

CONVENTION JOURNAL
ONE HUNDRED THIRTY-NINTH
ANNUAL CONVENTION
of the
EPISCOPAL DIOCESE OF PITTSBURGH



FRIDAY & SATURDAY, NOVEMBER 5th & 6th, 2004

EMBASSY SUITES
Moon Township, Pennsylvania

and

ST. PHILIP'S EPISCOPAL CHURCH
Moon Township, Pennsylvania

TABLE OF CONTENTS

139 th Convention Information	4
Diocesan Personnel	5
Purpose, General Directions & Policies	6
Standing Rules for Convention	6
Order of Business	7
Resolutions	9
Official List of Clergy of the Diocese	10
Letters Dimissory (Accepted & Issued)	14
Deaths	14
Ordinations	14
Order of Priest	15
Milestone Anniversaries	16
Churches in Union with the Diocese	17
Committees of the Diocese (elected)	25
Minutes of the 139 th Convention	27
2005 Budget	43
Budget Explanatory Notes	50
2005 Assessments & Growth Fund	52
2004 Assessments by Parish with Redirections	54
2004 National and International Portions Designated to Missions	56
Reports of Canonical Bodies/Officers	
The Bishop's Pre-Convention Report	58
The Bishop's Annual Address	62
The Assistant Bishop's Pre-Convention Report	68
The Canon Missioner's Pre-Convention Report	68
Congregational Developer – Small Congregations	70
Congregational Developer – Mid-Size Congregations	70
Congregational Developer – New Congregations	71
Director of Administration	72
Standing Committee	74
The Board of Trustees	75
Diocesan Growth Fund	76
Diocesan Council	78
Diocesan Council Working Groups:	
Commission on Ministry	79
Continuing Education Committee	81
Reports of Diocesan Committees, Institutions, Organizations:	
Deacon Formation Program	81
Pittsburgh Episcopal Foundation	82
Rwanda/World Vision Committee	82
Cuba Committee	85
Director of Communications	86
Diocesan Archives	87
Diocesan Archives & Historical Commission	88
The Archdeacon	89
Happening	89
Order of the Daughters of the King	89
Commission on Racism	90
Episcopal Relief and Development	91
Anglican Fellowship of Prayer, Pittsburgh Chapter	92

The Resource Center	92
Canterbury Place	93
Commission on Aging	93
Community of Celebration	94
The Episcopal Church Missionary Community	94
Rock the World Mission Alliance	95
Trinity Episcopal School for Ministry	96
Pittsburgh Theological Seminary	97
Cathedral Chapter	98
Deacon's Hospital Ministry	99
St. Edmund's Academy	100
Sheldon Calvary Camp	100
Education for Ministry ("EFM")	101
Christian Associates of Southwest PA	101
Young Priest Initiative	102
Church Army	103
South American Missionary Society	104
Minutes of the 138 th Convention	105
2004 Active Clergy Compensation Guidelines	117
Parish Rankings	119
2004 Budget	120
Budget Explanatory Notes	130
2004 Assessments & Growth Fund	131
2003 Assessments by Parish with Redirections	134
2003 National Askings Designated to Alternate Missions	136
2003 Summary of Parochial Vital Statistics	138
2003 Parochial Finance Report –Revenue	140
Report of Independent Auditors	141

**The 139th CONVENTION of
the EPISCOPAL DIOCESE OF PITTSBURGH
will be held
NOVEMBER 5th-6th, 2004
at the EMBASSY SUITES, MOON TOWNSHIP
(Friday, November 5th)
and ST. PHILIP'S EPISCOPAL CHURCH
(Saturday, November 6th)
in MOON TOWNSHIP, PENNSYLVANIA**

**DEADLINES FOR PRE-CONVENTION BINDER
AND CONVENTION JOURNAL REPORTS**

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

Pre-Convention packet is distributed in September.

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 packet 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. 2004
EPISCOPAL DIOCESE OF PITTSBURGH
Diocesan Office, 535 Smithfield Street, 900 Oliver Building, Pittsburgh, PA 15222-2467
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

ASSISTANT BISHOP

The Right Rev. Henry Scriven
scriven@pgh.anglican.org

CANON MISSIONER

The Rev. Canon Mary Maggard Hays
hays@pgh.anglican.org

DIRECTOR OF ADMINISTRATION

Nancy Norton
norton@pgh.anglican.org

DIOCESAN STAFF

The Rev. Lawrence Deihle
Director of Development
President, Pittsburgh Episcopal Foundation
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Melanie Contz
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Bonnie Catalano
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Receptionist
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Nicole Pollard
Secretary to Bishop Scriven
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Vacant
Secretary to Director of Administration

Lynne Wohleber
Archivist
wohleber@pgh.anglican.org

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. 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.

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 Bishop.
3. A table for official documents relating to the business of Convention 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: “REACHING YOUNG PEOPLE – REACHING THE WORLD”
will be offered at the Embassy Suites at 10 A.M. & 11 A.M.
Workshops on Where are the Kids? /Global Youth Ministry/Youth Ministry Basic Training

ONE HUNDRED THIRTY-NINTH ANNUAL CONVENTION
PROPOSED ORDER OF BUSINESS
“One Church of Miraculous Expectation & Missionary Grace”

“REACHING YOUNG PEOPLE - REACHING THE WORLD”

DAY ONE
Friday, November 5, A.D. 2004
Embassy Suites
Moon Township, Pennsylvania

11:30-1:20 P.M. Registration of Convention Deputies (Day One)

BECAUSE OF THE EXPECTATION OF A ROLL CALL VOTE, REGISTRATION FOR DEPUTIES FOR FRIDAY’S BUSINESS SESSION WILL BE OPEN FROM 11:30 A.M. to 1:20 P.M. ONLY. TO BE CERTIFIED FOR FRIDAY ROLL-CALL VOTING, THE DEPUTY (OR ALTERNATE) MUST HAVE REGISTERED BY 1:20 P.M. ON FRIDAY.

- | | |
|-----------|---|
| 1:00 P.M. | *Noonday Prayer & Homily, The Rev. Canon Mary Maggard Hays, Canon Missioner Preacher |
| 1:20 P.M. | Organization of Convention
Roll Call/ Certification of Quorum
Claims of Deputies to Seats
Election of Secretary of Convention
Minutes of the 138 th Annual Convention |
| 1:30 P.M. | The Bishop’s Address
Proposed Resolution #1 - Partnership with Uganda Christian University |
| 2:00 P.M. | Report of the Director of Administration
Presentation of the 2005 Annual Budget
Questions, Clarification, Proposal Time
Adoption of the 2005 Budget, Schedule of Assessments & 2005 Clergy Comp. Guide |
| 2:30 P.M. | Second Reading - Constitutional Amendment: Article 1, Section 1 |
| 3:20 P.M. | Break |
| 3:30 P.M. | *Video Presentation: A Year in the Life of the Diocese |
| 3:40 P.M. | Nominations Committee Report
Elections: First Ballot |
| 4:10 P.M. | Second Reading - Constitutional Amendment: Article III, Section 2 |
| 4:30 P.M. | Leadership Reports
President, Standing Committee
President, Board of Trustees
President, Diocesan Council
President, Pittsburgh Episcopal Foundation
President, Episcopal Church Women |
| 5:00 P.M. | District Caucuses
Election by Districts for Council & 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. | Evening Worship & Convention Banquet (\$25.00 per person: open to all; advanced reservations required) |
| 7:45 P.M. | Keynote Speaker:
The Most Rev. Henry Orombi, Archbishop of Uganda, Chancellor of Uganda Christian University |

**Various short videos & mission minute will be presented at the President’s discretion throughout the course of the Convention.*

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

“REACHING YOUNG PEOPLE – REACHING THE WORLD”

DAY TWO

Saturday, November 6, A.D. 2004

St. Philip’s Episcopal Church

Moon Township, PA

- 7:30 – 9:15 A.M. Registration of Convention Deputies (Day Two)**
IN ORDER TO PROVIDE FOR THE POSSIBILITY OF ROLL CALL VOTES, REGISTRATION FOR DEPUTIES FOR SATURDAY’S BUSINESS SESSION WILL BE OPEN FROM 7:30 A.M. to 9:15 A.M. ONLY. TO BE CERTIFIED FOR SATURDAY ROLL-CALL VOTING, THE DEPUTY (OR ALTERNATE) MUST HAVE REGISTERED BY 9:15 A.M. ON SATURDAY.
- 8:30 A.M. Choral Matins & Homily - The Rt. Rev. Henry Scriven, Assistant Bishop - Homilist
- 9:15 A.M. Roll Call/Certification of Quorum
Reports of Elections
Report from Ballot 1
Report of District Elections to Council & Trustees
- 9:20 A.M. Elections: Second Ballot (with additional ballots as required)
- 9:30 A.M. Convention Reports
 Report of the Commission on Racism
 Proposed Resolution #2 - Anti-Racism Training
 Commission on Aging
 Commission on Ministry
- 10:00 A.M. Reports of Organizations, Committees, Institutions (by title)
Proposed Resolution #3 – Thanksgiving for Rwanda Partnerships
Proposed Resolution #4 – On Relationship to the Episcopal Church & the Anglican Communion
Proposed Resolution #5 – Episcopal Relief & Development
Proposed Resolution #6 – In Support of Women Priests
Proposed Resolution #7 – Amendment of Canon XV, Section II
Proposed Resolution #8 – Pray & Work for revival in North America
Proposed Resolution #9 – Anti-Violence & LGBT individuals
Other Reports
Other Business
Mission Minutes
- 11:30 A.M. TIME CERTAIN FOR THE CONCLUSION OF CONVENTION BUSINESS.
CONTINUATION OF DISCUSSION OR DEBATE BEYOND THIS HOUR WILL REQUIRE A MOTION TO EXTEND.
- 11:45 A.M. Convention Eucharist & United Thank Offering Ingathering
The Most Rev. Henry Orombi, Preacher
- 1:30 P.M. Adjournment (*sine die*)
- 1:30 P.M. Fall Luncheon of the Episcopal Church Women

The Fall Ingathering of the Episcopal Church Women is convened following the recess of Convention. Participants are asked to go without delay to the luncheon venue.

The Convention Eucharist is the Eucharist of the Episcopal Church Women’s Ingathering as well.

RESOLUTIONS PRESENTED BEFORE CONVENTION

SECOND READING - CONSTITUTIONAL AMENDMENT: ARTICLE 1, SECTION 1

Resolved, by this 139th 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 second reading of the Amendment

SECOND READING – CONSTITUTIONAL AMENDMENT: ARTICLE III, SECTION 2

Resolved, by this 139th 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 second reading of the Amendment.

Proposed Resolution #1 - Partnership with Uganda Christian University
Proposed Resolution #2 – Anti-Racism Training
Proposed Resolution #3 – Thanksgiving for Rwanda Partnerships
Proposed Resolution #4 – On Relationship to the Episcopal Church & the Anglican Communion
Proposed Resolution #5 – Episcopal Relief & Development
Proposed Resolution #6 – In Support of Women Priests
Proposed Resolution #7 – Amendment of Canon XV, Section II
Proposed Resolution #8 – Pray & Work for revival in North America
Proposed Resolution #9 – Anti-Violence & LGBT individuals

(Each Resolution is listed in the Minutes)

OFFICIAL LIST OF THE CLERGY OF THE DIOCESE

In the order of Canonical residence

December 2004

BISHOPS

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

PRIESTS AND DEACONS

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, West Melbourne, FL
1955 Richard Wood Davies, Retired, St. Paul's, Mt. Lebanon, Old St. Luke's
1955 Charles Percy Martin, Retired, 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, Murrysville
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, St. Matthew's, Homestead
1967 Austin Avery Hurd, Jr., Retired, Leesburg, FL
1969 David A. St. Clair, Retired, Colorado Springs, CO
1971 Norman David Drysdale, Retired, Pittsburgh
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 Jared J. Jackson, Th.D., Retired, Pittsburgh
1977 Leslie Graf Reimer, Calvary Church, East Liberty
1977 David Leon Kinsey, Retired, Pittsburgh
1977 Christopher H. Barker, Ph.D., Retired, Gibsonia
1978 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
1979 James A. Forrest, Retired, St. David's, Peter's Township
1980 Patricia King Carnahan, D. Min., Retired, Pittsburgh
1981 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, Dean, Cathedral of Good Shepherd, Peru
1984 Diane Elise Shepard, St. Stephen's, Wilkinsburg
1984 Ann McDonald Staples, Deacon, St. Luke's -St. Thomas', 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 Garfield Shaw, Deacon, Retired, Sewickley
1985 Charles Michael Starr, D. Min., Chaplain, Pittsburgh
1986 David H. Barnhouse, M.D., Retired, Santa Barbara, CA
1986 Kenneth George Kocharhook, Supply, Advent, Jeanette

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 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., Nashotah House, Nashotah, WI
 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, Christ Church, North Hills
 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, Christ Church, Greensburg
 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., Sewickley
 1996 Catherine M. Brall, Trinity Cathedral, Pittsburgh
 1996 David D. Wilson, St. Paul's, Kittanning
 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., Church of the Atonement, Carnegie
 1997 William J. Geisler, D. Min., St Stephen's, McKeesport
 1997 Mary Maggard Hays, Canon Missioner, Pittsburgh
 1998 Thomas Prichard, Overland Park, KS
 1998 Grant LeMarquand, Trinity Episcopal School for Ministry, Ambridge
 1998 Catherine Munz, St. Brendan's, Franklin Park
 1998 James D. Shoucair, Christ Church, North Hills
 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, Canonsburg
 1999 William Geiger, Christ Church, Indiana
 1999 Joseph Martin, Church of Our Saviour, Glenshaw
 2000 Donald A. Cox, Three Nails, Pittsburgh
 2000 Judith M. Gentle, Ph.D., Pittsburgh
 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 H. Lawrence Thompson, III, Trinity Episcopal School for Ministry, Ambridge
 2000 Richard P. Pocalyko, Atlanta, GA
 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, Aliquippa
 2001 Lawrence Christopher Deihle, St. Thomas, Oakmont
 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, St. Marks, Geneva IL
 2001 Karen Elizabeth Woods, Deacon, Ascension, Oakland
 2001 Gordon Griffith Green, 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, Retired, St. Andrew's, New Kensington
 2003 James C. McCaskill, United Kingdom
 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
 2003 Nancy O. Chalfant-Walker, St. Martin's, Monroeville
 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, Deacon, St. Mary's, Charleroi
 2003 Paul R. Henry, All Saints', Brighton Heights
 2003 John A. Macdonald, Trinity Episcopal School for Ministry, Ambridge
 2003 Thomas Hays Perdue, Church of the Apostles, Fairfax, VA
 2003 Sandra Ritchie, Deacon, St. Paul's, Mt. Lebanon
 2003 Eugene Sherman, Trinity, Beaver
 2003 Jay Slocum, Church of the Cross, Bluffton, SC
 2003 Matthew T. Walter, Amman, Jordan
 2003 Simon Barnes, Christ Church, Bordentown, New Jersey
 2004 Deborah L. S. Carr, St. David's, Venetia
 2004 Paul Benjamin Rodgers, Trinity Church, Tarriffville, Connecticut

2004 Larry Augustus Crowell, Transitional Deacon, Trinity, Beaver
 2004 Vicente Carlos Santiago, Transitional Deacon, St. James, Penn Hills
 2004 Marc Ray Jacobson, Transitional Deacon, Trinity Cathedral, Pittsburgh
 2004 Richard Allen Pollard, Transitional Deacon, Church of the Advent, Brookline
 2004 Jeffrey Dean Mead, Transitional Deacon, Christ Church, North Hills
 2004 Marc Anthony Dobson, Transitional Deacon, Prince of Peace, Hopewell
 2004 John A Porter, Grace Church, Mt. Washington
 2004 David C. MacKenzie, Christ Church at Grove Farm, Sewickley
 2004 William H. Ilgenfritz, St. Mary's, Charleroi
 2004 Thomas Jeffrey Hendrickson, Transitional Deacon, Christ the King, Beaver Falls
 2004 David Blaine Rucker, Transitional Deacon, All Saints, Rosedale
 2004 Eliot Myles Winks, Transitional Deacon, Diocese of Maryland
 2004 David Harold Grissom, Transitional Deacon, St. Alban's, Murrys ville
 2004 Doug Blakelock, Transitional Deacon, St. Michael's, Wayne Township
 2004 Donald William Bushyager, Transitional Deacon, St. David's, Peter's Township
 2004 Carl Joseph Eyberg, Transitional Deacon, Diocese of Tennessee
 2004 David Walker Glade, Transitional Deacon, The Falls Church, Virginia
 2004 Judith Lynn Howells, Deacon, St. James, Penn Hills
 2004 Tara Leigh-Anne Jernigan, Deacon, Grace Church, Mt. Washington
 2004 Douglas Roland Sherman, Jr., Transitional Deacon, St. Martin's Monroeville

LETTERS OF DIMISSORY ACCEPTED -January-December 2004

January 1, 2004	John A. Porter – Diocese of Southwest Florida
April 20, 2004	David C. MacKenzie – Diocese of Southern Virginia
November 2, 2004	William H. Ilgenfritz – Diocese of Bethlehem

LETTERS DIMMISSORY ISSUED -January-December 2004

January 20, 2004	Julian Linnell – Diocese of Southern Virginia
January 25, 2004	David Brannen – Diocese of Bunyoro-Kitara
March 13, 2004	Amanda L. Nickles – Diocese of Albany
March 15, 2004	Mary Gustafson – Diocese of Western Massachusetts
April 19, 2004	Rebekah Neumann – Diocese of Maryland
July 28, 2004	Vern Edgar Caswell – Diocese of Argentina
July 29, 2004	Jeffrey Rawn – Diocese of Dallas
August 11, 2004	Michael J. Bridge – Diocese of Western Kansas
August 12, 2004	Christopher Michael Rodriguez – Diocese of Lusaka, Zambia
October 5, 2004	Michael R. Ruk – Diocese of Pennsylvania
October 25, 2004	William A. Eaton – Anglican Mission in America

DEATHS

March 30, 2004	Gilpin Lyman Reed, Kittanning
December 24, 2004	Donald Rankin Wilson, Retired, Sewickley

ORDINATIONS ORDER OF DEACON

June 12, 2004 – Trinity Cathedral, Pittsburgh

Douglas Richard Blakelock – (Transitional)
Michael James Bridge – (Transitional)
Donald William Bushyager – (Transitional)
Vern Edgar Caswell – (Transitional)
Larry Augustus Crowell – (Transitional)
Marc Anthony Dobson – (Transitional)
Carl Joseph Eyberg – (Transitional)
David Walker Glade – (Transitional)
David Harold Grissom – (Transitional)
Judith Lynn Howells – (Vocational)
Marc Ray Jacobson – (Transitional)
Tara Leigh-Anne Jernigan – (Vocational)
Jeffrey Dean Mead – (Transitional)
Richard Allen Pollard – (Transitional)
Christopher Michael Rodriguez – (Transitional)
Vicente Carlos Santiago – (Transitional)
Douglas Roland Sherman, Jr. – (Transitional)

October 30, 2004 – Trinity Cathedral, Pittsburgh

Thomas Jeffrey Hendrickson – (Transitional)
David Blaine Rucker – (Transitional)
Eliot Myles Winks – (Transitional)

ORDER OF PRIEST

NANCY OLIVER CHALFANT-WALKER
January 6, 2004 at Church of the Redeemer, Squirrel Hill

AMANDA LYNN NICKLES
January 11, 2004 at Christ the King, Beaver Falls

DEBORAH LYNN SANDT CARR
January 18, 2004 at St. David's, Venetia

MATTHEW TWENTYMAN WALTER
May 9, 2004 in Amman, Jordan

SIMON BARNES
June 15, 2004 at Christ Church, Bordentown, New Jersey

PAUL BENJAMIN RODGERS
January 21, 2004 at Trinity Church, Tarriffville, Connecticut

LARRY AUGUSTUS CROWELL
December 12, 2004 at Trinity, Beaver

VICENTE CARLOS SANTIAGO, JR.
December 12, 2004 at St. James, Penn Hills

MARC RAY JACOBSON
December 14, 2004 at Trinity Cathedral, Pittsburgh

RICHARD ALLEN POLLARD
December 17, 2004 at St. Paul's, Mt. Lebanon

JEFFREY DEAN MEAD
December 18, 2004 at Christ Church, North Hills

MARC ANTHONY DOBSON
December 19, 2004 at Prince of Peace, Hopewell

CARL JOSEPH EYBERG
December 21, 2004 at Church of the Ascension, Oakland

**MILESTONE ANNIVERSARIES FOR THE CANONICAL CLERGY
EPISCOPAL DIOCESE OF PITTSBURGH
2004**

ACTIVE CLERGY	DEACON	PRIEST
Robert Coval	35	
Peter H. Davids	25	
Jack V. Dolan	40	
Wm. Jay Geisler, Jr.	20	
L. P. Whistler Hays		20
Mary Maggard Hays		20
Arnold W. Klukas	30	
Lawrence Knotts	20	
Wade W. Lawrence	20	
Grant LeMarquand		20
David C. MacKenzie	25	
John H. Park	20	
Thomas M. Prichard		25
Diane R. Shepard		20
Ann M. Staples	20	
Charles M. Starr	20	
Andrew J. Tibus	35	
Mark Wright	20	

RETIRED	DEACON	PRIEST
David H. Barnhouse	18	11
Christopher Barker		34
James E. Bauer, M.D.		33
Ralph P. Brooks, Jr.		47
Richard W. Davies		49
Arthur C. Dilg		42
Norman Drysdale	34	33
James B. Edwards	56	55
Lynn C. Edwards		38
James A. Forrest	40	39
John A. Golden		15
Donald H. Gross		55
William W. Haslett, III	11	10
Alden M. Hathaway		42
Joanne Hetrick	21	
Austin A. Hurd		37
Jared Jackson		46
Kenneth Kocharhook		18
David L. Kinsey	27	26
Robert L. Kooser	42	41
John M. Leggett		44
Charles P. Martin		49
Peter C. Moore		43
John C. Parker	45	44
George P. Pierce	48	47
David A. St. Clair		35
Garfield Shaw	19	
Jeane Steele	17	
Russell W. Turner	53	51
Gilbert M. Watt		55
Mary Weatherwax	24	23
George L. W. Werner	42	41
Richard H. Wilmer		62

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: The Rev. Eugene Sherman

724-251-9227

BEAVER FALLS, CHRIST THE KING (1991)

3301 Sixth Avenue, 15010

Transitional Deacon: The Rev. Thomas Hendrickson

724-843-6624, 724-457-6799

BLAIRSVILLE, ST. PETER'S (1828)

36 W. Campbell Street, 15717

Supply

724-459-8804

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

Priest-in-Charge: The Rev. Paul Henry

412-766-8112, 412-578-4236

BROOKLINE (PGH), CHURCH OF THE ADVENT (1904)

3010 Pioneer Avenue, 15226

Rector: The Rev. Richard Pollard

412-561-4520, 412-833-2010

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 Sutcliffe, Jr.

412-279-1944, 412-968-0135

CHARLEROI, ST. MARY'S (1896)

509 Sixth Street, 15022

Fax: 724-483-4072

Priest-in-Charge: The Rev. Bob Coval

724-483-4072, 724-752-8170

Deacon: Jack V. Dolan

724-632-5658

Deacon: J. Edmund Hay

412-653-7012

CLAIRTON, CHURCH OF THE TRANSFIGURATION (1904)

Fifth & Halcomb Avenues, 15025

Deacon: Joseph Koch

412-233-4449, 412-384-6408

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

Lay Pastor: Mr. Robert Hanna

724-379-8871, 724-379-9025

Pastoral Missioner: The Rev. John Leggett

724-228-1060

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

Priest-in-Charge: The Rev. Gary D. Miller

724-224-5119, 724-845-8846

GEORGETOWN, ST. LUKE'S (1814)

Market & Third Streets, 15043

Priest-in-Charge: 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, 412-486-9028

GREENSBURG, CHRIST CHURCH (1822)

145 North Main Street, 15601

Fax: 724-834-2799

Rector: The Rev. Lawrence Knotts

724-834-4750, 724-744-0778

Assitant: 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

Supply Clergy: The Rev. Lynn Chester Edwards

412-461-5291, 412-731-2192

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 Wilson

724-375-1510

Assistant Rector: The Rev. Marc Dobson

724-375-1941

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

Supply Clergy: The Rev. Kenneth G. Kocharhook

724-523-9390, 412-621-9761

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

724-910-4478

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

LEECHBURG, HOLY INNOCENTS (1884)

Second Street & Siberian Avenue, 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

Priest -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

MCKEESPORT, ST. STEPHEN'S (1869)

220 Eighth Avenue, 15132

Fax: 412-664-1509

Rector: The Rev. Jay Geisler

412-664-9379, 412-824-8074

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

Assistant: The Rev. Nancy Chalfant-Walker

412-741-4394

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

Pastoral Assistant: The Rev. Canon Richard W. Davies

412-851-9212

Pastoral Assistant: The Rev. John Thomas

412-278-2727

Associate: The Rev. Martha Eilertsen

412-833-6733

MOUNT WASHINGTON (PGH), GRACE CHURCH (1851)

319 W. Sycamore Street, 15211

Fax: 412-381-7005

Rector: The Rev. John Porter

412-381-6020, 412-563-4995

Associate Priest: The Rev. Dr. Don H. Gross

412-741-1041

Associate Priest: The Rev. Ira C. Houck

412-279-6701

Deacon: Tara Jernigan

724-266-1528

Deacon: Rebecca C. Spanos

412-431-5939

MURRYSVILLE, ST. ALBAN'S (1970)

4920 Cline Hollow Road, 15668

Fax: 724-325-2727

Transitional Deacon: The Rev. David Grissom

724-325-2727, 412-754-2597

NEW BRIGHTON, CHRIST CHURCH (1850)

1217 3rd. 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

Priest-in-Charge: The Rev. Linda E. Manuel

724-339-7518, 412-741-1555

Deacon: Norman E. Koehler, III, PhD

412-967-0832

NORTH HILLS, CHRIST CHURCH (1891)

5910 Babcock Boulevard, 15237

Fax: 412-364-6780

Rector: The Rev. Jim Shoucair

412-364-2442, 412-782-0116

Associate Priest: The Rev. Jeffrey Mead

724-266-4338

Deacon: Christine McIlvain

724-375-3164

Deacon: Wade Lawrence

412-761-6077

NORTH SIDE (PGH), EMMANUEL CHURCH (1867)

957 W. North Avenue, 15233

Fax: 412-231-0454

Priest-in-Charge: 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

OAKLAND (PGH), CHURCH OF THE ASCENSION (1889)

4729 Ellsworth Avenue, 15213

Fax: 412-621-5746

Rector: The Rev. Jonathan Millard

412-621-4361, 412-781-2294

Assistant: The Rev. Grant Lemarquand

724-266-3221

Assistant: The Rev. F. Ann Paton, PhD.

724-843-7542

Archdeacon: The Ven. Gregory J. Malley

724-733-4834

Assistant: The Rev. Tina Lynn Lockett

412-661-9741

Deacon: Karen C. Woods

412-362-9333

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

Associate Priest: The Rev. Lawrence C. Deihle

412-741-5478

Deacon: Joanne Hetrick

412-828-5892

PATTON, STS. THOMAS AND LUKE EPISCOPAL CHURCH (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

Fax: 412-793-9293

Transitional Deacon: The Rev. David Rucker

412-793-0270, 412-828-1126

PENN HILLS, ST. JAMES (1851)

11524 Frankstown Road, 15235

Fax: 412-242-8121

Transitional Deacon: The Rev. Vicente Santiago

412-242-2300, 412-401-9504

Deacon: Judith Howells

412-373-0267

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

412-761-1100

Transitional Deacon: The Rev. Donald Bushyager

724-941-1540

PITTSBURGH, TRINITY CATHEDRAL (1791)

328 Sixth Avenue, 15222

Fax: 412-232-6408

Provost: The Rev. Catherine M. Brall

412-232-6404, 412-306-0795

Transitional Deacon: The Rev. Marc Jacobson

724 266-7550

RED BANK, ST. MARY'S (1871)

R. D. #2, Templeton 16259

Priest-in-Charge: The Rev. James E. Bauer, M.D.

724-483-4072, 724-465-0545

SCOTTDAL, ST. BARTHOLOMEW'S (1873)

Corner of Chestnut & Walnut Streets, 15683

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

724-887-8021, 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

Assistant Rector: The Rev. Patrick E. Dominguez

412-741-3975

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

Assistant: The Rev. Jared Jackson

724-872-5937

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

WARRENDALE, ST. CHRISTOPHER'S (1956)

925 Sheraton Drive, 15086

Fax: 724-776-6929

Rector: The Rev. Paul A. Cooper

724-776-1770, 724-910-7200

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

724-206-6598

WAYNE TOWNSHIP, ST. MICHAEL'S (1836)

P.O. Box 218, Rural Valley, 16249

Transitional Deacon: The Rev. Douglas Blakelock

724-783-7194, 724-337-4091

WAYNESBURG, ST. GEORGE'S (1886)

100 Bonar Avenue, 15370

Priest-in-Charge: The Rev. Peter E. Ostrander

724-627-8419, 724-439-2748

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

**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

Rector: The Rev. John Porter

412-381-6020, 412-563-4995

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

THREE NAILS FELLOWSHIP

Pittsburgh

The Rev. Don Cox

412-678-1853

LIVING STONES FELLOWSHIP

Latrobe

The Rev. Marty Wright

724-532-0737

ACTS 2:47

The Rev. James Vreeland

412-848-8604

THE GARDEN GATE

Oakdale

The Rev. Deb Carr

724-693-9880

HOUSE OF PRAYER
Avalon

The Rev. James Forrest & Sharon

412-761-1100

COMMITTEES OF THE DIOCESE (elected)

THE STANDING COMMITTEE

(2005)
The Rev. Scott T. Quinn
Stuart Simpson

(2006)
The Rev. Catherine Brall
William Roemer

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

(2008)
The Rev. David Wilson
Wicks Stephens

DIOCESAN COUNCIL

President: The Rev. Dan Crawford
Vice President: Mr. Dave Hoover
Secretary: Ms. Betsy Hetzler

District 1
The Rev. Dal Ferneyhough (2005)
Jim Forney (2006)
William Topper (2007)

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

District 2
Richard Martin (2005)
The Rev. Dan Crawford (2006)
Robert Lytle, Sr. (2007)

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

District 3
Steve Stagnitta (2005)
The Rev. Linda Manuel (2006)
James L. Sproat (2007)

District 8
Jim Brophey, Sr.
Sheila Burkholder
The Rev. David Grissom

District 4
The Rev. Dr. Mark Zimmerman (2005)
Daniel Lachenman (2006)
Dennis Sweeney (2007)

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

THE BOARD OF TRUSTEES

(elected by Convention)

(2005)
James Moore
John Morgan

(2006)
Thomas Pangburn
Alan Wright

(2007)
David Black

(elected by Districts)

(2005)
Mark Jennings (II)
Bruce G. Seiling (III)
John Stevenson (X)
Douglas Wicker (I)

(2006)
Amis Lewis (VII)
Robert Fleming (VIII)

(2007)
Jacquelyn Och (V)
Alex Garvin (IV)

(appointed by the Bishop)

(2005)
A. Kenneth Mann
Robert Tuscano

(2006)
Susan Pollard
James Wilson

(2007)
Michelle Domeisen

DIOCESAN GROWTH FUND

(elected by Convention)

Robert Manuel III

Nancy Bolden

(from Diocesan Council)

The Rev. Paul Sutcliffe

Jim Brophy

(from Board of Trustees)

Susan Pollard

(Ex officio members)

Nancy J. Norton
The Rev. Canon Mary Maggard Hays

The Rev. Ira C. Houck

MINUTES
139th Annual Diocesan Convention
Episcopal Diocese of Pittsburgh
A.D. November 5th & 6th, 2004

The One Hundred Thirty-Ninth Annual Convention of the Diocese of Pittsburgh convened on Friday and Saturday, November 5th and 6th, 2004, in the Embassy Suites Hotel and at St. Philip's, Moon Township, respectively. The theme for the convention was "Reaching Young People, Reaching the World."

The Convention commenced at 1:02 p.m. on Friday at the Embassy Suites Motel with Noonday Prayer led by the Rt. Rev. Henry Scriven, Assistant Bishop, and included a homily by the Rev. Canon Mary Maggard Hays.

Prior to commencement, three workshops were offered:

- Where are the Kids? Reaching Young People in a Complex World (led by Holly Rankin-Zaher)
- Global Youth Ministry (the Rev. Whis Hays)
- Youth Ministry Basic Training (Mike Krainak)

Registration of Convention Deputies began at 11:30 a.m. and ended promptly at 1:20 p.m. in order for the necessary certification for a roll call vote to be completed.

Following Noonday Prayer, the Right Reverend Robert W. Duncan, Seventh Bishop of the Episcopal Diocese of Pittsburgh, called the Convention to Order. He appointed Archbishop Henry Orombi as Chaplain of Convention; Joan Malley as Acting Secretary of Convention; Battle Brown as Chair of the Committee on Claims of Deputies; Rev. Don Bushyager as Judge of Elections and Mr. Wicks Stephens as Parliamentarian. Mrs. Malley subsequently certified that a quorum was present; the roll call was suspended by unanimous vote.

Mr. Battle Brown, President of Diocesan Council, was called upon to make the report of claims of deputies to seats (Canon XII, section 4b). Three parishes are delinquent in their assessments: Hazelwood, Good Shepherd; North Versailles, All Souls; Indiana, Christ Episcopal Church. Mr. Brown moved that these parishes be seated and given voice and vote at the convention. Motion was seconded and passed by voice vote.

Mr. Brown then read a list of parishes who had failed to file 2003 Audit reports as of October 30th (in accord with Diocesan Canon 17, Section 7):

Church of the Savior, Ambridge
Christ the King, Beaver Falls
All Saints, Brighton Heights
Church of the Atonement, Carnegie
St. Mary's, Charleroi
Church of the Transfiguration, Clairton
Church of the Nativity, Crafton
Church of the Resurrection, Cranberry Township
St. John's, Donora
Calvary Episcopal Church, East Liberty
St. Brendan's, Franklin Park
Trinity, Freeport
St. Luke's, Georgetown
Christ Church, Greensburg
Good Shepherd, Hazelwood
St. Andrew's, Highland Park
Holy Cross, Homewood
Advent, Jeannette

St. Paul's, Kittanning
Holy Innocents, Leechburg
St. Albans, Murrysburg
St. Stephen's, McKeesport
St. Martin's, Monroeville
St. Philip's, Moon Twp.
St. Paul's, Monongahela
St. Paul's, Mt. Lebanon
Grace Church, Mt. Washington
Shepherd's Heart, Oakland
St. Luke's-St. Thomas, Patton
St. James, Penn Hills
St. David's, Peters Twp.
St. Bartholomew's, Scottsdale
Church of the Redeemer, Squirrel Hill
St. Peter's, Uniontown
St. Christopher's, Warrendale
Trinity, Washington

He noted that this report is for information only. Bishop Duncan expressed his increasing concern about the failure to have audit reports filed, and will ask the Board of Trustees to review what seems to be a growing problem. There is no penalty in the canons but it is of great significance and concern.

Election of Secretary of Convention: Battle Brown moved that Joan Malley be elected Secretary of Convention; it was seconded. A motion was made that the nominations be closed; seconded.

Aye by voice vote. The Bishop asked that convention cast a unanimous ballot which they did by voice vote.

Correction offered by Carol Stanier, Calvary on behalf of Calvary's deputies from District VII who noted that the wording of Article 1 was not included or cited. Both the original Article & its Amendment will be included in revised minutes.

