TRUSTEES

The Board of Trustees is charged with “managing and enhancing the capital assets and real-estate of the Diocese.” Its members consist of the Bishop, one lay representative from each of the eight districts, five lay persons elected by the Diocesan Convention and five lay persons appointed by the Bishop. The Board meets monthly except during July and August and participates in an annual retreat with the Diocesan Council and the Standing Committee. Most matters for discussion and decision originate from its committees. Some are presented by the Bishop or the diocesan staff. As usual, the Board has had a busy year.

The Growth Fund, chaired by Susan Pollard, manages both a revolving loan fund and various sources of grants to assist parishes and missions. It has been very active in assisting those in need. In light of economic conditions, it also obtained the Board’s permission to lower interest rates on loans during 2003 and 2004. Another evaluation of those rates will be made in November 2004.

After a lengthily and thorough study by the Finance Committee, chaired by Richard Thomas, Morgan Stanley was engaged by the diocese to provide financial and investment management for the trust funds over which the diocese has responsibility. Transfer of that responsibility began in January 2003 and was substantially completed by March 30, 2003. Because of improving market conditions and responsible management, I am pleased to report that, at the time this report is being written (late July 2003), the return on the diocesan investments is improving. We were also pleased that the Board’s 2002 Budget ended the year with a surplus. The Diocese’s 2002 Financial Statements were audited by Maher Duessel, CPAs and received approval with some minor suggestions for improvement. Maher Duessel has been retained as the auditors for the diocese for an additional three years.

The Retreat Center Committee, chaired by Steve Gooder, completed its work by finalizing the sale of the Jennerstown facility. The net proceeds of that sale have been set aside for use in the development of the property at Lake Donegal.

The New Church Resources Committee, chaired by Bruce G. Seiling, continued its study of growth trends in the diocese so that we may reach out to those areas where potential growth for parishes and missions exist. That committee also works with the Church Planting Mission Group. One such effort headed by the Rev. Don Cox and supported by Rock the World Mission Alliance was authorized by the Board to begin its work in January 2003. The Board also authorized initial funding for the project.

The Real Estate Committee, initially chaired by me and later by J. Mark Jennings, was active in assisting parishes and missions with real estate matters. A very happy occasion occurred when it assisted Holy Innocents, Leechburg with the purchase of a former Roman Catholic Church and Parish Hall. Holy Innocents had been renting space in a Seventh Day Adventist facility. Following the purchase, Holy Innocents was able to celebrate Christmas in its new church home.

As was reported at last year’s convention, the Board concluded that it was not feasible at this time to raise the funds necessary to build a Common Life Center at Lake Donegal. However, since it was also reported that a gift enabled the diocese to pay off the loan used to purchase the property and since additional land is being donated to enlarge the Lake Donegal site, the Board has charged its committee, now chaired by James Moore, to study how this land may be used to enhance the common life of the diocese. The Board also authorized the committee to engage professional assistance in preparing a master plan for possible development of the site.

Two other major items were the focus of the Board’s attention. The first was working with the Bishop, the Standing Committee and the Diocesan Staff to assist Trinity Cathedral in solving its financial difficulties. The other was working with the Pittsburgh Episcopal Foundation in connection with the reorganization of its Executive Committee, the plans for implementation of the Chaplaincy Endowment and strengthening its relationship with the Board in carrying out the Foundation’s mission.

As always, the Board's success in carrying out its responsibilities depends upon the dedication and hard work of its members. We were very fortunate to have the valuable talents of William F. Roemer (past president), John Jones, Tom Hay and Steve Gooder, all of whom completed their terms at the end of 2002. We welcomed J. Mark Jennings, James Moore, Thomas Rampy, John Stevenson and Douglas Wicker as new members. We also give thanks for being blessed by the assistance of a very competent and supportive diocesan staff and the leadership provided by our now Assistant Bishop, Henry Scriven, particularly during the well deserved sabbatical of Bishop Duncan. All of this enables the Board to carry out its part in helping the Diocese of Pittsburgh to become "One Church of Miraculous Expectation and Missionary Grace".

Respectfully submitted,  
John H. Morgan, President

## DIOCESAN GROWTH FUND

The objectives of the Diocesan Growth Fund are three: to assist in the establishment of new church work in the Diocese of Pittsburgh, to revitalize existing church work in the Diocese, to alleviate emergencies in the Diocese of Pittsburgh and elsewhere. It is the responsibility of the Diocesan Growth Fund Committee to review requests by parishes for funding of capital improvement or maintenance projects and recommend appropriate action to the Board of Trustees, and to work with parishes assisting them in all aspects of their capital improvement or maintenance project to insure that the expenditures are supportive of the mission of the parish.

During the past year, members of the Diocesan Growth Fund Committee met both independently and with parish representatives to discuss and evaluate the numerous requests received, including needs for assistance with capital improvement projects, building maintenance requirements and building and property purchases. The Committee also received several requests for assistance from parishes unable to meet debt service requirements and fund other operating needs due to the continuing difficult economic environment and, in addition to considering possible restructurings of those Growth Fund loans, the Committee contacted outside sources to investigate possible refinancing options.

As a result of that work, between September 2002 and June 2003, the Committee proposed, and the Board

of Trustees approved, six grants totaling over \$87,000 (including outright and matching grants) to six parishes, and four loans totaling \$210,000 (including one loan increase and three new loans) to four parishes. The refinancing of an existing Growth Fund loan at one parish and suspension of principal and/or interest payments on four existing Growth Fund loans at four parishes were also recommended by the Committee and approved by the Board of Trustees during that period.

Further, in an attempt to assist parishes and clergy across the Diocese with existing (and current) Growth Fund loans while preserving principal, the Growth Fund Committee recommended, and the Board of Trustees approved, an interest rate reduction to 3% on current parish Growth Fund loans and an interest rate reduction to 4% on current clergy Growth Fund and Bishop Residence loans, with both reductions to be effective 1/1/03-12/31/04.

My sincere thanks to my fellow members of the Diocesan Growth Fund Committee for their commitment to and enthusiasm for this work: Nancy Bolden, Jim Brophy, Sky Foerster, Bob Goode, Lynn Patterson, the Rev. Steve Smalley, to the Rev. Ira Houck for his perspective and wisdom, and to Nancy Norton for her guidance and support.

Respectfully submitted,  
Susan C. Pollard, Chair

## DIOCESAN COUNCIL

Dear Friends,

It has not been an easy year for Council. Our first meeting was held right after a snowstorm in one of the new buildings on the campus of St. Philip's in Moon Township. Many of our members were lost in Moon Township trying to find the new building. The main thing I remember from that meeting was the joy of seeing Nancy Norton standing out in the cold, directing us to the right location. I was not joyful that Nancy was cold, but I did rejoice at having been found when I was lost.

It seems that is a good metaphor for the work of Council this year. We keep trying to find our way, as at times it seems we have been lost and out in the cold. It has been the hard work of Nancy, Mary, Bishop Henry, and our Bishop that have helped us to find our way on most occasions.

The poor economy was perhaps the source of most of our wanderings this year. Many of our churches have faced financial difficulties. Not only have a number of small churches been forced to make tough decisions, but even some of our largest churches have had to scale back ministries and lay-off staff. Because of this, Council has had many requests to reduce diocesan assessments. This is a very difficult process. Each request has unique circumstances, and must be looked at individually. Every decision we make is given careful consideration, and is an effort to be fair to all the parties involved. I would ask for your prayers for Council as we make these difficult decisions. Pray that God would grant us His wisdom and His grace.

Clergy Compensation is another area that has caused anxiety because of the poor economy. The committee that works on the Clergy Compensation Guide does excellent job. Council is getting ready to approve their recommendations in order that they might be presented to Convention. However, a few items were referred back to committee for further clarification.

Prior to every council meeting, the Finance Committee gathers to look at the financial issues that will be brought before Council that evening. While the Finance Committee meets, we have also had a Prayer Committee meeting to prepare us spiritually for the evening. Given the anxiety of these difficult times, I believe the work of our Prayer Committee is perhaps the most important work that Council does.

Another important task of Council is to gather nominations for our Diocesan Convention. It is best when this job gets done earlier in the year allowing plenty of time to gather names and collect information on candidates. I would like to thank the members of the committee for their help in this process.

I thank you for the opportunity to serve as President of Council this year. May God bless our diocese in the difficult days ahead.

Yours in Christ,

The Rev. J. Mark Zimmerman, D. Min.



## COMMISSION ON MINISTRY

Title III of the Canons of the Episcopal Church mandates the creation of a Commission on Ministry in each diocese for the purpose of assisting the Bishop “in determining present and future needs for ministry in the Diocese, in recruiting and selecting persons for Holy Orders, in guiding and examining Postulants, Candidates and Deacons in training for Priesthood, in providing for the guidance and pastoral care of Clergy and Lay Persons who are in stipendiary and non-stipendiary positions accountable to the Bishop, in promoting the continuing education of the Clergy and Lay Professionals employed by the Church . . . in supporting the development, training, utilization and affirmation of the ministry of the Laity in the world . . . shall actively solicit . . . desirable candidates for leadership in the Church.” (Title III, Canon 2, Constitutions and Canons of the Church, 1994). Members of the Commission are appointed by the Bishop and meet every month or as necessary. The Bishop attends all of the Commission meetings.

Members 2002/2003: The Rev. James Simons, COM Chair; Mr. Donald Bushyager, Interview Chair; Ms. Diane Duntley, Ed.D., Chair, Continuing Education; The Rev. Carl Neely; the Rev. Ann Paton, Ph.D.; Charles Quillin, Ph.D., Chair of the Board of Examining Chaplains for the Diaconate; the Rev. Leslie Reimer; Deacon Mark Stevenson; Leslie Thyberg, Ed.D., Chair of Chair of the Board of Examining Chaplains for the Priesthood; Mr. Stewart Wicker. Mrs. Gale Wilson serves as secretary of the COM. Mr. Leon Haley, Ph.D.; resigned from the COM in September, 2002. The following persons joined the Commission on Ministry in February, 2003: Mrs. Karen Geary; Mrs. Elizabeth Howard, Ph.d; The Rev William Haslett; Edith Humphrey, Ph.d; The Rev Tina Lockett. Mrs. Gale Wilson resigned as secretary to the Commission in June, 2003. Ms. Bonnie Catalano began as secretary to the Commission in July, 2003. The Rev Canon Mary Maggard Hays oversaw the Commission in Bishop Duncan’s stead during his sabbatical, March through May, 2003.

The following persons continued as Directors of Formation: for the Priesthood (normative), the Rev. Jeffrey Murph; for the Priesthood (bi-vocational), the Rev. Ann Paton; for Canon 9, The Rev. Leslie Fairfield; for Canon 10 and 11, the Rev. J. Douglas McGlynn; for the Vocational Diaconate, Deacon Mark Stevenson; for task force for a full diaconate, the Rev. Robert Banse.

### Actions November 2002-August 2003:

- Administered canonical exams for ordination
- Continued cooperation with the American Anglican Council’s Ministry Development Project
- Developed a catalog and process to aid in assessing those seeking ordination to the vocational diaconate
- Developed a curriculum for Canonical Examinations for the Priesthood, and an application process for both Canonical Examinations for the Priesthood and for the Diaconate.

The Commission also conducted interviews and made recommendations to the Bishop concerning the admission of persons as postulants and candidates for Holy Orders. Through its several agencies listed below, it offered programs training persons for ordination as vocational deacons, several forms of theological education for laity and provided canonical examinations for candidates for the priesthood and diaconate.

Under the direction of Deacon Mark Stevenson the Deacon Formation Program offered programs for the training and continuing education of deacons and diaconal aspirants. The Board of Examining Chaplains for the Diaconate (BOEC-D) certifies that candidates for Holy Orders seeking the diaconate are competent in the academic areas outlined in Title III, Canon 6. Examinations are developed and administered by the Board of Examining Chaplains for the Diaconate, chaired by Dr. Charles Quillin. The COM believes it essential for a distinct group of examiners to evaluate candidates for the Diaconate due to the character of this ministry. Two candidates were examined in 2002/2003. Serving as examiners this past year were the Rev. Alvin Kimmel, Church History and Liturgics; the Rev. Deacon Laura Wicker, Ethics and Moral Theology and Christian Theology; Deacon Gregory Malley, Theory and Practice of Ministry and Studies in Contemporary Society; the Rev. John Heidengren, Holy Scriptures and Homiletics.

The Board of Examining Chaplains for the Priesthood (BOEC-P) conducted the oral and applied portions of the 2003 Canonical Examinations at the Kearns Spirituality Center January, 2003. Individuals examined were Douglas Blakelock, Deborah Carr, Robert Dorow, Martha Eilertsen, Layne Hansen, Julian Linnell, Amanda Nickles, Paul Rodgers, Michael Ruk, Eugene Sherman, Jay Slocum, Nancy Walker, and Matthew Walter. The examiners for the required canonical areas were: the Rev. Dr. Leslie Fairfield (Church History), the Rev. James Simons (Christian Theology), the Rev. Bradley Wilson (Moral Theology), the Rev. Dr. Rodney Whitacre (Scriptures), the Rev. Diane Shepard (Theory and Practice of Ministry), the Rev. Dennett Buettner (Contemporary Social Issues) and the Rev. Leslie Martin (Liturgics). The Rt. Rev. Robert Duncan and/or Dr. Leslie Thyberg were also present throughout the examination process. The candidates were also examined in Homiletics and Christian Education. All written materials were submitted in November for review and evaluation by the examiners. There are at least 19 persons who qualify to take the canonical exams for the Priesthood, and 3 are anticipated for examination for the Vocational Diaconate, in 2004.

The Commission's Committee on Continuing Education administers funds for broad-ranging approaches to support the continuing education and professional development of clergy and lay professionals involved in ministry leadership.

### Status Report

#### Interviews (October 2002-September 2003)

##### Priesthood:

Postulancy: 17 interviews, 15 recommendations

Candidacy: 12 interviews, 12 recommendations

##### Diaconate:

Postulancy: 5 interviews, 5 recommendations

Candidacy: 2 interview, 2 recommendation

It is anticipated that there will be seven postulancy and fourteen candidacy interviews the weekend of October 17/18, 2003.

#### Candidates in Good Standing as of August 7, 2003

##### Priesthood: (7)

Donald Bushyager, St. David's, Peters Township

Larry Crowell, Trinity, Beaver

Marc Dobson, Christ Church, Greensburg

Robert Hanna, St. John's, Donora

Rebekah Neumann, St. Peter's, Brentwood

Jayson Samuels, St. Philip's, Moon Township

Vicente Santiago, St. James, Penn Hills

##### Diaconate: (2)

Lynn Armocida, St. Thomas, Oakmont

Judith Howells, St. James, Penn Hills

#### Postulants in Good Standing as of August 7, 2003

##### Priesthood: (26)

Tommy Allen, Trinity, Beaver

Douglas Blakelock, St. Andrew's, New Kensington

Michael Bridge, Church of the Nativity, Crafton

Ronald Bushyager, St. David's, Peters Township

Robin Capcara, Church of the Ascension, Oakland

Vern Caswell, Church of the Resurrection, Cranberry

Paul Cech, St. Mary's, Charleroi

William Daugherty, St. Philip's, Moon Township (inactive)

Carl Eyberg, Church of the Ascension, Oakland

David Glade, St. Philip's, Moon Township

David Grissom, St. Stephen's, McKeesport  
David Henry, St. Stephen's, Sewickley  
Marc Jacobson, St. Paul's, Kittanning  
Paul Johnston, Church of the Ascension, Oakland  
Christopher Klukas, Fox Chapel Episcopal Church  
John Lynch, St. Thomas, Oakmont  
Ethan Magness, Church of the Savior, Ambridge  
Jeff Mead, Grace, Mt. Washington  
Peggy Means, All Souls', North Versailles  
Scott Means, All Souls', North Versailles  
Rachel Nicholson, St. Thomas, Canonsburg  
Richard Pollard, St. Paul's, Mt. Lebanon  
Christopher Rodriguez, St. Mary's, Charleroi  
Douglas Sherman, St. Martin's, Monroeville  
William Topper, Church of the Savior, Ambridge  
James Zaher, St. Paul's, Kittanning

Diaconate: (7)

Brooke Eaton-Skea, St. Peter's, Butler  
Karen Geary, St. Peter's, Butler  
Tara Jernigan, Grace Church, Mt. Washington  
Byron Johnson, St. Martin's, Monroeville  
Nancy Phillips, Fox Chapel  
Diane Scott, Advent, Brookline  
Linda Wilson, Holy Cross, Homewood

Two people were removed from postulancy status in 2002/2003, Rosemary Kehrner and Jeffrey Boldt.

Respectfully submitted,  
The Rev. James B. Simons, Chair

## CONTINUING EDUCATION COMMITTEE

The Commission's Continuing Education Committee, under the leadership of Dr. Diane Duntley and the Rev. Dr. Bruce Robison, continues to administer diocesan funds in support of the continuing education and professional development of clergy and lay professionals of the diocese. Approximately twenty grants are awarded annually toward partial coverage of expenses for graduate study and for short-term programs, such as participation in CREDO, College of Preachers, advanced CPE, and spiritual direction training.

The Committee is operating under clarified organizational structure and has welcomed the active participation of Bishop Scriven and a designated position for the archdeacon or designee. Three chief areas of work are (1) advocacy, (2) information sharing, and (3) administration of diocesan funds. In the past two years of 20% reduction in funds, the committee reduced the per-person cap, limited the promotion of programs, and sought cooperative programs in order to provide stewardship of available funds.

A major effort in 2003 has been development of a survey of all resident clergy in anticipation of implementation of General Convention resolution A121 which moves toward greater diocesan accountability for continuing education for each member of the clergy. The survey seeks to determine the resources available for annual continuing education (and accumulative for sabbatical leave) through designated time and funds in letters of agreement and the recent history (2001-2003) of specific continuing education and sabbatical activities and programs undertaken. The goal is to build a climate of expectation of annual continuing education and support by the diocese, parishes, and individual clergy.

The committee recognized the years of valued service by the Rev. Dr. Ann Paton and welcomed the Rev. James Shoucair to the group.

Respectfully submitted,  
Dr. Diane Duntley, Chair

## DEACON FORMATION PROGRAM

The Deacon Formation Program has been blessed by continuing growth and development both in terms of its curriculum and in the number of potential deacons in the program in the past year. In June, two new vocational deacons, Deacon Sandra Ritchie (St. Paul's, Mt. Lebanon) and Deacon Edmund Hay (St. Mary's, Charleroi) took their places in the Convocation of Deacons in the Diocese.

There are currently a record 9 candidates and postulants moving through the program: Lynn Armocida (St. Thomas, Oakmont), Brooke Eaton-Skea (St. Peter's, Butler), Karen Geary (St. Peter's, Butler), Judy Howells (St. James, Penn Hills) Tara Jernigan (Grace, Mt. Washington), Byron Johnson (St. Martin's, Monroeville), Nancy Phillips (Fox Chapel), Dee Scott (Church of the Advent, Brookline), and Linda T. Wilson (Holy Cross, Homewood). Two additional aspirants were also approved by Bishop Duncan to begin the process this fall.

Course offerings this year have included a new course in Spiritual Formation led by Deacon Jeane Steele, Pastoral Care for Deacons, led by Deacon Jean Chess, Communications Skills for Deacons, led by the Rev. Canon Hays, and the annual Introduction to the Diaconate, led by Deacon Mark Stevenson. This year's introductory class had 5 aspirants from 3 parishes. This spring the Rev. Dennis Buettner and Deacon Andrea Buettner will lead Contemporary Issues for Deacons at Trinity Cathedral.

A new mentoring system has also been instituted, where aspirants, postulants, and candidates have been partnered with current deacons to serve as prayer partners and to provide support and encouragement. Also a new handbook has been produced, which includes all of the essential information regarding the Deacon Formation Program curriculum and requirements. Copies are available through the diocesan office.

The Deacon Formation Program Board consists of the Venerable Greg Malley, Deacon, Jean Chess, Deacon Mark Stevenson, and Dr. Charles Quillin.

Respectfully submitted,  
Deacon Mark Stevenson, DFP Director

## THE PITTSBURGH EPISCOPAL FOUNDATION

The main focus of the Development Office and Foundation this year has been to complete the initial round of fundraising for the Chaplaincy Endowment and to lay the groundwork for a smoothly functioning grant making operation. The Appeal for the Chaplaincy Endowment, as the fundraising campaign was known, was executed in three phases—a major gift phase which was begun in the Summer of 2002 and concluded at the end of last year, an individual solicitation by letter to approximately 2000 individuals in the late winter of 2003 and a general solicitation to all the Diocese via the March 2003 issue of the Trinity Newsmagazine. I am delighted to report that the Foundation has received approximately \$505,000 from all sources including some wonderfully unexpected gifts—one, for example, from the mission and outreach committee of an individual parish and another one from the diocesan ECW. We as a diocese are profoundly grateful for your generosity. In a few cases the gift was made in the form of a multiple year pledge which our people are in the process of fulfilling.