Joan Malley moved that the Minutes of the 2003 convention be approved as corrected. It was seconded. A representative from the deputation of Church of the Redeemer noted that the date in the first paragraph is incorrectly shown as 2004 rather than Nov. 7, 2003. The minutes were adopted as amended by voice vote.

Bishop Duncan's Annual Address to the convention followed. (May be found elsewhere in this journal.) During bishop's address he announced the appointment of Nancy Norton as Canon for Administration and Finance. By this action she became the first lay person ever appointed Canon.

Sherman White, St. Stephen's Sewickley, (on behalf of James Forney, St. Stephen's, Sewickley, Sarah Kwolek, St. Paul's, Kittanning, Kimberly Payne, St. Michael's of the Valley, Ligonier and himself moved adoption of Resolution #1 proposing a 5 year partnership between this diocese and Uganda Christian University; the motion was seconded and debate followed. The resolution follows in its entirety:

PROPOSED RESOLUTION #1
Partnership with Uganda Christian University

Whereas the five-year partnership with the Episcopal Church in the Province of Rwanda and Diocese of Shyira, adopted by the 134th Annual Convention of the Episcopal Diocese of Pittsburgh, has reached its end; and

Whereas the leadership of Uganda Christian University has invited the clergy and people of the Episcopal Diocese of Pittsburgh to join with them in mission and ministry; and

Whereas the Uganda Christian University is working to become not only a leading Ugandan, but also a great pan-African university; and

Whereas the Uganda Christian University has completed all the requirements to be chartered by the government of Uganda, becoming this year, A.D. 2004, the first private university to be so chartered; and

Whereas the Reverend Dr. Stephen Noll, a priest of the Episcopal Diocese of Pittsburgh, is entering this second term as Vice-Chancellor of Uganda Christian University; and

Whereas the Most Reverend Henry Luke Orombi is present at this 139th Convention, both as Primate of the Province of the Church of Uganda and as Chancellor of Uganda Christian University; be it therefore

RESOLVED, that the 139th Annual Convention of the Episcopal Diocese of Pittsburgh, on behalf of the entire diocesan family, embrace a special partnership for mission and ministry to the Uganda Christian University, including sponsoring students, capital projects and other initiatives that support Uganda Christian University's particular gifts to bear on behalf of the Anglican Province of Uganda and the nation of Uganda, and be it.

FURTHER RESOLVED, that the initial period of this partnership be five years, A. D. 2005 to 2009.

Roger Westman, Calvary Church, proposed amending the resolution to read "Further resolved, that the initial period of this partnership be five years, beginning when the Province of Uganda and its bishops and primate have complied fully with the Windsor Report request outlined in section 155 by issuing appropriate statements of regret for the consequences of intervening in another province, affirming their desire to remain in the Anglican Communion, ceasing all interventions, and working with diocesan bishops to provide alternative oversight to parishes seeking such." The amendment was seconded. There was no debate on this amendment; it was voted down by voice vote.

Ardelle Hopson, Calvary Church, spoke in opposition to Resolution 1, stating that it seeks to align the Diocese with a Primate who has gone to great lengths to distance himself from the majority of Episcopalians and that establishing a partnership with the University is tantamount to supporting what may well become an alternate jurisdiction within Anglicanism.

Debate ended without further discussion; Resolution #1 passed by voice vote.

The Bishop called on Theresa Newell, St. Stephen's, Sewickley, chair of the Rwanda Committee, who proposed adoption of Resolution #3: It was seconded.

PROPOSED RESOLUTION #3 Thanksgiving for Rwanda Partnerships

Whereas the 134th Annual Convention of the Episcopal Diocese of Pittsburgh adopted and embraced a five-year partnership for mission and ministry with the Episcopal Church in the Province of Rwanda; and

Whereas the 134th Annual Convention further adopted and embraced a special partnership for mission and ministry with the Diocese of Shyira in the Province of Rwanda; and

Whereas the Episcopal Diocese of Pittsburgh has been instrumental in sending Dr. Caleb and Dr. Louise King and their family as medical missionaries to head the work of re-habilitating and renewing the crucial role of Shyira Hospital for the people of Rwanda and of Central and East Africa; and

Whereas the Episcopal Diocese of Pittsburgh has been involved in literacy work at Ruhengeri through the fielding of missionary Sue McClain, and has contributed significantly to the construction of the Sonrise Boarding School; and

Whereas more than 800 orphans and genocide-scarred children across Rwanda have been sponsored through World Vision by congregations and households of the Episcopal Diocese of Pittsburgh, sponsorships that will continue for years beyond the formal conclusion of the five-year diocesan partnership commitment; BE IT THEREFORE

RESOLVED, that this 139th Annual Convention of the Episcopal Diocese of Pittsburgh express its thanksgiving to Almighty God for what has been accomplished through the relations and sacrifices of the partnership period, and expresses its gratitude to all those who were involved in visiting, serving, giving and praying for the partnership efforts; and be it

FURTHER RESOLVED, that this 139th Annual Convention expresses its profound gratitude to Mrs. Theresa Newell and the Rwanda Committee, and to the leadership of World Vision for their continuing partnership in the gospel.

Resolution #3 was seconded and passed unanimously by voice vote. (The Bishop noted that the diocese will communicate this to Archbishop Kolini and the people of Rwanda.)

At 2:26 p.m., Canon Nancy Norton, Director of Administration, explained the proposed 2005 budget, stating that it has been approved by Diocesan Council after having been prepared by that body's Finance Committee. Keeping in mind the diocesan mission statement, "One church of miraculous expectation and missionary grace," Canon Norton noted that the Council works to make sure that budgeted monies reflect our common vision. After an informative power point presentation, David Black moved that the budget be approved as proposed; it was seconded, discussed, and passed by voice vote. [The budget as adopted is printed elsewhere in the journal.]

Mr. Black then proposed that Convention approve the schedule of Diocesan Assessments as submitted; it was seconded and passed unanimously by voice vote.

He then proposed acceptance of the Clergy Compensation Guide as distributed; it was seconded and approved unanimously by voice vote.

Bishop Duncan suggested that we proceed to the first ballot for elections and then break before discussing the second reading of two constitutional amendments.

Mr. Roger Westman, Calvary, East Liberty, asked why we are electing deputies to General Convention when we're not supporting it financially. The Bishop responded that it is required by our Constitution and Canons and we are full members of ECUSA; the national church canons make budget contributions voluntary; we're not doing anything we're not allowed to do.

Sue Boulden, St. Thomas, Oakmont, and a nominee for General Convention, was granted a point of personal privilege in which she shared her personal feeling about being a nominee and stated she was willing to withdraw her nomination as a lay deputy if all the rest of nominees were willing to do likewise, given that we as a diocese do not contribute financially to the national church. The Bishop requested clarification; no other nominees chose to withdraw.

A Point of Order was raised by Dr. Harold Lewis, Calvary Church, East Liberty, inquiring if the ballot should read “vote for not more than 4” nominees for General Convention Deputy. He was advised to wait for the report from the Judge of Elections.

David Wilson, St. Paul’s, Kittanning, rose to note that the Ballot should say vote for no more than 2 clergy and 1 lay for the Array.

The Rev. Donald Bushyager, Judge of Elections, confirmed the above corrections of the ballot and explained instructions for proper voting: “Vote for no more than 4” under clergy and lay deputies to General Convention.

After ballots were collected by the tellers, Convention took a 20 minute break.

Convention resumed its business following the break, beginning the debate on the second reading of the Amendment to Article I, Section 1 of the Diocesan Constitution which follows:

PROPOSED CONSTITUTIONAL AMENDMENT: Article I, Section 1

Resolved, by this 139th Annual Convention of the Episcopal Diocese of Pittsburgh, that a second sentence be added to Article I, 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 American, 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.

Lou Camerlengo, Church of the Redeemer, rose for a Point of Order to say that the amendment is out of order because it openly conflicts with the Constitution and Canons of the national Episcopal Church; the Chancellor, Mr. Robert Devlin, has ruled contrary to that; the Parliamentarian ruled it not out of order because a previous convention has already ruled on it.

The Bishop explained that the debate would follow Special Rules of Order for Amendment to Article I, Section 1 of the Constitution.

1. Twenty minutes of debate.
2. Procedural motions in order after 10 minutes.
3. Three microphones provided: one for those speaking in favor; one for those speaking in opposition; one for procedural motions.
4. Debate limited to registered deputies and those having voice under Canon II.3.
5. A deputy may speak only once to the issue.
6. No deputy may speak for more than 2 minutes.
7. Debate may be extended twice, by ten minutes each time, upon motion properly made and passed.
8. Vote to be by roll call, with deputies eligible to vote those who registered during the registration period preceding the session.

The Rules were moved; seconded. There was no discussion and they were approved unanimously by voice vote.

Debate followed with Mr. Stephens serving as timekeeper:

Rachel Nicholson, St. Thomas, Canonsburg spoke against. The Rev. Gaea Thompson, Chaplain at Canterbury Place, spoke in favor.

Convention approved allowing procedural motions even though debate had not taken 10 minutes.

The Rev. Bob Banse, St. Paul’s, Mt. Lebanon, moved that Convention postpone this Constitutional amendment indefinitely; it was seconded and Fr. Banse spoke to it.

The Rev. Whis Hays, Three Nails questioned whether a second reading of a constitutional amendment could be postponed indefinitely. The Chancellor ruled that we can vote to postpone indefinitely.

Debate continued with Mary Roehrich, St. Andrew's, Highland Park, and Roger Westman, Calvary Church speaking in favor of indefinite postponement. The Rev. Jim Bauer, St. Mary's, Red Bank, asked for clarification as to what effect postponing indefinitely would have. Bill Topper, Church of the Savior, Ambridge, spoke against.

Don Serandan, St. Philip's, Moon Township, called the question (on postponing indefinitely).

The Bishop noted that a call to postpone indefinitely requires a majority vote. A voice vote was inconclusive; a vote was taken by standing and the motion was defeated. (58 voted in favor of the motion.)

Time for debate had expired. A roll call was taken by Convention Secretary Joan Malley beginning with clergy deputies and going in order by District. Results are as follows:

Clergy: (Y = Yes; N= No; A = Abstain; X=registered, not present for vote)

Chapman, Geoffrey	Y	Miller, Gary	Y	Lewis, Harold	N	Eilertsen, Martha	N
Crowell, Larry	Y	Smalley, Stephen	N	Lockett, Tina	Y	Fierro, John	Y
Dobson, Marc	Y	Wilson, Brad	Y	Malley, Gregory	Y	Finnie, Thomas	Y
Dominguez, Patrick	Y	Wilson, David	Y	McIntyre, Moni	N	Forrest, James	Y
Ferneyhough, Dallam	Y	Geiger, Bill	Y	Morehead, Jim	Y	Frey, Matthew	Y
Heidengren, John	Y	Knotts, Lawrence	Y	Paton, Ann	Y	Hay, Ed	Y
Pegram, Lang	Y	Manson, Ruth	Y	Reimer, Leslie	N	Leggett, John	Y
Sherman, Gene	Y	Staples, Ann	N	Robison, Bruce	A	Ostrander, Peter	Y
Taylor, Eric	Y	Wright, Marty	Y	Shepard, Diane	N	Stevenson, Karen	Y
Turner, Russell	Y	Zimmerman, Mark	Y	Woods, Karen	Y	Wright, Mark	Y
Vitunic, Joseph	Y	Banse, Robert	N	Wurschmidt, Michael	Y	Cummings, Sudduth	Y
Wicker, Laura	Y	Houck, Ira	Y	Youse, Don	A	Duncan, Robert	Y
Wilson, Dennis	Y	Jernigan, Tara	Y	Baillie, Ronald	Y	Edwards, Lynn	N
Cooper, Paul	A	Pollard, Richard	X	Chalfant-Walker, Nano	A	Fairfield, Leslie	Y
Geary, Bruce	Y	Porter, John	Y	Geisler, Jay	Y	Gabig, Jack	Y
Henry, Paul	Y	Quinn, Scott	Y	Grissom, David	Y	Hays, Mary	Y
Martin, Joseph	Y	Ritchie, Sandra	N	Howells, Judy	Y	Hays, Whis	Y
McIlvain, Christine	Y	Sutcliffe, Paul	Y	Koch, Joseph	Y	Jackson, Jared	N
Mead, Jeff	A	Wainwright, Philip	A	Martin, Leslie	Y	LeMarquand, Grant	Y
Munz, Catherine	N	Weatherwax, Mary	N	McGlynn, Douglas	Y	MacDonald, John	Y
Shoucair, James	A	Brall, Cathy	A	Murph, Jeffrey	Y	Scriven, Henry	Y
Bailey, John	Y	Bronson Sweigert, C.	N	Santiago, Vicente	Y	Theis, Laura	Y
Bauer, Jim	Y	Buettner, Dennett	Y	Sherman, Douglas	Y	Thompson, Gaea	Y
Blakelock, Douglas	Y	Chaney, John Paul	Y	Burdock, Stanley	Y	Thompson, Laurie	Y
Klingensmith, Colleen	Y	Cox, Don	Y	Bushyager, Donald	X		
Koehler, Chips	X	Fleming, Huett	Y	Carr, Deborah	Y		
Manuel, Linda	Y	Jacobson, Marc	Y	Dolan, Jack	X		

Laity: (Y = Yes; N= No; A = Abstain; X=registered, not present for vote)

Brett, Pam	Y	Walzer, Kathy L.	Y	Fenton, Daryl	Y	Snyder, Shelley	N
Casey, Judy	Y	Bauer, Carol	Y	German, Marilyn	Y	Stanier, Carole	N
Cook, Theresa	Y	Borland, Eleanor	Y	Hetzler, Betsy	Y	Taylor, Guion	N
Craycraft, Judith	Y	Clever, Kenneth	Y	Hopkins, Paula	N	Westman, Roger	N
Davis, Patti	Y	Cunneen, Dick	Y	Hunter, Dorothy	Y	Wilson, Linda Tardy	N
Eastwood, Albert M.	Y	Devlin, Robert G.	Y	Hurd, Geoffrey	N	Youngue, Elizabeth	N
Forney, Jim	Y	Evans, Alice	Y	Linn, Eric	Y	Ashcroft, Daryl	Y
Galbraith, A. Michael	Y	Glenn, Elise	A	MacLaren, James	Y	Boulden, Sue	N
Galbraith, Flora	Y	Himes, Rachel	Y	Meyers, Robert	Y	Brophy, Jim	Y
Otto, Joe	Y	Miller, Lynda	Y	Muhl, Andrew	N	Burkholder, Sheila	Y
Jessep, Bob	Y	Pascarella, Jean	Y	Och, Jacquelyn	N	Colaianne, Bonnie	Y
Magee, Patricia	Y	Powers, Freda	Y	Sherman, Martha	N	Fischer, Max	Y
McCall, Ann	Y	Shumaker, Nancy	Y	Frank, Peter	Y	Fleming, Robert	Y
Pangburn, Thomas	Y	Shumaker, Robert	Y	Welshman, Jim	Y	Davis, Bill	Y
Roemer, William	Y	Wilson, Gale	Y	Sweeney, Mary	N	Hicks, Harold	N
Sarandria, Don	Y	Simpson, Stuart	Y	Amaker, Dorcas	Y	Hunt-Mason, Gladys	Y
Smith, George	Y	Sproat, James L.	Y	Amis, Dorothy	N	King, Mike	Y
Storm, Elaine	Y	Stagnitta, Steve	Y	Atwood, Florence	N	Pratt, Robert E.	Y
Storm, Nick	Y	Steenkiste, Ann	Y	Spagnolli, Richard	N	Love, Kristin	A
Topper, William	Y	Prager, Margaret	Y	Dillon, Teri	Y	Olup, Ruth	Y
Trehar, Laura	Y	Manuel, J. Robert	Y	Hopson, Alfred	N	Serafini, Patricia	Y
White, Sherman H.	Y	Wilson, John	Y	Brown, Battle	Y	Stirbis, Paul	Y
Wicker, Douglas	Y	Bell-Loncella, Lisa	N	Burdett, Mary C.	N	Thomas, Lourana	Y
Wollman, David H.	Y	Carnahan, Kenneth	N	Charonis, David	N	Bakaitus, Tom	Y
Bernard, Nancy	N	Carnahan, Theresa	N	Stephens, Pam	Y	Bowers, Donald	Y
Burke, Kathy	Y	Garvin, Alex	Y	Chester, Jim	Y	Buddemeyer, Carolina	Y
Carey, Marybeth	Y	Garvin, Alice	Y	Camerlengo, Lou	N	Gearhart, Linda	Y
Fleck, Joan	Y	Thomas, Douglas	Y	Elvgren, Gillette	Y	Hoover, Dave	Y
Forbes, Dickson	Y	Lachenman, Daniel	Y	Farr, William	Y	Kiger, Jeannine	Y
Harvey, Jean	N	Henry, Curtis	Y	Greene, Steve	N	Berg, Sandra	Y
Kemerer, Daryl	Y	Hewat, Ann	Y	Hardie, Beth	N	McMillen, Barbara	Y
Kilbert, Colleen	N	Holbrook, Arthur	Y	Hopson, Ardelle	N	Means, Gretchen	Y
Lapp, Nancy	N	Magee, Joyce	N	Kusserow, Jan	N	Nicholson, Rachel H.	N
Lytle, Robert	Y	Scott, Celinda	Y	Laughlin, David	Y	Sadler, Ian	Y
Mahler, Carl	N	Pracel, Carol Ann	Y	Malley, Joan	Y	Sarria, Joseph	Y
Martin, Richard	Y	Sullivan, Sherrie	Y	Manz, Eileen	Y	Shymatta, Frank	Y
Garver, James	Y	Sweeney, Dennis	Y	Marsh, Melissa Schnap	N	Stevenson, Carol	Y
Woods, John	Y	Vale, David	Y	May, Lynnette A.	N	Trimble, Charles	N
Neiger, Doris	Y	Doty, D'Orville	N	Millar, Doug	N	Wright, Barbara	Y
Klopper, Mark	Y	Thomas, Cynthia	Y	Morgan, John H.	Y	Younkin, Toni	Y
Gagnon, Jeff	N	Scott, Dee	Y	Morris, Joan	N		
Stone, Walt	Y	Crompton, Christine	A	Roehrich, Mary	N		
Walker, Harvey	N	Evans, Toni	Y	Esch, Karen	N		

While vote was being tallied, Convention viewed the “Year in the Life of the Diocese” Video. The Bishop recognized Peter Frank, Director of Communications, and thanked him for his work on the video.

The Bishop announced Convention would move to consideration of the Proposed Constitutional Amendment to Article III, Section 2: (second reading)

PROPOSED CONSTITUTIONAL AMENDMENT: Article III, Section 2

Resolved, by this 139th 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 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 a seat and vote by reason of sickness or old age.

There was no discussion; a vote by orders was taken, beginning with a voice vote of the clergy. The amendment passed in the clerical order.

A vote by voice in the lay order was inconclusive; a standing vote showed that it passed in the lay order as well. The amendment was adopted.

The Bishop called on Mary Sweeney, St. Paul’s, Mt. Lebanon, for a report on Episcopal Relief and Development (found on page E21 in the Pre-Convention Journal). She announced that this year’s “Drop in the Bucket” proceeds would again benefit children in southern Africa orphaned by HIV/Aids.

A video on the “Reaching Youth – Reaching the World” Theme of the Convention was shown.

Leadership Reports were received by:

The Rev. Douglas McGlynn, President of the Standing Committee; Mr. Jack Morgan, President of the Board of Trustees, calling attention to the final paragraph in his report; Mr. Battle Brown, President of Diocesan Council (expressed appreciation for secretarial support from Bonnie Catalano, and for co-leadership of Dan Crawford and Betsy Hetzler; The Rev. Larry Deihle (not present), recently resigned President of Pittsburgh Episcopal Foundation; Bishop Duncan noted that Mr. David Black was assuming duties as the President of the Foundation; Mrs. Jane Adamson, President of Episcopal Church Women. (These reports may be found elsewhere in this journal)

The Bishop called on the Rev. Cathy Brall, Provost of Trinity Cathedral, for an encouraging update on the ministry of the Cathedral.

The Secretary of Convention reported the results of the roll call vote on the first constitutional amendment:

Clergy: 79 ayes, 14 nays, 8 abstentions

Laity: 124 ayes, 45 nays, 3 abstentions

Canon Norton gave directions to St. Philip’s, Moon Township, from the Embassy Suites and from the City of Pittsburgh.

Canon Hays made an announcement from Rock the World that they would be praying at St. Philip’s from 8 p.m. to 2 a.m. and invited all interested to join them.

Jeannine Kiger, St. George’s, Waynesburg, made a report from the Diocese of Chol Chol concerning the William Wilson special school in Chile which housed 520 students from Pre-Kindergarten through 8th grade. The school burned to the ground except for the girls’ dormitory. Ms. Kiger read a letter from Bishop Abelino Apeleo updating her on the progress they’ve made and their financial needs. (The full text of the letter may be found elsewhere in this journal). St. George’s Church, Waynesburg, is actively involved and will receive funds from any willing to give.

The Judge of Elections announced the following results from the first ballot (* indicates elected):

BOARD OF TRUSTEES:

49 Kenneth Mann	23 Michelle Domeisen
171 David Black*	1 The Rev. David Wilson (write-in)

GROWTH FUND:

77 Robert Pratt	146 Robert Manuel III*
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CATHEDRAL CHAPTER:

<u>Clergy:</u>	<u>Lay:</u>
77 The Rev. Lynn Edwards	52 Charles Trimble
178 The Rev. John Fierro*	176 John McKissick*
1 The Rev. David Wilson (write-in)	

COMMITTEE ON CANONS:

<u>Clergy:</u>	<u>Lay:</u>
218 The Rev. Paul Sutcliffe*	156 Steve Stagnitta*
1 The Rev. David Wilson (write-in)	83 Rachel Nicholson

THE ARRAY:

<u>Clergy:</u>	<u>Lay:</u>
202 The Rev. Paul Cooper*	214 Battle Brown*
214 The Rev. Jonathan Millard*	1 Gordon Fisher (write-in)
1 The Rev. David Wilson (write-in)	2 Lionel Deimel (write-in)
6 The Rev. Dr. Harold Lewis (write-in)	
1 The Rev. Robert Banse (write-in)	
1 The Rev. Dr. Moni McIntyre (write-in)	

STANDING COMMITTEE:

<u>Clergy:</u>	<u>Lay:</u>
175 The Rev. David Wilson*	22 Carl P.B. Mahler, II
52 The Rev. Vicente Santiago	42 Gladys Hunt Mason
3 The Rev. Martha Eilertsen (write-in)	135 Wicks Stephens*
	31 Daryl Kemerer
	1 Gordon Fisher (write-in)

GENERAL CONVENTION: (259 valid ballots, 130 needed for election)

<u>Clergy:</u>	<u>Lay:</u>
141 The Rev. James B. Simons*	77 Steve Stagnitta
56 The Rev. Huett Fleming Jr.	168 Joan Malley*
126 The Very Rev. George Werner	90 Stuart P. Simpson
91 The Rev. Scott Quinn	33 Minor Rodriguez, Jr.
132 The Rev. Canon Mary Maggard Hays*	48 Jay Gilmer
70 The Rev. Dr. W. Jay Geisler	52 Michael Galbraith
90 The Rev. David Wilson	145 William F. Roemer*
131 The Rev. Dr. J. Douglas McGlynn*	101 Joseph Sarria
71 The Rev. Donald W. Bushyager	71 Elizabeth V. Hobbs
3 The Rev. Canon Catherine Munz (write-in)	60 Susan Boulden
2 The Rev. Dr. Harold Lewis (write-in)	

A second ballot was needed for both orders in order to reach a majority. The Bishop announced that the second ballot would be taken the following day after Morning Prayer.

Canon Norton announced where the District Caucuses would take place and we dismissed at 5:05 p.m. for those caucuses.

Following the district caucuses, fellowship time took place in the Gazebo area of Embassy Suites. Convention then gathered for a banquet; following the banquet the keynote speaker was the Most Rev. Henry Orombi, Archbishop of Uganda, Chancellor of Uganda Christian University.

DAY TWO

Saturday morning began with Choral Matins, led by The Rev. Scott Quinn, Nativity, Crafton and rising president of the Standing Committee, with a homily by the Rt. Rev. Henry Scriven, Assistant Bishop of the Diocese, at St. Philip's, Moon Township. The Bishop introduced the Rev. Eric Taylor, Rector of St. Philip's, and asked him to greet the Convention.

Bishop Duncan then called Convention to order. The secretary certified the quorum at 9:22 a.m. It was moved and seconded that we dispense with the roll call; passed.

The Bishop requested to have a pastoral word with the people, reminding them that worship is a part of the Convention and we should keep in balance the joy of talking with each other and with talking with the Father.

The Bishop called on the Rev. Don Bushyager for the second ballot to elect 1 in the clergy order and 2 in the lay order as General Convention Deputies. Subsequent balloting would determine alternates. Names of those elected the previous day were struck from the ballots leaving the following:

Eligible for election on the Clergy side:

The Rev. Huett Fleming, Jr.
The Very Rev. George L. Werner
The Rev. Scott T. Quinn

The Rev. Dr. W. Jay Geisler
The Rev. David D. Wilson
The Rev. Donald W. Bushyager

Deputies were instructed to vote for 1.

Eligible for election on the Lay side:

Steve Stagnitta
Stuart P. Simpson
Minor Rodriguez, Jr.
Jay A. Gilmer

Michael Galbraith
Joseph Sarria
Elizabeth V. Hobbs
Susan Boulden

Deputies were instructed to vote for no more than 2.

Balloting began at 9:27 a.m.; Polls closed at 9:29 a.m.

The Bishop called for Convention Reports, beginning with the Commission on Racism: Nancy Bolden, Church of the Redeemer, Squirrel Hill.

The Commission's Report is found elsewhere in the journal. A survey was conducted regarding minority participation in parishes: In summary, all but 9 of 72 parishes were contacted. Clergy received a copy of the results in their packets and were requested to note if information was correct or incorrect; if no information, fill it in and place in the basket in the lobby. Mrs. Bolden was pleasantly surprised by the results of surveys received. Of 63 parishes, 40 (2/3) had some minority membership; 11 had minority representation on vestries; 16 in other leadership positions; 7 on staff; 2 minority clergy (down from 5 a few years ago), only 4 had minority delegates to diocesan convention. Minorities rarely appear on ballot of Diocesan Convention and when they do, election results reflect that. If we are to be a church that welcomes everybody, we also must involve minorities and have their voices heard in the governance of our church. This is where anti-racism training can be helpful.

Background information for the anti-racism resolution appears in the pre-convention journal. Process throughout the church since 1991 General Convention has involved formation of anti-racism committees, dialogue, to research, to training. "Required" is there for emphasis; it says "this is important" there is no realistic means of enforcement.

Curriculum being used is done within a spiritual context which sets it apart from others. Starts with prayer and ends with Eucharist. Trainers are sensitive, non-judgmental and non – confrontational. Training is experiential; we share our feelings & experiences. Several reported a good experience after having recently completed a training session at St. James, Penn Hills. Local trainers will soon be certified and we will be able to schedule several sessions as opposed to day and a half to better suit schedules.

Absalom Jones Laity Day Celebration will begin with a solemn pontifical mass. Lunch follows then workshops. This year's preacher is The Rt. Rev. William DeVeaux, Bishop of the 6th Episcopal District of The African Methodist Episcopal Church.

It was noted that in the pre-convention materials, the name of Gladys Hunt Mason was omitted as member of Commission on Racism training.

Nancy Bolden moved adoption of Resolution #2 as follows; it was seconded.

PROPOSED RESOLUTION #2

Anti-Racism Training

RESOLVED: That this annual convention of the Diocese of Pittsburgh does now commit itself to work to become a church committed to ending institutional and other forms of racism in this diocese and that each congregation commit itself to the work of overcoming the sin of racism through dialogue and training offered by the Anti-Racism Commission, and be it further

RESOLVED: That the lay and ordained leadership of the Diocese of Pittsburgh including all ordained persons, professional staff and those elected or appointed to positions of leadership on committees, commissions, agencies, and boards be required to take anti-racism training as provided by the Diocese of Pittsburgh Anti-Racism Commission; and be it further

RESOLVED: That all parishes involved in search processes along with their vestries be encouraged to take the Diocese of Pittsburgh Anti-Racism Dialogue training; and be it further

RESOLVED: That the Diocese of Pittsburgh commitment include but not be limited to increasing the recruitment and deployment of minorities as clergy and lay professional in the church.

Explanation: In 1991 the 70th General Convention of the Episcopal Church urged all dioceses and congregations to conduct an audit and reduce the injury of institutional racism (A199); additionally, the General Convention urged each diocese to implement and strengthen initiatives with congregations toward becoming a church of and for all races.

The 73rd General Convention in 2000 extended its anti-racism commitment for another nine years (AO47). This same General Convention also recommended a resolution requiring anti-racism training at all levels. This resolution also required training and certification of all lay and ordained leadership of the Episcopal Church.

The 74th General Convention in 2003 (A010) reaffirmed its historic commitment to eradicate racial injustice in the church and in secular society, and that the Executive Council continue the anti-racism program with appropriate staffing and budget, as approved by the 73rd General Convention (A047), and recommend the national dialogues on anti-racism methodology.

The Rev. Dennett Buettner, on sabbatical from Seeds of Hope, Bloomfield spoke in favor, as did the Rev. Moni McIntyre, Holy Cross, Homewood. The Rev. Geoff Chapman, St. Stephen's, Sewickley offered a friendly amendment adding the words "such as that" to the first two paragraphs as follows: First resolved clause, 3rd line, would read: "...through dialogue and training *such as that* offered by the..."; Second resolved clause, 3rd line, would read "to take anti-racism training *such as that* provided by the Diocese..."

Mrs. Bolden expressed that she had no problem with the friendly amendment. Without objection, it is voted upon as the original resolution.

Resolution #2 carried by voice vote. The Bishop expressed his appreciation for the work of the Commission and the Rt. Rev. Henry Scriven.

Commission on Aging (found elsewhere in this journal) – The Rev. Gaea Thompson encouraged people to give out her work phone number (412-622-9252) as the "Resource Center for the Episcopal Diocese of Pittsburgh Commission on Aging" and to pick up a flyer available on the tables in the lobby and that will be mailed to churches. She noted that the commission can offer workshop & written information on how to start an older adult ministry in the parish; information on maintaining church community in long term care settings, help in finding referrals and services for the care of older adults, a diocesan approved "Honoring our Elders" Eucharistic liturgy, caregiver support ministry, how to improve worship for older adults, parish nurse training information, Alzheimer's visitation training and a geriatric sensitivity workshop.

Commission on Ministry (May be found elsewhere in this journal) – The Rev. Jim Simons was excused from this meeting.

The Bishop advised the Convention that in the pre-convention materials pages E1 – E49 contain reports from various ministries/committees of the diocese by title. He invited any of those representing such groups present to come forward.

Joan Gunderson, Church of the Redeemer, Diocesan Historical and Archives Commission, noted that they need people who have interest in history to serve on the commission. Bishop Duncan also asked if anyone knows of a donor willing to underwrite a first ever history of the diocese to please speak to him as we have a writer.

The Bishop recognized The Rev. Don Green, Executive Director of Christian Associates of Southwestern Pennsylvania. Rev. Green brought greetings from the other 13 Christian faith traditions that make up Christian Associates in 24 judicatories in the 10 county areas who continue to be a unifying voice in the name of Jesus Christ for the gospel and wholeness of communities. He noted that Christian Associates has just completed construction of a new TV studio in Lawrenceville and that they are very interested in dioceses or congregations helping to provide additional programming for CATV, channel 95 in the City of Pittsburgh. (May be found elsewhere in this journal)

Bishop Duncan and the Convention recognized the Rev. Larry Deihle for his devoted service in Episcopal Development as development officer of the Diocese and as director of the Pittsburgh Episcopal Foundation.

Mary Roehrich, St. Andrew's, Highland Park, moved Resolution #4; it was seconded.

PROPOSED RESOLUTION #4
On relationship to the Episcopal Church & the Anglican Community

Whereas the Episcopal Diocese of Pittsburgh was created from the Episcopal Diocese of Pennsylvania in 1865, and altered geographically in 1910, by The Protestant Episcopal Church in the United States of America (The Episcopal Church); and

Whereas The Episcopal Church is an independent, autonomous province of the Anglican Communion over which no higher ecclesiastical authority exists; and

Whereas the Anglican Communion is comprised of many such independent, autonomous provinces mutually sharing in gospel of Christ and in certain instruments of union; and

Whereas the integrity and unity of such provinces is essential to the Anglican Communion and to each province's mission and ministries throughout the world; and

Whereas the Episcopal Diocese of Pittsburgh is an integral and inseparable component of The Episcopal Church, having made unqualified accession to its constitution, and only as such is or can be within the Anglican Communion; and

Whereas the Episcopal Diocese of Pittsburgh has no intention or ability to separate from the Anglican Communion or from The Episcopal Church;

Therefore, be it resolved that:

- 1) The Episcopal Diocese of Pittsburgh recognizes that it is a constituent and inseparable part of The Episcopal Church; and
- 2) The Episcopal Diocese of Pittsburgh recognizes that it is, and can only be, thereby within the Anglican Communion; and
- 3) The Episcopal Diocese of Pittsburgh, notwithstanding any action to the contrary, accepts that it is bound by, and will operate according to, the constitution and canons of The Episcopal Church.

Discussion followed:

M. Roehrich spoke in favor of the resolution.

Dave Hoover, St. Peter's, Uniontown, member of Diocesan Council, moved Resolution #4 be postponed indefinitely; seconded. Mr. Hoover spoke to the motion stating that Diocesan Council has recommended almost unanimously that a vote would cause greater division than what currently exists.

The Bishop stated that our rules of order allow for 20 minutes of debate on each resolution with no deputy speaking more than once.

Debate followed; vote on the motion to postpone indefinitely: voice vote inconclusive; standing – passed.

At 10:17 the Judge of Elections reported the results of the second balloting:

General Convention

Clergy:

The Rev. Huett Fleming, 12
The Very Rev. George Werner, 105
The Rev. Scott Quinn, 13
The Rev. Dr. Jay Geisler, 14
The Rev. David Wilson, 103
The Rev. Donald Bushyager, 13
260 valid ballots cast;
131 needed to elect – no election

Lay:

Steve Stagnitta, 70
Stuart Simpson, 108
Minor Rodriguez, 20
Jay Gilmer, 22
Michael Galbraith, 30
Joseph Sarria, 110
Elizabeth Hobbs, 71
Susan Boulden, 57
279 valid ballots cast;
140 needed to elect – no election

3rd ballots were distributed and the following names were given to deputies as eligible:

Eligible on clergy side: Werner & Wilson; vote for 1

Eligible on lay side: Stagnitta, Simpson, Sarria, Hobbs; vote for no more than 2

The Judge of Elections then announced the results of the elections in District caucuses of the previous day:

District 1 – Council: William. J. Topper

District Chair: Jim Forney

Vice Chair: The Rev. Dal Ferneyhough

District 2 – Council: Robert Lytle, Resurrection

District Chair: The Rev. Paul Cooper

Vice-Chair: The Rev. Bruce Geary, St. Peter's, Butler

District 3 – Council: James L. Sproat, Trinity, Freeport

Chair: Alice L. Evans, St. Barnabas, Brackenridge

Vice-Chair: The Rev. John P. Bailey, Fox Chapel

District 4 – Council: Dennis Sweeney

(Dan Lachenman to complete term of Curt Henry; Battle Brown called for a point of order stating that the Standing Committee is to fill vacancies; duly noted by the Bishop)

Board of Trustees: Alexander Garvin, St. Peter's, Blairsville

Chair: Carol Ann Prancel, Christ Episcopal Church

Vice – Chair: Sherrie Sullivan, Somerset

District 5 – Board of Trustees: Jacqui Och, St. Paul's

Council: Marilyn German

Chair: Paula Hopkins

Vice-Chair: The Rev. John A. Porter, Grace, Mt. Washington

District 7 – Council: Mary Roehrich

Chair: Roger Westman

Vice-Chair: The Rev. Canon Cathy Brall, Trinity Cathedral

District 8 – Council: The Rev. David Grissom, St. Alban's, Murrys ville

Chair: The Rev. Dr. Jay Geisler, St. Stephen's, McKeesport

Vice Chair: Sheila Burkholder, Transfiguration, Clairton

District 10 – Council: David Hoover, St. Peter's, Uniontown

Chair: The Rev. Tom Finnie, St. Peter's, Uniontown

Vice-Chair – none

Mary Sweeney, St. Paul's, Mt. Lebanon, and Diocesan Coordinator for Episcopal Relief and Development moved adoption of Resolution #6 (below); seconded. Mary then spoke in favor of the resolution.

PROPOSED RESOLUTION #5
Episcopal Relief & Development

Whereas, at a time of fraction and tension in our churches, let us not forget those whose very survival depends upon our willingness to act, be it therefore

RESOLVED, that the Convention of the Diocese of Pittsburgh affirm and embrace the achievement of the United Nations' Millennium Development Goals (MDG's) that pledge to:

1. Eradicate extreme poverty and hunger;
2. Achieve universal primary education
3. Promote gender equality and empower women
4. Reduce child mortality
5. Improve maternal health
6. Combat HIV/AIDS, malaria and other diseases;
7. Ensure environmental stability; and
8. Develop a global partnership for development.

And be it further

RESOLVED, that this Convention, recognizing that funding for nutritional, education, health care, and development programs is essential to achieve not only the Millennium Development Goals, but also for recognizing the dignity of all human beings, reaffirm the 73rd General Convention's Resolutions A001 and D003 and resolution D006 of the 74th General Convention, challenging all dioceses and congregations to contribute 0.7% of their annual budgets to fund international outreach efforts and development programs like Episcopal Relief and Development of others; and be it further

RESOLVED, that this Convention encourage all parishes to report their own progress in achieving this funding objective one month before the next Convention to the Diocesan Coordinator; so this information can be included in the next Convention report; and be it further

RESOLVED, that the United States government, as one of the 191 national signatories to the United Nations Millennium Development Goals, be encouraged to abide by its commitments to fund international development aid at 0.7% of US Gross National Product (GNP), and provide appropriate leadership and resources toward international efforts to implement these and other internationally agreed development goals; and be it further

RESOLVED, that the Secretary of this Convention convey the above resolution to the appropriate government officials and that individual Episcopalians contact their elected representatives, urging them to support the US government's commitment to funding international development aid at 0.75 of US GNP.

The Rev. Stan Burdock, Christ Church, Brownsville, member of Diocesan Council, moved that the resolution be postponed indefinitely; seconded. Fr. Burdock then spoke to it.

Debate followed; the Bishop called for a vote on the motion to postpone indefinitely as time for debate had elapsed. Voice vote was inconclusive; motion to postpone passed by standing vote.

The Judge of Elections reported on the third ballot for Deputy to General Convention:

Clergy:
The Very Rev. George Werner, 121
The Rev. David Wilson, 152
274 valid ballots, 1 write-in, 138 needed;
David Wilson elected

Lay:
Steve Stagnitta, 103
Stuart Simpson, 124
Joseph Sarria, 140
Elizabeth Hobbs, 109
273 valid ballots, 137 needed;
Joseph Sarria elected.

At 10:53 a.m., the Judge of Elections reported that we needed a 4th ballot for Lay Deputies to General Convention. Ballots were distributed and instructions given to vote either for Elizabeth Hobbs or Stuart Simpson as the 4th Lay Deputy to General Convention.

The Bishop reminded Convention that we would need another ballot subsequent to this in order to elect alternates to General Convention; they would be elected by plurality.

As the ballots were collected the first of our “Mission Minutes” was viewed: “Reaching Young People, Reaching the World”.

The Rev. Leslie Reimer, Calvary, East Liberty, requested a point of personal privilege. Speaking in response to the results of the election for clergy deputies to General Convention, Ms. Reimer stated, “Of all of the signs of unwillingness to work for reconciliation and mistrust, I find the failure to elect George Werner to be the most tragic and poignant. I believe that it is a mark of profound disrespect for his work as a reconciler among us and among the wider church and a sign again of how unwilling people are to see beyond their own narrow perspectives and to work together to be the Body of Christ.”

The Bishop asked to move to consideration of the next Resolution.

The Rev. Cynthia Bronson-Sweigert, Church of the Redeemer, Squirrel Hill moved that Resolution #6 be adopted (text follows); it was seconded and she spoke to it.

PROPOSED RESOLUTION #6 In Support of Women Priests

Whereas the Episcopal Church in the United States of America has recognized women’s ministry since 1850, when the Right Reverend William Rollinson Whittingham, Bishop of the Episcopal Diocese of Maryland from 1840-79, “set apart” two deaconesses; and

Whereas women have been ordained to the priesthood in the Anglican Communion since the historic priesting of the Reverend Dr. Florence Li Tim-Oi in 1944 and regularly so since the ordination of women to the priesthood was re-established in 1971 by the Diocese of Hong Kong; and

Whereas this year marks the thirtieth anniversary of events leading the Episcopal Church to recognize women’s ordination to the priesthood; and

Whereas the Diocese of Pittsburgh was among the first to ordain women to the priesthood following the 1976 General Convention, when the Right Reverend Robert Bracewell Appleyard, fifth bishop of Pittsburgh, priested the Reverend Beryl T. Choi on 8 January 1977; and

Whereas the Diocese of Pittsburgh has encouraged and ordained women called to the priesthood while respecting those who have not come to this same theological position; and

Whereas the Diocese of Pittsburgh now has taken a leadership role in the Episcopal Church and in the Anglican Communion and is working closely with a number of dioceses and provinces of the Communion that have not yet experienced the gifts brought to the Church through women’s ministry as priests;

Therefore, Be it Resolved

That the Diocese of Pittsburgh commends women clergy in the diocese; affirms its intent to continue raising up, ordaining, and supporting women as priests in this diocese; and commits to witnessing to the benefits of women’s ministry to those who have not yet experienced the grace and gifts brought to the Church by women priests.

The Rev. Cynthia Bronson Sweigert then spoke to the resolution. It was included in celebration of 30 years of women in ordained ministry and because a number of ordained women in this diocese are feeling more and more disenfranchised by the current climate in the church and this gives us an opportunity to affirm their ministry in this diocese. Extremely painful for some of us to understand why it is seemingly more important to some people to honor feelings of those who don’t accept women’s ordination than it is to honor those women who are ordained who are right here.

Colleen Kilbert, Christ Church, North Hills; called the question. It was seconded.

As a procedural motion, there was no debate and it required a 2/3 affirmative vote; the vote failed by voice vote.

Convention returned to considering the Resolution.

The Rev. Linda Manual, Vicar, St. Andrew's, New Kensington moved to postpone indefinitely; seconded. She then spoke in favor of the motion.

Deacon Mark Stevenson – Trinity, Washington – as an informal student of American history, has studied danger of ignoring crucial issues to the body; at some point this diocese does need to make a formal affirmation allowing those who have problems with it to vote no, but to go on record as supporting ordination of women is crucial.

Charles Trimble, St. Thomas, Canonsburg – if in order, would like to amend resolution to say that we will postpone indefinitely all resolutions before us. The Parliamentarian ruled that as a motion to suspend the rules (requiring 2/3 vote); It was withdrawn.

Debate on the motion to postpone indefinitely continued for twenty minutes when time elapsed.
A voice vote was inconclusive; Standing: ayes have it. Motion postponed.

The Bishop reminded Convention that our policy has been and will be to support women in leadership positions, lay or ordained, and always seeking the person either male or female who can do the best work.

The Rev. Philip Wainwright, St. Peter's, Brentwood, rose to move that we suspend the rules of convention in order to postpone indefinitely the remaining resolutions. The Bishop said he would be recognized following the announcement of the Judge of Elections and voting.

At 11:21 a.m. the Judge of Elections announced the results of the 4th ballot for lay deputies to General Convention:

Stuart Simpson, 151

Elizabeth Hobbs, 107

3 write-ins, 6 blank ballots; 261 ballots cast; 131 needed to elect; Simpson is elected

Instructions were given for balloting for alternate deputies and ballots were distributed: Vote for no more than 4 clergy alternates and 4 in lay order.

The Bishop requested that the members of the Standing Committee present come forward to confer with him.

At 11:30 a.m. the House viewed another "Mission Minute" video that followed the theme of Convention, "Reaching Young People, Reaching the World".

Bishop Duncan announced that the Time Certain for business of the Convention had come and that there were 2 ways to move forward:

Move to Eucharist or move to extend debate (required 2/3 vote)

Also, on behalf of the Standing Committee, the Bishop asked if Convention would be willing to extend our time for 5 minutes of prayer related to the issues of reconciliation in the diocese and a necessary announcement from the Standing Committee.

There was no motion to extend debate, and no objection for 5 minutes of prayer with an announcement; the Bishop called the President of the Standing Committee, the Rev. Doug McGlynn, forward to lead prayer with other members of the Standing Committee. Dr. McGlynn requested that Canon Catherine Brall and Mrs. Kathleen Marks join him.

Noting we were at a critical point in our diocese, Dr. McGlynn asked for prayers for reconciliation and a right heart towards one another.

Mrs. Marks read a portion of scripture: Colossians 3:12ff

Therefore, as God's chosen people, wholly and dearly loved, clothe yourself with compassion, kindness, humility, gentleness and patience. Bear with each other and forgive whatever grievances you may have against one another. Forgive as the Lord forgave you. And over all these virtues, put on love, which binds them all together in perfect unity. Let the peace of God rule in your hearts since as members of one body you were called to peace. And be thankful, let the word of Christ dwell in you richly as you teach and admonish one another with all wisdom and as you sing psalms, hymns and spiritual songs with gratitude in your hearts to God. And whatever you do, whether in word or in deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through Him.

A period of prayer followed.

The Bishop then announced that with the advice and consent of the Standing Committee and in light of the continuing civil suit brought by two of our parishes and the deepest desire to turn this from its present course, in order to encourage the process of resolution and reconciliation, if it please God, and in order to open all the means of response possible in the situation, notice was given under Canon 15, Section 6 of the canons of the Episcopal Diocese of Pittsburgh that consideration of the dissolution of the union between the Convention of this diocese and the parishes of Calvary Church, East Liberty, and St. Stephen's Church, Wilkinsburg, will be a part of the agenda of the next meeting of this convention whether that be a special or annual meeting. The Bishop stated that he made this announcement with deepest grief, but the Canons require that it be made at an annual convention. The suit has extended for 13 months. He expressed himself the previous day as to what he believes is the proper course. This does not mean Convention will have to do this, but that it's an un-hoped for possibility.

There was a 10 minute recess to prepare for worship.

During the course of the service the annual United Thank Offering of the Episcopal Church Women was received. Bishop Duncan celebrated, assisted by Bishop John Muhanguzi, Bishop Scriven, Canon Hays and Canon Norton and the Most Rev. Henry Orombi preached, noting that while we wait, we should preach the Gospel.

The Convention adjourned at the close of the Eucharist, *sine dei*.

Joan Malley
Secretary of Convention

The results of the Election of alternate deputies to General Convention were reported to the Secretary after convention adjourned as follows: (* = first alternates from each order)

Clergy:

176, The Rev. Scott Quinn*
171, The Rev. Huett Fleming
158, The Rev. Dr. Jay Geisler
154, The Rev. Don Bushyager
145, The Very Rev. George Werner

Lay:

187, Elizabeth Hobbs*
178, Steve Stagnitta
136, Jay Gilmer
116, Michael Galbraith

**THE EPISCOPAL DIOCESE OF PITTSBURGH
2005 PROPOSED BUDGET**

			Approved	Revised	Proposed	
		Actual	Budget	Budget	Budget	
		<u>2003</u>	<u>2004</u>	<u>2004</u>	<u>2005</u>	
	<u>ASSESSMENT INCOME</u>					
	Group A (11% - income over \$150,000)		1,176,638	1,151,888	1,176,932	
	Group B (\$1,750 + 12.82609% over \$35,000)		277,919	266,560	266,336	
	Group C (5% - income less than \$35,000)		11,101	10,429	12,595	
	Other		10,000	10,000	10,000	
	Total Assessments		1,475,658	1,438,877	1,465,863	
	<u>BUDGET INCOME</u>					
	Assessments Realized	1,433,118 *	1,446,145	1,410,099 **	1,436,546	
	Endowment - Episcopacy	116,067	114,000	114,000	110,000	
	Endowment - Diocesan Mission	37,150	36,000	36,000	35,000	
	Community Service Fund - Diocesan Mission	100,000	100,000	100,000	100,000	
	Miscellaneous	5	3,000	3,000	1,000	
	United Way	10,609	10,000	10,000	8,000	
	Communications Donations - Trinity	6,183	15,000	15,000	10,000	
	Development Director Reimbursement	25,000	25,000	25,000	10,000	
	Widow's Corporation - Clergy Conference	10,000	10,000	10,000	10,000	
	2003 Budget Carryover			93,500	0	
	John Draper Endowment	26,500	0	0	0	
	Total Income	1,764,632	1,759,145	1,816,599	1,720,546	
	<u>EXPENSES</u>					
	A. Congregational Mission	332,431	408,481	417,742	356,844	
	B. Transformational Networks	270,837	313,911	353,701	274,362	
	C. Beyond The Diocese	286,578	282,900	276,900	280,700	
	D. Office of Bishop	280,309	317,942	334,391	334,950	
	E. Administration	396,806	413,911	433,864	451,690	
	Executive Salary Adjustments (3.2%)		10,000	0	12,000	
	Staff Salary Adjustments (3.2%)		12,000	0	10,000	
	Budget Excess (Deficit)	197,672	0	0	0	1
	Total Expenses	1,764,632	1,759,145	1,816,599	1,720,546	
	Funds approved by Diocesan Council for disbursement to parish designated missions.					
*	\$112,770 of funds not received by diocese. Approved by Diocesan Council for parish disbursement to designated missions.					
**	\$139,237 of funds not received by diocese. Approved by Diocesan Council for parish disbursement to designated missions.					

A. Congregational Mission			Approved	Revised	Proposed	
		Actual	Budget	Budget	Budget	
		<u>2003</u>	<u>2004</u>	<u>2004</u>	<u>2005</u>	
<u>Canon</u>						
	Salary	40,300	40,300	46,273	46,273	
	Housing	22,000	22,000	22,000	22,000	
	Pension	11,214	11,214	12,289	12,289	
	Life/AD&D/STD/LTD	1,109	1,200	1,300	450	
	Medical Insurance Allowance	10,412	12,800	13,100	11,500	
	Travel	2,153	3,000	3,000	3,000	
	Auto Expense	8,640	8,600	9,100	9,000	
	Business Expense	2,788	4,000	4,000	3,000	
		98,616	103,114	111,062	107,512	
<u>Canon Secretary</u>						
	Salary	25,005	28,000	28,500	28,500	
	Overtime		0	0	1,000	
	FICA/Pension	3,036	6,342	6,455	6,682	
	Life/AD&D/STD/LTD	360	525	525	650	
	Medical Insurance Allowance	3,632	4,500	4,500	4,500	
	Travel/Training	1,675	1,000	1,700	1,500	
		33,708	40,367	41,680	42,832	
<u>Diocesan Mission Team</u>						
	Travel and Conferences	0	1,500	1,500	1,500	
	Church Planting Development	1,369	2,500	2,500	2,500	
	Congregational Developer-Small Churches	15,000	15,000	15,000	0	
	Congregational Developer-Mid Size Churches	10,000	10,000	10,000	10,000	
	Congregational Developer-Church Plants	16,148	15,000	15,000	22,500	
	Congregational Development Resources	3,274	10,000	10,000	10,000	
		45,790	54,000	54,000	46,500	
<u>New Churches</u>						
	Bloomfield, Seeds of Hope	12,000		20,000		
	Undesignated at time of budget	0	35,000	15,000		
		12,000	35,000	35,000	40,000	2
<u>Mission Centers</u>						
	Brighton Heights, All Saints	3,000				
	Wilkinsburg, St. Stephen's	18,000		16,000		
	Undesignated at time of budget	0	26,000	10,000		
		21,000	26,000	26,000	10,000	3
<u>Partnerships</u>						
	Kittanning/Fox Chapel	4,000				
	New Kensington/Fox Chapel	0				
	Somerset/Ligonier	1,650				
	Cranberry/Sewickley	15,000		7,500		
	Undesignated at time of budget		40,000	32,500		
		20,650	40,000	40,000	5,000	4

A. Congregational Mission (continued)			Approved	Revised	Proposed	
		Actual	Budget	Budget	Budget	
		<u>2003</u>	<u>2004</u>	<u>2004</u>	<u>2005</u>	
New Initiative Grants						
	Ambridge, Church of the Savior	4,000				
	Avalon, Epiphany	2,667				
	Beaver, Trinity	6,000	8,000	8,000		
	Brookline, Advent	2,000				
	Franklin Park, St. Brendan's	1,000				
	Highland Park, St. Andrew's			2,400		
	Homestead, St. Matthew's	3,500	1,750	1,750		
	Hopewell, Prince of Peace	4,000	2,000	2,000		
	Kittanning, St. Paul's	5,000	6,000	6,000		
	Monongahela, St. Paul's			1,666		
	Monroeville, St. Martin's			3,000		
	Moon Twp, St. Philip's	5,000				
	Mt. Washington, Grace Edgeworth			4,000		
	North Hills, Christ Church	3,000		4,000		
	Oakmont, St. Thomas	7,000	7,000	7,000		
	Sewickley, St. Stephen's	8,000				
	Warrendale, St. Christopher's	3,000				
	Washington, Trinity	7,500	6,000	6,000		
	Undesignated at time of budget preparation	0	33,250	18,184		
		61,666	64,000	64,000	60,000	5
Urban Outposts						
	Hazelwood, Good Shepherd			9,000		
	North Side, Emmanuel	22,000		22,000		
	Oakland, Shepherd's Heart	17,000		15,000		
	Undesignated at time of budget preparation		46,000	0		
		39,000	46,000	46,000	45,000	6
TOTAL CONGREGATIONAL MISSION		<u>332,431</u>	<u>408,481</u>	<u>417,742</u>	<u>356,844</u>	

B. Transformational Networks			Approved	Revised	Proposed	
		Actual	Budget	Budget	Budget	
		<u>2003</u>	<u>2004</u>	<u>2004</u>	<u>2005</u>	
<u>Assistant Bishop</u>						
	Salary	35,000	35,000	39,875	39,875	
	Housing	30,000	30,000	30,000	30,000	
	Pension	11,700	11,700	12,578	12,578	
	Life/AD&D/STD/LTD	1,014	1,000	1,200	450	
	Medical Insurance Allowance	10,754	12,800	13,100	11,500	
	Travel	2,363	3,000	3,500	4,500	
	Auto Expense	9,816	8,500	10,000	11,000	
	Business Expense	1,065	2,000	2,000	2,000	
		101,712	104,000	112,253	111,903	
<u>Secretary to the Assistant Bishop</u>						
	Salary	12,355	24,000	27,600	26,000	
	Overtime		0	0	500	
	FICA/Pension	898	5,436	6,251	5,923	
	Life/AD&D/STD/LTD	0	525	525	650	
	Medical Insurance Allowance	306	4,500	4,500	4,500	
	Travel/Training	0	750	750	1,500	
		13,559	35,211	39,626	39,073	
<u>Youth</u>						
	Happening	9,689	10,000	10,000	10,000	7
	Young Priest Initiative	0	0	25,000	15,000	8
	Sheldon Calvary Camp	15,000	15,000	15,000	15,000	9
		24,689	25,000	50,000	40,000	
<u>Recruitment</u>						
	Deployment Expenses	467	3,000	3,000	2,000	
		467	3,000	3,000	2,000	10
<u>Training</u>						
	Clergy Conference	15,595	10,000	10,000	15,000	
	Diocesan Mission Team Training	0	3,000	3,000	3,000	
	Ministry Leadership Workshops	89	500	500	500	11
	Leadership Overnight	1,075	500	500	500	12
	Misconduct Training and Materials	140	1,000	1,000	1,000	13
	Ordinands Training Program	108	500	500	1,000	
		17,007	15,500	15,500	21,000	
<u>Development Director</u>						
	Salary	0	0	0	0	
	Housing	55,000	55,000	56,375	9,395	
	FICA/Pension	10,004	9,900	10,148	1,691	
	Life/AD&D/STD/LTD	977	1,000	1,000	50	
	Medical Insurance Allowance	11,270	15,000	15,000	2,250	
	Auto		4,000	4,500	0	
	Travel		1,500	1,500	0	
	Business Expense	150	3,000	3,000	0	
		77,401	89,400	91,523	13,386	

B. Transformational Networks (continued)			Approved	Revised	Proposed	
		Actual	Budget	Budget	Budget	
		<u>2003</u>	<u>2004</u>	<u>2004</u>	<u>2005</u>	
	<u>Network Support</u>					14
	Deacon's Hospital Ministry	1,550	2,000	2,000	3,000	
	Dues, workshop, etc.	150	1,500	1,500	1,500	
	Resource Center Acquisitions	2,000	2,000	2,000	3,000	
	Commission on Aging	0	500	500	500	
	Commission on Racism	2,076	1,800	1,800	5,000	
	Education for Ministry	1,500	1,500	1,500	0	14
	Other Networks	1,484	2,000	2,000	2,000	
		8,760	11,300	11,300	15,000	15
	<u>Commission on Ministry</u>					
	Contract Clerical Support	6,223	0	0	0	
	Deacon Formation Program	2,000	2,000	2,000	2,000	
	Deacon Formation Program Expenses	1,050	1,000	1,000	1,000	
	Ordination Expenses	0	1,500	1,500	2,000	
	Board of Examining Chaplains	1,641	3,000	3,000	3,000	
	Continuing Education	7,776	11,000	11,000	11,000	
	Directors of Formation	0	500	500	0	
	General Oversight	1,553	4,500	4,500	2,000	
	Background Checks	2,100	0	0	4,000	
	Psychological Exams	4,900	7,000	7,000	7,000	
		27,243	30,500	30,500	32,000	16
	TOTAL TRANSFORMATIONAL NETWORKS	<u>270,837</u>	<u>313,911</u>	<u>353,701</u>	<u>274,362</u>	
C. Beyond the Diocese			Approved	Revised	Proposed	
		Actual	Budget	Budget	Budget	
		<u>2003</u>	<u>2004</u>	<u>2004</u>	<u>2005</u>	
	<u>National</u>					
	National Church	126,865	0	0	0	
	National and International Giving	112,870	240,000	234,000	235,000	
	General Convention Deputies	20,000	15,000	15,000	15,000	
		259,735	255,000	249,000	250,000	
	<u>International</u>					
	Lambeth .7% Resolution-Five Talents	9,999				
	Undesignated at time of budget preparation		10,000	10,000	12,000	
		9,999	10,000	10,000	12,000	17
	<u>Ecumenical & Other</u>					
	Third Province Dues	1,899	2,200	2,200	2,200	18
	PA Council of Churches	2,500	2,700	2,700	3,000	19
	Christian Associates	9,445	10,000	10,000	10,000	20
	Other Ecumenical	3,000	3,000	3,000	3,500	21
		16,844	17,900	17,900	18,700	
	TOTAL BEYOND THE DIOCESE	<u>286,578</u>	<u>282,900</u>	<u>276,900</u>	<u>280,700</u>	

D. Office of the Bishop			Approved	Revised	Proposed
		Actual	Budget	Budget	Budget
		<u>2003</u>	<u>2004</u>	<u>2004</u>	<u>2005</u>
Bishop					
	Salary	58,000	58,000	64,600	64,600
	Housing	30,000	30,000	30,000	30,000
	Pension	17,433	19,640	20,000	19,000
	Life/AD&D/STD/LTD	1,209	1,300	1,300	450
	Medical Insurance Allowance	9,454	11,300	11,500	11,500
	Travel	0	7,000	7,000	7,000
	Auto Expense	11,718	10,000	12,000	12,000
	Business Expense	7,862	10,000	10,000	10,000
		135,675	147,240	156,400	154,550
Secretary to the Bishop (FT)					
	Salary	38,396	38,396	40,320	40,320
	FICA/Pension	8,697	8,697	9,132	9,132
	Life/AD&D/STD/LTD	797	900	900	950
	Medical Insurance Allowance	3,595	4,500	4,500	4,500
	Travel/Training	0	1,500	1,500	1,500
		51,484	53,993	56,352	56,402
Bishop's Clerk					
	Salary	3,202	8,000	8,000	0
	FICA/Pension	0	612	612	0
	Life/AD&D/STD/LTD	0	0	0	0
	Medical Insurance Allowance	0	1,167	1,167	0
		3,202	9,779	9,779	0
Director of Communications					
	Salary	35,643	37,000	40,000	42,000
	FICA/Pension	3,432	8,381	9,060	9,513
	Life/AD&D/STD/LTD	320	800	800	985
	Medical Insurance Allowance	0	4,500	4,500	4,500
	Travel/Training	171	2,500	2,500	1,500
		39,566	53,181	56,860	58,498
Diocesan Convention					
	Secretary	1,615	0	0	0
	Facilities & Meals	2,642	4,000	4,000	4,000
	Printing Journals, Ballots, Clergy Salary	3,094	5,500	4,500	4,000
	Book & Postage				
	Miscellaneous	2,171	500	2,000	2,000
	Technology Support	0	0	0	500
	Travel-Speaker	0	2,000	2,000	2,000
		9,521	12,000	12,500	12,500
Communications - Publications					
	TRINITY Diocesan Newsletter	34,409	30,000	30,000	38,000
	Printing, Direct Mail Costs, Sort, Labels				
	Asking Letter for TRINITY	150	3,000	3,000	3,000
	NOW Publication	1,650	3,000	3,000	0
	Diocesan Directory	3,146	4,000	4,000	4,000
	Technical Support/Web Page Development	0	0	0	5,500
	Communication Equipment	0	0	0	1,500
	Miscellaneous	1,470	750	1,500	1,000
	Public Relations	35	1,000	1,000	0
		40,860	41,750	42,500	53,000
TOTAL OFFICE OF THE BISHOP		<u>280,309</u>	<u>317,942</u>	<u>334,391</u>	<u>334,950</u>

E. Office of Administration			Approved		Revised		Proposed	
		Actual	Budget		Budget		Budget	
		<u>2003</u>	<u>2004</u>		<u>2004</u>		<u>2005</u>	
<u>Director of Administration</u>								
	Salary	68,000	68,000		73,100		73,100	
	FICA/Pension	15,627	15,402		16,557		16,557	
	Life/AD&D/STD/LTD	1,025	1,100		1,200		1,150	
	Medical Insurance Allowance	1,615	4,500		3,000		4,500	
	Auto Expense	3,154	3,500		4,000		4,500	
	Travel/Training	2,835	3,000		3,000		3,000	
	Business Expense	576	1,000		1,000		1,000	
		92,832	96,502		101,857		103,807	
<u>Secretary to Director of Administration</u>								
	Salary	27,951	26,500		28,000		28,000	
	Overtime		0		0		500	
	FICA/Pension	3,161	6,002		6,342		6,455	
	Life/AD&D/STD/LTD	275	600		600		650	
	Medical Insurance Allowance	1,107	4,500		4,500		4,500	
	Travel/Training	1,671	2,000		2,000		1,500	
		34,165	39,602		41,442		41,605	
<u>Accountant</u>								
	Salary	35,235	35,235		38,000		38,000	
	FICA/Pension	7,980	7,981		8,607		8,607	
	Life/AD&D/STD/LTD	731	800		800		900	
	Medical Insurance Allowance	3,632	4,500		4,500		4,500	
	Travel/Training	2,246	3,500		3,500		3,000	
		49,825	52,016		55,407		55,007	
<u>Receptionist (FT)</u>								
	Salary	17,780	21,500		23,000		23,000	
	Overtime		0		0		500	
	FICA/Pension	3,838	4,870		5,210		5,323	
	Life/AD&D/STD/LTD	354	450		450		550	
	Medical Insurance Allowance	1,615	4,500		4,500		4,500	
	Travel/Training		750		750		1,500	
		23,586	32,070		33,910		35,373	
<u>Archivist (PT)</u>								
	Salary	13,228	13,228		13,889		13,889	
	FICA/Pension	2,996	2,996		3,146		3,146	
	Life/AD&D/STD/LTD	275	300		300		350	
	Medical Insurance Allowance	3,940	4,500		4,500		4,500	
	Travel/Training	1,002	1,000		1,000		1,500	
		21,440	22,024		22,835		23,385	
<u>Support</u>								22
	Archival Off-Site Storage	991	1,500		1,500		1,500	
	Archivist Supplies	86	1,000		1,000		1,000	
	Background Checks	121	300		300		500	
	Contract Clerical Support	0	1,500		1,500		500	
	Copier	11,142	12,000		12,000		15,000	
	Legal Fees	4,991	3,500		3,500		4,000	
	Liability, Workers, Bond	8,728	9,500		12,000		12,000	
	Miscellaneous	644	1,500		1,500		2,000	
	Office Furniture/Equipment	2,344	1,500		1,500		2,500	
	Office Supplies	10,947	9,000		10,000		12,000	
	Overtime	0	500		500		0	
	Payroll Support Service	1,787	0		0		500	
	Postage	13,421	14,000		14,000		14,000	
	Rent for Offices	73,992	78,100		78,100		85,000	23
	Staff Development	0	1,000		1,000		1,000	
	Technology System Support & Training	34,501	30,000		30,000		28,013	24
	Internet Access, Hardware/Software Support							
	Telephones	11,262	6,797		10,013		13,000	
		174,958	171,697		178,413		192,513	
TOTAL OFFICE OF ADMINISTRATION		396,806	413,911		433,864		451,690	

EXPLANATORY NOTES FOR 2005 BUDGET

1. Budget Excess (Deficit) is the amount of income collected over expenses in 2003. In 2003 this was \$197,672. \$93,500 of these funds were rolled into the 2004 budget for the YPI program, salary increases, and increased parking, telephone, insurance and auto expense. \$52,000 was distributed as follows: Three Nails Church Plant, \$30,000, Seeds of Hope Church Plant, \$10,000, and computer equipment and web page design, \$12,000. The balance was applied to the newly created Budget Reserve Fund.
2. New Church funds provide multi-year support to enable the founding of new congregations.
3. Mission Center funds, a program begun in 1991, were originally designed to be major redevelopment grants for a period of five years. Most of the parishes in this category have moved off diocesan aid.
4. Partnership funds represent for diocesan support for a three-way partnership; diocese, resource congregation, and partner congregation in order to strengthen a struggling parish. Normally, the rector of the resource congregation chooses the clergy leader of the partner congregation. In addition, the resource congregation gives money, leadership and other for a period of three to five years.
5. New Initiative grants are designed to help a parish begin a new work in ministry or mission, often by hiring a new staff person. These grants of \$2,000 - \$8,000 are given for a period of 1-3 years, normally in decreasing annual amounts.
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 9th through 12th 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. In 2004, we were once again able to offer the program because of a one-time grant from the 2003 budget surplus.
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. This budget line also includes membership in the Deployment Ministry Network and various resources to parishes in the search process.
11. The diocese has sponsored a Ministry Leadership Workshop Day in March for the past 2 years. The workshop has grown over the past two years and has included sessions on communications, archives, finance, personnel, church development, and marketing. Many of the speakers and trainers volunteer their time as a service to the diocese. Attendance has been about 200 clergy and lay leaders in the diocese each year. Additional offerings are planned for the workshop in 2005.
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. Due to limited use of the program and budget constraints, the diocesan membership has been discontinued for 2005.
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. It is responsible for interviewing men and women who are seeking Holy Orders at various stages in the ordination process and making recommendations to the Bishop about their suitability and needs. In addition, the Commission is also responsible for the training, formation, and examination of those in the ordination process and for the ongoing training of clergy. Subcommittees of the Commission include: Continuing Education, Board of Examining Chaplains (priests), Board of Examining Chaplains (vocational deacons), Interviews, and Directors of Formation. On June 12, 2004, 17 new deacons were ordained at Trinity Cathedral, the largest group of ordinands in diocesan history.
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 and Heiffer Project International. The decision on the disposition of these funds in 2005 will be made by the Diocesan Council.
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. The approximately \$200,000 in support expenses covers postage, copy services, telephones (both land and mobile), computer support, office supplies, legal fees and other expenses that support all 5 divisions of the diocesan office.
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 contractual consulting costs to maintain these systems. Major network and individual work station upgrades were made in 2004. A separate line has been provided in the Communications Budget this year for web page development to better track expenses in that area.