The Foundation is presently concentrating its efforts promoting the Chaplaincy Endowment both within our own diocese but also beyond, for it was the intention of the original benefactor that this be an ecumenical endeavor within the confines of Western Pennsylvania. We are also working hard to ensure that the availability of these funds is well promoted and advertised and that the grantmaking policies, procedures and forms are clear and user friendly. After all we would like nothing better than to have a flood of applications from those who are interested in serving as chaplains in every type of setting, from traditional venues like schools, health care institutions and correctional facilities to the more cutting edge. There will be two grantmaking cycles per year, February and September. It is the goal of the Foundation to accept completed applications up until the first cutoff, which will be February 1, 2004. Application procedures and the grant form are posted in the Development section of the diocesan website and hard copy applications are also available to the parishes.

A program grants subcommittee has been formed which will review and analyze grant requests and make recommendations to the Foundation Executive Committee, which will in turn present the proposals for approval and funding to the diocesan Board of Trustees. The process has been modeled on the procedures used by the Growth Committee with some modifications. The Development Director wishes to express his gratitude of for the tireless efforts of the committee. They have proven to be capable and effective volunteer leaders.

The decision was made during the year to further align the activities and accounts of the Foundation with those of the Board of Trustees. Transaction processing services for gifts, formerly handled by DB Root, will now be managed by Morgan Stanley & Co, the successful bidder for the diocesan investment management business. The Foundation hopes to develop a strong relationship with the firm in order to utilize the many services Morgan is able to bring to bear on behalf of clients.

Stewardship remains a critical priority within our parishes. In order to facilitate solid, biblically based teaching on the subject across a broader spectrum of our parishes, the Development Office has supplied each parish this Fall with a presenter's guide to an interactive Stewardship Workshop which can be taught by any clergy or lay leader. The kit contains ample scriptural references and a select bibliography to assist the workshop leader.

The Foundation is available to provide any assistance necessary to those who are contemplating planned or outright gifts. Early in 2003, the Foundation provided extensive advice and documentation assistance to a parishioner who set up a restricted gift for the benefit of spiritual development of youth. We can assist you with the documentation of these gifts in such a way that the wishes of the donor are respected. The Foundation can also help you with the proper structuring of these gifts. As an example, the development office hopes to revive interest in the Pooled Income Fund, which is a fine way to make a smaller sized gift to a parish, institution or to the diocese from which one can draw income annually. With the assistance of the Episcopal Church Foundation, we are in the process of finalizing negotiations with a new trustee for the fund after several years with Mellon Bank. There are many other types of "life income" gifts,

which may suit your particular circumstances. The Foundation can explain the details of these options and can furnish quantitative information such as annuity tables to facilitate the gift.

Based on the success of the Appeal for the Chaplaincy Endowment, the Development Office anticipates new fundraising challenges that will bring us together as a diocesan family. I thank you for the opportunity to serve you.

Respectfully submitted,  
The Rev. Lawrence C. Deihle  
President, Pittsburgh Episcopal Foundation

## RWANDA PARTNERSHIP COMMITTEE

It was at the 1999 Diocesan Convention that three proposals for setting up a five-year partnership between our Diocese and the Province of Rwanda were put forward by the Overseas Partnership Sub-committee of the Diocesan Council. All three proposals were unanimously endorsed. Since then several teams have traveled to Rwanda and one team of Rwandan leaders have visited our Diocese. Archbishop Emmanuel Kolini, Bishop John Ruchyana of Shyira Diocese, and Sonja Hoekstra-Foss, on the Archbishop's staff, have also visited Pittsburgh during this time. Sonja reported that on May 26, 2003 93% of Rwandans accepted a new Constitution in a referendum vote. "This was a major accomplishment", coming only nine years after the genocide. Presidential elections are scheduled in the fall. New houses and businesses are opening all over the country. Major road construction is underway. More children are in school now than ever before. The government is relying on churches to help in school construction and assists in paying teacher salaries. There is more theological training available and higher education institutes have re-started. "Our clergy come several times a year to the Diocesan compound for training, as well as wives and lay leaders." Mobile phones are everywhere and many have e-mail access. Several newspapers are published in Kinyarwanda, English and French. Rwanda TV carries international news channels. Seven different airlines now fly into Kigali, the capital. Archbishop Kolini is the president of the National AIDS Commission, and the church is taking an active role in getting information and help out about AIDS. Reconciliation goes on and tribal identifications have been removed from IDs. Forgiveness and resettlement of old enemies are continuing. Sonja asks our prayers for all the levels of healing to move forward in Rwanda.

### Workers sent out

Several people were commissioned for service to Africa since that time and are now serving on the field.

### The Nolls

The Rev. Dr. Stephen and Mrs. Peggy Noll went out four years ago to serve at Uganda Christian University in Mukono. Noll had been Academic Dean at Trinity Episcopal School for Ministry and they were members of St. Stephen's parish, Sewickley. While the Nolls are not serving in Rwanda, they do train a number of Rwandan students at UCU.

### Sue McLain

Ms. Sue McLain arrived in Ruhengeri last year to work in women literacy training and adult education programs in the Diocese of Shyira. Sue had worked for several years in the Congo with a team of Wycliffe Bible Translators. She returned to complete a Master's degree at Trinity Episcopal School for Ministry. She now serves under Episcopal World Mission Global Team ministry. Here is her recent report:

I am happy to report that work with both the Women's Discipleship and the Literacy Program has begun. Thank you for your prayers and support.

1. Literacy. We have an established board that has met several times to do much of the background work for the program. We have come up with a goal statement and rationale for the program as well as objectives and strategies. The first of our Literacy Awareness Seminars has occurred and we are hoping to have about 8 - 10 more. These are being held in various deaneries throughout the diocese to inform the local pastors and church workers, along with local government officials, about the program. We want them to be excited about it and to help motivate their people to participate. We have just about decided which primer series to use and are currently looking for teachers for our first six classes. Then we will train them and begin our first pilot classes.

2. Women's Discipleship. This began with a pilot class here in Ruhengeri the first week of April. The group varies greatly in size from the 8 women this morning to more than 20 women on other days. I prepare the teaching during the week and on Saturday mornings Bishop John's wife Harriet translates from English to Kinyarwanda. On the days she is unavailable, I translate what I



am saying into French and either Peace or Claire translates into Kinyarwanda. Please pray for all of us in the translation process, that the right words are used. I have had good feedback on this group. Please pray for us as we figure out how to take this into the villages.

3. Personally. I am doing well. There has been some attack on the physical front, with many breakdowns of equipment or things in the house. However, Jesus is Lord and I am trying hard to lean on Him and not be discouraged. I will be going away for a week of spiritual retreat with missionaries from around Rwanda the last week of July. I am looking forward to this opportunity.

#### Drs. Caleb and Louise King

Caleb was a member of the original 1999 Rwanda team that went out with Bishop Duncan. Caleb and Louise were introduced to us at the 2001 Diocesan Convention. They arrived to begin their long-term mission work at Shyira Hospital at the end of March 2003. This young doctor couple has four young children: Sara, Hannah, Caleb, Jr., and Lydia. Shyira Hospital is situated on a high mountain south of Ruhengeri. No "real" roads have been constructed leading up to the hospital. In 1999 rebel soldiers had attacked the hospital and removed every mattress, medicines. Here is an excerpt from a recent report from Caleb and Louise with some prayer needs:

"In the hospital, a number of projects have been coming together. The people at the Kigali Institute for Science, Technology and Management (KIST) have been helpful. They had put together a package of projects, including solar power, solar hot water, biogas, biolatrines, rainwater collection that should be helpful for the hospital. Recently, I met a young professor while visiting KIST who works on labor-intense indigenous road construction, in other words, how you can build roads if you have the manpower but lack the asphalt. He came out and visited the hospital and put together a great report on how to improve our terrible roads. . . . A presidential delegation came out last week in a big celebration to thank the people and ask them how they could help. We handed them the road report. Maybe they'll fund it...

#### Reconstruction projects at the hospital

Walls are getting painted, windows repaired, screens going up, and we're discovering some useful equipment among all the boxes that have been buried in storage. Some visiting surgeons put our operating room to use last week, and, though it still needs work, it did at least serve its purpose. Water is now abundant, too, from every tap, thanks to some good work by Dr. James Derrick, who has visited the hospital now three times from England. In his retirement, he has discovered a second calling as plumber. We are working now on the official re-opening ceremony for the hospital, perhaps this coming September. In the mean time, the patients are coming in. We now have as many as 80 patients staying overnight, with as many as 100 a day coming for outpatient consultation. Please pray for us as we work with the existing staff to find new staff to help us.

#### Some Thanksgivings from Louise

We have all been healthy. The children are eating voraciously (they no longer complain about beans and rice every day) and are growing well. Every other day or so they ask to be measured on the growth chart to see if they have grown any more.

Home schooling has been going well. We try to do at least a little bit everyday. We're still waiting for our container that has most of our home schooling materials. In the meantime we improvise. We've been able to buy a new vehicle for the hospital: a Swiss army jeep (Puch-Steyr-Pinzgauer). It is 30 years old, but was maintained by the Swiss Army until last year and is very tough. It was designed for the Alps so it suits our terrain well.

Thanks to generous donations, we have been able to make some capital improvements in the hospital--fixing up the wards, repairing the water supply. We still have a long way to go, but as they say here, "bahoro, bahoro" (little by little).

Louisa asked that we pray for their spiritual needs and time for prayer and Bible study, for physical and emotional needs for the whole family, for family relationships under the pressure of

long hours each day, the ability to learn Kinyarwanda language and to communicate with all the workers, for effective ministry among the sick and for more doctors to help at the hospital in specialty areas, for team relationships among the staff, and for the country of Rwanda, that it will not be drawn into the wars near its borders in the Congo and that the government will be stable and honest.

#### World Vision Child Sponsorships

We have been told by World Vision that our sponsorship of some 700 children in Rwanda through the World Vision sponsorship program is the largest number of children to be sponsored from one place in all of World Vision history! We give all the glory to God. We also are full of gratitude to every family in our parishes throughout the diocese that are sponsoring children. There are children in school today with uniforms and books who would not be there without these sponsorships.

#### Other News

The Sonrise School has been completed and is full to capacity in the Diocese of Shyira. This school supplies the educational and health needs of over 300 children in the Diocese of Shyira. Contributions of various kinds went from our Diocese to help complete the work of this school.

Another of our parishes has supplied three years of funding for a Theological Training by Extension for the clergy in Rwanda.

#### Looking ahead

As we have one more year of our Rwandan partnership under the proposals of the 1999 Diocesan Convention, we rejoice in all that God has done to bring the Diocese of Pittsburgh and the Province of Rwanda into relationship for the sake of the Gospel. We dream of one more team of people, perhaps sponsoring families of children through World Vision programs, will be able to travel to Rwanda before November 2004. We know that links with our brothers and sisters in Rwanda will continue after the five-year formal partnership has ended. We must continue to pray for the Nolls, the Kings and Sue McLain as they work in Rwanda and Uganda – educating and healing. We must pray that the Lord would rise up others from among ourselves who would say “yes” to the call of God to go to help build the church in Rwanda.

Respectfully submitted,

Theresa Newell, Co-Chair

## DIOCESAN CUBA COMMITTEE

The Diocese of Pittsburgh relationship with the Diocese of Cuba began in 1996, with St. David's, and has expanded to include 2 more parishes by the time of this report. Below are individual reports from each parish.

### Cuba Report – St. David's Episcopal Church (Peters Township)

Carol Stevenson reported that the relationship between St. David's and Cristo Rey (Christ the King), Cuatros Esquinas, Cuba, is now in its seventh year. In November 2002, a team from St. David's spent a week at Cristo Rey participating in worship, Bible study, home visits, a healing service, and prayer. This congregation, begun as a mission in 1996, has grown to a parish of 85 adults and 96 children with active men's and women's, and pastoral care/prayer groups. They participate in the ALPHA program and gather each Tuesday to pray for St. David's. Cristo Rey's outreach to the elderly in the community has become a model for the entire Diocese. In May 2003, The Rev. Carlos A. Tamayo, Rector of Cristo Rey spent a week with the St. David's family sharing with large and small groups about life in Cuba and Cristo Rey.

A team will visit Cuba in November 2003 to celebrate Christ the King Sunday and also see the results of the pig, cow and vegetable projects - all designed to help the Anciano (elderly) program become self-supporting and earn income for the church. In February 2004 another team will visit and attend the Synod (Convention) of the Diocese of Cuba. Through continued visits, e-mail, penpal letters, and prayer the relationship between our churches will continue to grow and deepen.

### Cuba Report – Church of the Resurrection (Cranberry Township)

Don and Kathy Bushyager of the Resurrection's Cuba Committee reported that in the Spring of 2002 Fr. Aurelio de la Paz, a priest of the Diocese of Cuba, visited Pittsburgh. He attended worship at the Church of the Resurrection and invited the congregation to enter into a "companion relationship" with one of the congregations that he serves in Cuba. Resurrection accepted the invitation. In October a team including the Rector, The Rev. Gordon Green and vestryman Todd Stalter visited Cuba and formally established "companionship" with San Juan Apóstol, Camaguey Province. The team visited the homes of every member of the congregation. Family photos were taken and information was gathered to produce for them a photo directory. The team distributed Books of Common Prayer, Bibles, Sunday school supplies and medicines.

They also presented Fr. Aurelio with several books and resource materials he had requested on marriage and parenting for use in his ministry. In addition Resurrection was able to offer financial assistance for the completion of the expansion of the church building of San Juan Apóstol, provide for the salary of the lay leader of the congregation and fund the cost of the quarterly training sessions for the lay leadership of the several congregations that Fr. Aurelio serves. Upon the teams return families at Resurrection "adopted" families at San Juan Apóstol as prayer partners and pen pals. At the time of this writing a second team has been formed with plans to return in October of 2003.

### Cuba Report – St. Philip's Episcopal Church (Moon Township)

Fr. Aurelio de La Paz visited St. Philip's in May 2002, to explore a companion relationship with St. Philip's. Following, Rector Eric Taylor, four lay leaders and Joe Sarria visited Cuba in July and spent a week with Fr. Aurelio and his congregation. While in Cuba, the team set up a companion relationship with Church of the Annunciation (La Anunciacion) and together with Annunciation's congregation, helped paint the inside of the church. The group from St. Philip's also visited members of the congregation at their homes, held joint worship services and learned about Annunciation's needs and planned projects. St. Philip's agreed to support a broad range of Annunciation's ministries for the family, youth and Christian Education. St. Philip's also agreed to cover the salary of a lay leader to assist Fr. Aurelio expand his evangelization efforts throughout the Province. Fr. Eric Taylor will be leading another team to Cuba this November to

continue to expand the relationship with their Cuban partners, help install tiles in their Altar area, and examine their needs for the coming year.

#### Concluding remarks

The above partnerships have helped energize both the Cuban and Pittsburgh congregations even more into the mission field. In spite of some language and culture barriers, when the partner churches get together you can feel the excitement and the movement of the Holy Spirit among them. There are three more Cuban parishes in need of Pittsburgh partners and we pray that we will be able to match them up with Pittsburgh parishes soon.

On an ecumenical aspect, this committee introduced the elders of Wallace Presbyterian Church to the Cuban Presbyterian Moderator, resulting in a visit by Wallace elders to Cuba last July. The Presbyterians are planning a second visit for later this year to formalize a partnership with the “Luyano” Reformed Presbyterian Church of Cuba.

Respectfully submitted.  
Joe Sarria, Chairman  
Diocesan Cuba Committee

WORLD VISION  
Diocesan Child Sponsorship Report

In 1999 the Episcopal Diocese of Pittsburgh and World Vision began a Child Sponsorship partnership in Rwanda, East Africa. This partnership is particularly vital due to the 1994 massacre and genocide, which left 600,000 orphans and child-headed households.

Currently, the Diocese has 654 sponsorship accounts with 576 active sponsors.

Each sponsored child is part of World Vision's overall holistic, integrated community approach to development called, Area Development Projects (ADP). An ADP is a cluster of communities brought together under an umbrella of different community owned interventions. The three basic interventions of an ADP are Material, Social and Spiritual.

Each sponsored child in Rwanda has access to these three interventions.

Material:

1. Clean Water-Providing access to drinkable water.
2. Primary Healthcare-Promoting preventive measures affecting community health.
3. Food Security-Enabling an adequate, balanced diet, year-round
4. Education and Literacy-Keeping children in school and promoting literacy, especially among girls and woman.
5. Economic Development-Stabilizing households with improved incomes and job training.

Social:

1. Community Relationship Building-Developing relationships of trust.
2. Community Mobilization-Fostering participation in project activities.
3. Community Empowerment-Enabling participation in project decision-making.
4. Community Authorship-Encouraging initiative in program design.
5. Community Ownership-Creating viable local institutions.

Spiritual:

1. Life-Modeling Christian living that builds trust.
2. Deed-Emphasizing actions and service that supports beliefs.
3. Word-Appling biblical truths appropriately.
4. Sign-Pointing to answered prayers and evidence of God's sovereignty.
5. Shalom-Developing a biblical community that enjoys the blessings of God.

The Diocesan sponsored children live in four World Vision Area Development Projects in the southwestern part of Rwanda in the Gikongoro Province, near the capital city of Kigali. The names of the four ADPs are Nyarugurur, Nyamagabe, Mudasmwa, and Karaba.

This year there are many triumphs and cause for celebration such as:

- ☐ The construction of new schools, classrooms and latrines.
- ☐ Correspondences between children and sponsors are answered in a timely manner.
- ☐ School fees provided for all sponsored children.
- ☐ Children have access to improved medical care and facilities.
- ☐ Each sponsored child, their family and community attended a World Vision celebration. Children received biscuits, sweets, sodas, slippers, and tennis balls without forgetting their parents/guardians who celebrated on sorghum soft drink. Many speeches were delivered in the presence of local leaders, World Vision staff, and church leaders. The children amused people who were present with traditional dances, parades and a play about HIV/AIDS.
- ☐ The distribution of Gifts-In-Kind composed of T-Shirts, shoes and other items. Every sponsored child and family benefited from this distribution and was happy to have something to put on. The report says, "On Sunday you see many people putting on new T-shirts going to church and they all look smart." ☐
- ☐ The sponsored children are performing exemplarily in school.

The vitality of the Diocesan Child Sponsorship program is tremendous and highly valued. Nearly 600 children and their families and communities in Rwanda have been positively impacted and there is grace for today and hope for the future.

It is my privilege and joy to be serving with the Episcopal Diocese of Pittsburgh, Bishop Robert Duncan, its leadership, parish priests, deacons and congregants. This Diocese has enthusiastically and warmly embraced the children of Rwanda and I thank and praise the Lord for them and their commitment to missions and ministry.

In Proverbs 19:17 it says, "Those who give to the poor lend to the Lord, and He will reward him for what he has done."

I pray the Lord richly rewards all of you for the kindness you show to the children of Rwanda. On their behalf, thank you.

Blessings,  
Jeanne Hungerman  
Executive Director

## COMMUNICATIONS DIRECTOR

The communications office at the Episcopal Diocese of Pittsburgh has undergone some radical changes. In early June, Ronda Carman left her position as full-time director of communications. At the end of June, I was hired as a part-time, contract communications consultant to carry on with publications, media relations and, in particular, an ongoing assessment of the communications needs of the diocese.

At the end of October, a report will be presented to the diocese with recommendations as to future directions. The report will include a vision for communications, an analysis of the existing responsibilities and tools, a breakdown of time requirements for various responsibilities and evaluation as to what tasks should be fulfilled in-house and what ones can be contracted out. To deal with the changes and converging deadlines, existing staff members – in particular, Melanie Contz and Gloria Clever – have shouldered some of the responsibilities, such as the diocesan directory, the convention reports and Web site updates.

A great deal of unexpected communications activity, in terms of media relations, Web site feedback and phone calls, has been stirred up by decisions made at General Convention. Each staff member at the diocesan office has been affected by this increased demand for information, and everyone has worked together as a team to handle the extra workload.

During General Convention, the media releases and much of the local media traffic were handled voluntarily by Battle Brown, whose releases were posted immediately to the Web site to keep people informed as to what was going on. His efforts were much appreciated by those in the diocesan office.