2005 ASSESSMENTS AND GROWTH FUND

Parish	Total Assessment	Diocesan Portion	National and International Portion	Growth Fund	**	Alternative Growth Fund	***
Ambridge, The Savior *	\$21,236	\$17,753.99	\$3,482	\$1,487		\$1,931	
Beaver, Trinity	22,165	18,531	3,634	1,552		2,015	
Beaver Falls, Christ the King *	6,475	5,413	1,062	453		718	
Blairsville, St. Peter's	1,351	1,129	222	95		270	
Brackenridge, St. Barnabas *	13,296	11,116	2,180	931		1,250	
Brentwood, St. Peter's	19,521	16,320	3,201	1,366		1,775	
Brighton Heights, All Saints	3,006	2,513	493	210		448	
Brookline, The Advent	7,656	6,401	1,255	536		811	
Brownsville, Christ Church	13,915	11,633	2,282	974		1,298	
Butler, St. Peter's	20,900	17,473	3,427	1,463		1,900	
Canonsburg, St. Thomas'	7,444	6,223	1,221	521		794	
Carnegie, Atonement	6,970	5,827	1,143	488		757	
Charleroi, St. Mary's	12,783	10,687	2,096	895		1,210	
Clairton, Transfiguration	968	809	159	68		194	
Crafton, Nativity	11,095	9,276	1,819	777		1,079	
Cranberry, Resurrection	12,655	10,580	2,075	886		1,200	
Donora, St. John's	1,509	1,262	247	106		302	
East Liberty, Calvary *	141,396	118,212	23,184	9,898		12,854	
Fox Chapel	62,995	52,666	10,329	4,410		5,727	
Franklin Park, St. Brendan's	19,865	16,608	3,257	1,391		1,806	
Freeport, Trinity *	640	535	105	45		128	
Georgetown, St. Luke's	878	734	144	61		176	
Gibsonia, St. Thomas	12,890	10,776	2,114	902		1,219	
Glenshaw, Our Savior	13,529	11,311	2,218	947		1,268	
Greensburg, Christ Church	28,850	24,120	4,730	2,020		2,623	
Hazelwood, Good Shepherd *	7,254	6,065	1,189	508		779	
Highland Park, St. Andrew's	31,718	26,517	5,201	2,220		2,883	
Homestead, St. Matthew's	1,614	1,349	265	113		323	
Homewood, Holy Cross ***	10,000	8,360	1,640	700		1,569	
Hopewell, Prince of Peace	26,962	22,541	4,421	1,887		2,451	
Indiana, Christ Church	14,002	11,706	2,296	980		1,305	
Jeannette, Advent	1,234	1,032	202	86		247	
Johnstown, St. Mark's	19,000	15,885	3,115	1,330		1,727	
Kittanning, St. Paul's	16,995	14,208	2,787	1,190		1,545	
Leechburg, Holy Innocents	5,637	4,713	924	395		653	
Liberty Boro, Good Samaritan	1,227	1,026	201	86		245	
Ligonier, St. Michael's	44,566	37,259	7,307	3,120		4,051	
McKeesport, St. Stephen's	28,132	23,519	4,613	1,969		2,557	
Monongahela, St. Paul's	8,004	6,692	1,312	560		838	
Monroeville, St. Martin's	25,276	21,132	4,144	1,769		2,298	
Moon Twp., St. Philip's *	43,756	36,581	7,175	3,063		3,978	
Mt. Lebanon, St. Paul's	73,895	61,779	12,116	5,173		6,718	
Mt. Washington, Grace *	15,598	13,040	2,558	1,092		1,430	
Murrysville, St. Alban's	12,681	10,602	2,079	888		1,202	
New Brighton, Christ Church *	10,650	8,904	1,746	746		1,044	
New Kensington, St. Andrew's	8,288	6,929	1,359	580		860	
North Hills, Christ Church	40,656	33,990	6,666	2,846		3,696	
North Shore, Emmanuel *	5,243	4,383	860	367		622	
North Versailles, All Souls'	3,270	2,734	536	229		469	

2005 ASSESSMENTS AND GROWTH FUND

Oakland, Ascension	102,918	86,043	16,875	7,204	9,356
Oakland, Shepherd's Heart *	9,831	8,219	1,612	688	980
Oakmont, St. Thomas' *	30,947	25,873	5,074	2,166	2,813
Patton, St. Luke's/St. Thomas	1,723	1,440	283	121	345
Penn Hills, St. James	11,612	9,708	1,904	813	1,119
Peter's Twp, St. David's	35,080	29,328	5,752	2,456	3,189
Pgh., Cathedral	65,257	54,557	10,700	4,568	5,932
Red Bank, St. Mary's	491	410	81	34	98
Rosedale, All Saints	6,941	5,803	1,138	486	755
Scottdale, St. Bartholomew's *	684	572	112	48	137
Sewickley, St. Stephen's	167,408	139,959	27,449	11,719	15,219
Somerset, St. Francis	10,793	9,023	1,770	756	1,055
Squirrel Hill, Redeemer	21,002	17,558	3,444	1,470	1,909
Uniontown, St. Peter's	23,789	19,888	3,901	1,665	2,163
Warrendale, St. Christopher's	12,992	10,862	2,130	909	1,227
Washington, Trinity	23,901	19,982	3,919	1,673	2,173
Wayne Twp, St. Michael's	276	231	45	19	55
Waynesburg, St. George's	1,826	1,527	299	128	356
Wilkinsburg, St. Stephen's	<u>18,746</u>	<u>15,672</u>	<u>3,074</u>	<u>1,312</u>	<u>1,704</u>
TOTAL	<u><u>\$1,465,863</u></u>	<u><u>\$1,225,509</u></u>	<u><u>\$240,354</u></u>	<u><u>\$102,610</u></u>	<u><u>\$137,827</u></u>

* These parishes did not turn in their 2003 parochial report by June 1, 2004. The 2003 income amount used in assessment calculation was the 2002 reported operating income of the parish. When their 2003 parochial report was received, the assessment calculation was revised using the higher of the 2002 reported income or the actual reported 2003 operating income. This was approved by Diocesan Council on June 1, 2004.

** 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 development.

**** Assessment approved as a fixed amount (\$10,000) for 2005 by Diocesan Council on June 4, 2002.

2004 ASSESSMENTS BY PARISH WITH REDIRECTIONS

Parish		Total Assessment	Diocesan Portion	National & International Portion	Nat'l Ask Designated to Alternate Missions	Designated to Diocese	Designated to National Church
	Ambridge, The Savior	20,395	17,078	3,317	3,317	0	0
	Avalon, Epiphany	Closed	-	-	-	-	-
	Beaver, Trinity	21,796	18,251	3,545	3,545	0	0
	Beaver Falls, Christ the King	6,073	5,085	988	488	500	0
	Blairsville, St. Peter's	1,336	1,119	217	217	0	0
	Brackenridge, St. Barnabas	12,980	10,869	2,111	2,111	0	0
	Brentwood, St. Peter's	19,314	16,173	3,141	0	3,141	0
**	Brighton Heights, All Saints	5,076	4,250	826		826	
	Brookline, The Advent	7,979	6,681	1,298	800	498	0
	Brownsville, Christ Church	12,741	10,669	2,072	2,072	0	
	Butler, St. Peter's	20,065	16,802	3,263	0	2,545	717
	Canonsburg, St. Thomas'	6,880	5,761	1,119	0	0	1,119
	Carnegie, Atonement	6,897	5,775	1,122	500	622	0
	Charleroi, St. Mary's	13,325	11,158	2,167	2,167	0	0
	Clairton, Transfiguration	968	811	157	157	0	0
	Connellsville, Trinity	Closed	-	-	-	-	-
	Crafton, Nativity	11,148	9,335	1,813	1,613	0	200
	Cranberry, Resurrection	10,765	9,014	1,751	1,751	0	0
	Donora, St. John's	2,057	1,722	335	335	0	0
	East Liberty, Calvary	141,396	118,399	22,997	0	0	22,997
*	Fox Chapel	61,693	51,659	10,034	10,034	0	0
	Franklin Park, St. Brendan's	17,749	14,862	2,887			2,887
	Freeport, Trinity	499	418	81	0	81	0
	Georgetown, St. Luke's	879	736	143	143	0	0
	Gibsonia, St. Thomas	12,537	10,498	2,039	2,039	0	0
**	Glenshaw, Our Savior	12,426	10,405	2,021		2,021	
	Greensburg, Christ Church	27,341	22,894	4,447	4,447	0	0
**	Hazelwood, Good Shepherd	7,254	6,074	1,180		1,180	
	Highland Park, St. Andrew's	28,826	24,137	4,689			4,688
	Homestead, St. Matthew's	1,505	1,260	245	0	245	0
	Homewood, Holy Cross	10,000	8,374	1,626	0	0	1,626
	Hopewell, Prince of Peace	27,858	23,327	4,531	4,531	0	0
	Indiana, Christ Church	14,341	12,009	2,332	2,332	0	0
	Jeannette, Advent	1,342	1,126	218	218		
	Johnstown, St. Mark's	19,187	16,066	3,121	2,341	780	0
	Kittanning, St. Paul's	15,929	13,338	2,591	2,591	0	0
	Leechburg, Holy Innocents	5,071	4,246	825	0	825	0
	Liberty Boro, Good Samaritan	1,084	908	176	176	0	0
	Ligonier, St. Michael's	42,713	35,766	6,947	6,947	0	0
	McKeesport, St. Stephen's	27,039	22,641	4,398	4,398	0	0
	Monongahela, St. Paul's	6,958	5,826	1,132	1,132	0	0
	Monroeville, St. Martin's	23,271	19,486	3,785	3,785	0	0
	Moon Twp., St. Philip's	39,619	33,175	6,444	6,444	0	0
	Mt. Lebanon, St. Paul's	73,612	61,639	11,973	0	0	11,972
	Mt. Washington, Grace	14,941	12,511	2,430	2,430	0	0
	Murrysville, St. Alban's	13,768	11,529	2,239	0	1,155	1,084
	New Brighton, Christ Church	9,491	7,947	1,544	1,544	0	0

2004 ASSESSMENTS BY PARISH WITH REDIRECTIONS

	New Kensington, St. Andrew's	7,948	6,655	1,293	1,293	0	0
	North Hills, Christ Church	39,091	32,733	6,358	0	0	6,358
	North Shore, Emmanuel	5,079	4,253	826	0	826	0
	North Versailles, All Souls'	3,571	2,990	581	0	0	581
	Northern Cambria, St. Thomas	750	628	122	122	0	0
	Oakland, Ascension	98,136	82,175	15,961	10,961	5,000	0
	Oakland, Shepherd's Heart	9,831	8,232	1,599	1,599	0	0
*	Oakmont, St. Thomas'	31,063	26,011	5,052	4,930	0	122
	Patton, St. Luke's	558	467	91	91	0	0
	Penn Hills, St. James	10,849	9,085	1,764	0	1,764	0
	Peter's Twp, St. David's.	39,087	32,729	6,358	6,358		
	Pgh., Cathedral	61,001	51,080	9,921		1,908	8,013
	Red Bank, St. Mary's	540	452	88	0	88	0
**	Rosedale, All Saints	10,125	8,478	1,647		1,647	
	Scottdale, St. Bartholomew's	608	509	99	0	99	0
	Sewickley, St. Stephen's	174,211	145,877	28,334	28,334	0	0
	Somerset, St. Francis	9,695	8,118	1,577	1,577	0	0
	Squirrel Hill, Redeemer	19,663	16,465	3,198	0	0	3,198
	Uniontown, St. Peter's	24,380	20,415	3,965	3,965	0	0
	Warrendale, St. Christopher's	10,687	8,949	1,738	1,738	0	0
	Washington, Trinity	22,531	18,866	3,665	3,665	0	0
	Wayne Twp, St. Michael's.	360	301	59	0	59	0
	Waynesburg, St. George's	2,563	2,146	417	0	417	0
	Wilkinsburg, St. Stephen's	18,426	15,429	2,997	0	0	2,997
	TOTAL	\$1,438,877	\$1,204,852	\$234,027	\$139,238	\$26,227	\$68,559

* No List

** No Covenant

2004 NATIONAL & INTERNATIONAL PORTION DESIGNATED TO MISSIONS

Mission Designation	Total Amount
3 Nails	1,249
Airport Crisis Pregnancy Center	716
American Anglican Council	6,649
Angel's Place	200
Anglican Frontier Mission	9,046
Anglican Mission in America	330
AVAC	300
Beaver Valley Episcopal Outreach	308
Bible Released Time, Brownsville PA	330
Boys & Girls Club, Carnegie	500
CAMA Food Pantry	541
Campus Crusade	716
Christian Institute - Jos, Nigeria	378
Christian University of Uganda - S Noll	2,000
Church Army	8,177
Church of the Advent	200
Coal County Hang Out	1,335
Cristo Rey (Cuba)	1,589
Dennett Buettner Ministry	565
Diocese of South Dakota	500
Diocese of Tatia-Tavety, Ang. Ch. Of Kenya	911
Domestic & Foreign Missionary Society	466
Episcopal Relief & Development	2,490
Episcopal World Mission	7,878
Family Guidance	716
Global Mission Teams	966
GOAL Ministries	1,466
Good Samaritan Orphanage, Tanzania	330
Greater Washington County Food Bank	335
Ground Zero in Brownsville, Brownsville PA	291
Habitat for Humanity	900
Katallage Ministries	1,500
La Croix (Haiti)	1,589
Lazarus Center	564
Mom's House	780
Mom's Place - St. Mary's, Charleroi	377
Monroeville Ministerium	100
National Org. of Episcopalians for Life	461
New Day	780
Northside Common Ministries	200
Pittsburgh Experiment	716
Pittsburgh Project	716
Pregnancy Care Center	1,438
Rock the World	2,182
Rwanda Orphans	500
Rwanda Sunrise Orphanage	542
Salvation Army	176
SAMS	14,185
Seeds of Hope	1,200
Shepherd's Heart	13,702

2004 NATIONAL & INTERNATIONAL PORTION DESIGNATED TO MISSIONS

<u>Mission Designation</u>	<u>Total Amount</u>
Shepherd's Wellness	100
Silver Ring Thing	716
St. Peter's Episcopal Relief Fund for Blairsville	217
St. Stephen's Wilkinsburg Youth Program	2,316
Trinity Episcopal School for Ministry	16,000
The Bishop Hathaway Foundation	1,020
The Harbor	564
The Lighthouse	1,020
The Most Rev. Justice O. Akrofi - Providence of West Africa	380
The Rev. Ali Lamido Outreach Fund	378
The Rev. Ben Kwashi Outreach Fund	378
The Rev. Gideon Kwizera Outreach Fund	378
Up for Reading	500
Washington City Mission	378
World Vision	2,842
Young Life of Beaver County	<u>3,000</u>
Total Specified	124,273
Total Unspecified (Must be one of the above)	14,964
<u>Grand Total</u>	<u>\$139,237</u>

THE BISHOPS PRE-CONVENTION REPORT

14th September, A.D. 2004
Feast of the Holy Cross

TO ALL CLERICAL AND LAY DEPUTIES AND ALTERNATES TO THE 139TH ANNUAL CONVENTION OF THE EPISCOPAL DIOCESE OF PITTSBURGH:

Beloved in the Lord,

It has been my custom each year to provide you with an overview of diocesan life as we prepare for our annual convention. My letter is sent with pre-convention materials (the pre-convention journal) and serves both as an introduction to the scope of the business before us and as my own pre-convention report.

THE MISSION OF THE CONGREGATIONS

One of the most important statistics of congregational life is average Sunday attendance. Despite the tumult of 2003, average Sunday attendance across the diocese actually rose slightly and the number of communicants rose between two and three percent. My sense from Sunday visitations had been of more balanced congregations (with some new and generally younger faces, especially families), but it is great that the annual parochial report figures bear out this perception. Since last convention, two congregations did disband, Epiphany, Avalon, in November, and Trinity, Connellsville, at the end of December. During the summer of 2004, the Standing Committee also gave permission for two congregations to merge, St. Thomas, Northern Cambria and St. Luke, Patton. At the same time, the first efforts of new congregations in Oakdale (south of Pittsburgh International Airport), in Robinson (between the airport and the City of Pittsburgh), in Latrobe, and in New Baltimore (between Somerset and Bedford) began to be overseen by our Church Planting Committee.

The mission of the diocese is chiefly the mission of the congregations. This is why the two bishops are in a different congregation each Sunday (about 40 of 52 Sundays) – to encourage, to confirm, and to challenge – and why the four-member Leadership Team (including Canon Hays and Mrs. Norton) spend the best of our energies invested in strengthening the parishes and their leaders “in season and out of season.” I can certainly say that of all the things I do as bishop, nothing gives me greater joy than Sunday by Sunday being present to worship, preach and connect with the congregations of this diocese.

There are many extraordinary stories of the work – the mission – of our congregations. One of our diocesan goals has to do with becoming multiple-congregation parishes. I cannot let this report fail to mention one particular triumph in this area: On Sunday, September 5th, Grace Church, Mt. Washington *and* Edgeworth, dedicated its second facility, Shields Chapel, Edgeworth, 14 miles down the Ohio from the old church “high atop Mt. Washington.” Bishop Scriven presided and some 200 people were present.

None of our congregations has been unaffected by the divisions brought on by the innovations in Faith and Order adopted by the General Convention of 2003. A few congregations have been deeply affected. On the other hand, many congregations are actually more united than they were a year ago – with clearer teaching, and clearer witness, and greater understanding than before. There has been some transferring of communicants between parishes. My personal sadness is that, as I have stood clearly and led clearly, some of the parishes, clergy and people, are now more estranged from me. Others across the diocese have had their own experiences of estrangement. While there are good things to report, there is also grief and sadness.

DIOCESAN STAFF AND STEWARDSHIP

We have a great staff. No diocese has a stronger Leadership Team. No diocese has a better Support Team. Changes, however, are always a part of the picture. Marjie Smith served as interim Communications Director into the spring, paving the way for the appointment of Peter Frank. Substantial improvement in our communications effort, both in print and in electronic media, were achieved in 2004. The Rev. Larry Deihle, Director of Development, since 2001, will be leaving the team at the end of December. Significant development work is proving impossible in the present circumstances of the Episcopal Church. Larry has done a great work in a hard season, but the 2005 budget recommended by Council proposes that the best stewardship of our common resources is served by the elimination of the development office for the time being. Gloria Clever, who worked most recently for Bishop Henry, retired for the second time from diocesan service, and has been succeeded by Nicole Pollard. Celeste Smithbower, financial secretary, also left us after a year of service. Whitney Bottegat, receptionist, also retired and was succeeded by Rachael Griffin.

One privilege given to bishops is the naming of canons. I intend to exercise this right in a new way at November's convention. I propose to name Mrs. Nancy Norton, Director of Administration, as a lay canon. Nancy will be Pittsburgh's first lay canon.

CONVENTION AGENDA

In consultation with the Convention Committee, a number of significant changes have been made to the proposed agenda. The most significant change allows for the administration of possible roll call votes on either day of convention. Convention deputies (or their alternates) will be required to register in a two-hour period at the start of each day. This will permit the preparation of the lists necessary to any roll-call. Late arriving deputies – clergy or lay – may be able to participate in other voting procedures, but will not be able to have their names entered on the roll-call lists and will not be eligible for any such votes. It is understood that the Constitutional Amendment to Article I, Section I, is of such significance that a roll call is anticipated. As bishop, my hope is that deputies will resist any wider use of the roll call vote. In order that we might show wisdom and restraint in the use of our convention time and parliamentary action, this is also the first time that the Convention Committee has proposed a time certain for the conclusion of convention business.

COMMON LIFE

Our Cathedral continues its recovery under the steady leadership of Provost Cathy Brall. In addition to the accustomed diocesan events hosted there, a 52-day ecumenical prayer initiative for the City of Pittsburgh began there on September 11th and the inauguration of Trinity Episcopal School for Ministry's fifth Dean-President, the Very Rev. Paul F. M. Zahl, will bring leaders from all over the country on October 9th. Additionally a week of noonday evangelistic preaching and teaching missions aimed at downtown workers is being planned for the first week of November and a week in Lent.

A House of Prayer, envisioned by the Rev. Jamie and Mrs. Sharon Forrest, has opened in the facilities which were Epiphany Church, Avalon. Clergy, lay leaders and congregations of the diocese are the chief beneficiaries of the focused intercession which is offered there.

The Racism Commission has labored to develop anti-racism training for the leadership of the diocese and will bring recommendations and a resolution to the convention. Calvary Camp and Happening continue to be immensely successful ministries among the young people of the diocese. The Cursillo movement continues to shape adult disciples through three three-day weekends every year.

The plans to develop our common life property at Donegal Lake continue to evolve. During 2004 much effort went into a Leadership Retreat House project led by the Board of Trustees, but inability to raise funds during the present crisis of the Episcopal Church mean that any further progress on this aspect of the vision for the common life property must await more settled days. A four-phase sub-division plan for the 163-acre site (an additional 11-acres were given to us during 2004) was also developed during 2004. By the time of convention the leadership of the Board hopes to be able to announce progress on an amphitheatre, campsite and upgraded-lanes to enable group and event use as early as the spring of 2005.

THE TROUBLES

A front-page article of the Times of London for Thursday, September 1st, began: "The Episcopal Church in the United States faces exclusion from the worldwide Anglican Communion." A similar story appeared in the Daily Telegraph the next day. These stories were reportedly based on "leaks" from the Lambeth Commission, whose 19-members complete their work this month. The report and recommendations are due to be published just two-weeks before our 139th Diocesan Convention. Whatever the report and recommendations finally say, two things are clear: (1) the actions of the 74th General Convention last August far exceeded the agreed limits of Anglican diversity; and (2) the Lambeth Commission report and recommendations will have far-reaching consequences on the inter-relations of Diocese of Pittsburgh, the Episcopal Church (USA), and the Anglican Communion. Specifics will unfold in the months ahead.

In January I was elected Moderator of the Anglican Communion Network. As Moderator I was asked to testify before and make recommendation to the Lambeth Commission in June. The Network has grown to include eleven dioceses and to include parishes in some forty other dioceses. Our effort has now been recognized by fifteen Provinces of the Anglican Communion.

As most in the diocese recognize, my leadership responsibilities for the Network have required some significant re-focus of energies during 2004. This re-focus has been supported by all the leadership bodies of the diocese and is monitored by the Standing Committee. I cannot tell you how gratifying it is, in the midst of this difficult and demanding work, to preside at worship in congregations across the diocese, Sunday after Sunday. The faithful ministry of clergy, vestry members and parishioners of our diocese is incredibly uplifting and is a huge part of what enables me to serve.

It is in the shadow of last year's schismatic innovations, vigorously resisted by the leadership and the majority here in Pittsburgh – as well as by others elsewhere – and in the shadow of an international report not to be circulated before mid-October, that our convention will meet.

The most difficult parts of our upcoming convention will be generated by our continuing response to last year's General Convention. The second reading of an amendment to our local Constitution will be at the center of this. Among the materials distributed in the pre-convention materials is an opinion from our chancellor as to the content and justification for the constitutional amendment.

A second constitutional amendment, also before us for a second reading, restores to clergy canonically resident in the Diocese of Pittsburgh the right to vote here, even if they are not presently ministering here. Some explanation of how the constitutional provision presently in effect first got legislated, and of who the change would effect is also circulated in the pre-convention materials.

Various resolutions have been submitted for consideration. Proposers will be invited to speak to their rationale at pre-convention hearings. Until the troubles brought on by the 74th General Convention, the Diocese of Pittsburgh had consciously sought to eschew resolutions at our annual local convention. Some of the proposed resolutions seem to invite a return to the contentiousness of the 70's and 80's. Perhaps there is no way to avoid this. My prayer is that we will do only what we must do in facing into the conflict that is among us, and that even then we will strive to be "ourselves at our best" through pre-convention and convention debate and action.

As the Constitution requires, we shall also elect General Convention deputies at November's convention.

CONVENTION THEME AND UGANDAN PARTNERSHIP

Each year we have focused the Annual Convention on an aspect of our ten-year goals. The 139th Annual Convention will be no exception. This year's theme relates to our diocesan commitment to recruiting youth: "Reaching Young People – Reaching the World." Mission minutes interspersed through the convention will offer encouraging stories from youth and student ministry within and beyond the diocese.

One remarkable blessing deriving from the convention theme will be the presence of the Chancellor of Uganda Christian University among us. The Chancellor also happens to be the Archbishop of Uganda, the Most Rev. Henry Orombi. Our five-year diocesan partnership with Rwanda is completed at this convention and the proposal before us will be to enter into a five-year partnership with Uganda Christian University. Why this particular partnership? The UCU partnership was proposed to us by the Rev. Dr. Stephen Noll, Vice-Chancellor of the University, a missionary educator-priest canonically resident in the Diocese of Pittsburgh, who was for the twenty-years (before going to Uganda), a faculty member of Trinity Episcopal School for Ministry and a distinguished leader in the councils of our diocese.

Archbishop Orombi will be "chaplain" to our convention, its banquet speaker and preacher, as well as speaker for the ECW luncheon which follows the adjournment of convention.

Workshops relating to the convention theme are also scheduled for Friday morning, November 5th, at 10 a.m. and 11 a.m. Further information is in the pre-convention packet. Consider making learning a part of your convention experience this year.

PREPARATION FOR CONVENTION

The schedule of Pre-Convention Regional Hearings is enclosed with the pre-convention mailing. Please study all the materials in advance of the hearings and in advance of convention.

Please cover the convention – and its preparation – in prayer. Please, of your charity, also pray for me as your bishop in this season of leadership and labor among you.

Faithfully in Christ,
+Bob Pittsburgh

BISHOP'S ADDRESS

The 139th Annual Convention of The Episcopal Diocese of Pittsburgh

5th November, A.D. 2004

John 16:33 "I have said this to you, that in me you may have peace. In the world you have tribulation; but be of good cheer, I have overcome the world."

Jesus speaks these words in the night of his betrayal, in the night his disciples abandon him. Jesus speaks these words on the eve of his passion and crucifixion. He speaks these words on the eve of the greatest battle in all of history: the one God-man arrayed against all the sin there ever was or ever will be, in mortal combat.

Jesus tells his followers plainly that they, too, will know tribulation, literally "grinding." Peace in the world has not characterized His ministry, nor will it characterize theirs. The "world" is in rebellion from the will and Word and works of God, so those who attempt to do things God's way will always have tribulation – conflict – in the world and with the world.

We, as modern Western Christians often confuse the peace that God offers with the easy peace that humankind desires: a peace which accommodates, compromises and "gets along," a peace where there is no conflict with one another, with the world as it is, or with Satan and his deceits. The peace on offer to Christians, however, is peace *in* Jesus, not peace *in* the world. The New Testament's consistent argument is that conflict is the lot of the disciple, and that such peace as we will know in this life can only be had *in* – and *through* – Jesus. In the church there is peace when there is submission to Jesus, both for the individual and for the Body. In the world and in the face of sin there will never be peace. The 20th century hymn, "They cast their nets in Galilee," has the message right: "The Peace of God it is no peace, but strife closed in the sod. Yet brothers pray for just one thing, the marvelous Peace of God."

Our special guests in this 139th Annual Convention are the Most Revd. Henry Luke Orombi, the Primate of Uganda, Bishop of Kampala and Chancellor of Uganda Christian University, the Rt. Revd. John Muhanguzi, the Bishop of North Ankole, and the Revd. Canon Dr. Alison Barfoot, Archbishop's Assistant for International Relationships. We are delighted to welcome them among us. They come from a church younger than our diocese, a church nevertheless of more than 8 million Anglicans, a church of martyrs and witnesses, a church which has known great suffering for its stand with Jesus (a stand often against kings and cultures), a church which has known the peace of Jesus – just as our church has when it has been faithful to the will and Word and work of Jesus.

There will be conflict in this convention. That is because we have a fundamental disagreement about what the will and Word and work of Jesus are in relationship to certain behaviors which the Christian Church and the Anglican Communion have always described as sin, described as an aspect of the fall and of the disordered nature of human passions since the fall. We will have conflict here because we have different ideas about what the mind of Christ is, so not agreed in Him we will not have peace. This is profoundly sad, but it is where we are.

I have frequently stated to you my belief that we are in the early stages of a profound reformation of the Church in the West. The Episcopal Church and mainline Protestantism have been in precipitous decline for four decades. Something is wrong. Our debates will, in some ways, attempt to diagnose what that "something" is. My word to you as your bishop is that the root of what is unfolding here is much deeper than the level at which much of our debate will undoubtedly take place. In the world there is no peace. In the Church there is peace when the Church is agreed about the mind of Christ. We are not agreed about the mind of Christ, so there will be conflict among us. What is more, the conflict will actually be unresolvable until we are agreed in Christ. In light of this, how we do what we do will be monumentally important. Ad hominum attacks, demonization, motive-attribution, distortions, untruths: None of these belong here. Can we strive to be Christ-like, even if we admit that we are not presently together Christ-minded? The good news is that facing into the conflict, the tribulation, Jesus has overcome the world. In Him so can we, but only in Him.

CONFLICT IN CONVENTION AND COMMON LIFE

We have some difficult decisions to make in this 139th annual convention. The most vexing question going into this convention is the consideration as to whether to alter Article I, Section 1 of the Constitution. Our Special Convention of September 2003 spoke clearly to reject certain actions of the 74th General Convention. The only way in which these local decisions can have force is to adopt the changes to Article I on second reading. I encourage you to adopt the amendment.

No one here present can deny the timeliness of this second reading, though some will vigorously oppose this alteration to the Constitution. Events of the last weeks should have removed all doubt about the necessity of the alteration as proposed. The Windsor Report, published on October 18th, St. Luke's Day, makes it abundantly clear that the issues of the blessing of same sex unions and of the ordination and consecration of individuals living in same-sex partnerships – matters addressed in our 2003 Special Convention – are outside the limits of Anglican diversity. Our 2003 Special Convention held that the Episcopal Church violated its own Constitution in these matters (precisely by exceeding historic Faith and Order). Thus the 138th Annual Convention began the process of amending our own local Constitution in order to make it clear that we cannot and will not put into effect locally any practice or teaching that would separate us from our Communion globally, or from the One Holy Catholic and Apostolic Church. In the Windsor Report, we now have the judgment of our worldwide Communion that the Episcopal Church has erred, just as we have held. As to these matters, the “African Lambeth” (the 1st African Anglican Bishops Conference) from which I have just returned has further spoken to reiterate the Windsor Report's findings and our rectitude in following through on the course set last fall. Jesus' peace is not the world's peace. My role in the January Special Meeting of the House of Bishops, together with all the Network Bishops – and a wider group of bishops who voted “no” – will be to do everything in my (and our) power to bring the whole of the Episcopal Church to accept and act on the Windsor Report findings. Whether the House of Bishops will so act we cannot say, but we can act.

The Constitutional amendment to Article III should be far less contentious, actually putting us into conformity with majority practice in the Episcopal Church, and restoring the vote to missionaries, military chaplains, and educators ordained in, or with long records of service to, this diocese; those with canonical residence in this diocese, yet presently serving away from this diocese. The change would affect missionaries like John Park and Matt Walter, educators like Stephen Noll and Arnie Klukas, and military chaplains like Andy Tibus and Ira Houck III. I pray this convention will approve this Constitutional change in second reading.

An unusual number of resolutions are proposed for this convention. Each will be dealt with democratically and according to our rules of order. Whether we adopt, defeat, or postpone decisions on the matters addressed, let us do what we do with respect and charity. Were you to ask my Godly counsel as bishop as to which resolutions are best brought to a vote in our conventions I would say that those resolutions which actually decide something in our life – like changes to Constitution or Canons, adoption of a budget or program, or entering into a missionary partnership – are to be preferred over those expressing an opinion and having no other consequence.

Conflict – tribulation (“grinding”, if you will) – is very much a part of present Church life. Please hear what I am about to say very carefully. I say it humbly, but as your bishop, and as the chief shepherd of souls in this place. Scandalously, the rectors, wardens and vestries of two parishes – Calvary Church, East Liberty, and St. Stephen's Church, Wilkinsburg – continue their civil suit against both of your bishops and sixteen other diocesan leaders, both clergy and lay. In light of the clear conclusions of the Windsor Report, in light of what can scarcely be considered good stewardship of Church resources in either time or treasure by any reckoning, and in light of the consistent New Testament witness against going to court – both dominical (Mt. 5:25-26) and Pauline (I Cor. 6:1-8) – I call upon them now to cease and desist in the Name of God. I say solemnly to this convention that in this particular course of action - if Scripture is the ultimate rule and standard and whatever the leadership's purported errors may be - these

brothers and sisters are very far from what I understand to be the unambiguously expressed mind of Christ. Return, dear friends, return.

The conflicts in the Episcopal Church have had other local manifestations. Some congregations – having clarified where they stand on the intersection of timeless Biblical Truth and on ailing Western culture – are actually prospering at the moment, churches like St. Philip's, Moon Township, and St. Francis, Somerset. Other churches have suffered significant distress and loss. Three churches have closed or are closing: Epiphany, Avalon; Trinity, Connellsville; and Resurrection, Cranberry. None of these closings appears directly due to the troubles, but the Leadership Team has a hunch that external stress on an already fragile life may have played into these decisions to disband. It is certain that our development office is a temporary casualty of the troubles, as is any near-term construction of a Leadership Retreat House at Lake Donegal. What we can give thanks for is something like seven million dollars in realized and planned gifts between 1997 and 2004 through the work of the Development Office and the Pittsburgh Episcopal Foundation. The Pittsburgh Episcopal Foundation will continue to work in a modest way, and I have appointed Mr. David Black as its non-stipendiary President. My firm conviction is that the day will come again when the development office effort begun by Chips Koehler, moved forward by Charlotte Cummings, and stewarded since 2001 by Larry Deihle will be renewed.

MANY BLESSINGS

The vision of one church of miraculous expectation and missionary grace is still God's vision and our vision for the Episcopal Diocese of Pittsburgh. Our five major goal areas remain unchanged: build congregations, make disciples, establish partnerships, gather resources and recruit youth. Despite the difficulties of the season we are in, there are still manifold blessings to recount. I want to turn from the conflict and its consequences to do some "blessing counting." There are many blessings indeed.

I would first call your attention to my Pre-Convention Report (pp.D1-D5). There is much described there for us to celebrate, not least of which is our numerical growth – small, but growth nonetheless – as reported in the latest annual Parochial Reports (2003). Trinity School has a new dean and internationally renowned scholar. The Racism Commission has made significant progress and an anti-racism training program is about to be put in place by our resolution here together. New congregations outnumber closing ones. A low-impact development of our Common Life Property will begin in the spring, God and our Trustees willing.

Building on the pre-convention report – and moving well beyond it – there are five aspects of our present and future life on which I should like to spend the remainder of this address.

OUR HUMAN RESOURCES

I have often said that no bishop has a more able, more sacrificial, more courageous group of clergy, lay leaders and ordinary church people than do I. I say it here again. No bishop has a more able, more sacrificial, more courageous group of clergy, lay leaders and ordinary church people than do I. The present tribulations have fallen hard upon the leaders of our congregations, especially on our clergy and their spouses. I honor you. The present tribulation has tried the resourcefulness of our lay leaders and tested their families. I honor you. The present tribulation has sifted our rank and file and their relationships. I honor you.

The present tribulation has deepened and reshaped our Leadership Team. Mary Hays I honor you. Henry Scriven I honor you. Nancy Norton I honor you. It has been a similar passage for our entire Diocesan Staff, both difficult and defining. They are an extraordinary group. I honor you, too. No diocese has better.

At this time I want to follow through on one matter about which I gave notice of in my Pre-Convention Report. In order that it might be clear that Nancy Norton, as a lay professional, alongside three ordained leaders, shares full status with the others of us – and to recognize her extraordinary devotion to our gospel enterprise – I hereby name

her Canon for Administration and Finance, assigning her a seat in Trinity Cathedral and creating her Pittsburgh's first lay canon. This is a recognition well deserved.

Our human resources – our clergy and our laity – are the greatest treasure we have, after Jesus Christ. “Gathering Resources” and “Making Disciples” were two of the five goals set for our work together. We have done both in this area of our common life.

OUR MISSIONARY PARTNERSHIPS

“Establishing Partnerships” was another of the five goals set for our work together. Indeed, we said that in the first decade of the 21st Century we wanted to be able to describe at least 20,000 partnerships established. Last year the theme of our 138th Annual Convention was “Celebrating Partnerships.” At that time we recognized that the establishing of partnerships was among our most successful enterprises. We have partnered between parishes, partnered with mission organizations and NGO's (non-governmental organizations), partnered ecumenically, and partnered internationally.

At this convention we, as a diocese, conclude one five-year partnership and formally enter into another. In November of 1999 – at the 134th Annual Convention – we adopted a three-way, five-year partnership with the Province of Rwanda, the Episcopal Diocese of Pittsburgh, and World Vision. We actually engaged in nation-building. We were responsible, in some significant measure, for turning World Vision's attention to Rwanda. There were significant challenges, but when I saw the Archbishop of Rwanda last week he told me that among the very most significant of our accomplishments was the enduring legacy which World Vision now is in and for Rwanda. You will recall that our exploratory partnership trip in January of 1999 was within weeks of the final pacification of the Northwest (Shyira Diocese) after the genocide and civil war that had commenced in 1994. As a diocese we were also directly responsible for the re-staffing of Shyira Hospital with the sending out of Dr. Caleb and Dr. Louise King and their four young children. Another continuing legacy... Finally our campaign to sponsor at least 1000 Rwandan children through World Vision reached more than 700 children at different times, with nearly 700 of those sponsorships still continuing. We became World Vision's single largest sponsorship group and the investment we have made in the children of Rwanda changed us and, above all, has, is, and will change Rwanda – into the foreseeable future. Resolution 3 gives thanks to God and formally closes this partnership chapter.

Our next diocesan-wide partnership will be among the early orders of business in this convention. I will be asking Sherman White, chair of our Uganda Committee, to address the possibilities envisioned, after he moves Resolution 1. I will also ask the University's Chancellor, Archbishop Orombi, to offer initial words to the convention at that time.

NEW CHURCHES AND CHURCH-PLANTING

Two years ago our 137th Annual Convention focused on church-planting. Seventeen of our parishes made preliminary commitments to serious consideration of a church-plant within the next five years. Joyfully we can report that three of our smaller congregations have actually entered into church-planting work. Grace Church, Mt. Washington began Grace Church, Edgeworth, during these last two and one-half years and in September moved into a permanent church facility at Shields Chapel, Edgeworth. During this past year St. Francis, Somerset became the sponsoring parish for Living Stones, Latrobe, as well as the parent to a remnant congregation at New Baltimore, refugees from the Bedford Church in the Diocese of Central Pennsylvania. Imagine it: one pastoral-size congregation which sees 150 people on a Sunday now involved in two simultaneous church-plants! We could not have dreamed of it! Most recently, Atonement Church, Carnegie, which sees 50 people on a Sunday, came into a sponsorship relationship with a store-front start-up congregation at Robinson Town Centre. All I can say is, “Larger parishes please note what your smaller sisters and joyfully doing and join them. Smaller parishes keep going: you are leading the way! Praise God!

During his 40-year episcopate Bishop Courtland Whitehead saw the founding of 107 congregations. It was the greatest period of Pittsburgh Diocese's growth. 16 of those parishes are still a part of our diocesan life. May our goals of building congregations and making disciples – for which there is statistically no more successful (Biblical word, “fruitful”) device than the planting of new churches – flourish in our time, too. Missionary bishop, missionary diocese: reaching the souls of this region for Jesus Christ and transforming it and them with His love.

St. David's – a larger church – has agreed to sponsor “Garden Gate,” a new church at Oakdale, building a worshipping community through ministry to children. Garden Gate's “tribulation” was not of the church conflict variety but rather of the natural disaster variety: plans for the first Sunday worship were literally washed away in the horrendous floods our region experienced on and after Friday, September 17th. Shown on the cover of November's *Trinity* were senior lay leaders of Christ Church, Greensburg, doing what Christians do: pitching in clean-up efforts enabled by Garden Gate at the house of an 86-year-old resident of Oakdale. Garden Gate has gotten started through flood recovery as well as in ministry to children. Who would have imagined.

REACHING YOUNG PEOPLE – REACHING THE WORLD

Garden Gate brings us to our convention theme, or at least one aspect of it: the work among our youngest disciples and potential disciples. Hot Dogma takes us to the other end of the “young people spectrum” and to our multi-cell-based church-plant among “twenty-something's.” Three Nails is a church-plant sponsored by Rock the World Youth Mission Alliance. Three entrepreneurs among the Three Nails congregation have launched a Christian hot dog shop, juice bar and internet café in the old bookstore space of Trinity Cathedral. Think about Hot Dogma and you begin to understand the particular goal focus of this 139th Annual Convention: “reaching young people” always turns out to be “reaching the world.” Three Nails is a new way of being parish and a new way of evangelization, but three cheers for Three Nails! Three Nails has cells at Grove City/Slippery Rock, Ambridge, North Side, East End, Bloomfield, Wilkinsburg and three cells in the South Side: the notion of a geographical parish in the old sense has completely disappeared within the Three Nails experiment.

Many of our parishes – particularly our larger ones – are engaged in college and young adult ministries, but the old churches of our college towns or near-college towns are also doing their part. Our Young Priests Initiative is another significant work among this population. For churches near colleges, reaching the world in mission is always just next door. There is much more for us to do in this area.

Sheldon Calvary Camp reaches hundreds of young people each summer – and has done so for two generations. It is recognized as among the best church camps in the nation and has long served as a “glue” for our diocese. Urban summer camps, like that run by Seeds of Hope, Bloomfield, and Vacation Bible Schools reach hundreds of other children across our diocese, serving in many situations as outreach and evangelization to youth who have never previously been in an Episcopal Church. These efforts are the “tip” of that “iceberg” which is the monumental effort mounted by parishes across the diocese and known as “Church School” or “Sunday School” or by some more contemporary name, and in confirmation programs for our youth. Of course, there are youth groups, youth workers, and youth ministries from one end of the diocese to the other. Special notice is also to be given to our Happening Movement – celebrating 25 years among us – the source of most of our young vocations both to ordination and to missionary work. This next summer a Happening team, composed mostly of teenagers, will carry the movement to the Diocese of Peru. Young Robert Park, son of missionaries John and Susan Park (and participant in last spring's “Pittsburgh-Happening #58”), will be rector of “Peru-Happening #1.” Is it unclear to anyone here why our theme makes such sense? – “Reaching Young People – Reaching the World.”

All through this convention “mission minutes” will give a wonderful flavor of the youth ministry, which is, by God's grace and the people's deep commitment, ours in the Episcopal Diocese of Pittsburgh. But there is much more to do. One of our decade objectives is a youth worker in every parish. I challenge our Diocesan Council – in the year ahead – to figure out how we could make substantial progress on this aspect of our diocesan vision for “recruiting youth.”

UNCHANGING MISSION AND UNFAILING PROMISE

In the first chapter of the Acts of the Apostles, in verse 8, the about to ascend Lord says to his followers, “You shall receive power when the Holy Spirit has come upon you; and you shall be my witnesses in Jerusalem and in all Judea and Samaria and to the end of the earth.” Jesus’ words are words to us as well: “In the power of the Holy Spirit you are to witness to me locally, regionally, nationally and globally.” We have embraced this commission: it is evident all through this address, this convention, and this diocese.

Many of you are aware of your bishop’s work at each of these levels. The truth is that *together* we are involved at each of these levels. If the Shoemaker vision of a Pittsburgh “as famous for God as for steel” is being realized, it is being realized because all of us together have accepted Jesus’ commission, becoming ever more submitted to His will, His Word and His Work.

Just last Saturday Archbishop Henry, Bishop John, Canon Alison and I made a pilgrimage to Abeokuta, Nigeria, the birthplace of Nigerian Christianity. The Rev. Harry Thompson arrived there on January 4th, 1843. One hundred and sixty-one years later 246 primates, archbishops and bishops – attending the 1st African Anglican Bishops Conference – filled the streets of the city and its modern cathedral. It is hard to believe that that first missionary – or the king who received him – could have ever imagined such an event as the one in which we participated, or that Nigeria would claim between 17 and 18 million Anglicans today, or that Africa would account for most of the world’s worshipping Anglicans. At the beginning they could never have imagined it.

On April 17, 1754, the first celebration of the Holy Eucharist took place as what is now Pittsburgh. Father Denys Barron, a catholic missionary, had come to minister at the newly established Fort Duquesne, in what was then called New France. On April 17, 2004, exactly 250 years to the day after that wilderness communion, the Catholic Diocese of Pittsburgh held a great festival service of commemoration. I was present with other members of our region’s ecumenical leadership to share with our Roman Catholic brothers and sisters in their momentous anniversary observance.

In just over three years it will be the Episcopal Diocese of Pittsburgh that will be observing a 250th anniversary: the 250th anniversary of the first worship according to the Book of Common Prayer in what is now our see city. It was in November, 1758, that the British took Fort Duquesne from the French, renaming the site Fort Pitt. Thus it was that on November 27, 1758, the Rev. Charles Beatty led worship from the *Book of Common Prayer*. A garrison congregation developed, which would become Trinity Church, which would become Trinity Cathedral. A major celebration will need to be planned. Additionally, I hope a civic coalition can be put together that might enable the exterior fabric of the cathedral to be restored and cleaned and lighted to be a visible sign of twenty-five decades of Anglican witness in our region and diocese.

At the beginning they could scarcely have imagined how our story and our reach would have developed. My final word is this: The greatest way to mark 250 years will be neither in celebration nor in fabric restoration, but in committing again to the transforming gospel of Jesus Christ, to the good news of salvation meant for every man, woman, and child in every city, community and solitary homestead, and not only here, but in region, nation and world. It is to this gospel and this challenge that everyone here assembled – both clergy and lay – is called to labor and to lead.

Thank you and thank God for the continuing privilege of serving you as your bishop.

The Rt. Rev. Robert Wm. Duncan
Bishop of Pittsburgh

THE ASSISTANT BISHOP'S PRE-CONVENTION REPORT

This year for me has been one of consolidation and clarification of my role. Much of what I wrote last year remains true: it is a privilege to be here and share in the life and mission of the diocese and its parishes; I have enjoyed the visitation and formal activities of the job as well as the informal contact with people in a wide variety of activities.

My role in overseeing "Transformational Networks" has become clearer as I look after the groups that cross parish boundaries and have to do largely with the pastoral work of the church. These include the Commission on Racism, Child Protection and Sexual Misconduct Training, Youth, ECW, Continuing Education Committee, Clergy Association, Commission on Aging, the Cathedral and, recently, care of small congregations. Of course the great thing is that in all of these it is other people who actually do the work and I get the privilege of looking on and helping out.

There are in these areas lots of good things happening. Happening has packed out their weekends with more young people than ever and we are looking forward to the Acolyte Fest as I write. The Diocesan Convention will also have a youth/student emphasis and the workshops should be really helpful for everyone in the church, not just those interested in youth work. The Cathedral is pressing on under Canon Cathy Brall's leadership and has plans and a vision for being the centre of the diocese and for serving the city in different ways.

I was sorry Gloria Clever retired as my secretary; she was so knowledgeable and totally willing to do anything asked of her. She was not able to commit to full time work, so, as many of you know, I now have a new secretary, Nicole Pollard. She is catching on fast to the mysteries of the Episcopal Church and is a great help as we begin to co-ordinate the training for the Commission on Racism and for the Child Protection/Sexual Misconduct Committee and a whole host of other things.

I am also grateful to be able to share in the missionary connections that fill this diocese. I am on the Board and the Search Committee for SAMS, as we look for the person God has lined up to be the next President and Mission Director. I had the opportunity to be part of the Missions Consultation of the Diocese of Singapore in May and also to be part of the 25th Anniversary Celebration Conference of SOMA International. One thing that came home to me very forcibly at both these conferences was that the Anglican Church is no longer being led by the 'West'. Both in England and here I think there has been a feeling that we really know how to 'do' Anglicanism best and we can teach the rest of the world. No longer so. The non western churches are so obviously the leaders in Mission and spirituality and we need to submit humbly to their leadership. Perhaps this is a harder lesson for the colonial English than it is for the Americans, but it is crucial in the whole future of our denomination.

As I did last year, I must pay tribute to the rest of the team, the others in the Leadership Team and the office staff. I do enjoy working here and having competent and friendly folk around makes work fun every day.

Respectfully submitted
Henry Scriven
Assistant Bishop

THE CANON MISSIONER'S PRE-CONVENTION REPORT

This year marks my sixth year as Canon Missioner of the Diocese of Pittsburgh. Each year I become increasingly grateful for the vibrant ministry, deep discipleship, and exceptional leadership of Pittsburgh Episcopalians. My sixth year also brought an opportunity for some sabbatical time. I chose to use this time to engage in a kind of educational opportunity impossible during a normal work schedule: I studied elementary Biblical Hebrew. (Notice, *elementary*!) I took a very intensive 8 week course and began to learn something about the language in which the Old Testament is written. It was incredibly challenging, but deeply rewarding and I am very grateful for the gift of time in which to do it. (I also managed to squeeze in a bit of golf and to redesign two seminary courses I will teach next year.)

Commission on Ministry. During 2004, I have been much more involved with the work of the Commission on Ministry, whose report is elsewhere in this journal. Most of you will know that in June we ordained the largest number of deacons in diocesan history. What you may not know is the amount of dedicated work of clergy and lay leaders of the diocese that is involved in *each* person who is ordained. When you multiply that personal effort by 17 (this year's number of ordinands), the commitment and responsibility of the diocese to developing new priests and

deacons is immense. And this diocesan commitment to forming ordained leaders for our church does not end with ordination. We help the newly ordained seek appropriate parish placement and provide a variety of training opportunities for them, particularly in their first year.

Congregational Development: I have just heard the good news that our diocese grew in attendance last year. I think this is heartening news for us, especially during this tough season. Equally exciting for me is the non-numerical growth I see in our parishes: growth in spiritual depth, relational health and mission-mindedness. Several parishes which were significantly conflicted a few years ago have now begun to flourish and reach out into their neighborhoods. A number of other parishes are beginning a year-long cycle *Natural Church Development*, a program which involves analyzing parish strengths and weaknesses and developing a concrete plan for raising the quality of their work. The diocese also continues to support congregational development in our mission grants program. A glance at the budget reveals the variety of parishes whose ministries are enhanced in significant ways through diocesan financial help.

Jenni Bartling continues to do an excellent job of helping the diocese multiply congregations. Her report, elsewhere in this journal, describes how we have developed procedures and policies to support Church planters. In 2005, our goal will be to help parishes in the diocese determine when and how to plant. The diocese is also part of an informal national consortium committed to planting churches. The mutual support and learning from these folks has been terrific.

Leadership Training: Our third annual *Ministry Leadership Day* was held at St. Stephen's, Sewickley in March. Featuring workshops on a variety of topics of concern to parish leaders (lay and ordained), the day was a huge success. It is not too early to mark your calendars for our fourth annual conference, scheduled for March 5, 2005 at St. Stephen's, Sewickley. Other training events and programs included:

- A day for clergy new to the diocese
- The annual leadership overnight, which featured a discussion of the best-seller *Good to Great* and its implications for diocesan excellence
- A gathering of newly-installed rectors who met to discuss necessary tasks and skills for those in a new leadership position
- The *Deacon Formation Program*, now in its fifth year
- The *Ordinands Training Program*, which guides newly ordained priests through their first year of ministry
- Diocesan clergy conference, featuring the Rev. Dr. Robert Prichard, professor of church history at Virginia Seminary, who spoke from a historical perspective on living in times of conflict and change in the Church

It is my hope that 2005 will be marked by an increased emphasis on leadership training and development for our diocese.

"Other": Nothing could have prepared any of us in the diocesan office for what happened as a result of General Convention 2003. Immediately the diocese became the center of controversy and hope. Phone calls from clergy and lay leaders all around the country poured into the office, asking for encouragement or help (or a job in the diocese). It became more and more clear as 2004 unfolded that the Diocese of Pittsburgh is called to be the center of biblically orthodox, missionary Anglicanism in North America, not just because of the Bishop's role in the new *Network*, but also because people have a sense that we are tackling some difficult questions, parish challenges and leadership development issues with creativity and grace. This role on "center stage" creates a number of challenges:

- How do we balance our responsibility to "take care of our own" with our call to "reach out to others?"
- How do we continue to move forward with a missionary spirit in a church which is in the midst of conflict?
- How do we support and encourage leaders in the midst of immense confusion and change?

It is my goal to begin to address some of these questions with intentionality and faithfulness to God's calling during 2005 so that we might continue to reflect our vision of miraculous expectation and missionary grace. Thank you for the privilege of laboring alongside of you.

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

CONGREGATIONAL DEVELOPER: SMALL CONGREGATIONS

Times are challenging for all churches in the diocese and in the Episcopal Church, but no more so, than for the small churches of our diocese. To begin with they have been deprived of the very effective ministry of Canon Cathy Brall, who is now developing a larger church and has handed over the care of smaller churches to the Assistant Bishop. I have always had a concern for the small congregations and now I will be formally assuming this portfolio.

On Sundays in July and August I was able to attend four of our smaller churches and feel the effects of summer vacations on congregations that are not strong in the first place. But the spirit was good in all four and there is a commendable determination to be there for those in their respective communities that wish to experience the Anglican way of worship. But, as I told one group after church, there is a need to plan for growth and think about how to expand; it's never going to be good enough merely to provide what pleases a small group who have attended for years without thinking positively about how others might be brought in. It is undoubtedly true that some of our catchment areas are put off by what the Episcopal Church now stands for, but I believe the vast majority respond to invitations from individuals and are attracted by the warmth of the welcome and the genuineness of the sense of God's presence in worship. We must not be discouraged by the times we live in and continually be open to receiving new people with open arms.

Under new management and with the help of Fr. Paul Sutcliffe, the lunches will continue this fall and there is an idea that might take off to provide a forum for the wardens of smaller churches. These are the people who often have to bear the burden of pastoral care for the congregation as well as administering the parish. If we can meet together occasionally (on a Saturday morning) a lot of information and mutual encouragement could result. (If this has not yet happened and you are interested in it, please let me know and spur me to action!).

Several churches (some not in the 'smaller' category) are working with NCD and we hope to expand this and other tools that will help churches look at how they might grow and develop in a healthy way.

Respectfully submitted
Bishop Henry Scriven

CONGREGATIONAL DEVELOPER: MID-SIZE CONGREGATIONS

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.

Since Diocesan Convention last fall I have:

- a). Organized a conference for rectors and lay leaders with The Rev. John Guernsey before Diocesan Leadership Day.
- b). Gathered rectors with. The Rev. Doug McGlynn sharing his "secrets to success" as a rector of a growing parish.
- c). Presented Natural Church Development material at Diocesan Leadership Day and several vestries.
- d). Convened the rectors of churches with an average Sunday attendance of 100 for a presentation from one of the rectors about a hot issue for discussion.
- e). As a member of the Diocesan Mission Team, I attended monthly lunches for support, feedback, strategizing, analyzing financial requests of various parishes.

My Goals for 2004-2005:

- a). Continue regular lunch gatherings for rectors to share resources and hear presentations from one another about issues of concern.

- b). Develop an action plan to address the issue of conflict resolution.
 - 1) Gather printed resources.
 - 2) Develop a list of local experts and enlist their assistance in addressing the issue as appropriate (i.e. The Bruderhoff Community, Pittsburgh Pastoral Institute, TESM, Pittsburgh Theological, Duquesne University)
- c). Address the issue of discipleship in our congregations:
 - 1) Develop and distribute a questionnaire to gather understanding of the current discipleship programs and processes and to inquire from the rectors their needs, resources, and stumbling blocks to better discipleship in their congregations.
 - 2) As a result of the questionnaire, develop an action plan to address the needs Expressed.
- d). Organize a conference for rectors and lay leaders Friday before Diocesan Leadership Day with the keynoter as appropriate.
- e). Develop coaching relationships with several parishes with the Natural Church Development process.

The Rev. Mark R. Wright

CONGREGATIONAL DEVELOPER: NEW CONGREGATIONS

And the rubber has met the road! In the past 12 months, after enjoying two years of the *novocain of romance*, the reality of church planting in the Episcopal Diocese of Pittsburgh has set in!

Since the vision to plant 10 new parish or parish-like institutions was cast at the 2001 Diocesan Convention, the Church Planting Mission Group has invested its time in raising up church planters, and training, coaching and resourcing them.

“The *Diocese* will not be planting churches,” said Canon Missioner Mary Maggard Hays in her presentation at convention three years ago. “Our *parishes* will be planting parishes.” Her statement insinuated that it would not be the diocesan responsibility to give birth to new churches, but that our existing parishes, having a heart for the lost, would commit to church planting. At the end of Convention, 17 parishes were willing to stand and be counted for.

Shepherd’s Heart, Oakland, and *Rock the World*, Ambridge, have both given birth to healthy church plants. John Paul Chaney and his team are doing a phenomenal work broadcasting *Seeds of Hope* in the urban setting of Bloomfield, and Don Cox’s *Three Nails* leadership continues to reach the emerging culture in cell group settings all over the city of Pittsburgh and beyond.

But an interesting thing happened this year. Because the diocese and many of our churches are unable to financially support a full-time priest, I began to pray that the Lord would bring us church planters who have such a passion to reach the lost, that they would be willing to begin the process without being fully salaried. He quickly answered my prayer! Within a three month period, Deb Carr, Marty Wright and James Vreeland each approached me with a willingness to be bi-vocational, or at the very least work a part-time schedule, until sufficient support was raised by the new parish bring on full-time leadership.

God is so good! I knew we needed these types of planters, and He dropped three of them on our doorstep. However...none of these planters had a Mother Church. Here were three leaders, willing to step out in faith to begin a new community of faith—the most effective way to reach the lost—but without the support of an existing parish. What to do?

Hence, the development of the *Supporting Parish* concept. A Supporting Parish is one who is willing to come alongside and support a church planter within the Episcopal Diocese of Pittsburgh. Tenets of support include, but are not limited to, supervision, finances, and personnel resources. Supporting Parishes serve as a “foster home” for new church developments; church plants are considered an outreach of the supporting parish.

The relationship continues at least until the church plant becomes a Mission Fellowship; reviews to continue relationship will take place annually.

But we are still a diocese of churches which plant churches (which plant churches, which plant churches!). Compared to a Supporting Parish, a Mother Church, or *Sponsoring Parish*, has a great deal more invested into a church plant. In addition to supervision, financial support and the provision of personnel resources, the Sponsoring Parish is able to select and “groom” a potential church planter, as well as the development of the DNA of the future church plant.

A special thanks to diocesan CFO Nancy Norton and Canon Mary Hays for their direction in the development of the documents which define Supporting Parish and Sponsoring Parish requirements and for their help as we created the agreements therein.

I appreciate the patience and the graciousness of our potential church planters as we knocked out the details. Since the development of the Supporting Parish, the vestries of St. Francis in Somerset and St. David’s, Peter’s Township, have committed to such relationships with Marty Wright’s Living Stones plant in Latrobe and Deb Carr’s house church plant, Garden Gate, in Oakdale.

Please commit to pray for our existing and future church planters and their parishes-in-development. It is indeed exciting and a privilege to “do a new thing!” but like those in existing churches, it is imperative that these folks and their leaders be covered in and supported by our prayers.

Over the next 12 months, the CPMG will continue to raise up, train, coach and resource church planters, including the premier of the Church Planters Incubator—a place where church planters can gather for support and continuing education. Also in the works is the debut of the Parent Church Network, a kind of pre-natal clinic for potential parent churches.

Well-respected church growth consultant Dr. C. Peter Wagner affirms that “Church planting is the most effective form of evangelism under the sun.” We are no longer riding on the notion of what a nice idea it would be to plant churches to reach the lost for Christ. In this new era, it has become imperative that we do so!

Jenni Bartling
Congregational Developer for New Churches

THE DIRECTOR OF ADMINISTRATION’S PRE-CONVENTION REPORT

The year 2004 has been a challenging year for the diocesan office. Although the financial market has stabilized in the investment and endowment fund areas, significant challenges remain for our congregations due to job losses in the Pittsburgh area, spiraling health care costs, and conflict within the national church. These issues have provided the diocesan staff additional opportunities to provide pastoral and financial support to our congregations. However, I would be remiss if I did not also mention that the staff has been significantly challenged by the tremendous work load generated by lawsuits and the controversy surrounding us as a result of the conflict. I do not believe that any diocese could ask for a more dedicated and faithfully staff than the one currently serving the Diocese of Pittsburgh. Whether they are performing administrative tasks for your congregations, assisting with walk-in ministries at the Cathedral, or praying with the new friends we have made in the Oliver building the primary mission of “bringing those to Christ that do not know him” is always in the forefront. They are incredibly dedicated to keeping “the main thing” as “the main thing” no matter how difficult that is some days.

2005 Budget. The structure of the 2005 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. The budget format is the same as 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 2005, based on the 2003 parish parochial reports decreased slightly (less than 1%). This was not surprising. Although several of our parishes have grown in numbers, the impact of the difficult economic times and conflict within the church is reflected in the dollars. Estimates from other income, including United Way, communications donations (*TRINITY* Newspaper), and endowment income, is

projected to remain the same. On the expenditure side, expenses were reviewed in all areas. Adjustments were made to reflect the financial changes we are experiencing in our life as a diocese and the general economic climate.

Health Insurance. The diocesan office holds a group medical policy that provides the opportunity for all clergy and lay employees in our parishes to participate. A Health Insurance Task Force which provides guidance for decisions on these plans includes lay and clergy representation from both small and large parishes. Three members of the Task Force are benefit managers (2 lay and 1 clergy) and work with these issues on a daily basis. 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. Last year the Task Force struggled with an enormous rate increase of 35% by Blue Cross but recommended keeping the same plans with the rate increases absorbed by the parishes or the individual plan participants who are paying for the coverage themselves. This year when the rate increases were again an enormous 23%, the Task Force concluded the best path forward was to make plan changes to provide financial relief to parishes and individuals. Other carriers were explored, however, although rates were slightly less, they were rejected because the hospitals and physician networks preferred by our participants were not included in their plans. The Task Force made tough decisions by increasing co-pays, implementing deductibles, and offering only one PPO (Preferred Provider Organization) plan. These decisions kept the overall rate increase to a minimum. As with the staff, the diocese is blessed to have individuals willing to serve the diocese sharing their gifts and expertise in this area.

Clergy Compensation Committee. The Clergy Compensation Task Force met again this 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 *2005 Clergy Compensation Guide*.

Personnel Actions. Several diocesan staff members moved on to other opportunities this year. Whitney Bottegall, Receptionist, retired in January to spend more time with her family and to care for her ill mother who had recently moved to Pittsburgh. Rachael Griffin was hired to fill the Receptionist position. Gloria Clever, part-time secretary to Bishop Henry Scriven, retired in May to spend more time with her family. Nicole Pollard was hired to fill the full-time position of Secretary to the Assistant Bishop that had previously been a part-time position. Celeste Smithbower was hired to fill the Financial Secretary position. Peter Frank was hired as Communications Director making it again a full-time position instead of contract status as it had been the past year. As each vacancy occurred, the position was reviewed and the ministry description realigned to meet the changing needs of the diocese.

Diocesan/Cathedral Partnership. The Diocese and Cathedral have continued their partnership. The Covenant signed in 2002 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. We were delighted to welcome the Rev. Canon Catherine Brall as the Provost of Trinity Cathedral January 1. We are excited to work with Canon Brall and the new staff at Trinity Cathedral who are continuing to build up the body of Christ in the downtown Pittsburgh community on a daily basis, as has been their tradition for over 100 years.

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. Finally, I would like to give special thanks for the ministry of Gloria Clever in her service as part of the diocesan team in several capacities including receptionist, financial secretary, secretary to Bishop Henry Scriven, and Convention Secretary over the past 8 years. The diocese has been blessed through your service to Him. I look forward to 2005 and an opportunity to support a diocese that God has so richly provided for.

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

STANDING COMMITTEE

This report includes business of the Standing Committee from August, 2003 through June, 2004. 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. Fox Chapel Episcopal Church
 - B. Church of the Good Samaritan, Liberty Borough
 - C. Christ Church, Indiana
2. Granted consent for Episcopal elections to be held in the following dioceses:
 - A. The election of a bishop coadjutor for the Diocese of West Texas
 - B. The election of a bishop coadjutor for the Diocese of Rio Grande
 - C. The election of a bishop suffragan for the Diocese of Olympia
3. Approved for Candidacy:
 - A. AAC Candidates: Kristi Cobb, Dawn Vukich and Nancy Kenney
 - B. For the vocational diaconate: Nancy Phillips, Tara Jernigan and Judith Howells.
 - C. For the presbyterate: Jeffrey Mead, Michael Bridge, Thomas Allen, Ron Bushyager, Vern Caswell, Carl Eyberg, David Glade, David Grissom, Marc Jacobson, Richard Pollard, Christopher Rodriguez, Douglas Sherman, Jr., Douglas Blakelock, Peggy Means, Jean DeVaty, Tom Hendrickson, Eliot Winks, David Rucker and Ian Cron.
4. Approved for Ordination:
 - A. For the transitional diaconate: Rebekah Neumann, Simon Barnes, Douglas Blakelock, Michael Bridge, Donald William Bushyager, Vern Caswell, Larry Crowell, Marc Dobson, Carl Eyberg, David Glade, David Grissom, Marc Jacobson, Jeffrey Mead, Richard Pollard, Christopher Rodriguez, Vicente Santiago, Douglas Sherman, Jr.
 - B. For the presbyterate: Ellen Parker Harris, Martha Eilertsen, Layne Hansen, Julian Linnell, Michael Ruk, Gene Sherman, Deborah Carr, Nancy Chalfant-Walker, Amanda Nickles, Paul Rodgers, Jay Slocum, Simon Barnes, Matthew Walter.

In addition the Standing Committee:

1. Participated in candidacy and postulancy interviews in October 2003 and March 2004.
2. Declined to take action on the request for consent to the consecration of Bishop Coadjutor for the Diocese of Arizona, The Rev. Kirk Steven Smith.
3. Received the Renunciation of Ministry of Jeffrey Hopper (Diocese of Lexington), Jeffrey Mikita (Diocese of Pittsburgh), Jan D. Rybka (Diocese of Indianapolis), John Callard (Diocese of Nevada), Mary Louise Reed (Diocese of Southern Ohio), Dolores W. Witt (Diocese of Southern Ohio), Andrew Peter Thompson (Diocese of Ohio), John M. Reade, IV (Diocese of Southern Ohio), Zev William Rosenberg (Diocese of Ohio).
4. Approved Bishop Duncan to be the ordaining priest for Simon Barnes.
5. Accepted the resignation from the Standing Committee of The Rev. Dr. Bruce Robison.
6. Elected The Rev. Dr. Douglas McGlynn as President of Standing Committee to fill the vacancy left by the resignation of The Rev. Dr. Robison.
7. Elected The Rev. John Heidengren to fill the remaining two months of the clergy vacancy on the Standing Committee prior to beginning his regular term.
8. Approved the closing of Church of the Epiphany, Avalon and Trinity Church, Connellsville.
9. Approved moving location of Standing Committee meetings to the new Diocesan Offices for administrative convenience.
10. Approved four representatives from the diocese be sent to the January 19-20, 2004 gathering at Plano, Texas. (Previously elected delegates to the General Convention The Rev. Canon Mary Hayes, The Rev. James Simons, Don Bushyager and Joan Malley with The Rev. Scott Quinn and William Roemer as alternates).
11. Declined to take action on the request for consent to the election of Bishop Mark

Hollingworth, Jr. by the Diocese of Ohio.

12. Approved the selection of Dennis Sweeney to fill the vacancy on Diocesan Council/District 4.
13. Accepted the resignation of Thomas Moore from the Standing Committee.
14. Elected Stuart Simpson to fill the vacancy on Standing Committee left by Mr. Moore.
14. Elected The Rev. Linda Manuel to serve as District II clergyperson on Diocesan Council.
16. Approved the appointment of Robert Devlin as Chancellor of the Diocese.
17. Declined to take action on the request for consent to the consecration as Bishop of the Rev. Canon Michael Gene Smith by the Diocese of North Dakota.
18. Approved the request to merge St. Thomas Northern Cambria and St. Luke's Patton.
19. Elected The Rev. Dal Ferneyhough to fill the District 1 vacancy on Diocesan Council.
20. Declined to take action on the request for consent to the election of The Rev. Granville Porter Taylor as Bishop of Diocese of Western North Carolina.
21. Approved request by Diocesan Council that Robert Lytle Sr. fill the vacancy in District 2.
22. Approved resolution of All Souls Church, North Versailles to change their district assignment from District 4 back to District 8.
23. Approved a resolution supporting the work of Bishop Duncan with the Network.

Respectfully submitted,
The Rev. Dr. J. Douglas McGlynn
President

Kathleen Marks
Secretary

BOARD OF TRUSTEES

Following the 2003 Convention and continuing through June 2004, the board worked diligently to fulfill its responsibility for "managing and enhancing the capital assets and real estate of the Diocese". Each year the board begins with a retreat in January, designed to teach the board better and more effective ways to carry out its duties. That retreat includes a business meeting and is followed by business meetings each month, except during July and August. Each May the board also joins the Diocesan Council and Standing Committee in an overnight retreat intended to improve the overall leadership of the Diocese. When the need arises, committee meetings and other activities are carried out over the summer. This has been a typically busy year. This report will attempt to highlight the boards' activities since the last convention.

The Finance Committee, chaired by Douglas Wicker, has worked very closely with Morgan Stanley as it assumed responsibility for overseeing the management of the trust funds over which the diocese has responsibility. I am pleased to report the return on diocesan investments continues to improve. The Finance Committee also initiated plans for investigating the risk management of parishes in the diocese. More details of that subject will be included later in this report. Maher Duessel, CPA's, completed its audit of the 2003 Financial Statements of the diocese and reported no unfavorable matters. The Finance Committee also prepared and the board approved an Audit Committee Charter, intended to create a three member audit committee independent of the diocesan management and the board, to assist management and the board in carrying out their fiduciary responsibilities to the diocese.

The Growth Fund, chaired by Susan Pollard, has continued its task of assisting those in need. Following recommendations from the fund, the board approved various loans from its revolving fund as well as many grants from various sources. The fund also followed up with parishes in need of developing plans for improving financial responsibility and setup guidelines for reaching such improvements.

The New Church Resources Committee, chaired by Bruce G. Seiling, assembled and presented to the board information concerning growth patterns in the diocese and presented information designed to be used in making church plant decisions. The project headed by Rev. Don Cox (now named "Three Nails") has received additional funding and is continuing to help initiate and support new groups of young adults throughout the diocese. They are planning to open an internet café in Trinity Cathedral's former bookstore space.

Having decided that building a Common Life Center was not possible at this time, the board changed the committee to the Common Life Property Committee. That committee, chaired by James Moore, worked with professional assistance to prepare a phased development plan for the common life property at Donegal. The committee is also working with the Development Director of the diocese to determine whether sufficient financial support is available to begin development of the property at this time.

The Real estate Committee, chaired by Mark Jennings, continues to assist parishes and missions with real estate matters. Several sales of all or portions of properties have been completed or are being offered. Mark is also working with members of two formerly separate churches who wish to consider building or buying a new facility in which they may be combined.

After receiving advice from the Finance Committee and completing a study with the Church Insurance Company, the board also created a Risk Management Committee, chaired by Thomas Rampy. This action also resulted in the engagement of a Risk Manager to work on a part time basis, funded by the Church Insurance Company. The manager has completed one risk audit of a parish and will complete a sampling of church risk audits. The results of these audits will be studied to assist the board in determining the need for and scope of such audits in the future.

Work with the Pittsburgh Episcopal Foundation resulted in approving the first grant by the Chaplaincy Endowment. At this time, the final details of implementing that grant have not been completed. However, it is expected that by the time of the convention, this initial grant and the procedures developed to implement such grants will have resulted in the beginning of the first chaplaincy program and the initiation of other similar programs.

I am pleased to report all board members performed their duties in a remarkably Christian manner. We all know that there were differences of opinion among board members concerning the controversial matters at the national church level. However, none of the discussions or actions of the board was affected by those differences. Rather, decisions were made on the basis of what was best for this diocese and all of its members. I thank God for providing us with such members and for the outstanding leadership and assistance of our bishops and those whom I consider to be the best staff of any diocese in this church.

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 independently as well as with parish representatives to discuss and evaluate a wide range of requests, including assistance with capital improvement projects, building maintenance requirements, emergency repairs and upgrades to meet state code requirements. 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 evaluated those Growth Fund loans for potential restructuring.

As a result of that work, between September 2003 and June 2004, the Committee proposed, and the Board of Trustees approved, seven grants totaling \$80,700 (including four outright and three matching grants) to seven parishes, and seven loans totaling \$282,500 (including one loan increase and six new loans) to seven parishes. The suspension of principal and/or interest payments on three existing Growth Fund loans were also recommended by the Committee and approved by the Board of Trustees during that period.

Further, the interest rate reductions recommended by the Growth Fund Committee and approved by the Board of Trustees in 2003 (to assist parishes and clergy across the Diocese with existing and current Growth Fund loans, while preserving principal) continued in force as follows: 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 such reductions effective 1/1/03-12/31/04.