A great deal of the communications consultant's energy has, of necessity, gone into catching up some of the publications and determining a new direction. At a time of uncertainty, it is necessary to make the newsletter Trinity, in particular, a publication that both serves as a link between parishes and as a conduit between Bishop Robert Duncan and the people of the diocese. Thus, there will be an ongoing focus on individuals and activities within the parishes that have a broader diocesan impact. The NOW publication, which has a lesser circulation, will continue to carry more immediate news and announcements, while the NEWS listserv continues to be used to send out short news bits that need to circulate immediately.

Over the next year, the communications office will work with the rest of the diocesan team to find efficiencies, particularly in terms of reduced postage costs. One of the most immediate ways will be the posting of items to the Web site, with mailings only to those who cannot access the Internet. Hopefully, in the near future, NOW will be primarily an online bulletin.

Critical to all the activities and changes is the communications board. With the changes taking place, it is important that the board be sure of its role and that its collective gifts be used. Rev. Paul Cooper currently serves as chairman of the board. He will play an important role in providing background information to help with the assessment process and with helping carry out any new directions once the report has been presented in late October.

Another important task is the development of a protocol of communications. This framework, which is under way, will help serve as a roadmap, not only for existing staff, but also for future staff coming on board in the communications office or in positions that work closely with it.

Other tasks to be undertaken include: development/updating of a comprehensive media list, media relations strategy and media tracking system; culling and updating of all files; identification and training of volunteer parish correspondents; development of a style guide for writing; and a filing system for photos. On the latter note, Lynne Wohleber, diocesan archivist, has already developed an efficient envelope for storing photos and negatives as well as providing archival information.

I add in closing, that it is a pleasure to work with a team of hardworking and dedicated Christian people who hold a love of Christ and the interests of the people in the diocese close to their hearts.

Having worked only in the secular world for the past 25 years, I have found it an amazing experience to meet for Morning Prayer on Monday prior to a staff meeting and to have the members of the office staff offer and lay their thanksgivings and concerns before God.

Submitted by Marjie Smith  
Communications Consultant



## DIOCESAN ARCHIVES

Being Archivist for the Episcopal Diocese of Pittsburgh has its moments ... such as the time I found a \$50 bill buried among the papers that I was processing of a long-defunct diocesan organization.

But it is more than that.

Much of what is donated to the archives comes in “dribs ‘n drabs” ... one or two items at a time. But like the 78-rpm recording of Family Morning and Evening Prayer services with Trinity Choir in the 1950’s, they provide “proof of existence” in a way that could only be improved by actually having attended the services in person. This year, fortunately, has not been one of mutli-boxes being received from a closed church or two, but singularly unique items that fill gaps in our collection. They speak of the good work of committees and task forces that are unrecorded except in the convention journals ... and of ways in which we have tried, as a community of believers, to better serve God. There’s great satisfaction in discovering amazing facts about an institution as diverse as ours.

Research activities this year have brought their own rewards. The Diocese, and specifically Trinity Cathedral, can take pride in the fact that two of Pittsburgh’s most famous people – Stephen Foster and Mary Cassatt – were baptized at Trinity. I was honored to be able to provide a small piece of research for a special project on Mary Cassatt. On-going research for the descendants of Dr. Felix Brunot resulted in an invitation to attend a portion of the Brunot Family Reunion that occurred in conjunction with the Lewis & Clark exhibit and activities at the Heinz History Center. Dr. Brunot was one of Pittsburgh’s first doctors, owner of Brunot’s Island, a “first family” of Trinity, Pittsburgh and father of the Rev. Sanson Brunot who served Trinity as well as Greensburg, Blairsville and Georgetown.

As you read through this report, think about the fascinating people, events and memories that come bundled in the items deposited for storage here.

### Archives Activities:

#### In-house researchers: 3.

Info Requests: 68 .... Bap/Conf/Trans-10; genealogical-20; general research-22; information/materials requests-16: from Arizona, California, Florida, Iowa, Kansas, Massachusetts, Nebraska, New Hampshire, New York, North Carolina, Pennsylvania, Texas, and Virginia. More than half the total requests came from the Pittsburgh area. Most arrived as phone calls, some as letters, and 30 by e-mail, an increase over last year.

#### Conferences/Meetings

- \*\* Fall 2002 and Spring 2003: As treasurer and board member, attended National Episcopal Historians and Archivists (NEHA) Board of Trustees meetings in Swarthmore, PA office.
- \*\* June 2003 attended 4-day annual conference of NEHA in Baltimore, MD
- \*\* Attended Local Planning Committee meetings for Mid-Atlantic Regional Archives Conference to be held in Pittsburgh in October 2004
- \*\* Attended all-day workshop in February 2003 on Disaster and Response at Carnegie Mellon and University of Pittsburgh
- \*\* Participated in an In-Magic database on-line, interactive seminar
- \*\* Coordinated monthly meetings of Diocesan Archives & Historical Commission in conference room of new diocesan offices.

#### Other Activities

- \*\* Guest speaker at Old St. Luke’s 150<sup>th</sup> anniversary dinner held September 2002 at Nevillewood.
- \*\* Began work with Canon Richard Davies to organize and preserve current materials on Old St. Luke’s activities.
- \*\* Worked with other staff members at Diocesan convention 2002.
  - \*\* Presented PowerPoint program on preservation of photographs at diocesan Leadership Seminar held at Ascension, Oakland

- \*\* Spent mid-July through August 2003 appraising, processing and organizing archival materials and inventorying shelves.
- \*\* Attended reunion of Dr. Felix Brunot descendants gathered in Pittsburgh in conjunction with the Lewis & Clark celebration and exhibits at Heinz History Center.
- \*\* Worked with Fr. John Leggett on a continuing basis to coordinate the writing and editing of parish histories for Volume 2.

Important Acquisitions

- \*\* John Leggett papers on Department of Evangelism, 1983-85, 1 file
- \*\* Dean Moor's photo album of his "summer church" in Cape Cod , Massachusetts
- \*\* 78-rpm record of Trinity Morning Prayer and Evensong with Dean Moor, and Trinity Choir under leadership of Alfred Hamer.
- \*\* Davis Jones papers on Audit Committee, 1986-91, 1 binder
- \*\* Photographs from Communication Dept., 1997-2001, 2 boxes
- \*\* Standing Committee minutes, 1976-2001, 1 bound volume

Respectfully submitted,  
Lynne Wohleber, Archivist

## DIOCESAN ARCHIVES AND HISTORICAL COMMISSION

Commission Membership: The commission is always interested in recommendations of appropriate people to serve on the commission. At present we have several openings on the board. Commission members include historians, academics, librarians, genealogists, parish historians, and archivists. Current members are: Mrs. Marilyn Evert (St. Andrew's Highland Park), Mrs. Elissa Powell (Christ Church, North Hills), Dr. Joan Gundersen (Church of the Redeemer, Squirrel Hill), Mrs. Nancy Watson (Church of the Redeemer, Squirrel Hill), Paulette Balough (Holy Cross, Homewood), and Pat Serafini (All Saints, Rosedale). Lynne Wohleber, the archivist of the diocese and the Rev. John Leggett, historiographer, sit with the commission. Dr. Richard Tobias, Dr. Marilyn Whitmore and Mr. Frank Zabrosky serve as consultants.

This year the commission spent much of its time on the Diocesan History Project. We have had the encouragement of Bishop Duncan in pursuing this project. It is a companion project to the work being done by the diocesan historiographer to collect and publish a compendium of parish histories from every parish in the Episcopal Diocese of Pittsburgh. After issuing two calls for proposals from scholars interested in researching and writing the history, we received four inquiries and three proposals. One proposal from a national history research firm was too expensive to pursue. Individual scholars submitted two others. The commission made a final selection based on the recommendation of a select sub-committee which reviewed the materials. Jeremy Bonner of Washington, D.C. was selected. However, we have not yet signed a contract with him because the project awaits funding.

In the spring of this year the commission sponsored a panel presentation on Favorite Episcopal Characters in Fiction. St. Andrews Parish in Highland Park hosted the Sunday afternoon event and provided refreshments. About 20 people attended.

We are currently involved in offering advice to the trustees on a new location for the Archives. The current space in Trinity Cathedral is too small for the collections, and lacks appropriate climate control for preservation of records. Proper housing of the collection is essential if the archives are to continue to be able to serve the diocese and its parishes in the next decade.

Joan R. Gundersen, Ph.D., Chair

## REPORT OF THE ARCHDEACON

At the request of Bishop Robert Duncan, the deacons organized the new ministry at Trinity Cathedral called "Deacon at the Door". The ministry runs from Monday through Saturday. The purpose of the ministry is to greet and help any and all visitors coming to the cathedral in whatever way we can. Some visitors come with requests for prayer and need for someone to talk to; many others come seeking financial help. It was Bishop Duncan's hope to coordinate this diaconal presence with his intention to walk the streets and be a Christian presence which would be accessible. The deacons who have participated have seen the positive effects of their presence at the cathedral, especially with the smaller staff on hand there.

Deacon Becky Spanos is recruiting Episcopalians who work downtown to do evening prayer at 4:30 P.M. The hope to provide a traditional Christian time of prayer to end the day has been very successful even though the task of enlisting volunteers has been frustrating. Please see Becky if you or anyone in your parish is interested in participating in leading Evening Prayer.

The Deacon's formation process is very healthy and there are deacons actively engaged in every stage of the process. Deacon Mark Stevenson oversees the process for each deacon and his efforts are so successful that he has instituted the system of assigning each person in the later stages of the process with an ordained deacon to act as intermediary and advocate. There are too many people in the process for Mark to do it alone. This has resulted in better communication and has helped build greater community among the deacons.

As of the last convention, Bishop Duncan resolved the question of deacons participating in the councils of the church. He has informed the deacons that it is his wish that deacons do not vote in the councils of the church, but that he will not make any effort to regulate this or keep monitor it. He asks that the deacons be guided by their own consciences in this matter of whether or not they vote. This statement was greeted warmly by the assembled deacons.

Respectfully submitted,  
The Venerable Gregory J. Malley  
Deacon for Ministries  
Church of the Ascension

## HAPPENING

Our gracious Father has been producing much fruit through Happening, our Diocesan youth discipleship and evangelism program. More and more we are receiving testimonies from teens and their parents of lives being changed. One teen commented that he now feels that his life has meaning. "Jesus is the Way, the Truth and the Life," and Happening is being used by our Lord to bring our precious young people to faith, leadership and healing. Again, by His mighty hands, God raised our numbers to 140 staff teens and 121 participants creating a new record high. It is so exciting to see God at work!

Through twice a year retreat weekends, conducted by teenagers for their peers, Happening provides leadership training in public speaking, music ministry, intercessory prayer, small group facilitation, peer counseling, and servant ministries. Happening also reinforces our classical emphasis on liturgical worship through Compline, Morning Prayer, Stations of the Cross, and a celebration of the Holy Eucharist with our Bishop presiding.

Our upcoming weekend Happening #57, is scheduled for November 14 - 16, 2003. St. Paul's, Mt. Lebanon has graciously offered to host the retreat weekend. We urge all parishes in the diocese to encourage their teens to attend.

Happening is; a discipleship program designed for teenagers to develop and deepen their relationship with Jesus Christ in the Episcopal Church. Happening's Priest in Charge is The Rev. Thomas R. Finnie, the Rector of St. Peter's in Uniontown. Our Director is Tom Hillman, a member of Church of the Ascension. Our Administrator is Cindy Thomas of Grace Church, Mount Washington. Both the director and administrator are parents of teenagers who have come through the program. You may call Tom Hillman at 412-600-2555 or Cindy Thomas at 412-257-3029 for further information.

Please visit us at [www.happeningpittsburgh.org](http://www.happeningpittsburgh.org).

Respectfully submitted,  
Tom Hillman  
Happening Director

## THE ORDER OF THE DAUGHTERS OF THE KING

“The Order of the Daughters of the King is organized as a religious order. Each Daughter takes a lifetime vow to live by the Rule of the Order. Our Rule of Life requires a spiritual discipline of daily prayer, service and evangelism. Because of our vow, we refer to ourselves as an Order, not an organization.”

As Daughters of the King, we continue on with our lifetime vow. We added two new chapters this year: St. Thomas in the Fields, Gibsonia installed March 3, 2003 and St. Peter's, Butler installed May 11, 2003. Currently we have 15 Sr. Chapters and 1 Jr. Chapter. The Spring Assembly was held May 10, 2003 at Trinity Cathedral and began with Eucharist being celebrated by our Diocesan Chaplain, The Rev. Huett Fleming of Church of the Good Shepherd, Hazelwood. Our speaker, Becca Chapman of St. Stephen's, Sewickley, spoke on “Empowerment-Inspiring a New Generation of Godly Leaders”. An annual meeting and lunch followed, and we were privileged to have Bishop Henry Scriven in attendance.

This year our Province Assembly was held May 30–June 1, 2003 at Paul VI in Wheeling, West Virginia. There were eight Daughters in attendance from the Pittsburgh Diocese. Triennial was held July 24–July 28, 2003 preceding National Convention in Minneapolis, Minnesota. Those in attendance from the Diocese of Pittsburgh were 4 Senior Daughters (Carolyn Booker, Linda Getts, Elizabeth Hobbs and Karen Geary) and 1 Junior Daughter, Kirsten Hankinson. Kirsten also attended the Provincial Mission Trip to Nova Scotia last summer. Our annual picnic was held at the Church of the Holy Cross on August 16, 2003. The Rev. Moni McIntyre celebrated Eucharist.

Anyone interested in forming a Daughters of the King Chapter in their parish should notify Linda Getts or Carolyn Booker.

Our new officers for Triennium 2003-2006 are:

President – Linda Getts

First Vice President – Rosalind Clark

Second Vice President – Carolyn Booker

Secretary – Susan Steffan

Treasurer – Barbara Warhold

Chaplain – The Rev. Huett Fleming

Submitted by,

Carolyn Booker, President

## COMMISSION ON RACISM

The Commission on Racism works within and through the diocese to witness to the equality of persons before God and to raise awareness of racism and how to counteract it. Because racism, both overt and hidden, continues to harm our communities and parishes, the commission suggests that prayer and practical actions to combat racism are part of every parish's program.

During the past year, the Commission has completed and introduced at the 2002 Diocesan Convention the video, "Breaking Down the Walls". A discussion guide has also been prepared to accompany the video. The discussion guide suggests ways the video may be used by parishes and other groups as they explore racism not only in their communities but also in their parishes. Each parish by now should have received a copy of the video and the discussion guide for their own use.

The Commission's priorities this year will focus on making available to parishes the models for anti-racism training which the commission has developed. Commission members will be available to assist in the implementation of the model the parish chooses to use.

Since everyone in a leadership position will be trained, the Commission will work with the Bishop to make plans for training Diocesan leadership.

The Commission will explore with the Bishop ways to monitor Diocesan functioning with respect to racism. It will be necessary to determine what should be focused on initially and how the monitoring can be accomplished.

The Commission has been blessed to have four new and very talented people appointed to the commission. These are individuals who were recommended by their priest in response to the letter the commission sent to each parish soliciting nominations.

Members of the Commission are: Nancy Bolden, Chair, Redeemer, Squirrel Hill; The Rt. Rev. Robert Wm. Duncan, Diocesan Bishop; Paulette Flaherty, St. Stephen's, McKeesport; Martina Gardner-Woods, St. Brendan's, Franklin Park; Bob Goode, Wanda Guthrie, The Rev. Dr. Jared Jackson, Emma Mosley and Frances Dannenberg, Redeemer, Squirrel Hill; Mary Ellen Hayden and Al Mann, St. Andrew's, Highland Park; Normandie Fulson, Calvary, East Liberty; Jane Banning, St. Thomas', Oakmont; and Susan Baker, St. Peter's, Butler.

Respectfully submitted  
Nancy Bolden, Chair

2004  
ACTIVE CLERGY COMPENSATION GUIDE  
EPISCOPAL DIOCESE OF PITTSBURGH

The purpose of this guide is to provide standards for the proper compensation of Episcopal priests employed as full-time parochial clergy and provide guidance in the compensation for part-time and supply clergy. The guide is applicable to the diocese and all congregations in the diocese.

The salary of the Bishop is reviewed annually by the Bishop's Wellness Committee. The committee is comprised of the President of the Standing Committee, President of the Board of Trustees and the President of Diocesan Council. This committee meets semi-annually to review compensation and wellness issues with the Bishop. The salaries of the Canon Missioner and the Assistant Bishop are reviewed annually and set by the Bishop with the approval of the Bishop's Wellness Committee.

It is the responsibility of each vestry or similar body to use these guidelines in determining the compensation levels for clergy for whom that body may be responsible. Both clergy and vestries or similar bodies have access to the Bishop's Office to seek clarification of elements of the guide or to seek resolution of conflicts that may arise in applying the guide to particular situations.

It is required that prior to beginning a ministry within the Diocese of Pittsburgh, a Letter of Agreement has been signed by all parties.

Compensation and other payments to clergy fall into four categories, which are described in detail on the following pages:

<u>I. Cash Compensation</u> <u>Recommended Benefits</u>	<u>II. Expenses</u>	<u>III. Required Benefits</u>	<u>IV.</u>
A. Stipend Security	A. Travel	A. Pension Fund	A. Social
B. Allowances: Ins.	B. Continuing Ed	B. Medical Insurance	B. Add'l Life
-Housing	C. Sabbaticals	C. Days Off	C. Add'l
Disability	D. Discretionary	D. Extended Sick	D. Equity
-Utility Allowance	Fund	Leave	
	E. Entertainment	E. S/T Disability	
	F. Moving		



APPENDIX A  
EPISCOPAL DIOCESE OF PITTSBURGH CASH COMPENSATION  
GUIDELINES FOR 2004

GROUP	MINIMUM MID-POINT (10+ years ordained)	EXPERIENCED MINIMUM (5-10 years ordained)	ABSOLUTE MINIMUM (0-5 years ordained)
V*	-	-	-
IV	\$49,110	\$44,485	\$39,860
III	\$59,330	\$54,465	\$47,600
II	\$74,090	\$64,755	\$55,420
I	\$100,570	\$88,850	\$77,130

\* These clergy are part-time normally paid on a pro rata basis utilizing the compensation guidelines for Group IV.

Cash compensation includes salary, housing and utilities. If housing and utilities are provided, the above ranges may be reduced by 25%. The maximum compensation is usually calculated at 25% above the mid-point.

Clergy should move through the range over time and with development of greater skills and experience. "Position in range" is a key consideration for compensation decisions. The range midpoint represents a standard of normal compensation for fully functioning clergy with good performance. Clergy with ten year's experience in the active ministry, who meet or exceed performance expectations, would typically be paid at or above the range midpoint.

Compensation shall not be below the minimum of the range. A vestry will be requested to prepare a corrective action plan for approval by the Bishop's office if compensation does not meet this standard.

APPENDIX B  
GUIDELINES FOR SUPPLY CLERGY RATES

In an effort to provide guidelines in this area, the Committee recommends the following minimum schedule for supply clergy to be paid by the Vestry for whom services are supplied. On a given Sunday or weekday (Note: The 1979 Book of Common Prayer calls for a Sermon or Homily as part of the Proclamation of the Word at each service of Holy Eucharist):

1 Sunday service with Sermon \$100    2 Sunday services with Sermon \$150

Clergy are also to be reimbursed for travel costs at the reimbursable mileage rate approved by the Diocesan Council.