My sincere thanks to my fellow members of the Diocesan Growth Fund Committee for their dedication to this work: Nancy Bolden, Jim Brophy, Bob Goode, Tom Rampy, the Rev. Paul Sutcliffe, to the Rev. Ira Houck for his perspective and counsel, and to Nancy Norton for her guidance and support.

Respectfully submitted,

Susan C. Pollard, Chair

DIOCESAN COUNCIL

Brothers and Sisters in Jesus of the Diocese of Pittsburgh,

Peace!

Of our three leadership bodies (Standing Committee, the Board of Trustees and Diocesan Council), Council is the body that functions most clearly as a representative body in the diocese and is therefore subject to the kind of positioning and maneuvering we have experienced in our recent Special Convention and to which all deliberative bodies are subjected. In fact, for the first time in my memory, there were real contested elections for seats on Council at last year's regular convention. While I do not rejoice in the whys of those contests, I do rejoice in the renewed importance our people are placing on the role of Council in the work of the diocese.

Given that we are a representative body, during a time of what our Bishop has called "sad divisions", it has taken a great deal of effort and the greatest amount of attention to personal relationships, in order to keep the peace in Council and run orderly and respectful meetings. I can truly say that during these tumultuous times I have learned much in my year as President of Council, and I have a much greater appreciation for the service of our elected officials to public office, be it local, state or national. My admiration for our bishop, who continues to endure, only rises.

Despite our differences, which have become quite clear and sharp to all of us in this past year, especially in light of the debate and decisions of our Special Diocesan Convention, I am proud of the members of Council for their willingness to serve in these difficult times and for the high admiration and respect they hold for one another. Although we disagree on many things, we have endeavored to treat each other with respect. This extra effort to see the best in each other rather than look for the worst, has allowed us to continue with the work of the gospel of Jesus Christ, which is set before us.

One of the highlights of the year for me came after a difficult and divided discussion on a particular subject (which seemed of great importance in the moment but now escapes me), and then Council discussed the subject of the Young Priest Initiative, YPI. The program, for financial reasons and apparent lack of candidates, had been eliminated from the budget this year. Cannon Missioner Mary Hays gave a brief statement and moved to spend some of the surplus funds we were surprised to have left over from last year, in order to reinstate the program. The vote to reinstate and fund YPI into the program budget passed unanimously.

As the year progressed it became clear that we needed to make a decision on allocation of the remainder of last year's budget surplus. Rather than hold it in reserve for a very rainy day, which we had anticipated this year, as a result of the stormy decisions of the 74th General Convention, we instead made a decision to use the monies for outreach and church planting. Seeds of Hope, a church plant in Bloomfield, and Three Nails, a non-geographic cell-group based plant, were both recipients of major grants.

However, in all honesty, not all the news in the diocese has been good this year. We passed a revised budget in late Spring that recognized the closure of two of our struggling parishes, Epiphany Avalon and Trinity Connellsville. The Diocese officially affiliated with the Network of Anglican Communion Dioceses and Parishes, a clear sign of the "sad divisions" among us. The storm clouds grow angrier and we still expect very rainy days ahead as the result of consequences and actions stemming from the decisions of the 74th General Convention. I guard my hope that ECUSA will not be swept away by what appears an impending flood, but I can truly say that while it is still light, here in Pittsburgh we are working. Regardless of rainy days or flood, I, like Paul, am convinced "nothing can separate us from the love of God, which is in Jesus Christ." Whether the foundation of the house of ECUSA withstands the flood or not, I am assured that the work of the ministry of Jesus Christ will continue here in Pittsburgh. The truth will be proclaimed and the light of Christ will shine through the storm.

It has been my honor to serve you.

Peace,



Battle Brown
President, Diocesan Council
Diocese of Pittsburgh, ECUSA

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 2003/2004: the Rev. James Simons, COM Chair; the Rev. Donald Bushyager, Interview Chair; Dr. Diane Duntley, Ed.D., Chair, Continuing Education; the Rev. Carl Neely; the Rev. Ann Paton, Ph.D.; Dr. Charles Quillin, Ph.D., Chair of the Board of Examining Chaplains for the Diaconate; Dr. Edith Humphrey, PhD; Mrs. Karen Geary; Dr. Elizabeth Howard, PhD; the Rev. William Haslett; the Rev. Tina Lockett; the Rev. Leslie Reimer; Deacon Mark Stevenson; Dr. Leslie Thyberg, Ed.D., Chair of Chair of the Board of Examining Chaplains for the Priesthood; Mr. Stewart Wicker. Ms. Bonnie C. Catalano serves as secretary of the COM. Mr. Stewart Wicker resigned as a member of the Commission in February 2004.

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 who resigned and replaced in July 2004 with Deacon Laura Wicker. The Rev. Doug McGlynn resigned, if needed; he will be replaced by the Rev. Jay Geisler.

Actions November 2003-August 2004:

- Bishop Duncan requested Canon Mary Maggard Hays assume his responsibility with the commission (as she did when he was on sabbatical)
- Dr. Donna Korczyk resigned as Director of Assessment Services for the Pittsburgh Pastoral Institute; she was replaced by Dr. Patricia Dobosh. Dr Korczyk and Dr. Susan Carpenter will assist in the assessment process.
- Continued cooperation with the American Anglican Council's Ministry Development Project with the Rev. Don Bushyager as the Commission's liaison
- Mr. Walter Bowman and Mrs. Katherine Frey were added to the Continuing Education roster
- Administered canonical exams for ordination
- Two positions under Directors of Formation were eliminated; for the Priesthood (normative) and for Canon 9.

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, Tara Jernigan and Judith Lynn Howells, were examined in 2003/2004. Serving as examiners this past year were the Rev John Heidengren, Holy Scriptures and Homiletics; the Rev Alvin Kimel, Church History and Liturgics; the Rev Greg Malley, Contemporary Society and Theory & Practice of Ministry; the Rev Laura Wicker, Systematic Theology and Christian Ethics & Moral Theology.

The Board of Examining Chaplains for the Priesthood (BOEC-P) conducted the oral and applied portions of the 2004 Canonical Examinations at the Kearns Spirituality Center beginning on January 5 and ending January 8, 2004.

Individuals examined were Michael Bridge, Donald Bushyager, Vern Caswell, Larry Crowell, Marc Dobson, Carl Eyberg, David Glade, David Grissom, Marc Jacobson, Jeff Mead, Dick Pollard, Chris Rodriguez, David Rucker, Vicente Santiago and Doug Sherman.

The examiners for the required canonical areas were: The Rev Dr Rod Whitacre for Holy Scriptures; the Rev Mary Gustafson and the Rev Judith Gentle for Church History; the Rev James Shoucair for Systematic Theology; the Rev C Bradley Wilson in Christian Theology and Moral Theology; the Rev Les Martin in Liturgics; the Rev Dennett Buettner for Contemporary Social Issues; and the Rev Dr Andrew Purves for the Theory and Practice of Ministry/ With the exception of Andrew Purves, all examiners participated in the applied portions for Homiletics and Christian Education. Dr Purves conducted oral examinations concurrent with the applied portions. The Rt. Rev Robert Duncan and Dr Leslie F Thyberg were present throughout the entire 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 approximately six persons who qualify to take the canonical exams for the Priesthood, and two 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 2003-September 2004)

Priesthood:

Postulancy: 10 interviews, 8 recommendations

Candidacy: 19 interviews, 17 recommendations

Diaconate:

Postulancy: 4 interviews, 3 recommendations

Candidacy: 2 interview, 2 recommendation

It is anticipated that there will be nine postulancy and eight candidacy interviews the weekend of October 15 / 16, 2004.

Candidates in Good Standing as of August 2, 2004

Priesthood: (6)

Jean DeVaty, Trinity Cathedral, Pittsburgh

Thomas Hendrickson, Prince of Peace, Hopewell Twp.

Peggy Means, Seeds of Hope, Bloomfield

David Rucker, All Saints, Rosedale & St. James, Penn Hills

Jayson Samuels, St. Stephen's, Sewickley

Eliot Winks, Trinity, Washington

Diaconate: (2)

Lynn Armocida, St. Thomas, Oakmont

Nancy Phillips, Fox Chapel

Postulants in Good Standing as of August 2, 2004

Priesthood: (10)

Robin Capcara, Ascension, Oakland

Andrew Federle, Grace, Mt. Washington

Daryl Fenton, Nativity, Crafton

Paul Johnston, Ascension, Oakland

Christopher Klukas, Fox Chapel

Colin Larkin, Church of the Savior, Ambridge

Ethan Magness, Church of the Savior, Ambridge

Rachael Nicholson, St. Thomas, Canonsburg

William Topper, Church of the Savior, Ambridge

James Zaher, St. Paul's, Kittanning

Diaconate: (9)

Donald Bowers, Christ Church, Brownsville

James Chester, Shepherd's Heart, Oakland

Brooke Eaton-Skea, St. Peter's, Butler

Karen Geary, St. Peter's, Butler

Byron Johnson, St. Martin's, Monroeville

Robert Lytle, Church of the Resurrection, Cranberry Twp.

Diane Scott, Church of the Advent, Brookline
Harry Walter, Christ Church, New Brighton
Linda Wilson, Holy Cross, Homewood

People removed from the ordination process in 2003/2004 were William Daugherty, David Henry, Tommy Allen, Paul Cech and Scott Means.

Respectfully submitted,
The Rev. James B. Simons
Chair

CONTINUING EDUCATION COMMITTEE

The Committee continues to assist clergy in the planning and (partial) funding of various approaches to continuing education and professional development. The Committee seeks ways to encourage clergy involvement, and this year partnered with the Pittsburgh Pastoral Care Conference (an ecumenical full day series of presentations on contemporary pastoral care issues) to provide full cost coverage for all interested clergy.

The major initiative of the Committee in 2004 has been to move toward implementation of the GC2003 Resolution A121 on Clergy and Lay Professional Continuing Education which “encourage[s] each Diocese to develop a plan and make provisions for the continuing education of all clergy and lay professionals in its jurisdiction, such plan and its progress to be reported annually to the Standing Commission on Ministry Development.” This was incorporated into the revised Canons Title III: Ministry in Canon 9: Of the Life and Work of Priests in which Sec. 1 states “The Bishop and Commission shall require and provide for the continuing education of Priests and keep a record of such education.” Parallel language applies to Deacons in Canon 7, Sec 5.

The Committee is working on a systematic outline for building a diocesan consensus for appropriate approaches. A PowerPoint presentation has been developed and reviewed by the Commission on Ministry for concurrence and is being made available to the governance structures of the diocese. The Committee is reviewing approaches of other dioceses, including review of materials available on many diocesan websites. Development of the many dimensions of this project will involve multiple constituencies and will continue in preliminary and pilot phases into 2005.

The Committee acknowledged the significant contributions of The Rev. Dr. Bruce Robison as member and co-chair when he resigned to carry other leadership activities. Welcomed to membership were Walter Bowman, who offers professional expertise in project management, working with the project design for expanded accountability as emerging above, Katherine Frey (TESM) and Archdeacon Greg Malley.

Respectfully submitted,
Dr. Diane L. Duntley, chair

DEACON FORMATION PROGRAM

The Deacon Formation Program hit a milestone this summer with the ordination of the first 2 “graduates” whose process was completed within the “new” program, now 5-years old. Each of the required diocesan classes has been taught at least 2 times and the curriculum is now stable and functioning well. The next phase of the DFP will be shepherded by Deacon Laura Wicker, who replaced Deacon Mark Stevenson June 30.

Submitted by,
Deacon Mark Stevenson
Director, Deacon Formation Program

**PITTSBURGH EPISCOPAL FOUNDATION
PRE-CONVENTION REPORT
September 2004**

The Development Office has been engaged in a number of promising initiatives in late 2003 and into 2004. The Foundation has just completed its first grant cycle for the Chaplaincy Endowment, which has become a reality thanks to the generosity of the people of this diocese. 5 excellent proposals promising to promote pastoral care services here in Western Pennsylvania were submitted to the Foundation. Each was thoroughly scrutinized and researched by a subcommittee of the Foundation's Executive Committee. The subcommittee was favorably inclined to recommend an \$8,000.00 grant for the Regional Interfaith Chaplaincy Services of Cranberry Township, which was subsequently approved by the Board of Trustees. The Foundation went through a tremendous learning experience as it refined its procedures in grant making and met with a number of potential grant recipients. We expect to receive several grant proposals for the September 2004 grant making cycle. We will by then have gained a good deal of experience both in grant making and by monitoring the progress of our grant recipient. The Foundation is hopeful that the parishes of the diocese respond with a number of innovative opportunities for it to review.

Several parishes sought the advice of the Foundation during the course of the year. St. Paul's Mt. Lebanon has been working through two exploratory committees to bolster its endowment. Christ Church Greenburg held a planned giving seminar for 15 people and has enlisted volunteer leader to help stimulate gifts of legacy stewardship. Fox Chapel Church is looking for new ways to stimulate annual stewardship. St. Thomas Oakmont and St. Brendan's Franklin Park would like to become more deeply committed to planned giving in the near future. Foundation expertise was utilized to assist Trinity Cathedral with its most recent stewardship campaign, which was very successful.

Following on the heels of the Stewardship Workshop Presentation Guide, the Foundation Office is now working on a similar guide for Planned Giving. The most effective parish-based education is peer to peer. These guides enable parishioners to educate each other directly without the need of an outside intermediary from the diocese and allow for a just in time delivery of workshops.

The Foundation is available to provide any assistance necessary to those who are contemplating planned or outright gifts. Sometimes the complexities of a potential gift can be daunting. We can assist you with the analytics and documentation of these gifts in such a way that the wishes of both the donor and the recipient institution are respected. The Foundation is poised to assist parishioners with appreciated gifts of stock as well, especially if the parish does not have necessary charitable brokerage accounts established. We are always poised to assist our parishes in any way we can.

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

RWANDA COMMITTEE

2003-2004 will complete the five-year official partnership which the diocese entered into at the 134th Diocesan Convention in 1999. Much has been accomplished in those five years and good relationships have been formed.

Three resolutions formed the basis of the partnership with:

1. The Province of Rwanda – which included nine dioceses.
2. The Shyira Diocese
3. World Vision and Child Sponsorships in Rwanda

Today we can report the following:

Diocese of Shyira

Under Bishop John Rucyahana, two teams have been sent out: the Caleb King family working at Shyira Hospital and Susan McLain in Ruhengeri, the diocesan seat. Here are their most recent reports.

Drs. Caleb and Louise King and children, Sara, Hannah, Caleb, Jr., and Lydia.

Report from the King Family, Shyira Hospital, Rwanda

We are very grateful for the support we have received from the Diocese of Pittsburgh for our work here at Shyira Hospital, in the Diocese of Shyira, Rwanda. We have had a big “start up” year, as we helped to rehabilitate the hospital that had been severely damaged during the genocide of 1994 and subsequent fighting until 1999. April 2nd marked our first anniversary here at Shyira. It was a memorable day, as it was the official opening of our new maternity building. While it was exciting to have a big celebration with a visit from the Prime Minister and other cabinet members, even more pleasing was that the mothers who give birth here would have a beautiful clean building for giving birth. We love the plaque on the entrance of the building: “Unless the Lord builds the house, its builder’s labor in vain,” Psalm 127:1. Other accomplishments include increasing the nursing staff at the hospital, refurbishing the operating room and patient wards, beginning a postgraduate training program for Rwandan and Congolese doctors, starting a daily Bible study and prayer time for the hospital staff, and praying individually with all the patients here. We enjoy working with our local priest, Emmanuel, who has been helpful starting a healing service at the hospital. On a more personal note, our four children: Sara (8) Hannah (6) Caleb Jr. (4) and Lydia (1) have been doing well and seem to be thriving in the new environment. This is definitely home for them now. Samuel Dargan (age 22, Louise’s cousin) has been a big help for our work here.

Current plans for the upcoming year include broadening our HIV/AIDS program, giving more teaching to our local doctors, and hiring a full time hospital evangelist/chaplain. We enjoy having visitors- medical or otherwise. Please contact us at calebkking@yahoo.com if you have any further questions. The Lord has been so good to us and we are grateful for our many blessings: “Taste and see that the Lord is good; blessed is the man who takes refuge in him.” Psalm 34:8.

From Sue McLain

Literacy Program

Our first literacy classes have begun in 6 different places. I am still waiting for reports from two of the schools, but can tell you that so far we have 168 people registered. They range in age from 11 to 59 with 125 women and 43 men. They will graduate sometime in late November or early December.

Prayer requests for the literacy program:

- the students will quickly grasp the concept of reading and be encouraged as they learn
- for the older ones (over 35) as it is more challenging for them to learn, but not impossible
- for us to find a source of funding for the purchase of further literacy materials and the holding of teacher training workshops

Women's Discipleship

I have been meeting weekly with the local Mothers Union (MU) group on Saturday mornings. This time has been spent in teaching. We have been going through Erilynn Barnum's Women in Discipleship program as well as other teachings.

During the Fall, I joined MU on regional visits around the diocese. There were talks on health and hygiene issues and I gave the Bible teachings at these meetings.

We have begun a pilot project introducing a Bible study method which incorporates drama as part of the teaching tool. The idea is to teach the women how they can study Scripture themselves in their small groups, without needing a Pastor or visiting team. The initial visits have gone well. Am waiting to hear updates on how well they are doing at taking this and using it among themselves, or with kids or youth etc.

Prayer requests for the women's discipleship:

- that the ladies in the local group will incorporate the teaching into their lives, not leaving it as academic knowledge

- that this drama Bible study program will take off and the women will make use of it and that the Lord will use it for strengthening His people
- that I will be able to move forward in developing a way to get the local MU leaders trained so that they will be able help their ladies grow in their faith

Theological Education by Extension (TEE)

I work part time with Pastor ZIGIRANYIRAZO in this department. The hope is that when my Kinyarwanda gets to an adequate level, I will be able to help in administrative duties such as correcting exams and visiting the TEE groups. Up to now, I have been able to help out with some logistical things, such as providing transportation to purchase books for the students and attending the occasional meeting. The other main thing I am doing is writing a book on discipleship, to supplement the material used. This is being written in English and will need to be translated into Kinyarwanda.

Prayer requests for the TEE department:

- guidance from the Lord as I write this discipleship book
 - finding a good translator for this book as well as funding to publish it
 - my Kinyarwanda to improve to the point where I can be of more use to the TEE department
- (this will also be helpful in all aspects of my work)

I would like to thank the Diocese of Pittsburgh for its support these past two years while I have been here. I would also like to thank the churches and individuals which have made commitments to partner with me and the work here. Your prayers and support have been a real blessing to me. I pray that you may continue to find the strength and grace which you need to serve and honor our Lord Jesus Christ during this very challenging time in the life of the church.

Serving Jesus together,

Sue McLain

Prince of Peace, Hopewell

Global Teams

Shyira Diocese

Ruhengeri, Rwanda

World Vision Child Sponsorship Program

July 29, 2004

Bishop Robert Duncan
Episcopal Diocese of Pittsburgh
139th Convention

Jeanne Hungerman
Executive Director, Development
World Vision Pittsburgh
Rwanda Child Sponsorship Report

Bruce Wilkinson, Senior Vice President of World Vision's International Programs Group, was the keynote speaker at the Episcopal Diocese of Pittsburgh's 2003 Annual Convention. He expressed World Vision's gratitude for the Diocese's partnership in child sponsorship in Rwanda since 1999.

In addition, I participated in the workshop portion of the Convention explaining the impact of child sponsorship on how a community is transformed by addressing the root cause of poverty.

In mid April, the Episcopal Diocese of Pittsburgh in partnership with World Vision Pittsburgh promoted a **Super Sponsor Sunday**, to be held simultaneously in each parish on Sunday, May 23, 2004.

Each of the 74 parishes was sent a sponsorship packet containing a sample Rwandan child picture folder, a “how to” sponsorship sheet, a poster, a video for a “minute for mission” spot, an orange candle (orange being the color of hope) to light and pray for the orphans and vulnerable children in Rwanda and a sponsorship sign up sheet. Parishes were encouraged to promote the **Super Sponsorship Sunday** three weeks in advance of May 23 using the various materials supplied.

The results of this effort were mixed. Only 5 churches participated in the May event with 16 new Rwandan children being sponsored. Currently, Fox Chapel Episcopal Church has had the largest response of 10 new sponsorships. Some churches were not able to participate on May 23 but interested in promoting Rwanda sponsorship in the fall of 2004. These are being followed up. Most of the parishes either could not locate the information sent or did not wish to participate.

Currently, there are 670 Rwandan children sponsored through the Episcopal Diocese of Pittsburgh.

At Trinity

In January 2004, Emmanuel Mukeshimana from the Diocese of Cyangugu, Rwanda, came to Trinity Episcopal School of Ministry as the first student from Rwanda. Emmanuel had been a student for several years at Uganda Christian University in Mukono, Uganda before coming to Trinity to do graduate studies in theology. We welcome Emmanuel into our midst.

Conclusion

The Rwanda Committee for the Diocese, which has functioned over the last five years, gives glory to God for the work which He accomplished through our efforts. Workers are on the field; materials have been sent over in large containers with medicines, hospital supplies and clothing; orphans are clothed and in school and relationships are being built between sponsors and their children; and visits have been made to and from Rwanda to strength our partnership over these years. None who have traveled to Rwanda from the Diocese of Pittsburgh have remained the same. Our hearts have been moved and our horizons broadened. We have had our eyes opened to the vastness of God’s love and the redeeming work of Jesus our Lord. We have seen the power of the Spirit at work to rebuild what had been devastated through genocide and that a few willing hearts and hands can make a difference.

We deliver this final report with hearts full of joy at what God has done and anticipate that relationships begun will be continued to His glory.

Submitted by Rwanda Co-chairpersons
Nara Duncan
Theresa Newell

DIOCESAN CUBA COMMITTEE

Below is an update of the activities of Pittsburgh-Cuba church partnerships since the 2003 Diocesan Convention.

St. David’s, Peters Township. Jim and Diane Babcock visited St. David’s partner, Cristo Rey parish in Matanzas Province, on their annual Christ the King celebration in November, 2003. Among other things, they helped paint the church, attended prayer and healing services, distributed medicines and visited every member of the parish at their homes.

In late March 2004, Rev. Mark Wright, Ron and Sandy Berg and John and Carol Stevenson visited Cristo Rey. This was Mark’s first visit to Cuba and he thoroughly enjoyed. The group also brought medicines, gifts, and other needs and visited many of the members at their homes. They also attended the Cuban Episcopal Church Synod (General Convention) in Havana. St. David’s continues to assist Cristo Rey in their ministries, specially the ministry to the elderly of the community.

St. Philip's, Moon Township. Rev. Eric Taylor, John Moran, Art Loriso, Greg Smith, and Richard Bell spent a week in Cuba in November 2003, visiting their partner parish La Anunciacion. They did quite a bit of handy work laying down tiles on the entire floor of the altar. Rev. Taylor also conducted a 3-session seminar in leadership for two rectors and 12 of their lay leaders, which drew good comments from those attending.

Another team including John Moran, David Von Hofen, Douglas Firth, Jeremy Keiper, Greg and Janet Smith and Sue and Joe Sarria visited Cuba the week of April 16, 2004. John Moran, put together a program of music and comic skits, all in Spanish, which the team performed at 5 parishes in 3 provinces. Over 1,200 people enjoyed the weeklong program. The team members also contributed for the rebuilding of Anunciacion's rectory roof.

Church of the Resurrection, Cranberry Township. Don and Kathy Bushyager and Jim and Mary Giles visited Resurrection's partner church San Juan Apostol, Camaguey Province, during the week of March 22, 2004. They brought school supplies, medicines and enough baseball caps and equipment to equip San Juan's team, where men's evangelism is spelled "baseball." The team visited 3 other Episcopal churches in the area. They characterized their visit as that of building relationships and wrote about their experience in the July-August edition of Trinity. Resurrection continues to provide assistance to San Juan in their ministries and facilities.

Trinity, Beaver. Marjie Smith, a member of Trinity, took the initiative to send an aid package to the Buen Pastor (Good Shepherd) church in Esmeraldas, Camaguey, including funding the cost of a lay leader to assist Rector Rev. Evelio Perez with their ministry to the needy in the community. Trinity has shown a preliminary interest in Cuba and will be exploring with Marjie the feasibility of a potential involvement with a ministry there.

Life Changing Experiences. About 27 Pittsburghers have visited Cuba and the common theme seems to be that they all have had life changing experiences and want to go back. They are also changing the lives of the Cubans they meet. Overall, these relationships are making a positive impact on the life of the Cuban Episcopal Church, which do not feel isolated anymore but can count on their Pittsburgh brothers and sisters to help them expand the Gospel of Jesus Christ throughout that troubled nation.

Respectfully submitted,
Joe Sarria, Chairman
Diocesan Cuba Committee
July 27, 2004

COMMUNICATIONS DIRECTOR

New churches, new Christians, effective outreach efforts, historical milestones: There is no shortage of good news among Pittsburgh's Episcopalians.

My job as Diocesan Communications Director is to share those stories. When I began work in March of 2004, Bishop Duncan instructed me to focus my efforts both on maintaining the solid communication initiatives that my predecessor, Interim Communications Consultant Marjie Smith, developed and creating new web and e-mail based diocesan communication tools.

Keeping *TRINITY* at the high standard that Marjie set has been one of my key "maintenance" priorities over the last eight months. To that end, I continue to travel throughout the Diocese, taking photographs and gathering information for stories to share with Pittsburgh Episcopalians. In this work, I have been indebted to Catherine Hoemke, a parishioner at Grace, Mount Washington, who, until she and her husband answered a call to the mission field this fall, served as *TRINITY's* graphic designer. I am also thankful to all the individuals who have submitted stories or alerted me to good news in their parish or organization. As we look ahead, keep that information coming.

Among the new communication initiatives, two are particularly important.

We were able to successfully launch *e+News* this June. Currently, more than 600 people receive this e-mail based digital newsletter that is distributed every other week. Open to anyone in the Diocese, *e+News* delivers the latest diocesan news and information, as well as links to other stories, to subscribers' email inboxes. Response to this new service has been very positive. In the year to come, I plan to continue work on building the subscriber base of

e+News. Individual congregations are welcome to help by letting their parishioners know that *e+News* is available to them simply by sending an email with their full name in the body of the message to subscribe@pgh.anglican.org.

This fall, I have also begun work on a redesigned diocesan website. The new site, which is slated to feature improvements such as a searchable "church-finder," and online photo galleries, will carry forward much of the content of the current website. I expect the redesigned website to go public around the New Year.

Finally, as I finish my seventh month as the Episcopal Diocese of Pittsburgh's communications director, I would like to thank all of you, and there are many, who took the time to both welcome me into this new work and provide feedback on various stories and diocesan communications needs.

You have helped make this a good year to be communicating the Good News in Pittsburgh. I look forward to what next year will bring.

In Christ,
Peter Frank

DIOCESAN ARCHIVES

September 2003 – July 2004

I have always liked to preface my report with some sort of positive image of how the archives serve the Diocese. That is sometimes hard to do when I have had to perform one of the saddest parts of my position as diocesan archivist "help" close a church. This past year we closed two. That doesn't seem like a positive thing to me, even though it means getting my hands on a lot more history to add to the collection that can be shared with the Diocese as a whole. On the plus side, it's probably one of the few times I get a chance to see the inside of one of our churches, or to look through the myriad of materials that define them as a part of the Diocese. On the other hand, it breaks my heart to look at once vibrant buildings and see the emptiness ... or, to look at the sad faces of former parishioners and see the loss of kinship and community.

The members of Trinity, Connellsville have comfortably merged with their altar ware and historic cornerstone and windows into St. Bartholomew's, Scottdale. In the case of Epiphany, Avalon, the members of the former congregation have dispersed to several other parish homes to participate and grow, and the building has been transformed into the vitally important House of Prayer. Jamie and Sharon Forrest have added a dimension to the building, and to the diocese as a whole, that could probably not have happened in any other way. They pray for us as a staff, and for us as a diocese. Although I appreciate the materials that I will be adding to the diocesan archives over the coming months, and am saddened at the loss to the members of the former congregations, I am sure that the House of Prayer will generate even more history as they minister to each and every one of us in their unique way.

Archives Activities:

- **In-house researchers:** 3.
- **Info Requests:** 60 ... Bap/Conf/Trans-5; genealogical-10; general research-17; information/materials requests-11 from New York, North Carolina, Pennsylvania, Tennessee, Texas, Virginia, plus Canada and the UK. In addition, about a third of the total requests came from the Pittsburgh area. Many arrived as phone calls, a few as letters, and about 27 by e-mail.
- **Conferences/Meetings**
 - ** October 2003: As treasurer and board member, attended National Episcopal Historians and Archivists (NEHA) Board of Trustees meeting in Swarthmore, PA office.
 - ** June 2004: Attended 5-day triennial Anglican/Lutheran history & archives conference in Chicago. Retired from the NEHA Board of Trustees, after 7 years on the board, with the last 5 of them as treasurer.
 - ** Attended Local Planning Committee (LAC) meetings for Mid-Atlantic Regional Archives Conference (MARAC) to be held in Pittsburgh in October 2004.
 - ** Attended initial 3-day seminar/planning meeting of Episcopal Diocesan and National Archivists (EDNA) in Las Cruces, New Mexico.
- **Other Activities**
 - ** Attended St. Peter's, Blairsville's 175th anniversary celebration and co-wrote article for *Trinity*.
 - ** Worked with other staff members at 2003 Diocesan Convention.
 - ** Made several trips to Epiphany, Avalon following the November 2003 closing to remove archival materials and inventory altar ware.

- ** Was a member of the Diocesan Festival Choir, one of the choirs chosen to sing at the Christmas concert of the Pittsburgh Festival of Choirs at Heinz Hall.
- ** Traveled to Connellsville to remove archival materials following December 13, 2003 closing.
- ** Provided several artifacts and photos for the memorial service of Anne Davenport, former member of St. Peter's, Oakland and spoke to the gathering about the church during the Davenports' time there.
- ** Presented PowerPoint program with a hands-on workshop on preservation techniques at the Diocesan Leadership Seminar held at St. Martin's, Monroeville.
- ** Worked with MARAC-LAC on publicity for fall conference. Provided a scanned copy of the 1869 aluminum and wood cut of 1795 Pittsburgh, from the archives for the cover of the program. Wrote item to be included in newsletters of non-MARAC archival groups in the mid-Atlantic area. Wrote and disseminated article about conference to Archives ListServ.
- ** Updated "Unbroken Line of Bishops" photo/bio for Church of the Advent, Brookline's, anniversary celebration.
- ** Wrote seven columns for *Trinity* newsletter and assisted editor with proofreading tasks.
- ** Sent set of convention journals from 1955-2003 to Sewanee seminary library, and 2003 journals to Austin Archives and VTS's Payne Library.
- ** On-going work with Fr. John Leggett to coordinate the writing and editing of parish histories for Volume 2.
- **Important Acquisitions**
 - ** Papers and artifacts from Church of the Epiphany, Avalon
 - ** Papers and artifacts from Trinity Church, Connellsville
 - ** Files from the Bishop's office and Accounting for processing and storage
 - ** Photographs from Communication Department

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: 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, and Mrs. Marilyn Evert serve as consultants.

The commission has struggled this year. We were unable to find new members to serve for any of the open positions, despite contacting several highly qualified individuals, including people at Trinity Episcopal School for Ministry. As a result we met only once. Last year we issued a request for proposals with the permission of Bishop Duncan and identified a qualified scholar willing to undertake the project. However, funding has not been found and the project is on hold. The most pressing concern for the commission besides membership is the securing of appropriate quarters for the diocesan archives. The current facility, located in the basement of Trinity Cathedral is too small to store collections and does not have appropriate climate control for the preservation of records. The archivist provides the best professional care that she can but without climate control and convenient processing space, she works under severe handicaps. This matter must be addressed in the coming year, or the Diocese of Pittsburgh will have failed to honor the trust placed in it to maintain a record of the work and life of this diocese. Given the prominent role that the diocese is playing in Church events, it is even more crucial that our records be preserved for posterity.

Joan R. Gundersen, Ph.D., chair

THE ARCHDEACON

With the annual convocation of the Deacons of the Episcopal Diocese of Pittsburgh, I was re-elected by the assembled deacons and appointed by Bishop Duncan for a second term as Archdeacon. In my capacity as Advocate for the Deacons, I have intervened in placement issues and counseled on retirement questions while participating in the various panels and Introduction to the diaconate course held at St. Martins.

Although we did not meet in person, I have been in email contact with the members of the Deacons Formation Process board on policy and formative questions. I would like to thank Deacon Mark Stevenson PhD for his very capable leadership and extensive work he has put into this essential component for the Episcopal Diocese of Pittsburgh. Along with Dr. Charlie Quillen and Deacon Jean Chess, Mark has developed a curriculum for the theological training for those aspiring to the permanent Diaconate that is a substantial and well appreciated improvement. Mark has tendered his resignation as the head of this group and will be replaced by Deacon Laura Wicker. Once again I have had the honor of working with Dr. Quillen as well as the Rev. Al Kimel and the Rev John Heidegren on the Board of Examining Chaplains where we read and heard the exams of two successful candidates. Finally, I have participated on the Continuing Education Committee headed by Ms. Diane Duntley after replacing Deacon Chips Koehler who had represented the diocesan deacons. My other duties consisted of assisting Bishop Duncan liturgically as needed.

The Venerable Gregory J. Malley

HAPPENING

Happening will be celebrating it's 25th year in the Diocese of Pittsburgh! We look with great excitement to this fall's Happening, where we will have a very special celebration.

Our fall weekend, #59 will be held November 12-14th, 2004. St. David's in Peter's Township, has graciously offered to host the retreat weekend. We encourage all parishes to send their teens. We would love to see entire youth groups participating. Please call us early to assure a space for them.

Happening is a discipleship program designed for teenagers to develop and deepen their relationship with Jesus Christ in the Episcopal Church. Happening's mission is to encourage and build up young leaders. We hope that after attending Happening your teens will return to their youth groups stronger and more confident to be leaders. Happening provides 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 by our Bishop. Most importantly, it provides a place for teenagers to hear the gospel explained by their own peers and to see it in action.

Happening's Priest in Charge is The Rev. Thomas R. Finnie, the Rector of St. Peter's Episcopal Church, 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.

Respectfully submitted,
Tom Hillman
Happening Director

THE ORDER OF THE DAUGHTERS OF THE KING

The Daughters of the King is an order for women who are communicants of the Episcopal Church, churches in communion with it, or in the Historic Episcopate. The order was founded in 1885, by Margaret J. Franklin, at the Church of the Holy Sepulcher in New York City. Our Anglican tradition includes Episcopal oversight, Holy Scripture containing all things necessary for salvation, recognition of the gift of the Holy Spirit in Baptism, the real presence of our Lord in the Holy Eucharist and worship according to THE BOOK OF COMMON PRAYER.

Members undertake a Rule of Life, incorporating the Rule of Prayer and the Rule of Service. By reaffirmation of the promises made at Baptism and Confirmation, a Daughter pledges herself to a lifelong program of prayer, service, and evangelism, dedicated to the spread of Christ's Kingdom and the strengthening of the spiritual life of her parish.

Women who are interested in becoming Daughters must complete the course of study in the NATIONAL STUDY GUIDE, under the guidance of a woman who is a Daughter, in order to learn about the order and be prepared for admission. It is a time of discernment and discovery, and beginning; it does not mean a commitment to become a Daughter. It is at the Service of Admission when Daughters receive their crosses which should be worn daily as an outward and visible sign that we cannot live a day without Christ in our lives.

In this diocese there are over 100 Daughters in 15 Senior Chapters and 1 Junior Chapter. Also there are 24 Daughters who are Daughters at Large because they are in parishes without a chapter. Our newest chapter is St. Teresa of Avila, chartered on February 22, 2004 at St Paul's, Monongahela. We meet as a diocese twice a year. This year's picnic was on August 14th at St. Paul's, Monongahela. Our Diocesan Assembly was at St. Thomas Church, Oakmont on May 22nd. The 2004 Provincial Retreat was at Williamsburg, VA on June 4-6th.

I invite your inquiries about the order, for I believe the Daughters of the King can be a help to the clergy and the church through prayer and service in the parish and elsewhere. Please call or e mail me with any questions you may have.

Linda Getts
Diocesan President
412-798-4404
ljgetts@aol.com

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 a part of every parish program.

During the past year the Commission has concentrated on training and monitoring.

At the 73rd General Convention of the Episcopal Church USA a major step was taken in combating racism by adopting a resolution calling for mandatory racism training for all lay and ordained leadership of the church. The 74th General Convention re-affirmed its support of the resolution to extend the mandate of the 73rd General Convention. Everyone in a leadership capacity is to participate in training within one year of election to office.

In March several members of the Commission attended the Province III Conference on Racism in Hagerstown, MD.

On April 16 & 17, 2004 we began diocesan Racism Training by inviting The Rev. Canon Edward Rodman, who has prepared much of our racism training materials, to come to Pittsburgh and do training with two groups. The Diocesan and Cathedral staffs participated in training on Friday, April 16 and the entire Commission on Racism participated on Saturday, April 17.

On May 17, 18 & 19, 2004 four members of the Commission attended "Training the Trainers", a workshop in St. Louis, MO. The workshop was conducted by The Social Justice Office of the Episcopal Church Center and was part of the process required to become Certified Trainers.

On October 20 & 21, 2004, the Rev. Jayne Oasin, Social Justice Officer at the Episcopal Church Center, will conduct a workshop for people standing for election at this convention and also for people already in office.

With members of the Commission soon becoming certified as Trainers we will be able to offer many more training opportunities throughout the Diocese. We look forward to additional people, both on the Commission and within the Diocese, going through the process and becoming Certified Trainers.

During the year, members of our Commission have been involved in contacting parishes to collect information about diversity within their parish membership. Seventy-Two parishes were contacted. Although messages were left, eight of the parishes did not return our telephone calls. Of the sixty-two parishes from whom we did get responses, forty-six have some non-Caucasians within their membership. We also asked questions regarding their participation in parish life. It is our intention to continue with the monitoring process on an annual basis.

The Commission has been and continues to be blessed with talented committed and hard working members. We would like to see greater representation from throughout the Diocese.

Members of the Commission are: Nancy T. Bolden, Chair, Redeemer, Squirrel Hill; The Rt. Rev. Henry Scriven, Assistant Bishop; Paulette Flaherty, St. Stephen's, McKeesport; Martina Gardner-Woods, St. Brendan's, Franklin Park; Bob Goode, Wanda Guthrie, The Rev. Jared Jackson, Emma Mosley, and Francis Dannenberg, Redeemer, Squirrel Hill; Mary Ellen Hayden, and Al Mann, St. Andrew's, Highland Park; and Jane Banning, St. Thomas, Oakmont.

Respectfully Submitted,
Nancy T. Bolden, Chair

EPISCOPAL RELIEF AND DEVELOPMENT

Having just returned from our annual ERD meeting in Houston, Texas, I am happy to report that we are continuing our mission with our Anglican Communion partners and other ecumenical bodies', extreme poverty and hunger, to provide basic healthcare and to combat HIV/AIDS, malaria and other diseases around the world.

Please read and support the ERD resolution for the 2004 Diocesan Convention. At a time of fraction and tension in our churches, let us not forget those whose very survival depends in our willingness to act.

Did you know that 92% of every dollar donated to ERD is used for mission? Expenditures for fundraising and administration costs are largely covered by designated funds and other sources. ERD is now a 501(c) 3, tax-exempt organization. When major disasters occur, we are on the front lines within hours, not days. We stay long after the initial emergency has passed to help communities rebuild.

On behalf of the Episcopal Church, ERD has advanced emergency funds to assist people affected by the tornadoes in Nebraska. Homes were destroyed in towns of Forth, Wilbur and Beatrice. The town of Hallam was flattened and all 276 residents were evacuated. With the help of the Bishop of Nebraska, The Rt. Rev. Joe Burnett, help was immediate and continuous.

Severe weather struck states in the Mid-west and northeast including Iowa, West Virginia, Ohio and Pennsylvania in late May.

Around Lexington, Kentucky severe storms destroyed approximately 250 homes, damaging 4,000 others and leaving hundreds homeless. ERD provided temporary shelter, food, clothing vouchers and other humanitarian needs. The funds will also assist with cleanup costs in Eastern Kentucky's hardest hit areas. You can help by sending donations designated c/o Emergency Relief Fund.

Have you seen the "Gifts for Life Catalog?" One was sent to every parish. What a wonderful way to honor a loved one for any special occasion. The catalogs and annual reports are available by calling Parish Services, 1-800-903-5544.

In 2002, the total gifts to ERD from 221 donors in the Diocese of Pittsburgh were \$39,239.63. In 2003, our total gifts were \$23,307.01 from 110 donors. Please plan now for donation day in 2004. Maybe we can double our support in 2004 by planning now.

At the 2003 Diocesan Convention, \$1125 was given to children with AIDS in Africa. This year we will have a "Drop in the Bucket" (buckets actually) for a worthy cause. If you wish to bring a check make it payable to Episcopal Relief and Development.

Please let Mary Sweeney, Diocesan Coordinator, know about what is going on in your parish for ERD. Are you using Bishop Blend Coffee? I'd love to include your activities in my convention report on November 5th.
Address: 81 Longuevue Drive, Pittsburgh, PA 15228 or phone 412-561-5933

Faithfully,
Mary Sweeney

ANGLICAN FELLOWSHIP OF PRAYER PITTSBURGH CHAPTER

The Anglican Fellowship of Prayer began in 1958 with the leadership of the Rt. Rev, Austin Pardue, Bishop of Pittsburgh and Helen Shoemaker, wife of the Rev. Samuel M. Shoemaker, then Rector of Calvary Church, Pittsburgh. Helen was a pioneer in the prayer group movement and when enlisting the support of Bishop Pardue, it was determined that a broad-based association of prayer, teaching and fellowship be offered to the church. It grew to become an international fellowship reaching and including the Anglican Church of Canada, Church of England, especially the Diocese of Coventry and the Dioceses of Bermuda and the Bahamas. It enjoyed a national and international reputation for many years.

Locally and more recently, AFP has sponsored "A Day to Pray" offering various workshops and teaching events in one day which allowed attendees to select from a variety of classes. Last year, a half-day, early in the season of Advent was held at the Cathedral, lead by Bishop Henry Scriven. His teachings were based on the Beatitudes, as found in the Gospel of Matthew. By coincidence, a group from a parish in Buffalo, NY was visiting the Cathedral with their priest, who also was able to join us. Unfortunately, that day was marked by significant snow fall as well so attendance overall was quite limited, needless to say.

It is hoped that a similar day may be offered in early Advent this year, at the same location. It is well for the church to offer a respite to the activity which precedes the season of the birth of the Lord, so "that we may prepare our hearts and minds, for the coming of the King." Look for announcements in the fall, for our next prayer event. For, the local AFP committee, I am

The Rev. Arthur C. Dilg,
Indiana, PA

THE RESOURCE CENTER

The Resource Center would like to thank Susan Karas for her many years of enthusiastic service to the Diocese. Thekla Wainwright is the new director of the Resource Center, as of February, 2004.

The collection currently holds over 1400 videos and DVDs. We also have available a TV with VCR, an all-region DVD player, 2 multi-media projectors and a 6 ft. screen. Membership in the Resource Center is \$35.00 per year, which entitles the member to borrow all of the videos and DVDs, as well as to rent the equipment for a small fee. Whether your need is for resources for children, youth or adults, the Resource Center will have something for you. If not, submit a request and we'll be happy to fill it if we can.

The Resource Center thanks St Peter's Church, Brentwood, for their generous provision of office space. If you can't make it to St Peter's, call and we'll send you what you need or arrange to meet at a more convenient location.

Our current Board Members are: Ginger Bergstrom, The Rev. Ken Kocharhook, Marion Powney, the Rev. Philip Wainwright and Jill Whittaker.

Please take advantage of the excellent resources provided by the Diocese for your ministry.

Respectfully submitted,
Thekla Wainwright

CANTERBURY PLACE CHAPLAINCY INTERFAITH PASTORAL CARE PROGRAM

The Canterbury Place Pastoral Care Program saw its 16th student trained in ministry with Older Adults in its six year existence. Joining us this year was Father John Marandu of the Holy Ghost Fathers from Nigeria, studying in Duquesne University's Pastoral Ministry Program. Father John brought a warm and compassionate presence coupled with an outstanding intellect. His masses were well attended and he brought much to our common life here at Canterbury Place. Dick Pollard completed a course here as part of his training for Priesthood in the bi-vocational clergy track. Having a first rate lawyer on board took a back seat to Dick's warm pastoral exchanges and passion for every person to be treated with dignity every day. Nancy Phillips came through the Deacon Formation program. By the end of her bible study, residents here were preparing kits for the homeless to be distributed by Trinity Cathedral. Carolyn Ryback was our first Field Education Student from Trinity Episcopal School for Ministry. She brought years of experience as a teacher, police officer, parent, and musician. She was able to take advantage of our full liturgical offerings in the Chapel here that many Chaplaincy positions do not offer, bringing her own talent to bear in so many ways.

We continue to offer several Religious services and activities for the Residents. This includes two Episcopal services of Holy Eucharist per week, Morning prayer twice a month, Roman Catholic Mass each Sunday, a Roman Catholic Deacon's communion service once a month, Jewish Shabbat services every Friday, weekly bible study on Harmony Hall and in our McVay Atrium new this year is an on site service on Sundays for Harmony Hall residents begun by one of our students and carried on by staff and volunteers, Sunday bedside communion visits, and our quarterly memorial services. Combined weekly attendance services averages 141 with weekly communions averaging 82. Our wonderful core of staff and volunteers make this possible, including Lucy Prentice of St. James Penn Hills, and Larry Howard of Calvary Church East Liberty.

Individual Pastoral Care visits continue to be such a joy and challenge. Addressing the needs of each Resident keeps us humble and prayerful. Thank you to the Diocese, Canterbury Place, and all donors for keeping this program up and running.

Respectfully Submitted,
The Reverend Gaea Thompson
Chaplain, Canterbury Place

COMMISSION ON AGING

The Episcopal Diocese of Pittsburgh Commission on Aging meets every other month for one hour to coordinate support to parishes in our community ministering to the needs of Older Adults.

This last year we focused on two main projects, Caregiver support ministry and a new project to develop a ministry to identify and visit Episcopalians in Long term care centers who have lost connection to a local parish. Jim McGough of Calvary Church and Nancy Phillips of Fox Chapel have been our chief visionaries and project coordinators. While still in the early stages we have been encouraged to explore the possibilities of developing a lay training program and to partner Parishes with near by facilities.

We continue to want to serve as a resource for Older Adult support services in the community. To that end we are developing a flyer for Parishes to have in their literature racks so that all lay people will know that we are here to help. We are committed to raising awareness in our community of various issues relevant to Older Adults and have had relevant articles printed in Trinity.

Thank you to the dedicated volunteers who serve on this Commission; The Rev. Jean Chess Deacon Saint Andrew's Highland Park, Linda Knapp All Souls North Versailles, Dennis McAndrew CEO Lutheran Service Society, Jim McGough Calvary Church, Jennifer McGrath St Thomas Oakmont, Peggy Means Seeds of Hope Bloomfield, The Reverend Sandra Ritchie Deacon St Paul's Mt. Lebanon, Paula Wasko Church of the Ascension, and Susie Wolfe Calvary Church.

Respectfully Submitted,
The Reverend Gaea Thompson, Chair

COMMUNITY OF CELEBRATION ALIQUIPPA, PA

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.

Final Vows

In August our Bishop Visitor, The Rt. Rev. Bill Folwell, received Joe Beckey's final vows as a Chapter member in the presence of the Community and family and friends.

Chapel of the Holy Spirit and Celebration Center

We are grateful each day for our new worship and conference space, and we have been delighted to welcome many guests and conferees. We have hosted groups of 8-36 people for events ranging from one day planning meetings to four day conferences. It is great to have a place in which to offer Benedictine hospitality.

Taizé Service

Starting in October 2003, the Community began a service of worship in the style of Taizé on the first Sunday evening of each month.

ACE Women's Training Project

Over the past few years Celebration has been working on a plan to expand our vision beyond ministry to the church to focus on programs that would impact Aliquippa. Our first initiative is the ACE (Aliquippa Community Enterprise) Women's Training Project. Last fall a comprehensive business plan was developed and presented to the Aliquippa Weed and Seed program for State funding. Whereas we have not received a state grant yet, friends of the Community donated enough money to begin a pilot project. In April, Alison Stanley and May McKeown volunteered to run a five-week program at the Celebration Center two mornings each week for women from the Beaver County jail. In early March an old friend of Joe Beckey's arranged for the military arsenal where he works to donate 12 Pentium III computers to the program to be used to teach basic computer skills. All of the computers are in good condition but lack hard drives which were removed for security reasons. We are looking for donated hard drives with at least 4 GB's.

When the program is fully funded, our plan is to offer the program, including child care, four mornings each week.

Added space

With the help of Maggie Durran, a former member of the Community who lives in London, England, we have purchased and begun renovation on the building next to our office and center that had been the headquarters of the Salvation Army. When completed, it will provide 10-12 additional guest spaces for conferences and retreats and premises for the ACE Women's Training program.

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

Worship in the style of Taizé—every first Sunday of the month at 7:00 pm (8:00 pm during Daylight Savings Time)

EPISCOPAL CHURCH MISSIONARY COMMUNITY

ECMC raises mission vision in parishes and dioceses, promotes and provides training for missionaries and mission committees, equips Episcopalians to reach un-reached people groups, and raises prayer support for Episcopal missionaries. ECMC sponsors the New Wineskins for Global Mission conferences every three years (the next one is September 27–October 1, 2006)

ECMC also runs a Mission Clearinghouse, puts on Mission Awareness Seminars in local churches, and speaks on missions at Lenten dinners, etc. ECMC's Mission Clearinghouse has assisted about 50 people with information on a wide range of mission opportunities this year. We answer a lot of e-mails from missionaries and mission committee members. Many of the missionaries have told us how much they appreciate being in touch with someone who knows what it's like. Every two months we produce the *ReachOut* bulletin with inspiration and information about missions here and abroad. Please contact us if you, your vestry, or your mission committee would like to receive it.

An ECMC Mission Awareness Seminar can stretch your parish's vision for mission at home and abroad, covering such topics as the Biblical basis for missions, needs and opportunities in the world today, and what role your church can play. We will adapt the seminar to fit your situation. We can focus in on new strategies in world missions, developing a missions committee, effective holistic ministries, reaching out to international students and un-reached people groups, recruiting and caring for missionaries, and resources for mission. We would be glad to come to your parish!

In October 2003, I was privileged to speak on "Is the Great Commission Really our Priority?" to the 2,700 participants at the AAC's "Plano" conference in Dallas. In December 2003, I was elected chair of Anglican Global Mission Partners, a network of Biblically orthodox mission agencies.

The members of AGMP are very excited to be asked to serve as the mission arm of the Anglican Communion Network to help the ACN have a Great Commission DNA. AGMP is working to make a wide variety of mission resources available to parishes and dioceses. We have started a mission resource website (www.globalmp.net) and a mission's speaker's bureau. We are collaborating in training, recruitment and initiatives such as "gap year" mission trips for students, catalyzing Global South leadership development and relief and development. We have established standards for short and long-term mission.

As is the case with many Episcopal mission agencies, ECMC has lost supporters who are leaving the Episcopal Church. A \$5000 grant from the Diocese of Pittsburgh and \$5000 matching funds from the AAC helped cover the cost of an additional part-time staff person for ECMC and some of Sharon's travel expenses, which was really a Godsend!

We want to thank everyone who has supported ECMC in our ministries helping Episcopalians be more knowledgeable, active, and effective in fulfilling our Lord's Great Commission to make disciples of all nations. Please contact us if there is any way we can be of service to you or your parish!

On a personal note, after I spoke at the diocesan hearing in September 2003, I heard that a number of people decided to pray for a husband for me—I married Robert Steinmiller on June 6th! :-)

Sharon (Stockdale) Steinmiller
Director
ECMC
P.O.Box 278, Ambridge, PA 15003
724-266-2810
ecmc@anglicanmission.us
www.episcopalian.org/ecmc

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 multiply young Christian leaders. We pursued this mission this last year through the Josiah Project and the Student Ministry Professionals Program, our longstanding core training programs; by sponsoring the "Three Nails" church plant in partnership with the diocese; by offering the national "re:mix Student Missions Conference" later this month at Hidden Valley; and through various other retreats and training opportunities such as the "Contagion" retreat last fall and "Striking Fire" youth ministry leadership training weekend. We have also launched the new "Epicenter Project," a gap year learning and service project for young adults.

This past summer, Josiah Project Team Thirteen planned a second summer of full-time ministry. Several members of the team decided to organize a Christian sports camp in Ambridge (in partnership with the Church of the Savior youth ministry) and led an outreach to the Olympics in Athens, Greece.

“Three Nails,” a Rock the World/Diocese of Pittsburgh Church Plant launched in February 2003 under the leadership of the Rev. Don Cox, has continued to grow. Three Nails exists to see a contagious release of God’s freedom and purpose in the world. They meet weekly in 10 cells around the region (up from 5 a year ago), and have a monthly schedule of worship and fellowship events.

Rock the World also continued our missions program as we sent representatives on short-term mission trips to Belize, Peru, and Phnom Penh, Cambodia. We have also strengthened ties with the Diocese of Singapore and sent Associate Director Meredith Borel as a delegate to the Lausanne Movement Congress in Thailand earlier this fall.

Rock the World offered several week-long training courses this year: “Intro to Ministry with Young People,” our basic course in the Student Ministry Professionals program which is offered at night so local youth ministry volunteers can take it more easily; “Rising Generation Leadership” an online course; “Making Young Disciples,” an advanced youth ministry course on evangelism and discipleship systems; “Jesus’ Great Commission in a Young World,” our most advanced course; and “Striking Fire,” a shorter version of the Intro course for volunteers and clergy in charge of parish student ministries. We also offer field education courses in tandem with these classroom courses. These courses drew students from across the Pittsburgh area and the nation, and are accredited by Trinity Episcopal School for Ministry. We will offer these training opportunities again in 2004-2005.

Our new Epicenter Project trains young Christian leaders to multiply more young Christian leaders. Many Christian young adults would like to invest a year in eternal purposes, a year off from college, or a year between high school and college, or between college and career, or between 1st career and seminary. Epicenter was designed for them. The group serves in multiple sites during their four-month training phase, including St. Philip’s, Moon and Seeds of Hope, Bloomfield. Their primary project is to begin to spark a spiritual awakening among young people in the Pittsburgh area. Since prayer movements always precede revivals, this means starting a prayer movement among youth. Trying to initiate that prayer movement is their primary project this fall. Starting their eight month impact phase in January 2005, they will dig into a ministry project of their own choosing as they seek God’s direction for that choice.

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 J. Borel
Acting Executive Director

TRINITY EPISCOPAL SCHOOL FOR MINISTRY

The academic year 2003-2004 was one of transitions. It saw my departure as Dean and President (1996-2004), and the arrival of Trinity's fifth Dean and President, the Very Rev. Dr. Paul F. M. Zahl -- formerly Dean of the Cathedral of the Advent, Birmingham, Alabama. The search was worldwide, and involved many contacts. However, once again, Trinity chose an insider and a man who, like me, had a long history with the School to be Dean. Paul and Mary Zahl have purchased a home in Sewickley. They have three sons, two studying theology in England, and one working for FOCUS, a Christian youth organization in New England.

Trinity saw its largest incoming class ever in September 2003 -- some sixty matriculating students. September 2004 continues the growth trend with an incoming class of seventy.

Concern that Trinity was not doing enough to minister to families led to the decision to build a Family Focus Resource Center adjacent to our row houses on Sherman Street. A campaign raised virtually all the monies needed for the new structure and ground which was broken in May.

A two-year grant to beautify the campus led to the making of many visual improvements both inside and outside our buildings.

A variety of noted speakers came to the campus including the Rt. Rev. N. T. Wright and the Rt. Rev. Michael Nazir-Ali -- both bishops in England, and both brilliant lecturers.

Income to the Annual Fund dipped this year -- largely because giving from friendly churches was down, causing some concern. However, a couple of large individual, undesignated gifts more than made up for the difference, so once again Trinity ended its fiscal year in the black.

A new scholarship for students seeking training in youth ministry was established with a large gift. These scholarships will be named the Powell Dodge Scholarships in Youth Ministry, after the son of two of Trinity's longtime friends. Funds will be available for academic year 2005-2006.

Two faculty were on sabbatical this year: The Rev. Dr. H. L. Thompson, and the Rev. Dr. Grant LeMarquand. As I write, Grant LeMarquand is a finalist for the Bishop of Montreal.

Nearly all graduating seniors have found posts, and a record number of Trinity graduates were ordained deacon by Bishop Duncan in early June. As always, Trinity enjoys a very special and warm relationship with the Diocese of Pittsburgh. As outgoing Dean and President, I trust that this relationship will continue and deepen. It has been a joy to serve the school, and the diocese through the school, these past eight years.

The Very Rev. Dr. Peter Moore

PITTSBURGH THEOLOGICAL SEMINARY

This year was a memorable one at PTS, especially for Anglicans. We hosted the Bishop of Durham, the Very Rev. N. T. Wright, who gave the Schaff lectures, entitled, "Putting Paul Back Together Again." We are anticipating the visit of Bishop Nazir Ali in the fall.

As Associate Professor, I was involved in teaching both core courses in New Testament (the New Testament Epistles) as well as electives on the gospel of John, and 2 Corinthians. In the winter and spring I had the joy of working with two different groups of DMin. students — the first, a mixed group in the "pastoral" stream, and the second made up mostly of Eastern Orthodox (with a few Roman Catholics and non-Episcopal Anglicans). I lectured both at our Octoberquest, for prospective students, and for a delegation of Chinese clergy and lay workers, in both cases speaking about Christian spirituality and the Scriptures. Two students completed theses, and so advanced degrees, one doing an M.A. thesis on miracles in the New Testament, the second writing on Jesus' parable of the Unjust Student (STM). I am currently directing three DMin projects.

I had the opportunity this summer to complete a book to be published by Eerdmans, entitled, *Ecstasy and Intimacy: Recovering the Trinitarian Shape of Christian Spirituality*. This book, intended for the lay educated public, is the fruit of courses offered at various levels, retreats for lay and clergy given for the past five years, and personal query. Most recently, for example, I have spoken on Christian spirituality at Church of the Ascension, Oakland, and Presbyterian College, Montreal. I have also written a piece on penitence in the Johannine writings for an ecumenical project headed by Mark Boda and Stanley Porter, and have joined the executive of a group dedicated to studying the Hermeneutics and Theology of the Christian Scriptures (Society of Biblical Literature). I also was pleased to speak on Anglican Hymnody at an Episcopal conference in Colorado Springs, and will be speaking for a clergy conference (on the state of New Testament Research) in Oxford in early September.

Publications this year have included:

"Which Way is Up?—Revival, Resurrection, Assumption and Ascension in the Rhetoric of Early Christian Documents," in *Festschrift for Frederik Wisse*, ARC, 2004.

"Penitence in the Johannine Writings," in *Penitence in Canonical and Christian Perspective*. Eds Mark Boda and Stanley Porter, Glazier Liturgical Press, in progress.

Articles for *The Dictionary for Theological Interpretation of Scripture*. Eds. Kevin J. Vanhoozer, Craig Bartholomew, N. T. Wright, Daniel Treier. Baker Book House, forthcoming: "Second Corinthians," "Jesus and Scripture," "New Creation," and "The Infancy Narratives." Articles have been submitted, Dictionary is in compilation stage.

“To Rejoice or Not to Rejoice? Rhetoric and the Fall of Satan in Luke 10:17-24 and Rev 12:1-17”
in *Apocalypse Symposium*. Ed. David Barr, SBL Press, forthcoming.

“Kairos and Chronos: Meditations on Revelation, God’s Word and God’s World,” in *Fanning the Flame: Bible, Cross and Mission*. Ed. Paul Gardner, Zondervan, 2003, 99-116.

“One, Holy, Catholic and Apostolic – Awaiting the Redemption of Our Body,” in *Evangelical Ecclesiology: Reality or Illusion?* Ed. John Stackhouse; Baker Academic, 2003, 135-159.

“A Tale of Two Cities and (at least) Three Women: Transformation, Continuity and Contrast in the Apocalypse” in *Reading the Book of Revelation: A Resource for Students*, Ed. David Barr, SBL Press, 2003.

“Same-sex Eroticism and the Church: Classical Approaches and Responses,” in *The Homosexuality Debate: Faith Seeking Understanding*, ed. Catherine Sider Hamilton, ABC, 2003, 37-94.

I continue to serve on the Commission on Ministry, and at Church of the Ascension, and am very honored, with my family, to be among you in the Diocese of Pittsburgh.

Respectfully submitted,
Edith M. Humphrey
Associate Professor of New Testament
Pittsburgh Theological Seminary

TRINITY CATHEDRAL CHAPTER

Trinity Cathedral has continued what we pray will be a renaissance of growth and outreach. With the Reverend Canon Catherine Brall as the Cathedral Provost since the beginning of 2004, the Cathedral has recommitted itself to be the Cathedral for not only its Sunday congregation, but also its many weekday congregations, the downtown Pittsburgh community, the Diocese, and beyond.

Directions

At a special congregational meeting on May 2nd, Canon Brall summarized the Cathedral’s direction in three dimensions—*Focusing Upward ... Maturing Inward ... Reaching Outward*.

Within the first dimension—*focusing upward*—there have been several initiatives with respect to worship, Christian education, and music to enrich and vary the liturgical experience and to attract people to the Cathedral and make others from the Diocese feel “at home” there. Great thanks to St. Paul’s, Mt. Lebanon; Ascension, Oakland; St. Stephen’s, McKeesport; and Redeemer, Squirrel Hill for participating in the Cathedral’s guest choir program.

Within the second dimension—*maturing inward*—there has been a strong focus on pastoral care and cultivating a greater sense of community and ownership in the Cathedral, both in its parish life and in its business affairs. With the help of a number of generous bequests, the Cathedral has also been able to address some significant buildings and grounds issues, especially the historic Burying Ground.

Within the third dimension—*reaching outward*—the Cathedral remains committed to an active outreach, strengthening our position both as a downtown Cathedral and as the Cathedral for the whole Diocese. Events such as Happening, Holy Week Renewal of Clergy Vows, graduation of The Episcopal School for Ministry, Deacon’s ordination, and the September 18 Acolyte Festival affirm the Cathedral as the venue for major Diocesan liturgical events. With the new Three Nails Ministry and its “Hot Dogma” enterprise, the Cathedral also is the home for new and less traditional Diocesan ministries.

Challenges

While the foundations of growth are being laid and strengthened, the Cathedral needs to expand its resources and numbers. We have come a long way in reestablishing effective governance and sound fiscal discipline, but we remain dependent on outside resources to sustain a vibrant mission and maintain the historic buildings and grounds for which we are a steward.

Partnership

The Cathedral formally remains a transitional parish, a status which we are determined to shed as soon as possible. At the same time, we appreciate the strong partnership that has evolved between the Cathedral and the Diocese, a relationship that is indispensable to both and that transcends any temporary transitional status.

The Cathedral is determined to be, in the words of its Special Resolution of September 25, 2003, the Cathedral of the whole Diocese.” We look forward to being able to stand on our own, as a partner with the Diocese, in fulfilling that vocation.

Schuyler Foerster
Chairman, Executive Committee
Trinity Cathedral Chapter

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. Sandra Ritchie visits all Episcopalians at St. Clair Memorial Hospital, for St. Paul’s Church, Mt. Lebanon.

During the year 2003, approximately 900 visits were made by the Deacons’ Hospital Ministry Team. Sandra Ritchie’s visits add about another 250 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.

Deacon Ruth Manson

ST. EDMUND'S ACADEMY

The Rev. Charles S. (Chuck) Weiss serves as Chaplain at St. Edmund's Academy in Squirrel Hill. Chuck's primary responsibility is organizing and leading the weekly Morning Prayer service, held at The Church of the Redeemer. He greatly enjoys the challenge of encouraging students, teachers, staff, and parents, representing a variety of faith backgrounds, to grow in their spiritual journeys! Chuck also teaches seventh- and eighth-grade Bible and Theology and sixth-grade Health. He really appreciates his students' wonderful questions. In addition, Chuck spends a good deal of time visiting formally and informally with younger students, building relationships which will grow over the years. Of course, he serves as pastor to the whole St. Edmund's community, providing spiritual support and guidance when needed. Overall, Chuck feels incredibly blessed to be serving at St. Edmund's and looks forward to a long ministry there

On occasion, Chuck has a chance to fill in as a supply priest. This past year he has served at Calvary Church, Church of the Redeemer, St. Stephen's, Wilksburg, and Calvary Camp. He appreciates these opportunities to "touch base" with folks around the diocese!

Respectfully,
The Rev. Charles S. (Chuck) Weiss
Chaplain

SHELDON CALVARY CAMP

The ministry of Sheldon Calvary Camp operated for the summer of 2004 under the dedicated leadership of the Directors: Tim Green, Anne Muhl, The Rev. Leslie Reimer and Gary Taylor. Under their leadership, a competent staff of 63 young adults including 16 staff-in-training, plus 9 kitchen staff, 8 nurses and 1 night watchman, all committed to the care and nurture of the children, did a wonderful job. There were a total of 30 weekday services and 9 Sunday services. The Holy Eucharist was celebrated 15 times.

Once again this year, 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 numbers of campers participated in the life of Calvary Camp during 2004:

Coed Camp – 919 individual campers
Family Camp – a total of 285 campers
Opportunity Camp – approximately 40 adults from group homes in Ashtabula

The Outstanding Campers for the summer were: Tim Bickel, Matt McCormack, Ben Davis & Ryan Thaner.

By June of 2004, thanks in large part to the help of volunteers, we met our goal of having all twenty-two new cabins in place.

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.

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 the theological source material, including the Old and New Testaments, early Christian writings, Church history, the Book of Common Prayer, liturgy, twenty-first century theological issues and more.

Among EFM members and graduates are many senior and junior wardens, vestry members, teachers and other Church workers now active in the parishes and in the Diocese. A smaller but still significant number have also gone on to become (or to work toward becoming) deacons and priests.

If you want to learn more about the EFM program, call Bill Rodewald, EFM Diocesan Coordinator, at 412-826-5924

Respectfully submitted,
Bill Rodewald
EFM Diocesan Coordinator

CHRISTIAN ASSOCIATES OF SOUTHWEST PENNSYLVANIA

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E-mail: donald.green@ecunet.org

Christian Associates of Southwest Pennsylvania (CASP) seeks to be ***“a Unifying Voice in the name of Jesus Christ for the Mission of the Gospel and the Wholeness of Communities.”*** For 34 years Christian Associates has brought together 14 Christian faith traditions – Catholic, Orthodox and Protestant – representing 24 judicatories with over 2000 congregations and more than one million members. The Episcopal Diocese of Pittsburgh is a valued member and servant leader in our mission and witness.

The Diocese has supported Christian Associates financially and with the active participation of their members in governance and program activities. The Council of Bishops and Judicatory Executives, our governing body is most appreciative of the \$9,270.00 from the Diocese to support our mission in 2003. Bishop Robert W. Duncan, and in his absence Assistant Bishop Henry Scriven, ably serves on the Council and Bishop Duncan concluded his tenure on the Executive Committee at the end of 2003. We are grateful that Bishop Duncan has named the Rev. Philip Wainwright to our Board of Delegates and to the Theology and Education Committee, Mr. Peter Frank to our Cable TV and Communications Committees and Mrs. Sally Childs to our Jail Chaplaincy Project Committee. The Episcopal Diocese of Pittsburgh is truly a valued partner as we seek to fulfill our Lords’ prayer *“that all may be one.”*

Responding to the teaching of our respective traditions and in response to a PA Supreme Court study on racial and gender bias in the justice system, the Council issued an appeal to the Governor and the Legislature in the spring of 2003 to impose a moratorium on the imposition of the death penalty. That appeal also identified support for pending legislation in the Senate to modify existing commonwealth laws related to the death penalty. Regrettably as of this writing, one year after the issuance of the Supreme Court’s study, our Governor has refused to implement the study’s recommendation.

CASP’s cable TV station, CATV, Channel 95 in the city of Pittsburgh has been enriched this past year with the addition of a weekly offering, “Beyond These Walls” produced by Christ United Methodist Church, Bethel Park. The capital project of relocating our CATV production studio to our Lawrenceville office location is moving forward, as are our technological upgrades supported by Comcast. All cable casting onto the Comcast system now originates from our Lawrenceville studio. A Video-on-Demand library will soon make some of CASP’s CATV programming available to 180,000 viewers throughout Allegheny County. We look forward to the expanded

opportunities for program production once the studio is moved from Carlow College and encourage the diocese to consider developing a program for CATV.

The Church & Community Committee aided our constituent clergy in their preparation for preaching by hosting a seminar in November, "The Year of Luke and Poverty." Two biblical scholars addressed Luke's gospel, while the Director of Human Service, Allegheny County addressed the reality of poverty in southwestern PA. In addition to the lecture, a panel discussion over lunch and a worship service were afforded for a mere \$25.00 per person. We invite your participation in this year's preaching seminar, "The Year of Matthew and Violence," November 4, 2004 at St. Ferdinand's, Cranberry Township.

The Theology & Education Committee continues to provide a forum for the discussion of issues facing our respective denominations and to offer guidance to the Council. Scholarly papers on Faith & Order are currently being written by each tradition, and then reviewed, critiqued, and edited by the Committee and finally become the topic of discussion by the Council of Bishops and Judicatory Executives at their quarterly meetings. CASP continues to be an active partner with Carlow College in the Ecumenical Institute on Racism as we seek to eliminate racism through education. Without continued funding of this education initiative from the foundation community this justice witness will probably cease. With over 300 volunteers and a staff of four full time equivalent persons, we provide chaplaincy services at the Allegheny County Jail. The Rev. Lynn Yeso has assumed the duties of Director of Chaplaincy Services upon the relocation of the Rev. Ulli Klemm to the PA Department of Corrections. We invite the diocesan parishes to offer their presence for leading worship at the jail and one-on-one mentoring of pre- and post- release inmates.

We seek to be a witness to the ecumenical journey and share information about our respective partners in our newsletter, "The Call" (Please call our office if you would like to receive this free, six times a year, publication). Our Executive Director continues to seek opportunities to visit with ecumenical ministeriums, to present programs on ecumenical and interfaith relationships, and to preach in our member judicatories congregations.

The Council is grateful for the unique ecumenical engagement which we share in this region, the genuine fellowship and open dialogue among our Christian leaders and the opportunity to bring that engagement and fellowship to the grass roots clergy, lay, and congregational level. May the Spirit continue to be active among you in this 2004 Diocesan Convention.