## PARISH RANKINGS (2004)

(In alphabetical order within the groups)

I	IV
East Liberty, Calvary	Brookline, Church of the Advent
Mt. Lebanon, St. Paul's	Brownsville, Christ Church
Oakland, Church of the Ascension	Canonsburg, St. Thomas
Sewickley, St. Stephen's	Carnegie, Atonement
	Cranberry, Church of the Resurrection
II	Glenshaw, Church of Our Saviour
	Hazelwood, Good Shepherd
Fox Chapel	Indiana, Christ Church
Greensburg, Christ Church	Monongahela, St. Paul's
Hopewell, Prince of Peace	North Side, Emmanuel
Ligonier, St. Michael's	Oakland, Shepherd's Heart
McKeesport, St. Stephen's	Penn Hills, St. James'
Moon Township, St. Philip's	
North Hills, Christ Church	V
Oakmont, St. Thomas'	
Peter's Township, St. David's	Avalon, Church of the Epiphany
Pittsburgh, Trinity Cathedral	Beaver Falls, Christ the King
Washington, Trinity	Blairsville, St. Peter's
	Brighton Heights, All Saints
III	Clairton, Church of the Transfiguration
	Connellsville, Trinity
Ambridge, Church of the Savior	Donora, St. John's
Beaver, Trinity	Freeport, Trinity
Brackenridge, St. Barnabas	Georgetown, St. Luke's
Brentwood, St. Peter's	Homestead, St. Matthew's
Butler, St. Peter's	Jeannette, Church of the Advent
Charleroi, St. Mary's	Leechburg, Holy Innocents
Crafton, Church of the Nativity	Liberty Borough, Good Samaritan
Franklin Park, St. Brendan's	New Brighton, Christ Church
Gibsonia, St. Thomas-in-the-Fields	New Kensington, St. Andrew's
Highland Park, St. Andrew's	North Versailles, All Souls'
Homewood, Church of the Holy Cross	Northern Cambria, St. Thomas
Johnstown, St. Mark's	Patton, St. Luke's
Kittanning, St. Paul's	Penn Hills (Rosedale), All Saints
Monroeville, St. Martin's	Red Bank, St. Mary's
Mt. Washington, Grace	Scottdale, St. Bartholomew's
Murrysville, St. Alban's	Wayne Township, St. Michael's
Somerset, St. Francis	Waynesburg, St. George's
Squirrel Hill, Church of the Redeemer	
Uniontown, St. Peter's	
Warrendale, St. Christopher's	
Wilksburg, St. Stephen's	

## EPISCOPAL RELIEF AND DEVELOPMENT

Episcopal Relief and Development is an effective, reliable and vital ministry of the Episcopal Church in communities around the world. ERD provides emergency assistance in times of disaster, rebuilds devastated communities after the immediate crisis is over, and offers long-term solutions to help people sustain safer, healthier and more productive lives.

In the Diocese of Liberia, the Episcopal Church will distribute emergency food rations the moment they are available, and workers can get them to those in need. ERD has advanced

\$20,000 to provide emergency food and supplies to people in and around Monrovia (in partnership with Church World Service) now that peacekeeping forces have arrived there.

ERD is assisting families in Burundi. The Diocese there is helping the most vulnerable victims in this ongoing conflict. On behalf of our church, ERD has advanced \$15,000 in assistance to Rt. Rev. Pie Ntukamazina, Bishop for Bujumbura, Burundi.

The Rev. Carl Harris, an Episcopal Priest, a consultant of ERD has worked with nongovernmental organizations in Kosovo, Bosnia, Rwanda, and Vietnam. Through him, Iraqis receive critical food assistance to people who have limited access to food in Mosul and Baghdad. A gift of \$25,000 is helping with this emergency.

To learn more about ERD's work worldwide visit [www.er-d.org](http://www.er-d.org).

In a letter in July from Bishop Henry Scriven and Mary Sweeney to all the parishes and ERD parish representatives, our plea to you and still is "Remember the poor" (Galatians 2:10) There may be things we can't agree on, but we CAN agree that we still have a Biblical mandate to care for the poor.

Your ERD Board of Directors has decided to concentrate their efforts where they will have the greatest impact. The overseas grants will focus on (1) Food security and (2) Primary health care including clean water, HIV care and nutrition training.

Here in an update report about our Diocese. From January 1, 2003 to June 30, 2003 our gifts totaled \$9,195 from 63 donors. We are not poor people. Think what we could do if every parish and every family supported ERD!

There will not be any development grants made this fall. The Board of Directors will study and determine how to best use our gifts to have the greatest impact on Domestic Needs. Of course, emergency grants will continue as usual in America.

Have you tried Bishops Blend Coffee? It is delicious! This smooth and rich French Roast offers a bold flavor. The Bishops Blend Decaf is made with the Swiss Water Process, ensuring a chemical-free decaf coffee. To order or learn more, please call toll-free at 877-469-1431 and ask about Bishop's Blend. After that, two five-pound containers will have no shipping charge.

Please call Mary Sweeney (412-561-5933) if you have any questions about Episcopal Relief and Development.

Faithfully,  
Mary C. Sweeney  
Diocesan Coordinator

## THE ANGLICAN FELLOWSHIP OF PRAYER

The Anglican Fellowship of Prayer is an association of those who desire to grow in the life of prayer individually and corporately. Founded over 50 years ago in the Episcopal Diocese of Pittsburgh, it promotes prayer-teaching events and offers active intercessory prayer through its National Office in Orlando, Florida. It came about through the vision and effort of Helen Shoemaker, wife of the late rector of Calvary Church, Pittsburgh, The Rev. Dr. Samuel Shoemaker. She, together with Bishop Austin Pardue of the Pittsburgh Diocese, was instrumental in its founding.

It is known principally in the Episcopal Church USA, the Anglican Province of Canada, and the Anglican Churches in the Bahamas and Bermuda. A number of English Bishops, such as the Rt. Rev. Cuthbert Bardsley of the Coventry Diocese, were keynote speakers for conferences in the United States in its early years. Currently serving on the national board from this diocese are The Rev. Arthur Dilg, whose term is expiring, and Celinda Scott, Christ Church, Indiana. The former rector of Church of the Holy Cross, Homewood, The Rev. Jerome Burns, is also a recently elected member. Meetings of the national council are held three times yearly at various locations.

The Pittsburgh Chapter of AFP has sponsored the "Day to Pray" often at St. Paul's, Mt. Lebanon which has been both inspirational as well as instructive.

This year AFP is sponsoring a prayer event for the diocese at Trinity Cathedral. Saturday, in the first week of Advent, we are privileged to have our Assistant Bishop, The Rt. Rev. Henry Scriven, as our teacher and leader. It is planned as a half-day event with more detailed information forthcoming. Please keep the date, December 6, 2003 in mind and plan to attend this day to pray "for the Church and for the world." In the name of him who is our intercessor, even Christ Jesus, we gladly present this report.

Respectfully submitted,  
The Rev. Arthur C. Dilg, Pittsburgh Chapter



Episcopal Diocese of Pittsburgh

## RESOURCE CENTER

St. Peter's Episcopal Church  
4048 Brownsville Road  
Pittsburgh, PA 15227  
Phone: (412) 884-5225  
Fax: (412) 884-9552  
[www.pgh.anglican.org](http://www.pgh.anglican.org)

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You can borrow a 'video van' (a box of over 50 videos that you circulate within your parish) to give your parishioners better and more inspiring television fare.



~~An order can be placed at any time using phone (412-884-5225), fax (412-884-9552) or by searching the web online at the diocesan website — [www.pgh.anglican.org](http://www.pgh.anglican.org).~~



In the calendar year 2003, already 50 parishes have joined and nearly 30 of those have utilized their membership — so it's clearly the "in" thing to do.



And the **NUMBER ONE REASON** for being a Resource Center member

It will make the Resource Center director (Susan Karas) happy!!

## INTERFAITH PASTORAL CARE PROGRAM CANTERBURY PLACE

After eight years of Chaplaincy in long term care, I've officiated at many Eucharists and funerals. But ministry at Canterbury place is never business as usual. God has directed three weddings in the last year through various venues of contact related to the Pastoral Care program. A staff person requested to have her wedding in our chapel and her grandfather who is a resident at Lambeth apartments was able to pop through the connecting hallway to attend. A student from University of Pittsburgh had attended a lecture I gave on Spirituality and Aging and asked if I would help with her wedding. A resident's daughter will celebrate an August wedding and is having it here so that her mother can come. She and her fiancée even came from Philadelphia for the required pre marital counseling sessions.

Our student training program continues to flourish with our 11<sup>th</sup> intern in five years coming this summer and two field education student enrolled for the Fall, one from Trinity Episcopal School for ministry and the other an ordained Catholic Priest from Duquesne's School of Theology and Pastoral Ministry. Our student this summer participated in the Diocese's YPI (Young Priest Initiative) last summer and so enjoyed working with older Adults that she wanted to try another internship focusing on just that population.

New for family support this year and in conjunction with the Diocesan Commission on Aging we developed a liturgy for caregiver support. We held a service here at Canterbury for families to come and receive prayer and commissioning for their role in their loved one's care.

Pastoral care in one on one visit's continues and is enhanced greatly by our interns. Weekly services continue with two services of Holy Eucharist alternating rite one and two on Thursdays, two Catholic Masses, Jewish Shabbat, Bible Study, Devotions on the Alzheimer's wing, Morning prayer twice a month, with weekly attendance at all programs continuing to hold at approximately 170.

Fundraising for the interfaith program will be key to its continuation as our generous start up grant has concluded. The administration has been very committed to seeing the Interfaith Program into the future and hope to replace the development director's position shortly.

I continue to feel blessed to be called as the Chaplain to the Resident's of Canterbury Place. Their lives continue to be as full and vibrant as possible and always the Lord is in our midst. There is no such thing as a retired Christian.

Respectfully submitted,  
The Reverend Gaea Thompson, Chaplain Canterbury Place

## COMMISSION ON AGING

The Commission on Aging meets six times a year to address the issues that face Older Adults in our Diocese. We decided to focus this year on developing resources for Family caregiver support and sent out information on the National Family Care Givers network. We created a prayer liturgy for the commissioning of family caregivers. Jennifer McGraff had an article published in Trinity on CareGivers of those with family in Long Term Care Facilities. We have opportunity to coordinate publications with the Lutheran Clergy Association through Dennis McAndrew. We continued to field calls for resource referrals and hope to have more people know about the availability of this service.

Mary Hays joined us to facilitate a long-term plan for our group. Future goals include helping Parishes connect with the Long-Term Care facilities in their vicinities.

Currently serving on the Commission on Aging are The Rev. Jean Chess, Linda Knapp, Jim McGough, Jennifer McGrath, Dennis McAndrew, Peggy Means, The Rev. Gaea Thompson, Paula Wasko, and Susie Wolfe.

Respectfully Submitted by The Reverend Gaea Thompson, Chair

## COMMUNITY OF CELEBRATION

### Mission Statement

Our mission is to proclaim the gospel of Jesus Christ by living in community and offering ourselves in service to the church and to the world. We are committed to seek and serve Christ in all persons, loving our neighbor as ourselves; to strive for justice and peace among all people; and to respect the dignity of every human being.

### Partners in Ministry – London, England

In conjunction with the development of Partners in Ministry, over the weekend of October 12, 2002, Celebration took part in a wonderful gathering, focusing on the subject, “A Day in the Life of Prayer.” Approximately 75 participants gathered at St. Michael’s & All Angels Church in Camden, North London. We spent 6 hours renewing old friendships, worshipping together, hearing various presentations, and sharing our lives together as “Partners in Ministry.”

### The Chapel of the Holy Spirit

After many delays, the 18-week project took 52 weeks to complete. We held our first service on Holy Saturday of 2003. Naturally it was a service of great rejoicing in the Resurrection of Our Lord. It was also for those present a special time, to be worshipping for the first time in our “own space,” enjoying not only its beauty, but also realizing that a dream of many years was at long last complete.

### Life in Aliquippa

As a city, Aliquippa has begun to implement a “Weed and Seed” program this year. The “Weed” part of the program has been in operation by our local Police Department for some time. The program gives aid to our local and state law enforcement programs, to “weed out” criminal elements and drug activities in Aliquippa. So far it has gone very well. We now begin to plant the seeds of hope, renewal and confidence in the lives of our residents. The Community of Celebration is represented on the Task Force. We look forward to revitalization for our city in new businesses, new opportunities and hopefully, changed lives.

### Worship Schedule – Chapel of The Holy Spirit

Monday thru Friday: Morning Prayer – 8:00 am

Noonday Prayer – 12:30 pm

Evening Prayer – 5:30 pm

Compline – Monday, Wednesday and Thursday – 9:00 pm

Weekly Eucharist on Saturday – 5:30 pm (Followed by a common meal to which all are welcome)

Eucharist also provided on Major Feast days.

Respectfully submitted,  
Bill Farra, Primary Guardian



## EPISCOPAL CHURCH MISSIONARY COMMUNITY

### DID YOU HEAR THE ONE ABOUT...

the two Buddhist monks who read the New Testament and became entranced with Jesus and now they are traveling to lamaseries telling other monks about Jesus? How about the one about the Egyptian Christian garbage man who returned a lost Rolex to an American executive who gave his life to the Lord and then helped excavate an amphitheater in Cairo that seats 13,000 on Sunday mornings? How about the Sudanese mothers who are watching their children starve rather than be forced to give up their faith in Jesus? What about the layperson who planted the only church in a town in Chile: “But who told you you could do that? You did, Bishop!” Did you hear about how Libya, China, Pakistan, and Cuba all voted to let YWAM become a recognized NGO at the UN? Did you hear about the two international students who flew the planes on 9/11? Did you hear about God’s passion for justice and for the poor? Did you get a glimpse of people from every tribe, tongue, and nation gathered around the throne? Were you challenged to act on what you heard? Did you go to New Wineskins for Global Mission, April 23-27, 2003?

New Wineskins 2003 was the fourth New Wineskins conference sponsored by the Episcopal Church Missionary Community since 1994. Over 1,000 Episcopalians from around the country and around the world attended New Wineskins 2003 and the re:mix student missions conference in Ridgecrest, North Carolina. 180 young people at the re:mix student missions conference, a parallel conference to New Wineskins sponsored by Rock the World Youth Mission Alliance responded to the challenge to give their lives to God’s Kingdom purposes.

Participants at New Wineskins 2003 were particularly moved by Caroline Cox who showed unforgettable photos of the persecuted church—such as a woman being reunited with two of her four children who had been taken into slavery. In response, hundreds signed a petition to President Bush on Sudan.

Gary Haugen, the head of the International Justice Mission, spoke on God’s Passion for Justice, saying, “The hardest thing for oppressed people to believe is ‘God is good.’ How will they experience His goodness? Well, Jesus said, ‘We are the light of the world.’ There is no Plan B. WE are the plan!” Gary’s insights from Psalm 10 combined with compelling stories of hundreds of kids being released from child prostitution gave participants renewed hope and motivation to cooperate with God in doing justice!

Nanci Hogan of YWAM shared on God’s heart for the least evangelized. The Rt. Rev. Tito Zavala, the first Chilean bishop of Chile, spoke on God’s love for the city. The Rev. Dr. Zac Niringiye, who directs CMS’s work in Africa, encouraged us to “release the young people into leadership!” The Rev. Jim Hobby, U.S. Mobilization Director for EWM-Global Teams helped parishes be strategic in their involvement in the Great Commission. John and Allison Stanley, Australian Church Army missionaries to the U.S. and their son Zac shared on ministry among the urban poor.

The conference closed with a Kenyan service of Eucharist and the Rev. Dr. John Senyonyi preaching, “Don’t ever shut up about Jesus! The fastest way to be a miserable Christian is to shut up about Jesus!”

Over 60 workshops added practical “how-to” to the inspiration participants had been getting from plenary speakers, Bible studies, and missionaries who shared testimonies of God’s faithfulness as they followed his often unanticipated directions for their lives.

Conference participants responded by making specific plans to energize their parishes for mission, open their home to international friends, support missionaries, “globalize” their youth groups, add the persecuted church to intercessions at church, contact their diocesan mission, peace and justice, youth, and Hispanic affairs commissions, work on their parish’s giving and missions strategy, begin a missions prayer group/Bible study, improve training for short-term missions, get youth involved, and enthusiastically encourage others to attend New Wineskins 2006!

Prayer was a foundational part of the entire New Wineskins 2003 conference, and many participants and speakers mentioned what a difference it made that the conference was bathed in prayer. The Rev. Tad de Bordenave, Director of Anglican Frontier Missions, led a Concert of Prayer Saturday evening. The worship led by Wellspring was inspired. Bible studies led by the Rev. Grant LeMarquand reminded us of the *missio dei*—God is the original missionary!

Many churches brought teams and several dioceses sent delegations. More than 50 Episcopal and interdenominational mission agencies had exhibits at New Wineskins—networking with people from around the world is one of the best parts of the New Wineskins conferences!

In 2006, New Wineskins will move to Lake Junaluska conference center, a beautiful location near Asheville, NC September 27–October 1, 2006. Save the dates and bring a team from your church!

Respectfully submitted,  
Sharon Stockdale  
Director, Episcopal Church Missionary Community  
P.O. Box 278, Ambridge, PA 15003  
724-266-2810  
ecmc@usaor.net

## ROCK THE WORLD YOUTH MISSION ALLIANCE

Rock the World Youth Mission Alliance is blessed to have our headquarters in the Diocese of Pittsburgh. Rock the World's mission is to "call students to make an impact for God." We pursued this mission during 2002-03 through the Student Ministry Professionals Program and the Josiah Project, our core training programs; by sending representatives to provide youth ministry training on a foreign mission field; by sending an outreach team to the Episcopal General Convention; by launching the "Three Nails" church plant in partnership with the diocese; by sponsoring the national "Re:mix Student Missions Conference;" by organizing a short-term mission trip to the inner-city of Pittsburgh, in partnership with Shepherd's Heart Fellowship and Seeds of Hope Fellowship; and through various other retreats and training opportunities.

The Rev. Whis Hays began a sabbatical from his duties as Executive Director on August 9, 2002, in order to concentrate on writing, publication, and development efforts. Meredith Borel (Church of the Savior, Ambridge) took over as Acting Executive Director, and supervised all the programmatic and administrative functions of the ministry for one calendar year.

Rock the World's primary local impact comes as our trainees and graduates exercise their professional and volunteer ministries in the parishes of the Diocese. Current trainees and graduates in student ministry leadership in this Diocese include: The Rev. Don Cox, Holly Rankin Zaher, Dan Harding, Kris Opat, Trevor Baker, Martha D'Abruzzo & Clayton Ingalls at Three Nails; Ian MacLellan at Church of the Ascension, Oakland; Dixon Kinser, Holly Gay, Anna Finegan, & Bob and Sue Verner at St. David's, Venetia; Joel Tassie at Fox Chapel; Michael Todd at St. Matthews, Homestead; Paul Morales at Prince of Peace, Hopewell; and Kim Keller & Patrick Kelly at Shepherd's Heart, Oakland. These ministries are especially important to us since our primary strategy is blessing and enhancing the ministry of the local parish.

Most of these graduates have been involved in Rock the World's Student Ministry Professionals Program (SMPro). SMPro offers degrees and diplomas in partnership with Trinity Episcopal School for Ministry. Holly Rankin Zaher served on the Rock the World staff this past year as the Assistant Director for Professional Training. Zaher was in charge of SMPro during Hays' sabbatical, taught our youth ministry courses as a Trinity Visiting Professor, and coordinating the regional SMPro field-based program. SMPro offered the "Annual Fall Retreat" (evangelistic in emphasis) in November 2002. Several parishes have participated in our retreats and leadership training since the 2002 diocesan convention, including St. David's, Venetia; Shepherd's Heart, Oakland; St. Martin's, Monroeville; Church of the Resurrection, Cranberry; St. Stephen's, McKeesport; Fox Chapel; Church of the Advent, Brookline; and Prince of Peace, Hopewell.

This past summer, the Josiah Project, Rock the World's ministry training program for college students, welcomed its thirteenth group of participants. Team Thirteen, made up of six students from around the nation, spent twelve weeks exploring youth ministry, cross-cultural missions, and urban ministry. The team interned in the youth ministry at Fox Chapel Episcopal as part of their hands-on training. After wrapping up their summer, Josiah Project Team Thirteen was challenged to plan a second summer of full-time ministry through which they can make a maximum impact for the Kingdom of God. Several members of the team have decided to organize a Christian sports camp in Ambridge next summer (in partnership with the Church of the Savior youth ministry) and lead an outreach to the Olympics in Athens, Greece.

Emily Hoyng Geyer (Fox Chapel) and Drake Richey of Josiah Project Team Twelve made a huge impact at the 2003 General Convention of the Episcopal Church. They organized and led a team of 18 young people who went to Convention to stand for Jesus. They were a powerful witness for the truth amidst much confusion. Other participants in this outreach from this diocese were: Ron Bushyager and Jenna Marks (St. David's, Venetia), Kris Opat, and Stacy Roseberry (St. Christopher's, Warrendale).

"Three Nails," a Rock the World/Diocese of Pittsburgh Church Plant, launched in February 2003 under the leadership of the Rev. Don Cox. Three Nails met several times a week during the summer, as the launch team shaped the church's vision and values and sought to strengthen

community. Three Nails launched five new cell groups in September 2003, bringing the total to seven groups in just seven months. Three Nails exists to see a contagious release of God's freedom and purpose in the world. They are seeking to accomplish this vision by: connecting people to the life of Jesus; experiencing real relationships with real people; and living life together to transform the world.

Rock the World sponsored the "Re:mix Student Missions Conference" on April 25-27, 2003. This event offered 200 young people, including approx. 20 from the Diocese of Pittsburgh, a chance to discover God's global plan and their role in it! God did powerful work, calling many youth to live more radical lifestyles as global Christians. Several even began to discern a call to long-term missions. Re:mix ran in conjunction with ECMC's New Wineskins for Global Missions.

Rock the World expanded its missions program in 2002-03 as it sent representatives on short-term missions trips to Belize, Peru, and inner-city Pittsburgh. Ian MacLellan was one of two Rock the World missionaries who spent the summer in Belize. Meredith Borel spent several weeks in the Anglican Diocese of Peru, training church leaders in youth ministry. She taught Rock the World's "Foundations of Youth Ministry" class in an intensive format. Rock the World also hosted a young Peruvian leader, Charo Saavedra, for a two-month ministry training internship early in the summer. Finally, Rock the World organized a ten-day mission to inner-city Pittsburgh in July. Forty participants (including ten from Church of the Savior, Ambridge) were led in outreach ministry by Kim Keller and Ron Bushyager. The trip was hosted by Shepherd's Heart Fellowship and Seeds of Hope Fellowship.

Rock the World offered several week-long training courses this year: "Foundations of Youth Ministry," our basic course in the Student Ministry Professionals program; "Evangelizing and Discipling Youth," an advanced youth ministry course; and Striking Fire, a shorter version of the Foundations course for volunteers and clergy in charge of parish student ministries. These courses drew students from across the Pittsburgh area and the nation. We will offer these training opportunities again in 2003-04.

Please feel free to drop by our office in Ambridge. Most of all, please join us in raising up a new generation of young Christians who seek to Love God and Rock the World.

Respectfully submitted,

Meredith Borel

Acting Executive Director

## TRINITY EPISCOPAL SCHOOL FOR MINISTRY

Trinity Episcopal School for Ministry completed its 27th year by sending off a crop of 35 graduates to minister across the United States and in several foreign countries. Our commencement was graced by The Rev. Dr. John Stott, hailed by Archbishop Runcie as having been the second most influential man in the Anglican Communion in the 20th. Century (after William Temple). John Stott received Trinity's first honorary Doctor of Divinity degree.

Thanks to the growth of Trinity's Masters and Doctoral programs, we once again had the largest headcount of any of the eleven Episcopal seminaries. Our "market share" of Masters of Divinity students was 12%; but of overall students in Episcopal seminaries 15%. Currently we have 80 students registered in our D.Min. Program.

Evangelism was a theme for this past year. This was expressed through Springfest, a week-long outreach initiated by Trinity in cooperation with seven area diocesan churches, led by Michael and Rosemary Green of Oxford, England. Along with Jonathan Aitken, former member of John Major's cabinet, these visiting "Brits" took us through a busy round of small and larger meetings that touched hundreds of people with a grace-filled Gospel message. Evangelism was also expressed through our closing the seminary for a week after Easter and taking the bulk of the student body and faculty to the New Wineskins For Global Mission Conference in Ridgecrest, NC. Several Trinity faculty participated as speakers and seminar leaders there. Also, several students traveled to Africa with Canon John Macdonald on a short-term mission in January.

A grant for beautification of the campus has helped us dress up our existing buildings. We invite members of the diocese to visit whenever possible, to get a glimpse of Trinity's new look. Also, thanks to generous donors, including many of this diocese, we were able to raise nearly \$1.9 million in giving to our Annual Fund. This enabled us to pay all bills.

Sudanese refugees Michael and Rose Yemba arrived from Saudi Arabia just before Christmas, where Michael had overseen the underground churches in that Kingdom, and been imprisoned for over 4 months. They are now working with Sudanese "Lost Boys" here and in Erie, and speaking in area parishes while studying at Trinity.

It has been a joy to welcome Bishops Duncan and Scriven to Trinity on several occasions—for morning breakfasts with ordained faculty, and (in the case of Bishop Scriven) as our baccalaureate speaker in May.

Respectfully submitted,  
The Very Rev. Dr. Peter Moore  
Dean and President  
Trinity Episcopal School for Ministry

## PITTSBURGH THEOLOGICAL SEMINARY

### Events and Developments at Pittsburgh Theological Seminary of Particular Interest to Anglicans and Episcopalians

This year has seen a continuing and increased interest in cooperation with communions and denominations beyond the PCUSA at Pittsburgh Theological Seminary. This is particularly true with regards to efforts at PTS to engage with Anglicans in education and in ministry.

In the past calendar year, there were 7 Anglicans (both ECUSA and other expressions) registered at Pittsburgh Theological Seminar in Masters and Doctoral programs.

In August 2002, PTS hired Edith M. Humphrey, an Anglican, as Associate Professor of New Testament, to join an ecumenically minded faculty. She joins her Episcopal colleague Martha Robbins, and other faculty who have or have had more informal links with various Episcopal parishes.

During Lent, we received gratefully the ministry of our ecumenical partners (Lutheran), Bishop Lise Lotte-Rebel (Denmark), who spoke to us about the Church's challenges in a secular society, and her husband Prof. Bent Flemming Nielsen (University of Copenhagen), who conducted a fireside chat and discussion group on Karl Barth.

We are pleased to confirm that the Right Reverend Dr. N. T. Wright, soon to be consecrated Bishop of Durham, will give our annual Schaff Lectures in March 2004. The Bishop will be speaking while he is here at Church of the Ascension, Oakland.

We are also anticipating the ministry of the Right Reverend Michael Nazir Ali, Bishop of Rochester (U.K.), who has consented to give our annual McClure Lectures in October 2004.

The Continuing Education Department, directed by Prof. James Davison, has been engaging actively in consultation with various denominations and communions, including ECUSA representatives, in order to make our continuing education programs and courses meet the needs of all those in ministry. In particular, there has been conversation with Trinity Episcopal School for Ministry with regards to working towards cooperation in program and mutual publicity for special events.

Respectfully submitted,  
Edith M. Humphrey  
Associate Professor of New Testament

## CATHEDRAL CHAPTER

Trinity Cathedral is "in transition", and like many parishes, we are confronting new and fundamental challenges. In October 2002, we entered into a "Covenant of Partnership" with Bishop Duncan and the Diocese in an effort to restore the Cathedral to its financial, material and spiritual health. As we continue this reorganization process, members of the Executive Committee and Cathedral Chapter are especially grateful to Bishop Duncan for his leadership and support, to Bishop Scriven for his guidance and spiritual strength during Bishop Duncan's sabbatical absence, and to Reverend Lynn Edwards for his dedication and compassionate counsel as our interim Priest Associate.

These have been difficult times for all of us, but the strengths of Trinity Cathedral lie not only in its rich tradition of Anglican theology and sacramental worship, but also in the diversity, character, and resolve of its parish family. In spite of having said good-bye to our Canon Pastor, several long-term staff members and our Dean, we have stayed together, prayed together, and supported each other. We have honored our financial commitments to the Cathedral as we recognize that if we are to be a people of vision and mission, we must provide the resources necessary to move us forward. Communications were maintained by cathedral leadership through weekly Sunday progress announcements as well as monthly "congregational conversations" with parishioners to answer questions, address concerns and sometimes just to "listen". Chapter members, along with Diocesan representatives to Chapter, have recently attended vestry meetings throughout the Diocese not only to review our reorganization status but also to ask how Trinity Cathedral can better serve their parishes and the Diocese as a whole. We appreciate their hospitality and their pledges of support toward our ongoing efforts to restore our cathedral as the center of diocesan parish activities.

The road we travel is long, but our future is bright. We are proud of the strides we have made toward achieving our goals:

Our financial health is restored -- we have balanced our budget and are paying our bills!

Our material health is being restored -- our beautiful gothic, historic landmark structure is in better shape than ever!

Our spiritual health is deepening -- as a congregation we have experienced God's faithfulness through a very difficult season, and we have expanded our efforts to reach out to the Monday-to-Friday downtown Pittsburgh community through our daily walk-in ministry programs providing aid to the disenfranchised of the city and through our daily Doorway Deacons ministry and Holy Eucharist and Evening Prayer services serving those in the city seeking respite and worship.

Leadership is an awesome responsibility and our Cathedral Chapter has worked very hard in meetings full of spirited discussion and lively debate. We have tried to be a good steward on behalf of the ministry of our Lord and we have done this with our eyes clearly focused on the future. To refer to apostle Paul, in his Epistle to the Romans, we affirm to you: "all that we suffer in the present time is nothing in comparison with the glory...destined to be disclosed for us", as Trinity Cathedral continues to serve as the seat and doorway to an extraordinary Diocese committed to growth and mission in Pittsburgh.

Respectfully submitted,  
Elena Edelstein, Chair  
Trinity Cathedral Executive Committee

## DEACONS' HOSPITAL MINISTRY

Deacons' Hospital Ministry serves both clergy and people both within our diocese and beyond it. Deacons' Hospital Ministry provides pastoral coverage twice a week for all patients listed as Episcopalian at UPMC, Children's Hospital, Allegheny General Hospital, Mercy Hospital and Magee-Women's Hospital. We also call on people referred to us either directly or through the Diocesan Voice-mail System (which we monitor regularly) or through hospital pastoral care departments.

Patients are offered Holy Communion, anointing and prayer, as well as any other pastoral assistance they may need. If their parish clergy are not aware that they are hospitalized, we will call and inform them provided the patient gives permission. Sometimes we are able to help lapsed members to reconnect with the Church, or help newcomers to the Diocese to find a parish church. Occasionally we are called upon to officiate at a funeral for a person who is Episcopalian but is not connected to any parish.

Clergy new to the Diocese are sent a listing of area hospitals with location, phone numbers, clergy parking policies, and chaplaincy information.

The Hospital Visitation Directory section of the Diocesan Directory is updated yearly.

Three deacons are regularly involved in Deacons' Hospital Ministry, and others are called upon to fill in if one of us must be absent, or to respond to emergencies. The deacons who visit hospitals weekly are Andrea Buettner, Laura Theis, and Ruth Manson.

During the year 2002, the Deacons' Hospital Ministry Team made approximately 900 visits.

Each year when new vocational deacons are ordained we meet with them to determine their interest and availability for hospital ministry, and inform them of various volunteer hospital chaplaincy opportunities offered by pastoral care departments of major hospitals.

Deacons' Hospital Ministry does not replace the ministry of parish priests, but supplements it. It offers service to those coming to Pittsburgh hospitals from outside the Diocese whose own clergy would find it very difficult to get to them and to those Episcopalians who are not connected to a parish church but are open to pastoral care.

Respectfully submitted,  
Deacon Ruth Manson



## ST. EDMUND'S ACADEMY

In the spring of 2002, I was invited to serve as Chaplain at St. Edmund's Academy in Squirrel Hill. My work began formally that fall. As Chaplain, I serve as pastor to a community of approximately 300 students, from PreKindergarten through eighth grade, as well as to teachers, administrators, and parents. Each Thursday morning during the school year I lead our Chapel service, held next door at Church of the Redeemer. This may be my favorite part of the week! We share in a Morning Prayer service, during which I have the privilege of offering a Chapel Talk—sharing the Gospel through stories, props, skits, etc. It's a lot of fun, and an honor. We take time at this service to offer commendation to students who have lived out our Core Values, and we also recognize a Lead Student, one who in particular exemplifies these values. Our Core Values are:

- Respect for the needs and feelings of others
- Understanding and appreciation of the differences among people
- The worthiness of service to others
- The importance of taking responsibility for one's own conduct
- The central role of honesty in relationships
- The value of setting high standards in all endeavors.

These values are part of what make these ministries feel like a “call” to me, because they strike me as similar to our promises at Baptism.

Besides organizing our liturgy, I provide pastoral care to the community. Much of what I do is informal, “Have you got a minute?” conversation, but I also have opportunities for more formal counseling. My role as “point person” for our Bullying Prevention Program has allowed for some important pastoral work. (St. Edmund's is, according to our outside consultant, doing extremely well at preventing and responding to bullying in general; but we seek to be even more effective.)

I also serve as a teacher. This past year I taught Bible and Theology to seventh and eighth graders. It is fun, and challenging, to explore the meanings of Scripture, Tradition, and Reason with kids from a wide variety of backgrounds! This coming year I will also teach seventh- and eighth-grade G.U.M. (Grammar, Usage, and Mechanics) and sixth-grade Health.

Besides my ministry at St. Edmund's, I've had the privilege of doing some supply work. I have really enjoyed these opportunities! I've had a chance to meet some wonderful people and discover first-hand what's happening around the diocese.

My family has been blessed to come back home to Pittsburgh. (Almost all of our extended family is here!) I look forward to many more years at St. Edmund's and in the diocese.

Respectfully submitted,  
The Rev. Charles S. (Chuck) Weiss

## SHELDON CALVARY CAMP

The summer of 2003 was a wonderful summer at the camp. The ministry of Sheldon Calvary Camp operated under the dedicated leadership of the Directors: The Rev. Leslie Reimer, Anne Muhl, Gary Taylor and Tim Green. Under their leadership, a competent staff of 49 young adults including 12 staff-in-training, plus 9 kitchen staff and 6 nurses and 1 night watchman, all committed to the care and nurture of the children, did a wonderful job. There were a total of 32 weekday services and 8 Sunday services. The Holy Eucharist was celebrated 20 times

Once again this year, as we have done for almost 70 years, Calvary Camp did what it does best, and that is to be a change-agent in the lives of children, young people and families presenting Christian alternatives to counter-productive behaviors, providing opportunities for creative relationships and presenting events and occasions fostering memories that will last a lifetime.

The following number of campers participated in the life of Calvary Camp during 2003:

Coed Camp – 988 individual campers

Family Camp – a total of 273 campers

Opportunity Camp – approximately 35 adults from a group home in Ashtabula

The Outstanding Campers were:

Coed 1 - Stephen Zumbrun

Coed 2 - Liz Schroeder

Coed 3 - Lauren Koepke

Coed 4 - Lara Nagle

Philip Bauerle

As of this writing, we are finishing twelve new cabins which will bring the total to 22 brand new cabins that will be in place by the summer 2004 camping season.

Thanks in a large part to the dedicated Board, staff, campers, families and volunteers, Sheldon Calvary Camp remains committed to its' mission to offer an environment where spiritual growth is encouraged and self-esteem is fostered. We seek to build a Christian community which nurtures friendship, models the acceptance of individual differences and values all of God's creation. From this summer experience of God's love, we work to help campers integrate their faith into everyday life and carry the joyful spirit of Calvary Camp back to their families and community.

We continue to welcome the clergy and lay people of the Diocese of Pittsburgh to visit, participate and join in sharing the love and empowerment of Jesus Christ in a recreational setting.

Respectfully submitted,

David H. Dix

President, Sheldon Calvary Camp Board of Directors

## EDUCATION FOR MINISTRY (“EFM”)

EFM is a well-established four-year program for lay ministers (which every baptized person is supposed to be). Groups meet on a weekly basis for nine months of the year at several parishes in the diocese. Through carefully structured theological reflections, each member of the group learns more about his or her own personal faith and personal relationship with God. The theological reflection and worship of the group reflect the experiences of the group members, and are based on the organized study of a solid background of theological source material. This material includes the Old and New Testaments, early Christian writings, Church history, the Book of Common Prayer, liturgy, twenty-first century theological issues and more.

If you would like to learn more about the EFM program, call Bill Rodewald, Diocesan Co-ordinator, at  
(412) 826-5924.

Respectfully submitted,  
Bill Rodewald, Diocesan Co-ordinator

## CHRISTIAN ASSOCIATES OF SOUTHWEST PENNSYLVANIA

For 33 years, Christian Associates of Southwest Pennsylvania (CASP) has sought through shared worship and prayer, dialogue and action, advocacy and service to make real the prayer of our Lord Jesus, "that all may be one." CASP seeks to be "a unifying voice in the name of Jesus Christ for the mission of the Gospel and the wholeness of communities." We continue to serve the ten county southwestern region of our Commonwealth, representing 14 Christian faith traditions with 2400 congregations and 1,000,000 members.

This past year saw the departure of Father Gregory Wingebach as Executive Director as he returned to Montana to serve as a pan-Orthodox missionary in the Rockies. After a national search for a new leader, the Rev. Dr. Donald B. Green was chosen and began his duties on December 15, 2002. Having served in parish ministry in Hershey and Lancaster, PA for 18 years, Pastor Green spent the past 10 years serving as Assistant to the Bishop, Southwestern Pennsylvania Synod, ELCA. Several years ago, along with then Canon Duncan, he helped formulate the LARC Covenant between the local Roman Catholic, Episcopal and Lutheran judicatories.

As "a unifying voice in the name of Jesus Christ" the Council, comprised of Bishops – Catholic, Orthodox and Protestant, Conference Ministers, Executive Presbyters have gathered around the table to discuss a recent papal encyclical, tough issues facing our respective denominations, and the intrusion of government in our free exercise of religion. In January the Council gathered in overnight retreat to discuss Islam from the perspective of an Orthodox priest who is a convert from Islam, as well as for theological reflection, worship and prayer in the name of our common Savior. The Ecumenical Institute on Racism, a ministry of CASP seeks to assist our congregations and judicatories live out the reality that in Christ Jesus there are neither color barriers nor room for hatred, prejudice and bigotry against anyone.

CASP is about the mission of the Gospel as CATV, Channel 95 in the city of Pittsburgh shares the good news of Jesus Christ in daily broadcasts of worship, interviews about living the faith, and through musical and cartoon presentations. Pastors, religious, and laity gather around the table to discuss issues of doctrine, evangelization and church structure as we seek to be a living word of grace to the world in our day. Pastors and lay worship leaders have just participated in "A Preaching Seminary: The Year of Luke and Poverty" so that God's people might know that Jesus' love is indeed for the least among us.

CASP seeks the wholeness of communities as we provide Chaplains and over 350 volunteers who visit in the Allegheny County Jail offering the good news of God's grace and forgiveness and calling inmates to amend their lives and assume responsibility for their past. Poverty, Violence and Unemployment plague our region and the greater part of the globe, and their impact is felt within our faith communities, yet CASP provides insight to our congregations and leaders about our response to bring God's shalom to all. Our Council members have called upon the Governor and the legislature to institute a moratorium on the imposition of the death penalty and for the implementation of legislative reform related to the death penalty, because another death cannot restore a life nor bring wholeness to either victim or perpetrator.

Christian Associates appreciates the support of the Episcopal Diocese of Pittsburgh as we seek to be "a unifying voice in the name of Jesus Christ for the mission of the Gospel and the wholeness of communities." We are indebted to the leadership of Bishop Duncan who serves on the Council Executive Committee and Bishop Scriven who has been a new voice with a fresh, international perspective at the Council table. We thank the Diocese for the service of Ronda Carman on our Communication and CATV Committees, and we look forward to the appointment of others from the Diocese to serve on our Church and Community, and Theology and Education Committees. Your faithful commitment to meeting your 2003 pledge of \$9,270.00 enables CASP to be an extension of the ministry of your Bishop and the Diocese.

In a world that is ever more polarized and where people increasingly define themselves by their differences as compared to their neighbors, we as God's children in Christ Jesus must continue to seek our true unity in our Divine Lord and Savior. Thank you for joining us as we seek to be "a

unifying voice in the name of Jesus Christ for the mission of the Gospel and the wholeness of communities.”

Pax, Salaam, Shalom  
The Rev. Dr. Donald B. Green  
Executive Director

## MINUTES OF THE 137<sup>TH</sup> ANNUAL CONVENTION OF THE DIOCESE OF PITTSBURGH

The One Hundred Thirty-Seventh Annual Convention of the Diocese of Pittsburgh convened on Friday and Saturday, November 1<sup>st</sup> and 2<sup>nd</sup>, 2002, in the Holiday Inn Meadowlands, Washington, Pennsylvania, and St. David's Episcopal Church, Peter's Township respectively.

The Convention commenced at 1:30 P.M. on Friday at the Holiday Inn Meadowlands with Noonday prayer led by the Right Reverend Robert William Duncan. Prior to commencement, a said service of Holy Communion in celebration of All Saints Day was held at 9:00 A.M. Three workshops were to follow. The first workshop featuring The Rev. Dr. Harold Lewis of Calvary Episcopal Church, East Liberty and The Very Rev. Dr. Peter Moore of Trinity Episcopal School for Ministry, Ambridge began at 10:00 A.M. and was entitled "The Present Great Debate: Moral Decision-Making about Human Sexuality." The second and third workshops began at 11:00 A.M. and were entitled "Staying Together in a Conflicted Church" and "Introduction to Natural Church Development." Registration began following the workshops at 12:30 P.M.

Following Noonday Prayers, The Right Reverend Robert William Duncan, Seventh Bishop of the Episcopal Diocese of Pittsburgh, called the Convention to order. Mr. Charles B. Jarrett, Chancellor to the Diocese of Pittsburgh, assisted. The first order of business was the roll call. The Acting Secretary moved that a quorum was present, and the roll call be dispensed with as other means of ascertaining attendance were available. The motion passed. Nancy Norton, Director of Administration of the Diocese, was called upon to make the report of the claims of deputies to seats. Christ the King, Beaver Falls, Grace Church, Mt. Washington, and Trinity Cathedral were delinquent in their assessments. Richard Pollard moved and it was seconded that all be seated at Convention.

Richard Pollard, President of Diocesan Council, nominated Gloria Clever to be elected Secretary of the 137<sup>th</sup> Convention. The motion was seconded and passed. The Minutes of the 136<sup>th</sup> Convention were called for approval. It was moved they be accepted as printed. The motion carried unanimously. Richard Pollard moved that youth deputies be seated at Convention. The motion was carried.

Bishop Duncan's address followed. The Bishop centered his address on "One Church." He opened his address with "Abide in Me, bear much fruit, glorify the Father, prove to be my disciples." Bishop told of four young men, Sam, Charlie, Joe and Gabe who were baptized in the Youghiogheny River. He gave Gabe's account of the story as he tells of the dreary, wet and chilly day and recalled being lowered into the murky water and the feeling of being engulfed in all of his uncleanness. As he was pulled out of the water, he felt as if the Lord was rescuing him from his life of sin. After all had been immersed, the dreary day suddenly changed. God let them know that He had seen and heard, for His hand opened the clouds wide and down rained sunshine upon all who were present.

Bishop then spoke of other triumphs, bricks and mortar. Henning House opened on Easter Day, a new auditorium will soon be completed at St. Stephen's, Sewickley, the dedication of St. Brendan's new church, chapel and classroom building, the opening of a library-academic building at Trinity School, expansion of both worship and ministry at Church of the Savior, Ambridge, a new education building at Church of the Ascension, and the new home of St. Philip's, Moon Township.

Bishop spoke of the Archbishop of Canterbury, George Carey's visits to Ligonier & Calvary. It was a glorious day at St. Michael's of the Valley, Ligonier; our diocese came together as "One Church". Archbishop Carey preached and rededicated the spire of Calvary Church, blessing the cross as all sang "Lift High the Cross".

Partnerships, both local and national continue to shape and enrich our lives. Parishioners of St. Andrew's, New Kensington have accepted a partnership with Fox Chapel Church. Foreign partnerships continue to multiply and develop with Cuba, Argentina, ties to Honduras, Chile, Mexico, Haiti, VietNam, Sudan, Uganda, Kenya, Nigeria, Malawi, Ghana and Burundi. World Vision child sponsorships continue and missionaries Caleb and Louise King are about to follow lay worker Sue McClain into Rwanda.

He remembered clergy such as Father Don Matthews, Art Dilg, Don Gross, Lynn Edwards and Charles Martin. Bishop talked about the weekday downtown ministry and the work of vocational deacons and the arrival of Bishop Henry Scriven to our diocese.

Where is it going poorly? Finances are of grave concern, as is the health of at least two key parishes, conflicts resulting in terminations of two pastors, the union of the Episcopal Church nationally, our arrogance internationally and local fissures that reflect national and international realities.

“One Church”, God’s vision for us. It is only partly our present reality. Resolution One forces us to acknowledge our division, it does not create it. It does not divide us, our theology does. We have a matter of substance before us. Some will win and some will lose, since we speak by voting. Being true to God’s vision of One Church does not mean that we all have to agree just now, but rather that we love each other.

It’s time to go back to the River. We are building congregations, establishing partnerships, making disciples, gathering resources and recruiting youth. We are “One Church of Miraculous Expectation and Missionary Grace.” The Bishop’s address was received with a round of applause and a standing ovation.

A video presentation “A Year in the Life of the Diocese” followed. I highlighted events such as: ordinations, the school in Rwanda, Happening, World Vision, Episcopal Church Women, Cursillo, church gatherings, Canterbury Place, Bishop Henry’s welcome and other scenes from parish life throughout the year.

Nancy Norton, Director of Administration, presented the proposed budget for 2003. Budget dollars should reflect the common vision of “One Church” and the five goals that have been established of building congregations, disciples, partnerships, resources and youth. Ms. Norton explained the divisions of the budget. Mr. David Black moved acceptance of the budget. It was adopted with unanimous approval.

At 3:25 P.M. the Convention took a break.

We reconvened at 3:45 P.M. Mary Sweeney gave a report regarding the work of the Episcopal Relief and Development. She thanked Bishop Duncan for his support and spoke of the gift of \$250,000 awarded for their work with AIDS orphans in Africa.

A presentation on “One Church” stories followed. Maureen Kapsin spoke of the Vacation Bible School program between St. Christopher’s, Warrendale and Church of the Resurrection, Cranberry Township. Fifty children came together through friend’s invitations or newspaper ads and discovered new communion with one another. There was 100% parish volunteer involvement. Their goal is that “All children be one in spirit, one in mission and one in worship.” The Rev. John Spicer of All Saints, Brighton Heights spoke of John’s gospel, “That they all may be one”, brought about in an agreement between one Episcopal church and two Lutheran churches to share mission and ministry. The Rev. Moni McIntyre talked of a working exchange between Calvary and Holy Cross. She invited all to join them.

Nancy Bolden presented the report from the Commission on Racism. She encouraged us all to help by identifying minority members of parishes for positions in the diocese. Nancy then introduced Gladys Hunt Mason, producer of a very moving and powerful video “Breaking Down the Walls.” Its message was Racism is a sin, a cancer eating away at people and communities, causing division. We must hear the real calling of the church, to recognize evil and step out to meet the needs. The video will be the basis of widespread anti-racism training in our diocese.

The Rev. Carl C. Neely, Jr., Chairman of the Nominating Committee, presented the slate of nominees for election of offices. No further nominations were made. Nominations closed. Donald Bushyager, Judge of Elections, explained the process of elections and the first ballot voting took place.

Mr. William Roemer, President of the Board of Trustees introduced Resolution #2 “Reorganization of Pittsburgh Episcopal Foundation Board.” The full text of the resolution reads as follows:

#### RESOLUTION NO. 2

Proposed amendments to Parts B, C and E of Resolution No. 5, passed at the 130<sup>th</sup> Diocesan Convention of the Episcopal Diocese of Pittsburgh.

WHEREAS, it is deemed necessary to change the method of appointments to the Foundation Executive Committee as to maximize its effectiveness as a working board

BE IT RESOLVED, that Parts B, C and W of Resolution No. 5 passed at the 130<sup>th</sup> Diocesan Convention be amended to read as follows:

B. The Foundation shall be supervised by a Foundation Executive Committee of [six]\_\_\_\_\_members composed as follows: two members of the Board of Trustees, to be appointed by the Board; two members

of the Diocesan Council, to be elected by the Council; and [two] up to six members at large from the [Diocese] diocese [to be elected from the Diocesan Convention] to be appointed by the Bishop upon the recommendation of the Diocesan Director of Development. In addition, the Bishop, the assisting Bishop, if any, the Canon [to the Ordinary] Missioner, the Director of Development, the Development Counsel to the Diocese, if any, the Director of Administration and the Chancellor shall be ex-officio members. The appointed Trustee and Council members shall serve three-year terms on a staggered basis, following the cycle which has been established. The members appointed by the Bishop shall serve three year terms, and shall be phased in taking into consideration the remaining term of those previously elected by Diocesan Convention. [and] The Trustee and Council members shall continue to serve although no longer members of the appointing body, so long as they remain communicants in good standing of a parish of the [Diocese] diocese until their resignation from the Executive Committee or the completion of the three year term, whichever is earlier, in which time a new Trustee or Council member will be appointed. That notwithstanding, there shall at all times be at least one active member of Trustees and Council, respectively serving on the Foundation Executive Committee. If a member appointed by the Board of Trustees is unable or unwilling to complete his or her term, the Board shall appoint one of its members to serve [the remainder of the] a new, three year term. [The Diocesan Counsel shall appoint replacements for all other vacancies.] If a member of Diocesan Council is unable or unwilling to complete his or her term, the Council shall appoint one of its members to serve a new, three-year term. If a member appointed by the Bishop shall be unable or unwilling to complete his or her term, the Bishop shall, in consultation with the Director of Development, appoint any communicants in good standing to a new, three-year term. Any member will be eligible to serve two successive terms. No one who has served [more than] two successive three-year terms shall be eligible to serve as a member again until the expiration of one year. For this purpose, serving for eighteen months shall be considered as serving a full term.

C. It shall be the responsibility of the Foundation Executive Committee:

1. To monitor expenditures of amounts distributed to parishes;
2. To devise [a program] programs for soliciting contributions to the Foundation in the form of direct gifts, testamentary gifts, remainder interests in trusts, beneficiary designations and otherwise;
3. To monitor the activities of the Development Director and to function as his or her council of advice;
4. To work with the Development Director in a volunteer leader capacity to actively promote and encourage [other] gifts to parishes and to the Diocese, [including gifts to the Growth Fund and the Community Service Fund];
5. To recommend program expenditures for endowments raised and controlled by the Foundation to the Board of Trustees and to the Bishop;
6. To recommend to the Board the use of undesignated income and principal.

E. This Declaration of Trust may be amended only by a two-thirds vote of [two consecutive] Diocesan Convention [s].

Discussion of the resolution took place. The resolution passed unanimously by voice vote.

Deacon Jean Chess presented the report on the Commission on Aging as printed in the pre-convention journal, stating the Commission's focus on acting as a referral and support source to lay and clergy within the diocese.

The Commission on Ministry Report was filed by title.

Gloria Clever, Secretary of Convention, then gave instructions for district meetings. We adjourned to district meetings for further discussion and election of members to Diocesan Council and Board of Trustees.

Fellowship time began in the Whispers Lobby Lounge. The wider diocesan family joined the Convention gathering. The banquet followed:

Bishop Duncan called us to order at 6:00 P.M. We joined together in Evening Worship for All Saints. The Rt. Reverend Bishop Henry Scriven, Assisting Bishop of Pittsburgh, was our keynote speaker. Bishop Henry told of how we are all influenced by background, education, life experiences, people we meet and places we live. He spoke of his recent trip to Argentina and how humbling it was to be remembered years later. He talked about how we can get along with those with whom we disagree. We are in the process, but can't rush it. We see God at work each and every day; in the churches of Europe, there are deep divisions yet deep unity and people being called to ministry. If we work together, we have a bond. We can accomplish this by Miraculous Expectation and Missionary Grace.



Following the address some left while others gathered for a time of praise and ministry provided by the music team of St. David's, Peter's Township.

## DAY TWO

Saturday morning began with Daily Morning Prayer: Rite One led by The Rev. Dr. Bruce Robison, Standing Committee President, 2003. At 9:00 A.M. The Right Reverend Robert Wm. Duncan called Convention to order. The secretary certified the quorum and moved that we dispense with the roll call vote. The motion was seconded.

Donald Bushyager, Judge of Elections, presented the results of the first ballot. The results are as follows:

### BOARD OF TRUSTEES

- \* James Moore 143
- Thomas Rumpy 80
- \* John Morgan 137

### CATHEDRAL CHAPTER

- |                                |                       |
|--------------------------------|-----------------------|
| Clergy                         | Lay                   |
| The Rev. Mary Gustafson 104    | Richard Wright 109    |
| * The Rev. James McCaskill 125 | * Richard Pollard 116 |

### COMMITTEE ON CANONS

- |                                     |                     |
|-------------------------------------|---------------------|
| Clergy                              | Lay                 |
| The Rev. Dallam Ferneyhough 75      | Ken Argentieri 98   |
| * Deacon Norman (Chips) Koehler 151 | * Doris Jamison 117 |

### THE ARRAY

- |                                   |                    |
|-----------------------------------|--------------------|
| Clergy                            | Lay                |
| * The Rev. J. Douglas McGlynn 136 | Reed Powell 99     |
| The Rev. John Heidengren 95       | * Guion Taylor 107 |
|                                   | Don Bushyager 8    |

### GROWTH FUND

- John Paul Sozansky 43
- Alex Garvin 72
- \* Nancy Bolden 97

### THE STANDING COMMITTEE

- |                                |                      |
|--------------------------------|----------------------|
| Clergy                         | Lay                  |
| * The Rev. Catherine Brall 132 | Curt Henry 63        |
| The Rev. Larry Knotts 102      | * William Roemer 163 |

A report from The Reverend Canon Mary Maggard Hays followed. The Canon Missioner spoke of our partnership with Rwanda and how it has inspired other international relationships such as Cuba and San Juan Apostol in Camaguey Province, and Honduras. She then reminded us of our commitment to share our faith with others through the 1:1:3 challenge. Canon Hays introduced Ms. Jenni Bartling, Congregational Developer for New Congregations, who spoke of Shepherd's Heart and Seeds of Hope. Meridith Borel told of Rock the World's intention to plant a new church. The Diocese of Pittsburgh has strived to become "One Church of Miraculous Expectation and Missionary Grace." This has been accomplished by developing partnerships, making disciples, planting churches-building people, and by being One Church.

Bishop Duncan announced the Rules of Order to be followed for the presentation of Revised Text - Resolution #1, "South Carolina Resolution". A motion was moved and seconded to adopt the Special Rules of Order. The Reverend Dr. Bruce Robison came forward and offered

prayers. A motion was made by The Reverend W. Jay Geisler to bring Resolution #1 before Convention. The Reverend William Geiger seconded the motion. The resolution reads as follows:

Revised Text-Resolution One  
November 2, 2002

We believe that the Old and New Testaments are divinely inspired, and we seek to be obedient to them as our guiding authority.<sup>1</sup> With Anglicans over the centuries we acknowledge the “Holy Scriptures of the Old and New Testaments as ‘containing all things necessary to salvation,<sup>2</sup> and as being the rule and ultimate standard of faith.’”<sup>3</sup> We are determined to remain in the Episcopal Church and the wider fellowship of the Anglican Communion. However, The General Convention of the Episcopal Church has no authority to alter or amend received truths. As members of the Church we are committed to live by and give witness to the “substantial deposit of Christian Faith and Order committed by Christ and his Apostles to the Church unto the end of the world and therefore incapable of compromise or surrender...”<sup>4</sup> Therefore, in light of the heritage and tradition of our Biblical faith:

1. We affirm the Creedal confession of the Triune God: the Father, the Son, and the Holy Spirit; and of the unique saving work of Jesus Christ. We cannot use liturgies that depart from scriptural revelation and the historic Faith.
2. We affirm that in God’s love for all people, the only sexually intimate relationships receiving His blessing in Scripture and Tradition are those of a man and a woman within an intended life-long, faithful, marital covenant. The Church cannot bless any other sexual relationship, and we cannot recognize the blessing of any other.

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<sup>1</sup> 2 Timothy 3:16

<sup>2</sup> Article 6 of the 39 Articles of Religion

<sup>3</sup> Lambeth Conference 1888

<sup>4</sup> Chicago-Lambeth Quadrilateral 1886, 1888

3. We affirm the right of conscience for those who cannot agree with changes in the Faith, Order, or Practice of the Episcopal Church when those changes contradict the expressed mind of the worldwide Anglican Communion and the historic catholic faith. We cannot accept canons which mandate clergy and laity to comply with such changes.

<sup>2</sup> Timothy 3:16

<sup>2</sup> Article 6 of the 39 Articles of Religion

<sup>3</sup> Lambeth Conference 1888

<sup>4</sup> Chicago-Lambeth Quadrilateral 1886, 1888

There was much discussion on both sides of the isle. The Reverend Robert Banse moved to table the motion. The motion was seconded. A standing vote was taken with 63 voting yes. The motion to table was defeated. A motion was presented by The Reverend Patrick E. Dominguez to extend the debate. It was moved and seconded. Debate continued. Subsequently, a request was made for a vote by orders on the main motion. A ballot vote was taken.

At 10:36 A.M. we took a break.

At 10:50 A.M. we returned to business.

Don Bushyager, Judge of Elections announced the results of the vote for Resolution #1. They are as follows:

Clergy	Lay
93 Ballots received	174 Ballots received
47 needed for passage	88 needed for passage
73 Yes	119 Yes
14 No	49 No
6 Abstentions	6 Abstentions

A number of deputies led by The Reverend Cynthia Bronson Sweigert circled the convention stating their concerns the passing of the resolution may have on the life of this diocese. The Reverend Catherine Munz offered prayers. The deputies were asked to take their assigned seats.

A motion made by The Reverend Dr. J. Douglas McGlynn that the secretary of convention be directed to communicate the content of this resolution to the appropriate offices of the General Convention together with an accounting of the Yea's and Nays and abstentions. The motion was moved and seconded.

We next heard the Leadership Reports. Mr. William Roemer, President, Board of Trustees spoke of the sale of Jennerstown. He spoke of the Feasibility Study and raising funds for the new Conference Center stating this is not the time for a Capital Campaign. Thanks were extended to James Moore and his wife for their generous gift to the new center.

Mrs. Margot Woodwell presented an update on the Common Life Center Task Force and the importance of the shared experience. Common life is a hard subject to discuss; it involves opinions, listening and mutual respect for one another.

Mr. Dick Pollard, President of Diocesan Council presented his report. He spoke of diocesan resources, growth etc. He feels the need for more prayer among us all and the need for us to learn that people of good faith are not always in agreement. That's okay, and it's necessary. Our foundation should not be a set of rules but a bank of prayer. Christ is all that we have and all that we ever need.

The President of the Episcopal Foundation, the Reverend Larry Deihle, spoke of gift plan services, the plan to raise matching of funds for the Chaplaincy Endowment. Once funded, the income from the Endowment will be used to fund worthy chaplaincy initiatives. He explained the purpose of the Foundation being one to assist the people of the diocese.

Mrs. Jane Adamson, President of ECW filed her report by title. She is looking forward to serving and building new relationships within the diocese.

The Reverend David Wilson of St. Paul's, Kittanning gave a presentation on Partnerships. He spoke of the bad times within their parish and the entering into a partnership between St. Paul's and Fox Chapel which brought human and financial resources to provide a full time rector. More importantly, it brought us "hope". David mentioned other churches and congregation members who have helped shape the future of their church. So much is gained from partnerships. It means giving up control and independence; we all need each other.

Bishop Duncan then called upon Susan Karas to make her presentation on behalf of the Resource Center. Her goal is to increase awareness of the center, increase its memberships and increase the use of the center.

Bishop Duncan asked for a motion of approval of Clergy Conference Guidelines distribution. The motion was moved and seconded without discussion.

Other reports of organizations, committees, and institutions were filed by title.

The Reverend Jay Geisler announced that Pittsburgh has been chosen as the site for the June, 2003 National Network of Episcopal Clergy Association conference that brings together leaders from across the nation. The second annual Pittsburgh Pastoral Care Conference, which is open to clergy and laity, will be held in May 2003. He assured us that despite our differences, we can hold together as "One Church". Father Geisler expressed the importance of letting our clergy know we appreciate them by supporting and bringing them good news.

Bishop Duncan then called upon Mr. Dick Pollard to present Resolution #3, Charles B. Jarrett, Jr., Esq.

RESOLVED, that the 137<sup>th</sup>. Annual Diocesan Convention wishes to formally recognize the dedicated and faithful service of Charles B. Jarrett, Jr. in his long and distinguished service as Chancellor to the Protestant Episcopal Diocese of Pittsburgh. Charlie began as Vice Chancellor of the Diocese in 1982 and served in that capacity until his appointment Chancellor in 1985 succeeding Richard B. Tucker. Mr. Jarrett has been a uniquely dynamic leader in the Diocese of Pittsburgh serving the Bishop(s), Board of Trustees, Diocesan Council, and Standing Committee. As a diocese, we have been truly and deeply blessed to have Charlie serve as our Chancellor. His service as Chancellor has been invaluable and the 137<sup>th</sup>. Annual Convention, on behalf of the entire Episcopal Diocese of Pittsburgh, wishes to express our gratitude and our most sincere thanks for a job well done.

The resolution was followed by a rising standing ovation for a job well done. All will miss him. Charlie spoke very affectionately and emotionally saying, "Please don't forget me."

Convention then prepared for the closing Eucharist, United Thank Offering Ingathering, and Diocesan All Saints Day Celebration. During the offertory hymn various parishes brought forth their United Thank Offerings. The Right Reverend Robert Wm. Duncan preached.

## Convention Eucharist Participants

Bishop	The Rt. Rev. Robert Wm. Duncan
Con-Celebrants	The Rt. Rev. Henry Scriven
	The Rev. Canon Mary Maggard Hays
Preacher	The Rt. Rev. Robert Wm. Duncan
Assisting Presbyters	The Rev. Catherine M. Brall
	The Rev. Huett M. Fleming, Jr.
Master of Ceremonies	The Rev. Mark R. Wright
Deacons	The Rev. Colleen M. Klingensmith
	The Ven. Greg J. Malley
Lectors	
First Reading	Mrs. Ginger Machak
Second Reading	Mrs. Martina Gardner-Woods
Holy Gospel	The Rev. Colleen M. Klingensmith
Prayers of the People	Mr. James A. Babcock
Crucifer/Server	Mr. Adam White
Second Crucifer/Server	Mr. Sam White
Flag Carriers/Servers	Ms. Lindsay Harter
	Ms. Emily Zabkar
Ushers	Mr. Joe Gerst
	Mr. Dave Zabkar
	Mr. Jim White
	Mr. Rich Holzer
	Mrs. Sandy Holzer
	Mrs. Amy Heathcott
	Mr. Chester Lang
Worship Ensemble Leader	Mr. Brian Brown
Organist	Mr. Stanley Tagg
Ensemble	Mrs. Nancy Cain McCombe,
	Mr. Brian Medvid
	Mr. Kenny Medvid
	Dr. Kris Sachsenmeier

The Convention adjourned at 1:30 P.M. sine dei.

Gloria J. Clever  
Secretary of Convention

Attest:  
+The Right Reverend Robert William Duncan  
Mr. Charles Jarrett

The Episcopal Diocese of Pittsburgh  
2003 Budget

	Actual <u>2001</u>	Modified Budget <u>2002</u>	Proposed Budget <u>2003</u>	<u>Notes</u>
<u>ASSESSMENT INCOME</u>				
Group A (11% - income over \$150,000)		1,057,597	1,141,930	
Group B (\$1,750 + 12.82609% over \$35,000)		277,790	281,425	
Group C (5% - income less than \$35,000)		15,789	11,525	
Other		12,375	10,000	
Total Assessments		1,363,551	1,444,880	
<u>BUDGET INCOME</u>				
Assessments Realized	1,111,801	1,337,860	1,415,957	
Designated Missions *		-112,855	-115,000	
Endowment - Episcopacy	125,615	120,000	115,000	
Endowment - Diocesan Mission	36,565	38,400	36,000	
Community Service Fund - Diocesan Mission	100,000	100,000	100,000	
Miscellaneous	3,291	3,000	3,000	
United Way	7,243	10,000	10,000	
Communications Donations - Trinity	16,552	15,000	15,000	
Episcopal Assistance Development Director	5,410	0	0	
Reimbursement			25,000	
Widow's Corporation - Clergy Conference			10,000	
John Draper Endowment			26,500	
Total Income	1,406,477	1,511,405	1,641,457	
<u>EXPENSES</u>				
A . Congregational Mission	374,187	414,146	398,823	
B . Transformational Networks	146,132	204,510	300,011	
C . Beyond The Diocese	159,139	170,400	172,400	
D . Office of Bishop	340,305	334,557	328,042	
E . Administration	349,616	387,793	420,181	

Executive Salary Adjustments		0	10,000	
Staff Salary Adjustments		0	12,000	
Budget Deficit Reduction	37,098	0	0	1
	1,406,4	1,511,4	1,641,4	
Total Expenses	77	05	57	

\* Funds not actually received or disbursed by Diocese. Approved by Diocesan Council for parish disbursement to designated missions.

The Episcopal Diocese of Pittsburgh  
2003 Budget (continued)

A Congregational Mission		Modified	Proposed	
	Actual	Budget	Budget	Notes
	<u>2001</u>	<u>2002</u>	<u>2003</u>	
<u>Canon</u>				
	37,300			
Salary	22,000	40,300	40,300	
Housing	10,674	22,000	22,000	
Pension	881	11,214	11,214	
Life/AD&D/STD/LTD	8,702	950	1,000	
Medical Insurance Allowance	331	9,500	9,500	
Travel	8,640	3,000	3,000	
Auto Expense	3,400	8,600	8,600	
Business Expense	91,928	4,000	4,000	
		99,564	99,614	
<u>Canon Secretary</u>				
	22,964			
Salary	1,757	23,150	24,000	
FICA/Pension	201	3,507	5,434	
Life/AD&D/STD/LTD	2,870	475	525	
Medical Insurance Allowance		3,200	3,500	
Travel/Training	27,792	250	750	
		30,582	34,209	
<u>Diocesan Mission Team</u>				
Travel and Conferences	1,771	1,500	1,500	
Church Planting Development	2,966	2,500	2,500	
Congregational Developer-Small Churches	15,000	15,000	15,000	
Congregational Developer-Mid Size Churches	15,000	15,000	10,000	
Congregational Developer-Church Plants	5,383	15,000	15,000	
Congregational Development Resources	15,037	10,000	10,000	
	55,157	59,000	54,000	
<u>New Churches</u>				
Beaver Falls, Christ the King	6,000			
Oakland, Shepherd's Heart	12,000			
Bloomfield, Seeds of Hope	0	6,000		
Edgeworth, Grace	4,000	8,000		
Undesignated at time of budget		21,000	35,000	
	22,000	35,000	35,000	2
<u>Mission Centers</u>				
Brighton Heights, All Saints	24,000	20,000		
Wilkinsburg, St. Stephen's	24,000	20,000		



Undesignated at time of budget		0	36,000	
	48,000			
	0	40,000	36,000	3
<u>Partnerships</u>				
Kittanning/Fox Chapel	8,000	6,000		
Somerset/Ligonier	9,900	6,600		
	10,000			
Monogahela/Peter's Township	0	2,500		
Cranberry/Sewickley	7,500	15,000		
Undesignated at time of budget		9,900	40,000	
	35,400			
	0	40,000	40,000	4
The Episcopal Diocese of Pittsburgh 2003 Budget (continued)				

A			Proposed	
.	Congregational Mission (continued)	Modified	Budget	
		Budget	Budget	
		2001	2002	2003
				Notes
	<u>New Initiative Grants</u>			
	Brookline, Advent	6,000	4,000	
	Franklin Park, St. Brendan's		3,500	
	Georgetown, St. Luke's	7,100		
	Homestead, St. Matthew's	1,750	3,500	
	Leechburg, Holy Innocents	6,000		
	McKeesport, St. Stephen's	4,500	2,800	
	Murrysville, St. Alban's		6,000	
	North Hills, Christ Church	8,000	5,000	
	Northern Cambria, St. Thomas'	3,000		
	Oakland, Ascension	5,000		
	Pittsburgh, Trinity Cathedral	5,000		
	Washington, Trinity	7,560	8,000	
	Undesignated at time of budget preparation		17,200	45,000
		53,910	50,000	45,000
				5
	<u>Urban Outposts</u>			
		18,000		
	Hazelwood, Good Shepherd	0	18,000	
		22,000		
	North Side, Emmanuel	0	22,000	
	Oakland, Shepherd's Heart		19,000	
	Undesignated at time of budget preparation		1,000	55,000
		40,000		
		0	60,000	55,000
				6
		<u>374,187</u>		
	TOTAL CONGREGATIONAL MISSION	<u>414,146</u>	<u>398,823</u>	

The Episcopal Diocese of Pittsburgh  
2003 Budget (continued)

B Transformational Networks	Modified		Proposed	Notes
	Actual <u>2001</u>	Budget <u>2002</u>	Budget <u>2003</u>	
<u>Assistant Bishop</u>				
Salary	0	21,666	65,000	
Housing	0	0	0	
Pension	0	3,900	11,700	
Life/AD&D/STD/LTD	0	300	1,000	
Medical Insurance Allowance	0	1,900	9,500	
Travel	0	0	3,000	
Auto Expense	0	2,500	7,000	
Business Expense	0	1,000	1,000	
	0	31,266	98,200	
<u>Secretary to the Assistant Bishop</u>				
Salary	0	12,500	24,000	
FICA/Pension	0	956	5,436	
Life/AD&D/STD/LTD	0	175	525	
Medical Insurance Allowance	0	1,600	3,500	
Travel/Training	0	200	750	
		15,431	34,211	
<u>Youth</u>				
Happening	8,268	8,300	8,300	7
	19,40			
Young Priest Initiative	1	3,000	0	8
	15,00			
Sheldon Calvary Camp	0	15,000	15,000	9
Vocations Day	128	500	500	10
Chaplain for Youth				
Workers/Expenses	2,000	2,500	0	
	44,79			
	7	29,300	23,800	
<u>Recruitment</u>				
Deployment Travel, Supplies, Dues	2,837	3,300	3,300	
Vacancy Supplies				
Vacancy Sharing Dues				
	2,837	3,300	3,300	11
<u>Training</u>				
	12,80			
Clergy Conference	5	9,253	10,000	
Diocesan Mission Team Training	750	4,000	3,000	
Ministry Leadership Workshops		500	500	12
Leadership Overnight	975	1,000	1,000	13
Misconduct Training and Materials	449	2,000	2,000	14
Ordinands Training Program	311	2,000	1,000	
	15,29			
	0	18,753	17,500	

The Episcopal Diocese of Pittsburgh  
2003 Budget (continued)

B <u>Transformational Networks</u> (continued)		Modified	Proposed	
	Actual	Budget	Budget	Notes
	<u>2001</u>	<u>2002</u>	<u>2003</u>	
<u>Development Director</u>				
Salary	40,440	40,000	0	
Housing			55,000	
FICA/Pension	3,375	9,060	9,900	
Life/AD&D/STD/LTD	75	1,000	1,000	
Medical Insurance Allowance	656	3,200	11,000	
Auto			4,000	
Travel			1,500	
Business Expense			3,000	
	44,546	53,260	85,400	
<u>Network Support</u>				
Chile theological Education	1,200	0	0	
Deacon's Hospital Ministry	2,400	2,400	2,400	
Dues, workshop, etc.	150	2,500	1,500	
Resource Center Acquisitions	2,000	2,000	2,000	
Commission on Aging	122	500	500	
Commission on Racism	1,658	1,800	1,800	
Education for Ministry	1,500	1,500	1,500	15
Other Networks	1,939	7,900	2,900	
	10,969	18,600	12,600	16
<u>Commission on Ministry</u>				
Contract Clerical Support	12,555	8,000	0	17
Deacon Formation Program	2,000	5,500	5,500	
Diaconate	110	500	500	
Board of Examining Chaplains	1,967	2,000	3,000	
Continuing Education	6,594	8,000	8,000	
Directors of Formation		1,500	1,500	
General Oversight	2,367	5,100	2,500	
Psychological Exams	2,100	4,000	4,000	
	27,693	34,600	25,000	18
TOTAL TRANSFORMATIONAL NETWORKS	<u>146,132</u>	<u>204,510</u>	<u>300,011</u>	

The Episcopal Diocese of Pittsburgh  
2003 Budget (continued)

G  
Beyond the Diocese

	Actual <u>2001</u>	Modified Budget <u>2002</u>	Proposed Budget <u>2003</u>	<u>Notes</u>
<u>National</u>				
National Church	119,847	236,055	240,000	
Designated Missions		-112,855	-115,000	
General Convention Deputies	15,000	20,000	20,000	
	134,847	143,200	145,000	
<u>International</u>				
Lambeth .7% Resolution-Five Talents	10,000			19
Undesignated at time of budget preparation		10,000	10,000	
	10,000	10,000	10,000	
<u>Ecumenical &amp; Other</u>				
Third Province Dues	1,447	1,700	1,700	20
PA Council of Churches	2,200	2,500	2,700	21
Christian Associates	9,270	10,000	10,000	22
Other Ecumenical	1,375	3,000	3,000	23
	14,292	17,200	17,400	
<b>TOTAL BEYOND THE DIOCESE</b>	<u>159,139</u>	<u>170,400</u>	<u>172,400</u>	

The Episcopal Diocese of Pittsburgh  
2003 Budget (continued)

<u>D</u>			Propose	
	<u>Office of the Bishop</u>	Modified	d	
	Actual	Budget	Budget	Notes
	<u>2001</u>	<u>2002</u>	<u>2003</u>	
	<u>Bishop</u>			
	54,183	58,000	58,000	
Salary	30,000			
Housing	17,310	30,000	30,000	
Pension	0	19,640	19,640	
Life/AD&D/STD/LTD	1,077	1,200	1,200	
Medical Insurance Allowance	6,850	7,600	9,000	
Travel	8,035	8,500	10,500	
	10,433			
Auto Expense	11,658	9,000	9,000	
Business Expense	139,546	11,000	11,000	
		144,940	148,340	
	12,735			
<u>Episcopal Assistance</u>	5	5,000	0	
	<u>Secretary to the Bishop (FT)</u>			
	29,823	38,396	38,396	
Salary	6,755	8,697	8,697	
FICA/Pension	578	750	900	
Life/AD&D/STD/LTD	3,974	3,200	3,500	
Medical Insurance Allowance	379	1,500	1,500	
Travel/Training	41,509	52,543	52,993	
<u>Bishop's Clerk</u>	20,222			
Salary	2	12,500	8,000	24
FICA/Pension	1,547	956	612	
Life/AD&D/STD/LTD		0	0	
Medical Insurance Allowance	2,132	1,600	1,167	
	23,901	15,056	9,779	
<u>Director of Communications</u>				
	41,228	36,749	37,000	
Salary	7,988	4,119	8,381	
FICA/Pension	662	800	800	
Life/AD&D/STD/LTD	3,866	3,200	3,500	
Medical Insurance Allowance	2,104	2,000	2,500	
Travel/Training	55,848	46,868	52,181	
<u>Diocesan Convention</u>				
Secretary	2,000	2,000	2,000	
Facilities	425	5,000	5,000	

Printing Journals, Ballots, Clergy Salary	347	11,000	11,000
Book & Postage	5,741		
Miscellaneous	4,306	500	500
Travel-Speaker	2,321	3,000	3,000
	15,140	21,500	21,500

The Episcopal Diocese of Pittsburgh  
2003 Budget (continued)

D Office of the Bishop (continued)	Actual	Modified	Proposed	Notes
	<u>2001</u>	<u>Budget</u> <u>2002</u>	<u>Budget</u> <u>2003</u>	
<u>Communications - Publications</u>				
TRINITY Diocesan Newsletter	32,322	30,000	30,000	
Printing, Direct Mail Costs, Sort, Labels				
Asking Letter for TRINITY	2,882	3,000	3,000	
Now Publication	4,270	5,500	5,500	
Diocesan Directory	3,590	4,000	4,000	
Technical Support/Web Page Development	2,445	5,400	0	
Miscellaneous	471	750	750	
Advertising-3X a year	5,646	0	0	
	51,626	48,650	43,250	
	<u>340,305</u>	<u>334,557</u>	<u>328,042</u>	
TOTAL OFFICE OF THE BISHOP				

The Episcopal Diocese of Pittsburgh  
2003 Budget (continued)

E Office of Administration	Actual	Modified	Proposed	Notes
	2001	2002	2003	
<u>Director of Administration</u>				
	65,000			
Salary	0	68,000	68,000	
	14,722			
FICA/Pension	2	15,402	15,402	
Life/AD&D/STD/LTD	951	1,000	1,000	
Medical Insurance Allowance	1,227	3,200	3,500	
Auto Expense	0	3,500	3,500	
Travel/Training	8,175	1,000	3,000	
Business Expense	842	750	1,000	
	90,917	92,852	95,402	
<u>Financial Secretary</u>				
	24,098			
Salary	8	26,500	26,500	
FICA/Pension	1,127	2,359	6,002	
Life/AD&D/STD/LTD	175	475	550	
Medical Insurance Allowance	1,645	3,200	3,500	
Travel/Training	191	2,000	2,000	
	27,236	34,534	38,552	
<u>Accountant</u>				
	32,032			
Salary	2	35,235	35,235	
FICA/Pension	7,255	7,981	7,981	
Life/AD&D/STD/LTD	621	675	775	
Medical Insurance Allowance	1,227	3,200	3,500	
Travel/Training	2,389	3,000	3,000	
	43,524	50,091	50,491	
	10,723			
<u>Receptionist (1/2 Time with Cathedral)</u>	3	0	0	
<u>Receptionist (PT)</u>				
	16,398			
Salary	8	17,054	17,054	
FICA/Pension	3,304	3,863	3,863	
Life/AD&D/STD/LTD	316	350	375	
Medical Insurance Allowance	1,227	3,200	3,500	
Travel/Training		250	750	
	21,245	24,717	25,542	
<u>Archivist (PT)</u>				
	12,843			
Salary	3	13,228	13,228	
FICA/Pension	2,909	2,996	2,996	
Life/AD&D/STD/LTD	249	275	300	
Medical Insurance Allowance	2,939	3,200	3,500	



Travel/Training	1,524	1,000	1,000
	20,464	20,699	21,024

The Episcopal Diocese of Pittsburgh  
2003 Budget (continued)

E . <u>Office of Administration (continued)</u>		Modified	Proposed	
	Actual	Budget	Budget	
	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>Notes</u>
<u>Support</u>				
Archival Off-Site Storage			1,000	
Archivist Supplies	1,992	1,300	1,300	
Background Checks	442	500	500	
	50,000			
Rent for Offices	0	64,200	77,620	25
Contract Clerical Support	77	2,500	2,500	
Copier	7,944	11,000	12,000	
Legal Fees	3,288	3,200	3,500	
Liability, Workers, Bond	5,866	8,200	8,250	
Miscellaneous	984	1,500	1,500	
Office Furniture/Equipment	2,075	2,000	2,500	
Office Supplies	9,862	11,000	12,000	
Overtime	2,605	500	500	
Payroll Support Service	1,826	2,000	2,000	
	13,562			
Postage	2	16,000	16,000	
Staff Development	1,054	1,000	1,000	
Technology System Support & Training	26,673	30,000	35,000	26
Internet Access, Hardware/Software Support				
Telephones	7,257	10,000	12,000	
	135,507	164,900	189,170	27
 TOTAL OFFICE OF ADMINISTRATION	 <u>349,616</u>	 <u>387,793</u>	 <u>420,181</u>	

## Explanatory Notes for 2003 Budget

1. Budget Deficit Reduction is the amount of income collected over expenses in 2001. This amount, \$37,098 was applied to the Balance Sheet Account for the Budget Deficit line. The remaining budget deficit for the diocese after applying these funds in 2002 is approximately \$35,000. The deficit is a result of operating expenses exceeding operating income for several years prior to 1997.
2. New Church funds provide multi-year support to enable the founding of new congregations.
3. Mission Center funds are committed to major new outreach work involving the whole congregation. The funds for a parish decrease each year as the congregation assumes more of the financial responsibility.
4. Partnership funds are available when one congregation commits itself to the re-development of a neighboring congregation. Partnership covenants are generally three to five years in duration.
5. New Initiative grants allow congregations to begin new works in ministry or mission. These grants are for relatively small amounts for periods of from one to five years. Many youth ministers are supported by New Initiative grants.
6. Urban Outpost funds are to sustain strategic work in impoverished communities. Attendance at worship must be increasing and involvement of parishioners in outreach efforts must be deepening for this funding to be approved in successive years.
7. Happening is a Christian experience that seeks to bring young persons to a fuller personal knowledge of and relationship with the Lord Jesus Christ and to a deeper level of commitment and apostleship. It is designed for high school youth during a two-day gathering.
8. The Young Priest Initiative Pilot project was made possible in 2000 by a \$25,000 grant from the retiring Dean of the Cathedral of the Diocese of Cincinnati to recruit young (under 30) priests. Pittsburgh was one of three dioceses that received program development funds. The Board of Trustees contributed an additional \$10,000 to the program in 2000. The ten-week summer program includes both an internship in a parish and weekly classroom time. The purpose of the project is to attract high school and college students to holy orders and to help those students discern if God is calling them to ordination. The diocesan budget supported the project in 2001 and an alternate funding source was sought for 2002. It is anticipated that the project will be sponsored bi-annually by the diocese instead of every year. Therefore, it has not been budgeted for 2003.
9. Sheldon Calvary Camp, owned by the diocese and managed by an independent board, offers a variety of summer camping programs. It is located on Lake Erie in Conneaut, Ohio.
10. Vocations Day has been held in late December the past four years. It is a day long look at Christian ministry for young adults (ages 16-25) contemplating God's call on their lives. Led by priests and lay ministers from around the diocese, the day includes worship, teaching, workshops, panel discussions and a bishop's challenge.
11. The Recruitment/Deployment budget lines provide funding for the Canon Missioner to attend a vacancy sharing conference twice a year. This conference provides the diocese with the opportunity to share information in order to match congregational needs of parishes looking for rectors with the skills
12. Training workshops organized by the Director of Administration have been held for the past several years including a Treasurer's Workshop, a Clergy Tax Workshop and a Personnel Policy Workshop. In 2002 a Ministry Leadership Workshop was held and included communications, archives, finance, personnel, church development, and marketing. In 2003 the workshop will include additional leadership development opportunities for individuals, clergy, and all church leaders.
13. An annual leadership overnight is held each spring for members of the Board of Trustees, Standing Committee, and Diocesan Council to give the leadership of the diocese an opportunity to share major aspects of their common life and ministry. Participants pay their own expenses. Funds are utilized for supplies and speaker expenses.
14. A Misconduct Manual for the diocese is updated regularly, reprinted and distributed to parishes within the diocese. Funds also pay for materials utilized in the training classes including handouts, certificates and videotapes.
15. Education for Ministry is a program of theological education-at-a-distance of the School of Theology of the University of the South for lay persons. It is a four-year program covering the basics of a theological education in the Old and New Testaments, church history, liturgy, and theology. Students meet regularly, usually once a week, under the guidance of trained mentors.
16. Network Support funds are set aside by the diocese for programs that benefit more than one congregation.

17. The contract clerical support for Commission on Ministry job duties are expected to be reassigned to the Secretary to the Assistant Bishop.
18. The Commission on Ministry is appointed by the Bishop and besides examining candidates for Holy Orders, the Commission oversees their training and makes recommendations to the Bishop concerning ordination of aspirants. At any given time in the year 2001 there were 50-55 people active in the ordination process in the Diocese of Pittsburgh. Subcommittees of the Commission include Continuing Education, Boards of Examining Chaplains for Priests, Board of Examining Chaplains for (Vocational) Deacons, Interviews and 2020 Recruitment Task Force. The Bishop has also appointed Directors of Formation to oversee the educational and ordination processes for each of the following: Vocational Diaconate, Normative Priesthood, Bi-Vocational Priesthood, Canon 9 Priests, and Canon 10/11 Priests.
19. Lambeth Resolution I.15 was passed at the 1998 Lambeth Conference proposing that .7 percent of diocesan budgets be devoted to microenterprise development in the Two Thirds World. Microenterprise development focuses on job creation and income generation through small-scale enterprises. It provides poor people with access to capital and training to start and expand small businesses. Previously, the Diocesan Council has approved sending these funds to Five Talents International, a microenterprise development ministry committed to making a difference in the lives of the poor.
20. The Third Province consists of the Dioceses within the states of Pennsylvania, Delaware, Maryland, Virginia, West Virginia, and the District of Columbia. Representatives meet regularly to discuss issues of mutual concern and sharing of information on programs and plan mutually beneficial programs.
21. The Pennsylvania Council of Churches is a community of 42 church bodies seeking to be faithful to Jesus' intention that Christians unite for Gospel mission. These funds support our annual dues.
22. Through the creation of Christian Associates of Southwest Pennsylvania in 1970, twenty-four Christian faith traditions came together for worship, cooperation in a variety of areas of ministry, and to further communication and fellowship among its members. Christian Associates exists through funds provided by the 24 participating judicatories. In addition, individuals, organizations, congregations and foundations sharing the vision of Christian Associates support the ministry through gifts. Funds support the prison chaplaincy services, AIDS Interfaith Care Team Ministry and educational and training programs.
23. Other ecumenical expenses include funds used to support the annual Christmas Festival of Lessons and Carols at Heinz Hall and the Pittsburgh Crèche sponsored by the Christian Leaders Fellowship.
24. Tentatively, the Bishop's Clerk position is expected to be filled by September 2003 if funds are available.
25. The Oliver Building rentable sq. ft. is 4,400 with usable 3,781 for 2003. The \$50,000 rent paid to Trinity Cathedral was for approximately 3,000 sq. ft. Usable space has increased by 25%.
26. Technology System Support funds all types of technology upgrades in the diocesan office including telephones, individual computers, and the NT network. These funds include hardware and software purchases as well as the contractual consulting costs to maintain these systems. This year the funds previously budgeted in communications for web page support have been added to this budget line.
27. The approximately \$200,000 in support expenses covers postage, copy services, telephones, computer support, office supplies and other expenses that support all 5 divisions of the diocesan staff.

# 2003 Assessments and Growth Fund

Parish	Total Assessment	Diocesan Portion	National Canonical Portion	National Asking Portion	Growth Fund**	Alternative Growth Fund***
<del>Ambridge, The Savior</del>	\$24,190	20,172	804	3,214	\$1,693	\$2,199
<del>Avalon, Epiphany</del>	12,140	10,123	403	1,613	850	1,160
<del>Beaver, Trinity</del>	21,464	17,899	713	2,852	1,502	1,951
Beaver Falls, Christ the King	5,127	4,275	170	681	359	613
Blairsville, St. Peter's	1,221	1,018	41	162	85	244
Brackenridge, St. Barnabas	12,908	10,764	429	1,715	904	1,220
Brentwood, St. Peter's	18,221	15,194	605	2,421	1,275	1,656
<del>Brighton Heights, All Saints</del>	6,154	5,132	204	818	431	693
<del>Brookline, The Advent</del>	7,808	6,511	259	1,038	547	822
<del>Brownsville, Christ Church</del>	12,707	10,596	422	1,689	889	1,204
<del>Butler, St. Peter's</del>	18,678	15,576	620	2,482	1,307	1,698
<del>Canonsburg, St. Thomas'</del>	5,868	4,893	195	780	411	671
<del>Carnegie, Atonement</del>	8,359	6,971	278	1,111	585	865
<del>Charlotoi, St. Mary's</del>	12,531	10,450	416	1,665	877	1,191
<del>Clairton, Transfiguration</del>	1,137	948	38	151	80	227
<del>Connellsville, Trinity</del>	270	225	9	36	19	54
<del>Crafton, Nativity</del>	11,916	9,937	396	1,583	834	1,143
<del>Cranberry, Resurrection</del>	10,234	8,534	340	1,360	716	1,011
<del>Donora, St. John's</del>	1,622	1,353	54	216	114	324
<del>East Liberty, Calvary</del>	137,825	114,932	4,579	18,315	9,648	12,530
<del>Fox Chapel</del>	58,589	48,857	1,946	7,785	4,101	5,326
Franklin Park, St. Brendan's	16,647	13,882	553	2,212	1,165	1,513
Freeport, Trinity	394	329	13	52	28	79
<del>Georgetown, St. Luke's</del>	680	567	23	90	48	136
<del>Gibsonia, St. Thomas</del>	12,663*	10,560	421	1,683	886	1,201
<del>Glenshaw, Our Savior</del>	14,086	11,746	468	1,872	986	1,312
Greensburg, Christ Church	26,780	22,332	890	3,559	1,875	2,435
Hazelwood, Good Shepherd	9,187*	7,661	305	1,221	643	930
Highland Park, St. Andrew's	50,793	42,356	1,687	6,750	3,556	4,618
Homestead, St. Matthew's	1,933	1,612	64	257	135	364
<del>Homewood, Holy Cross</del>	10,000***	8,339	332	1,329	700	1,892
<del>Hopewell, Prince of Peace</del>	27,209	22,689	904	3,616	1,905	2,474
<del>Indiana, Christ Church</del>	13,888	11,581	461	1,845	972	1,296
<del>Jeannette, Advent</del>	1,501	1,252	50	199	105	300
<del>Johnstown, St. Mark's</del>	16,551	13,802	550	2,199	1,159	1,505
<del>Kittanning, St. Paul's</del>	14,393	12,002	478	1,913	1,008	1,336
<del>Leechburg, Holy Innocents</del>	4,388	3,659	146	583	307	556

Liberty Boro, Good Samaritan	1,167	973	39	155	82	233
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# 2003 Assessments and Growth Fund

Ligonier, St. Michael's	42,527	35,463	1,413	5,651	2,977	3,866
McKeesport, St. Stephen's	30,595	25,513	1,016	4,066	2,142	2,781
Monongahela, St. Paul's	5,347	4,459	178	711	374	630
Monroeville, St. Martin's	23,019	19,195	765	3,059	1,611	2,093
Moon Twp., St. Philip's	35,553	29,648	1,181	4,724	2,489	3,232
Mt. Lebanon, St. Paul's	70,028	58,396	2,326	9,306	4,902	6,366
Mt. Washington, Grace	13,255	11,053	440	1,761	928	1,247
Murrysville, St. Alban's	14,579	12,157	484	1,937	1,021	1,350
New Brighton, Christ Church	8,389	6,996	279	1,115	587	868
New Kensington, St. Andrew's	7,183	5,990	239	954	503	774
North Hills, Christ Church	37,643	31,390	1,251	5,002	2,635	3,422
North Shore, Emmanuel	4,965	4,140	165	660	348	601
North Versailles, All Souls'	4,239	3,535	141	563	297	544
Northern Cambria, St. Thomas	1,253	1,045	42	167	88	251
Oakland, Ascension	93,784	78,206	3,116	12,462	6,565	8,526
Oakland, Shepherd's Heart	8,825	7,359	293	1,173	618	902
Oakmont, St. Thomas'	30,717	25,615	1,020	4,082	2,150	2,792
Patton, St. Luke's	703	586	23	93	49	141
Penn Hills, St. James	9,564	7,975	318	1,271	669	959
Peter's Twp., St. David's	37,907	31,611	1,259	5,037	2,653	3,446
Pgh., Cathedral	75,077	62,606	2,494	9,976	5,255	6,825
Red Bank, St. Mary's	498	415	17	66	35	100
Rosedale, All Saints	8,713	7,266	289	1,158	610	893
Scottdale, St. Bartholomew's	815	680	27	108	57	163
Sewickley, St. Stephen's	169,441	141,296	5,629	22,516	11,861	15,404
Somerset, St. Francis	7,884	6,574	262	1,048	552	828
Squirrel Hill, Redeemer	17,573	14,654	584	2,335	1,230	1,598
Uniontown, St. Peter's	22,928	19,120	762	3,047	1,605	2,084
Warrendale, St. Christopher's	10,401	8,673	346	1,382	728	1,025
Washington, Trinity	20,607	17,184	685	2,738	1,442	1,873
Wayne Twp., St. Michael's	263	219	9	35	18	53
Waynesburg, St. George's	1,793	1,495	60	238	126	353
Wilkinsburg, St. Stephen's	\$17,582	14,662	584	2,336	\$1,231	\$1,598
<b>TOTAL</b>	<b>\$1,444,879</b>	<b>\$1,204,879</b>	<b>\$48,000</b>	<b>\$192,000</b>	<b>\$101,142</b>	<b>\$136,570</b>

\* These parishes did not turn in their 2001 parochial report by June 1, 2002. The 2001 income amount used in assessment calculation was the 2000 income of the parish times the average percent change in all other reporting parishes from 2000 to 2001. This was approved by Diocesan Council on June 4, 2002.

\*\* Growth Fund Amount is calculated as 7% of Total Assessment. This is the minimum amount parishes must pay to be eligible for Growth Fund grants and loans.

\*\*\* Alternative Growth Fund Amount is calculated as 1% of Assessment Income. This is the recommended amount as approved by Resolution 3 at the 1999 Diocesan Convention to increase funds available for parish capital development.

\*\*\*\* Assessment approved as a fixed amount (\$10,000) for 2003 by Diocesan Council on June 4, 2002.



## 2002 Assessments and Growth Fund

Parish	Total Assessm ent	Diocesan Portion	National Canonic al Portion	National Asking Portion	Growth Fund**	Alternative Growth Fund***
Ambridge, The Savior	20,701	17,057	729	2,915	1,449	1,882
Avalon, Epiphany	11,765	9,694	414	1,657	824	1,131
Beaver, Trinity	20,195	16,640	711	2,844	1,414	1,836
Beaver Falls, Christ the King	4,291	3,536	151	604	300	548
Blairsville, St. Peter's	1,318	1,086	46	186	92	264
Brackenridge, St. Barnabas	12,369	10,192	435	1,742	866	1,178
Brentwood, St. Peter's	16,948	13,965	597	2,386	1,186	1,541
Brighton Heights, All Saints	5,151	4,244	181	725	361	615
Brookline, The Advent	7,247	5,971	255	1,020	507	779
Brownsville, Christ Church	12,757	10,512	449	1,796	893	1,208
Butler, St. Peter's	17,574	14,481	619	2,475	1,230	1,598
Canonsburg, St. Thomas'	4,250	3,502	150	598	298	545
Carnegie, Atonement	7,750	6,386	273	1,091	543	818
Charleroi, St. Mary's	13,008	10,718	458	1,832	911	1,228
Clairton, Transfiguration	1,000	824	35	141	70	200
Connellsville, Trinity	443	365	16	62	31	89
Crafton, Nativity	10,467	8,625	368	1,474	733	1,030
Cranberry, Resurrection	9,113	7,509	321	1,283	638	924
Donora, St. John's	1,565	1,290	55	220	110	313
East Liberty, Calvary	126,200*	103,987	4,443	17,770	8,834	11,473
Fox Chapel	56,141	46,260	1,976	7,905	3,930	5,104
Franklin Park, St. Brendan's	12,375	10,197	436	1,743	866	1,363
Freeport, Trinity	309	255	11	44	22	62
Georgetown, St. Luke's	559	461	20	79	39	112
Gibsonia, St. Thomas	12,527	10,322	441	1,764	877	1,190
Glenshaw, Our Savior	11,200	9,229	394	1,577	784	1,087
Greensburg, Christ Church	28,549	23,524	1,005	4,020	1,998	2,595
Hazelwood, Good Shepherd	5,879*	4,844	207	828	412	672
Highland Park, St. Andrew's	53,207*	43,842	1,873	7,492	3,724	4,837
Homestead, St. Matthew's	2,447	2,016	86	345	171	404
Homewood, Holy Cross	18,337	15,109	646	2,582	1,284	1,667
Hopewell, Prince of Peace	26,319	21,687	926	3,706	1,842	2,393
Indiana, Christ Church	12,869	10,604	453	1,812	901	1,217
Jeannette, Advent	1,389	1,145	49	196	97	278
Johnstown, St. Mark's	16,348*	13,471	575	2,302	1,144	1,488
Kittanning, St. Paul's	10,248	8,444	361	1,443	717	1,013
Leechburg, Holy Innocents	3,713	3,059	131	523	260	503
Liberty Boro, Good Samaritan	1,118	921	39	157	78	224
Ligonier, St. Michael's	40,274	33,185	1,418	5,671	2,819	3,661
McKees Rocks, St. Timothy's	126	104	4	18	9	25
McKeesport, St. Stephen's	29,677	24,454	1,045	4,179	2,077	2,698
Monongahela, St. Paul's	4,817	3,969	170	678	337	589
Monroeville, St. Martin's	20,352	16,770	716	2,866	1,425	1,850



## 2003 Assessments and Growth Fund

Moon Twp., St. Philip's	30,885	25,449	1,087	4,349	2,162	2,808
Mt. Lebanon, St. Paul's	66,837	55,073	2,353	9,411	4,679	6,076
Mt. Washington, Grace	11,260	9,278	396	1,586	788	1,091
Murrysville, St. Alban's	14,504	11,951	511	2,042	1,015	1,344
North Versailles, All Souls'	4,261	3,511	150	600	298	546
Northern Cambria, St. Thomas	1,100	906	39	155	77	220
New Brighton, Christ Church	6,634	5,466	234	934	464	731
New Kensington, St. Andrew's	6,900	5,686	243	972	483	752
North Hills, Christ Church	38,035	31,340	1,339	5,356	2,662	3,458
North Shore, Emmanuel	5,174	4,263	182	729	362	617
Oakland, Ascension	91,088	75,055	3,207	12,826	6,376	8,281
Oakland, Shepherd's Heart	6,399	5,273	225	901	448	712
Oakmont, St. Thomas'	31,537	25,986	1,110	4,441	2,208	2,867
Patton, St. Luke's	603	497	21	85	42	121
Penn Hills, St. James	9,462	7,797	333	1,332	662	951
Peter's Twp, St. David's.	36,441	30,027	1,283	5,131	2,551	3,313
Pgh., Cathedral	66,478	54,777	2,340	9,361	4,653	6,043
Red Bank, St. Mary's	431	355	15	61	30	86
Rosedale, All Saints	8,736	7,198	308	1,230	612	895
Scottdale, St. Bartholomew's	982*	809	35	138	69	196
Sewickley, St. Stephen's	165,363	136,257	5,821	23,285	11,575	15,033
Somerset, St. Francis	5,889	4,852	207	829	412	673
Squirrel Hill, Redeemer	15,284	12,594	538	2,152	1,070	1,405
Uniontown, St. Peter's	20,693	17,051	728	2,914	1,449	1,881
Warrendale, St. Christopher's	7,517	6,194	265	1,058	526	800
Washington, Trinity	19,137	15,769	674	2,695	1,340	1,740
Wayne Twp, St. Michael's.	193	159	7	27	14	39
Waynesburg, St. George's	2,208	1,819	78	311	155	386
Wilkinsburg, St. Stephen's	16,627	13,700	585	2,341	1,164	1,512
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TOTAL	\$1,363,550	\$1,123,550	\$48,000	\$192,000	\$95,449	128,809

\* These parishes did not turn in their 2000 parochial report by June 1, 2001. The 2000 income amount used in assessment calculation was the 1999 income of the parish times the average percent change in all other reporting parishes in the diocese from 1999 to 2000. This was approved by Diocesan Council on June 5, 2001.

\*\* Growth Fund Amount is calculated as 7% of Total Assessment. This is the minimum amount parishes must pay to be eligible for Growth Fund grants and loans.

\*\*\* Alternative Growth Fund Amount is calculated as 1% of Assessment Income. This is the recommended amount as approved by Resolution 3 at the 1999 Diocesan Convention to increase funds available for parish capital development.

2002 Parish Askings Designated to Alternate Missions

Designation	Total
American Anglican Council	\$2,561.50
Anglican Mission in America	363.25
Anglican Frontier Mission	7,157.00
Beaver Valley Episcopal Outreach	311.00
Bible Released Time	363.25
Bishop Ben Kwashi	200.00
Bishop Hathaway Foundation	882.00
Bishop Justice Akrofi	200.00
Bishop Wilson Tusumange Uganda	1,577.00
Blairsville Relief Fund	186.00
Charleroi Area Ministerial	400.00
Christian Institute, Jos	750.00
Christian University of Uganda	4,000.00
Church Army	6,399.50
Church Army-The Well	863.25
Church of the Advent	400.00
Church Periodical Club	200.00
Churches are Serving Together	604.00
Crisis Pregnancy Center	777.00
Cristo Rey (Cuba)	1,283.00
Deacon's Literacy Project	421.33
Diocese of South Dakota	491.00
East Liberty Family Health	750.00
Episcopal Relief and Development	4,629.00
Episcopal World Mission	4,398.40
Episcopal World Mission to Rwanda	2,000.00
Family Ministries	777.00
GMTC Tighes	915.00
Greater Washington City Food Bank	220.00
Ground Zero in Brownsville	363.25
Guatemala Children's Mission	150.00
Holy Land Christian Ecumenical Fdn.	150.00
Hosanna Industries	321.00
Katallage Ministries	1,500.00
Kiski Valley Crisis Pregnancy Center	174.34
Lacroix (Haiti)	1,710.33
Lazarus Center, Christian Counseling Ministry	206.00
Lighthouse	882.00
Mom's House	583.33
Mom's Place at St. Mary's, Charleroi	678.00
Mustard Seed Project	1,277.00
Nashotah House Seminary	500.00
National Organization of Episcopalians for Life	326.00
New Day Ministries	383.33
Northside Common Ministries	200.00
Orr Compassionate Care Center	1,000.00
Pittsburgh Leadership Foundation	777.00

Designation cont.	Total
Pittsburgh Project	1,098.00
Pregnancy Care Center	1,000.00
Renewal Life Christian Counseling	320.00
Rock the World	2,301.60
Rwanda Orphanage	2,672.33
Rwanda Partnership	1,905.00
SAMS	10,295.34
SAMS for Tim & Petti Webster	2,208.00
Shepherd's Heart Fellowship	13,707.33
Shepherd Wellness Community	500.00
St. Stephen's (Wilkinsburg)	1,000.00
TESM	18,000.84
The Harbor	250.00
Trinidad Tobago Urban Ministries	777.00
Uganda Christian University	250.00
Urban Program for Reading	250.00
World Vision-Child Support	936.00
World Vision-Other	122.00
Total	<u>\$112,854.50</u>