Pax, Salaam, Shalom,
The Rev. Dr. Donald B. Green
Executive Director

YOUNG PRIESTS INITIATIVE

For the three participants in the Young Priest's Initiative (YPI) program, it has been a busy summer. YPI is a paid internship sponsored by the Diocese for those who are discerning vocations in ministry. This year's participants, Andrew DeFusco, Jason Futrell, and Robert Messmer all from the Diocese of Pittsburgh, spent 10 weeks of their summer learning about leadership in ministry and discerning their own call to ministry. They learned specifically what ordained leadership looks like by participating in and observing ministry in a local parish under the leadership of a mentoring priest. Each Thursday they came together for a classroom day in which they engaged various topics and took part in a discernment small group. In the parish they were given opportunity to participate in ministry in a variety of ways from hospital visitation, to preaching, to small group leadership and more.

Over the last four years of the program 50% of the students involved have chosen to move into the ordination process. With the support and encouragement of the Commission on Ministry, YPI has become a successful tool in giving young people an opportunity to test out a call to holy orders and we pray the program will bear much fruit in recruiting young priests for the ministry and mission of the church. We want to thank the mentoring priests and participating parishes for they have done to help make the summer a true learning experience. They include the Rev. Mark Wright and St. David's, Peter's Township (Jason Futrell), the Rev. Paul Cooper and St. Christopher's, Warrendale (Andrew De Fusco), and the Rev. Jeffrey Murph and St. Thomas, Oakmont (Robert Messmer).

If you know of college students who have may be discerning a call to Holy Orders, please consider recommending YPI to them.

Respectfully submitted,
YPI Co-directors
The Rev. Karen B. Stevenson
The Rev. Paul Cooper

YEAR IN REVIEW: CHURCH ARMY USA IN THE DIOCESE OF PITTSBURGH

It has been a good year for serving the broken and mobilizing the church.

Church Army Evangelists in the diocese have been involved with our congregations by providing evangelism training, leadership or parish retreats, vestry consulting, personalized evangelism coaching, local and national short-term mission opportunities. The area parishes served in the past year are...

1. Ascension, Oakland
2. Christ the King, Beaver Falls
3. Christ Church, Brownsville
4. Church of the Savior, Ambridge
5. Church of Our Savior, Glenshaw
6. Fox Chapel, Fox Chapel
7. Grace, Mt. Washington
8. Prince of Peace, Hopewell
9. Resurrection, Cranberry
10. St. Christopher's, Warrendale
11. St. David's, Peter's Township
12. St. Paul's, Mt. Lebanon
13. St. Paul's, Kittanning
14. St. Stephen's, McKeesport
15. St. Stephen's, Sewickley
16. Trinity, Beaver

Also in the Diocese, CA evangelists have had the privilege of serving Trinity Episcopal School for Ministry and the Cursillo movement.

We have linked with other agencies in the diocese and nationally as a member agency of the newly formed Anglican Global Mission Partners. Together, we are working to build upon the missionary and evangelistic movements for the New Millennium in the emerging Anglican Church of America.

The Café Project in Aliquippa has made tremendous progress thanks to hard working and willing volunteers from around the diocese and well beyond. Capt. John Stanley expects the (not your usual) evangelistic listening post and meeting place to open this Fall, providing opportunities for servant-hearted volunteers to be a part of changing a whole town.

Sister Louisa Brown continues to faithfully live out her calling as an evangelist by counseling at-risk youth through the Pittsburgh Job Core

While the North Side Hospitality Room has provided warm food and warm hospitality to hundreds of the poor and homeless, Church Army USA sadly has had to withdraw our participation. We praise God for the opportunity to serve this population for the past ten years.

Capt. Don Bowers continues to share Jesus through discipling and counseling the men at the Washington City Mission.

National Training Officer, Capt. Richard Priestly is happy to announce that Church Army will host a major national conference in 2005 with the aim of inspiring a fresh evangelical initiative among Christian churches within the U.S. The event, **“Grass Roots – Growing Mission Locally”**, will take place at St. Stephen’s Episcopal Church, Sewickley, Pennsylvania. The date has been set -- May 19-21 and preparations are underway. Be there!

Church Army USA is more grateful than ever to call the Diocese of Pittsburgh our home in these times of enormous gospel opportunities.

Respectfully Submitted,
Capt. Steve Brightwell,
National Director
nationaldirector@churcharmyusa.org
412-231-5442
www.churcharmyusa.org

SOUTH AMERICAN MISSIONARY SOCIETY

The South American Missionary Society (SAMS-USA) is honored to be welcomed warmly by the Diocese of Pittsburgh. From the home office in Ambridge SAMS supports the sending of 52 missionaries to share the good news of Jesus Christ through words and actions primarily in partnership with Spanish-speaking Anglicans in the Americas. SAMS missionaries plant churches, equip through theological education, disciple by developing churches, minister to youth or children, help the poor through community development, coordinate short-term teams, establish health ministries, serve children through orphanages and schools, as well as create new church and social ministries. Adults of all ages serve from a month to a career.

SAMS missionaries are sent by churches in California, Florida, and Maine as well as places in between. We especially thank the churches of this diocese for raising up and sending John and Susan Park and their two boys Robert and James to Lima, Peru, Margarita Grachen and her two girls Hannah and Gabriela, to San Pedro Sula, Honduras, and Malcolm Alexander to Tegucigalpa, Honduras. Malcolm ministers to Hurricane Mitch refugees through a Christian learning and outreach center. Margarita ministers to children through the founding of a day-care center and children’s home. John and Susan minister to the international community as John serves as dean of the cathedral. Churches in the diocese also support the sending of Juan and Maria Marentes, Tim and Peti Webster, and Pepe and Amanda Zubieta.

SAMS also sends teams from churches for one to two weeks. Many short-term mission teams from this diocese have been trained and sent out to build houses for the homeless, minister healing to the sick, carry out special ministries for children and youth, and share the good news with those who do not know Jesus.

Individuals who sense a call to serve as missionaries are assisted through a careful mutual discernment path, a participatory placement process, pastoral and practical field support, and a budget that considers the needs of the whole family. Short-term mission teams are given support from the inception of the mission to a debriefing opportunity upon completion. A comprehensive training is offered that helps the leader to confidently prepare the team. SAMS is supported entirely through the gifts of individuals and churches that are called to participate as partners in ministry. Please pray for the upcoming year for SAMS missionaries to be effective in making disciples of Jesus Christ in partnership with the Anglican Church in Latin America and beyond.

Stewart Wicker

Minutes
138th 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 138th Annual Convention of the Episcopal Diocese of Pittsburgh was called to order on Friday November 7th, 2003 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 137th Annual Convention

Bishop Duncan noted the Minutes to the 137th 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.

Mrs. Sue Boulden 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 Schaap, was introduced.

Mr. Schaap 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. Schaap 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 75th 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 Mrs. Sue Boulden but Mrs. Boulden 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.)

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 Mrs. 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. Mrs. 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 Mrs.'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:

<i>District</i>	<i>Board of Trustees</i>	<i>Council</i>	<i>District Chair</i>	<i>Vice Chair</i>
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	Norman Koehler	Alice Evans
		Norman Koehler (full term)		
4	NA	Curt Henry	Carol Ann Prancel	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.

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 I, 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 American, 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.

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 there from. 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.
- Mrs. Sue Boulden, 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 Constitutional 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. Pittsburghers 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 of 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:

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 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 a seat and vote by reason of sickness or old age.

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 of 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 of 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 of 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 of 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 of St. Brendan's, Franklin Park: In view of Fr. Simon's 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 of 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 of 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 of St. Brendan's, 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 138th Annual Convention to be adjourned, *sine die*.

Mr. Jack Walsh
Convention Secretary

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

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>II. Expenses</u>	<u>III. Required Benefits</u>	<u>IV. Recommended Benefits</u>
A. Stipend	A. Travel	A. Pension Fund	A. Social Security
B. Allowances:	B. Continuing Ed	B. Medical Insurance	B. Add'l Life Ins.
-Housing	C. Sabbaticals	C. Days Off	C. Add'l Disability
-Utility	D. Discretionary Fund	D. Extended Sick Leave	D. Equity Allowance
	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.

EXHIBIT C

PARISH RANKINGS

(In alphabetical order within the groups)

I

East Liberty, Calvary
Mt. Lebanon, St. Paul's
Oakland, Church of the Ascension
Sewickley, St. Stephen's

II

Fox Chapel
Greensburg, Christ Church
Hopewell, Prince of Peace
Ligonier, St. Michael's
McKeesport, St. Stephen's
Moon Township, St. Philip's
North Hills, Christ Church
Oakmont, St. Thomas'
Peter's Township, St. David's
Pittsburgh, Trinity Cathedral

III

Ambridge, Church of the Savior
Beaver, Trinity
Brackenridge, St. Barnabas
Brentwood, St. Peter's
Butler, St. Peter's
Charleroi, St. Mary's
Crafton, Church of the Nativity
Franklin Park, St. Brendan's
Gibsonia, St. Thomas-in-the-Fields
Highland Park, St. Andrew's
Homewood, Church of the Holy Cross
Johnstown, St. Mark's
Monroeville, St. Martin's
Murrysville, St. Alban's
Squirrel Hill, Church of the Redeemer
Uniontown, St. Peter's
Washington, Trinity
Wilkinsburg, St. Stephen's

IV

Avalon, Church of the Epiphany
Beaver Falls, Christ the King
Brighton Heights, All Saints
Brookline, Church of the Advent
Brownsville, Christ Church

IV (Cont.)

Canonsburg, St. Thomas
Carnegie, Atonement
Cranberry, Church of the Resurrection
Glenshaw, Church of Our Saviour
Hazelwood, Good Shepherd
Indiana, Christ Church
Kittanning, St. Paul's
Monongahela, St. Paul's
Mt. Washington, Grace
North Side, Emmanuel
Oakland, Shepherd's Heart
Penn Hills (Rosedale), All Saints
Penn Hills, St. James'
Somerset, St. Francis
Warrendale, St. Christopher's

V

Blairsville, St. Peter's
Clairton, Church of the Transfiguration
Connellsville, Trinity
Donora, St. John's
Freeport, Trinity
Georgetown, St. Luke's
Homestead, St. Matthew's
Jeannette, Church of the Advent
Leechburg, Holy Innocents
Liberty Borough, Good Samaritan
New Brighton, Christ Church
New Kensington, St. Andrew's
North Versailles, All Souls'
Northern Cambria, St. Thomas
Patton, St. Luke's
Red Bank, St. Mary's
Scottdale, St. Bartholomew's
Wayne Township, St. Michael's
Waynesburg, St. George's

**THE EPISCOPAL DIOCESE OF PITTSBURGH
2004 BUDGET**

				Approved		Proposed		
			Actual	2003		Budget		
			2002	Budget		2004		Notes
		ASSESSMENT INCOME						
		Group A (11% - income over \$150,000)		1,141,930		1,176,638		
		Group B (\$1,750 + 12.82609% over \$35,000)		281,425		277,919		
		Group C (5% - income less than \$35,000)		11,525		11,101		
		Other		10,000		10,000		
		Total Assessments		1,444,880		1,475,658		
		BUDGET INCOME						
		Assessments Realized	1,369,455	* 1,415,957	**	1,446,145	***	
		Endowment - Episcopacy	122,275	115,000		114,000		
		Endowment - Diocesan Mission	37,701	36,000		36,000		
		Community Service Fund - Diocesan Mission	100,000	100,000		100,000		
		Miscellaneous	4,102	3,000		3,000		
		United Way	10,228	10,000		10,000		
		Communications Donations - Trinity	12,210	15,000		15,000		
		Episcopal Assistance	150	0		0		
		Development Director Reimbursement	21,000	25,000		25,000		
		Widow's Corporation - Clergy Conference		10,000		10,000		
		John Draper Endowment		26,500		0		
		Total Income	1,677,121	1,756,457		1,759,145		
		EXPENSES						
	A.	Congregational Mission	360,506	398,823		408,481		
	B.	Transformational Networks	228,144	300,011		313,911		
	C.	Beyond The Diocese	287,502	287,400		282,900		
	D.	Office of Bishop	317,041	328,042		317,942		
	E.	Administration	377,589	420,181		413,911		
		Executive Salary Adjustments		10,000		10,000		
		Staff Salary Adjustments		12,000		12,000		
		Budget Deficit Reduction	106,339	0		0		1
		Total Expenses	1,677,121	1,756,457		1,759,145		
		Funds approved by Diocesan Council for disbursement to parish designated missions.						
*		\$112,855 of funds not received by diocese. Approved by Diocesan Council for parish disbursement to designated missions.						
**		\$110,198 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 Mission			Approved	Proposed		
		Actual	2003	Budget		
		2002	Budget	2004		Notes
<u>Canon</u>						
	Salary	40,300	40,300	40,300		
	Housing	22,000	22,000	22,000		
	Pension	11,214	11,214	11,214		
	Life/AD&D/STD/LTD	1,000	1,000	1,200		
	Medical Insurance Allowance	8,248	9,500	12,800		
	Travel	738	3,000	3,000		
	Auto Expense	8,640	8,600	8,600		
	Business Expense	3,255	4,000	4,000		
		95,394	99,614	103,114		
<u>Canon Secretary</u>						
	Salary	25,669	24,000	28,000		
	FICA/Pension	2,555	5,434	6,342		
	Life/AD&D/STD/LTD	435	525	525		
	Medical Insurance Allowance	2,740	3,500	4,500		
	Travel/Training	213	750	1,000		
		31,613	34,209	40,367		
<u>Diocesan Mission Team</u>						
	Travel and Conferences	1,193	1,500	1,500		
	Church Planting Development	2,430	2,500	2,500		
	Congregational Developer-Small Churches	15,057	15,000	15,000		
	Congregational Developer-Mid Size Churches	15,000	10,000	10,000		
	Congregational Developer-Church Plants	16,148	15,000	15,000		
	Congregational Development Resources	2,771	10,000	10,000		
		52,599	54,000	54,000		
<u>New Churches</u>						
	Beaver Falls, Christ the King	0				
	Oakland, Shepherd's Heart	0				
	Edgeworth, Grace	9,000				
	Bloomfield, Seeds of Hope	6,000	12,000			
	Undesignated at time of budget	0	23,000	35,000		
		15,000	35,000	35,000		2
<u>Mission Centers</u>						
	Brighton Heights, All Saints	20,000	3,000			
	Wilkinsburg, St. Stephen's	20,000	18,000			
	Undesignated at time of budget		5,000	26,000		
		40,000	26,000	26,000		3
<u>Partnerships</u>						
	Kittanning/Fox Chapel	6,000	4,000			
	Somerset/Ligonier	6,600	1,650			
	Monongahela/Peter's Township	2,500	0			
	Cranberry/Sewickley	15,000	15,000			
	New Kensington/Fox Chapel		10,000			
	Undesignated at time of budget		9,350	40,000		
		30,100	40,000	40,000		4

A.	Congregational Mission (continued)		Approved	Proposed		
		Actual	2003	Budget		
		<u>2002</u>	<u>Budget</u>	<u>2004</u>		<u>Notes</u>
	<u>New Initiative Grants</u>					
	Ambridge, Church of the Savior	0	4,000			
	Avalon, Epiphany	0	4,000			
	Beaver Falls, Christ the King	0	6,000			
	Brookline, Advent	4,000	2,000			
	Franklin Park, St. Brendan's	3,500	1,000			
	Homestead, St. Matthew's	3,500	3,500			
	Hopewell, Prince of Peace	0	4,000			
	McKeesport, St. Stephen's	2,800	0			
	Moon Twp, St. Philip's	0	5,000			
	Murrysville, St. Alban's	0	0			
	North Hills, Christ Church	5,000	3,000			
	Oakmont, St. Thomas	7,000	7,000			
	Sewickley, St. Stephen's	0	8,000			
	Warrendale, St. Christopher's	3,000	3,000			
	Washington, Trinity	8,000	7,500			
	Undesignated at time of budget preparation		6,000	64,000		
		36,800	64,000	64,000		5
	<u>Urban Outposts</u>					
	Hazelwood, Good Shepherd	18,000	0			
	North Side, Emmanuel	22,000	22,000			
	Oakland, Shepherd's Heart	19,000	17,000			
	Undesignated at time of budget preparation		7,000	46,000		
		59,000	46,000	46,000		6
	TOTAL CONGREGATIONAL MISSION	360,506	398,823	408,481		

B. Transformational Networks			Approved	Proposed		
		Actual	2003	Budget		
		2002	Budget	2004		Notes
<u>Assistant Bishop</u>						
	Salary	0	35,000	35,000		
	Housing	21,667	30,000	30,000		
	Pension	3,900	11,700	11,700		
	Life/AD&D/STD/LTD	84	1,000	1,000		
	Medical Insurance Allowance	3,926	9,500	12,800		
	Travel	16	3,000	3,000		
	Auto Expense	3,096	7,000	8,500		
	Business Expense	1,023	1,000	2,000		
		33,712	98,200	104,000		
<u>Secretary to the Assistant Bishop</u>						
	Salary	8,755	24,000	24,000		
	FICA/Pension	1,365	5,436	5,436		
	Life/AD&D/STD/LTD	0	525	525		
	Medical Insurance Allowance	608	3,500	4,500		
	Travel/Training	0	750	750		
		10,728	34,211	35,211		
<u>Youth</u>						
	Happening	8,268	8,300	10,000		7
	Young Priest Initiative	9,786	0	0		8
	Sheldon Calvary Camp	15,000	15,000	15,000		9
	Vocations Day	0	500	0		
	Chaplain for Youth Workers/Expenses	1,000	0	0		
		34,053	23,800	25,000		
<u>Recruitment</u>						
	Deployment Travel, Supplies, Dues	2,536	3,300	3,000		
	Vacancy Supplies					
	Vacancy Sharing Dues					
		2,536	3,300	3,000		10
<u>Training</u>						
	Clergy Conference	9,339	10,000	10,000		
	Diocesan Mission Team Training	3,924	3,000	3,000		
	Ministry Leadership Workshops	396	500	500		11
	Leadership Overnight	589	1,000	500		12
	Misconduct Training and Materials	153	2,000	1,000		13
	Ordinands Training Program	85	1,000	500		
		14,486	17,500	15,500		
<u>Development Director</u>						
	Salary	0	0	0		
	Housing	54,500	55,000	55,000		
	FICA/Pension	9,810	9,900	9,900		
	Life/AD&D/STD/LTD	962	1,000	1,000		
	Medical Insurance Allowance	9,226	11,000	15,000		
	Auto		4,000	4,000		
	Travel		1,500	1,500		
	Business Expense		3,000	3,000		
		74,499	85,400	89,400		

B.	Transformational Networks (continued)		Approved	Proposed		
		Actual	2003	Budget		
		2002	Budget	2004		Notes
	<u>Network Support</u>					
	Deacon's Hospital Ministry	2,400	2,400	2,000		
	Dues, workshop, etc.	165	1,500	1,500		
	Resource Center Acquisitions	2,000	2,000	2,000		
	Commission on Aging	191	500	500		
	Commission on Racism	13,312	1,800	1,800		
	Education for Ministry	1,500	1,500	1,500		14
	Other Networks	5,714	2,900	2,000		
		25,282	12,600	11,300		15
	<u>Commission on Ministry</u>					
	Contract Clerical Support	12,674	0	0		
	Deacon Formation Program Director	1,925	5,500	2,000		
	Deacon Formation Program Expenses			1,000		
	Ordination Expenses	276	500	1,500		
	Board of Examining Chaplains	3,031	3,000	3,000		
	Continuing Education	8,127	8,000	11,000		
	Directors of Formation	0	1,500	500		
	General Oversight	1,681	2,500	4,500		
	Psychological Exams	5,133	4,000	7,000		
		32,848	25,000	30,500		16
	TOTAL TRANSFORMATIONAL NETWORKS	228,144	300,011	313,911		

C.	Beyond the Diocese		Approved	Proposed		
		Actual	2003	Budget		
		<u>2002</u>	<u>Budget</u>	<u>2004</u>		<u>Notes</u>
	<u>National</u>					
	National Church	123,200	129,802	0		
	National and International Giving****	112,855	110,198	240,000		
	General Convention Deputies	25,000	20,000	15,000		
		261,055	260,000	255,000		
	<u>International</u>					
	Lambeth .7% Resolution-Five Talents	10,000				17
	Undesignated at time of budget preparation		10,000	10,000		
		10,000	10,000	10,000		
	<u>Ecumenical & Other</u>					
	Third Province Dues	1,677	1,700	2,200		18
	PA Council of Churches	2,500	2,700	2,700		19
	Christian Associates	9,270	10,000	10,000		20
	Other Ecumenical	3,000	3,000	3,000		21
		16,447	17,400	17,900		
	TOTAL BEYOND THE DIOCESE	<u>287,502</u>	<u>287,400</u>	<u>282,900</u>		
****	Funds approved by Diocesan Council for disbursement to parish designated missions.					

D.	Office of the Bishop		Approved	Proposed		
		Actual	2003	Budget		
		<u>2002</u>	<u>Budget</u>	<u>2004</u>		<u>Notes</u>
	<u>Bishop</u>					
	Salary	58,000	58,000	58,000		
	Housing	30,000	30,000	30,000		
	Pension	17,663	19,640	19,640		
	Life/AD&D/STD/LTD	1,146	1,200	1,300		
	Medical Insurance Allowance	7,561	9,000	11,300		
	Travel	1,212	10,500	7,000		
	Auto Expense	13,244	9,000	10,000		
	Business Expense	12,056	11,000	10,000		
		140,882	148,340	147,240		
	<u>Episcopal Assistance</u>	4,808	0	0		
	<u>Secretary to the Bishop (FT)</u>					
	Salary	38,315	38,396	38,396		
	FICA/Pension	8,679	8,697	8,697		
	Life/AD&D/STD/LTD	788	900	900		
	Medical Insurance Allowance	4,309	3,500	4,500		
	Travel/Training	0	1,500	1,500		
		52,091	52,993	53,993		
	<u>Bishop's Clerk</u>					
	Salary	12,638	8,000	8,000		22
	FICA/Pension	967	612	612		
	Life/AD&D/STD/LTD	0	0	0		
	Medical Insurance Allowance	1,456	1,167	1,167		
		15,061	9,779	9,779		
	<u>Director of Communications</u>					
	Salary	36,750	37,000	37,000		
	FICA/Pension	3,490	8,381	8,381		
	Life/AD&D/STD/LTD	751	800	800		
	Medical Insurance Allowance	1,085	3,500	4,500		
	Travel/Training	1,783	2,500	2,500		
		43,859	52,181	53,181		
	<u>Diocesan Convention</u>					
	Secretary	2,115	2,000	0		
	Facilities & Meals	2,310	5,000	4,000		
	Printing Journals, Ballots, Clergy Salary	5,076	11,000	5,500		
	Book & Postage					
	Miscellaneous	2,109	500	500		
	Travel-Speaker	0	3,000	2,000		
		11,610	21,500	12,000		

D.	Office of the Bishop (continued)			Approved		Proposed		
		Actual		2003		Budget		
		<u>2002</u>		<u>Budget</u>		<u>2004</u>		<u>Notes</u>
	<u>Communications - Publications</u>							
	TRINITY Diocesan Newsletter	22,966		30,000		30,000		
	Printing, Direct Mail Costs, Sort, Labels							
	Asking Letter for TRINITY	3,046		3,000		3,000		
	Now Publication	2,178		5,500		3,000		
	Diocesan Directory	3,590		4,000		4,000		
	Technical Support/Web Page Development	1,878		0		0		
	Miscellaneous	378		750		750		
	Advertising-3X a year	-731		0		0		
	Public Relations	15,426		0		1,000		
		48,730		43,250		41,750		
	TOTAL OFFICE OF THE BISHOP	<u>317,041</u>		<u>328,042</u>		<u>317,942</u>		

E.	Office of Administration		Approved	Proposed		
		Actual	2003	Budget		
		2002	Budget	2004		Notes
	<u>Director of Administration</u>					
	Salary	68,000	68,000	68,000		
	FICA/Pension	15,402	15,402	15,402		
	Life/AD&D/STD/LTD	1,015	1,000	1,100		
	Medical Insurance Allowance	0	3,500	4,500		
	Auto Expense	3,260	3,500	3,500		
	Travel/Training	1,377	3,000	3,000		
	Business Expense	620	1,000	1,000		
		89,674	95,402	96,502		
	<u>Secretary to Director of Administration</u>					
	Salary	26,500	26,500	26,500		
	FICA/Pension	2,027	6,002	6,002		
	Life/AD&D/STD/LTD	413	550	600		
	Medical Insurance Allowance	1,055	3,500	4,500		
	Travel/Training	1,525	2,000	2,000		
		31,521	38,552	39,602		
	<u>Accountant</u>					
	Salary	35,235	35,235	35,235		
	FICA/Pension	7,981	7,981	7,981		
	Life/AD&D/STD/LTD	723	775	800		
	Medical Insurance Allowance	1,491	3,500	4,500		
	Travel/Training	2,694	3,000	3,500		
		48,124	50,491	52,016		
	<u>Receptionist (FT)</u>					
	Salary	17,054	17,054	21,500		
	FICA/Pension	3,863	3,863	4,870		
	Life/AD&D/STD/LTD	350	375	450		
	Medical Insurance Allowance	1,227	3,500	4,500		
	Travel/Training		750	750		
		22,493	25,542	32,070		
	<u>Archivist (PT)</u>					
	Salary	13,228	13,228	13,228		
	FICA/Pension	2,996	2,996	2,996		
	Life/AD&D/STD/LTD	272	300	300		
	Medical Insurance Allowance	3,088	3,500	4,500		
	Travel/Training	118	1,000	1,000		
		19,702	21,024	22,024		

E. Office of Administration (continued)

	Actual	Approved	Proposed	
	2002	2003	Budget	
<u>Support</u>		<u>Budget</u>	<u>2004</u>	<u>Notes</u>
Archival Off-Site Storage	1,030	1,000	1,500	
Archivist Supplies	1,082	1,300	1,000	
Background Checks	0	500	300	
Contract Clerical Support	2,431	2,500	1,500	
Copier	11,917	12,000	12,000	
Legal Fees	916	3,500	3,500	
Liability, Workers, Bond	7,722	8,250	9,500	
Miscellaneous	1,607	1,500	1,500	
Office Furniture/Equipment	2,086	2,500	1,500	
Office Supplies	10,991	12,000	9,000	
Overtime	95	500	500	
Payroll Support Service	1,993	2,000	0	
Postage	14,605	16,000	14,000	
Rent for Offices	64,197	77,620	78,100	23
Staff Development	8	1,000	1,000	
Technology System Support & Training	39,622	35,000	30,000	24
Internet Access, Hardware/Software Support				
Telephones	5,774	12,000	6,797	
	166,075	189,170	171,697	25
TOTAL OFFICE OF ADMINISTRATION	<u>377,589</u>	<u>420,181</u>	<u>413,911</u>	

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 9th through 12th 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

			National and				
	Total	Diocesan	International	Growth	Alternative		
Parish	Assessment	Portion	Portion	Fund	**	Growth Fund	***
Ambridge, The Savior	\$20,395	\$17,077.97	\$3,317	\$1,428		\$1,854	
Avalon, Epiphany	10,092	\$8,450.64	\$1,641	706		1,000	
Beaver, Trinity	21,796	\$18,251.11	\$3,545	1,526		1,982	
Beaver Falls, Christ the King	6,073	\$5,085.29	\$988	425		687	
Blairsville, St. Peter's	1,336	\$1,118.71	\$217	94		267	
Brackenridge, St. Barnabas	12,980	\$10,868.94	\$2,111	909		1,226	
Brentwood, St. Peter's	19,314	\$16,172.78	\$3,141	1,352		1,756	
Brighton Heights, All Saints	5,076	\$4,250.44	\$826	355		609	
Brookline, The Advent	7,979	\$6,681.30	\$1,298	559		836	
Brownsville, Christ Church	12,741	\$10,668.81	\$2,072	892		1,207	
Butler, St. Peter's	20,065	\$16,801.64	\$3,263	1,405		1,824	
Canonsburg, St. Thomas'	6,880	\$5,761.04	\$1,119	482		750	
Carnegie, Atonement	6,897	\$5,775.28	\$1,122	483		751	
Charleroi, St. Mary's	13,325	\$11,157.83	\$2,167	933		1,252	
Clairton, Transfiguration	968	\$810.57	\$157	68		194	
Connellsville, Trinity	343	\$287.21	\$56	24		69	
Crafton, Nativity	11,148	\$9,334.90	\$1,813	780		1,083	
Cranberry, Resurrection	10,765	\$9,014.19	\$1,751	754		1,053	
Donora, St. John's	2,057	\$1,722.45	\$335	144		374	
East Liberty, Calvary	141,396	\$118,399.44	\$22,997	9,898		12,854	
Fox Chapel	61,693	\$51,659.29	\$10,034	4,319		5,609	
Franklin Park, St. Brendan's	17,749	\$14,862.31	\$2,887	1,242		1,614	
Freeport, Trinity	499	\$417.84	\$81	35		100	
Georgetown, St. Luke's	879	\$736.04	\$143	62		176	
Gibsonia, St. Thomas	12,537	\$10,497.99	\$2,039	878		1,191	
Glenshaw, Our Savior	17,502	\$14,655.49	\$2,847	1,225		1,591	
Greensburg, Christ Church	27,341	\$22,894.28	\$4,447	1,914		2,486	
Hazelwood, Good Shepherd	7,254	\$6,074.21	\$1,180	508		779	
Highland Park, St. Andrew's	28,826	\$24,137.76	\$4,688	2,018		2,621	
Homestead, St. Matthew's	1,505	\$1,260.23	\$245	105		301	
Homewood, Holy Cross	10,000	\$8,373.61	\$1,626	700		1,743	
Hopewell, Prince of Peace	27,858	\$23,327.19	\$4,531	1,950		2,533	
Indiana, Christ Church	14,341	\$12,008.59	\$2,332	1,004		1,332	
Jeannette, Advent	1,342	\$1,123.74	\$218	94		268	
Johnstown, St. Mark's	19,187	\$16,066.44	\$3,121	1,343		1,744	
Kittanning, St. Paul's	15,929	\$13,338.32	\$2,591	1,115		1,455	
Leechburg, Holy Innocents	5,071	\$4,246.26	\$825	355		609	
Liberty Boro, Good Samaritan	1,084	\$907.70	\$176	76		217	
Ligonier, St. Michael's	42,713	\$35,766.18	\$6,947	2,990		3,883	
McKeesport, St. Stephen's	27,039	\$22,641.39	\$4,398	1,893		2,458	
Monongahela, St. Paul's	6,958	\$5,826.36	\$1,132	487		756	
Monroeville, St. Martin's	23,271	\$19,486.22	\$3,785	1,629		2,116	
Moon Twp., St. Philip's	39,619	\$33,175.39	\$6,444	2,773		3,602	
Mt. Lebanon, St. Paul's	73,612	\$61,639.79	\$11,972	5,153		6,692	
Mt. Washington, Grace	14,941	\$12,511.00	\$2,430	1,046		1,378	
Murrysville, St. Alban's	13,768	\$11,528.78	\$2,239	964		1,287	

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

						Nat'l Ask
				National	National	Designated
		Total	Diocesan	Canonical	Asking	to
Parish		Assessment	Portion	Portion	Portion	Alternate
						Missions
Ambridge, The Savior		\$24,190	20,172	804	3,214	3,214
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
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
Pittsburgh, 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
Wilkinsburg, St. Stephen's	*	\$17,582	14,662	584	2,336	0
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

Mission Designation	Amount
Allegheny Valley Assoc Churches	300.00
Allegheny Valley Habitat FH	1,000.00
American Anglican Council	2,638.00
Anglican 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 Annunciation, 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
Episcopal 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 Pregnancy Center	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
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 - Webster's	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
Totals	110,198.00

	Total Active Baptized Members (End of 2003)	All Communicants in Good Standing	Youth in good standing	Others Active	Total Church School Students Enrolled	Do you have regular Sunday or Weekday Adult Ed.	Total Active Baptized Members (End of 2002)	Previous Year All Communicants in Good standing	Average Sunday Attendance	Easter Attendance	Baptisms 16 Years and older	Baptisms Under 16 years of age	Total Confirmations and Receptions	Worship Services Sat. Eve./Sun.	Wkly. Eucharist's and/or Daily Office	Private Eucharist's	Marriages	Burials
Parochial Report Item Number	M01	3	4	5	20	21	M00		6	7	15	16	17, 18, 19	8, 11	9, 10, 12	10	13	14
AMBRIDGE	199	188	38	63	0	Yes	224	222	133	189	3	3	0	102	14	8	1	2
BEAVER	453	371	70	9	70	Yes	447	365	143	262	0	4	8	107	92	25	2	7
BEAVER FALLS	36	39	6	9	0	Yes	35	45	35	42	0	0	3	53	43	13	0	0
BLAIRSVILLE	24	19	0	1	0	No	27	23	13	23	0	0	0	51	45	3	0	1
BLOOMFIELD	40	40	13	3	40	No	N/A	N/A	46	61	2	8	3	38	52	0	1	0
BRACKENRIDGE	265	203	58	1	51	Yes	264	202	101	254	1	0	3	162	96	69	1	4
BRENTWOOD	442	424	92	7	52	Yes	430	412	131	269	0	4	6	108	132	27	1	4
BRIGHTON HEIGHTS	46	46	5	8	2	Yes	112	112	30	79	0	5	0	95	38	7	0	2
BROOKLINE	112	77	13	4	8	Yes	129	88	56	102	0	0	5	104	109	69	0	6
BROWNSVILLE	71	51	8	0	13	Yes	89	65	45	89	0	3	0	56	130	82	0	7
BUTLER	411	227	42	23	32	Yes	406	216	109	228	1	3	6	100	78	20	0	1
CANONSBURG	60	56	12	18	12	Yes	54	51	36	98	3	5	6	51	37	32	3	1
CARNEGIE	119	119	17	5	2	Yes	152	118	46	119	0	1	1	132	85	33	1	4
CHARLEROI	174	138	9	10	17	No	194	183	115	199	1	3	0	142	130	70	1	11
CLAIRTON	46	46	6	0	5	Yes	46	46	25	60	0	0	0	51	8	8	0	1
CRAFTON	305	224	81	0	75	Yes	301	222	92	298	1	11	3	138	0	0	3	9
CRANBERRY TWP.	129	75	20	12	20	Yes	119	66	63	65	0	1	0	52	9	7	0	0
DONORA	108	84	11	0	12	Yes	97	103	37	63	0	2	0	52	60	48	1	2
EAST LIBERTY	1558	1091	185	110	102	Yes	1548	1,127	473	1330	3	30	14	213	250	47	10	20
FOX CHAPEL	941	850	0	12	115	Yes	934	845	217	451	0	17	6	139	276	42	5	9
FRANKLIN PARK	244	242	61	4	35	Yes	230	226	107	217	0	6	0	104	86	1	0	2
FREEPORT	12	12	1	2	0	No	13	13	13	14	0	1	0	5	4	1	0	2
GEORGETOWN	22	22	2	0	0	No	22	22	13	33	0	0	0	51	7	4	0	1
GIBSONIA	318	221	43	5	0	Yes	318	221	112	191	0	1	10	118	113	41	1	3
GLENSHAW	138	107	2	14	12	Yes	136	97	62	104	0	0	11	104	79	24	2	0
GREENSBURG	631	436	97	0	85	Yes	632	438	187	374	1	5	6	246	132	108	3	6
HAZELWOOD	122	100	12	0	12	Yes	125	105	31	153	0	4	7	61	16	4	1	4
HIGHLAND PARK	605	512	90	10	40	Yes	600	510	110	301	1	3	13	104	65	3	5	3
HOMESTEAD	63	63	12	2	9	Yes	64	64	36	58	0	1	1	52	64	17	0	5
HOMEWOOD	219	178	17	2	12	No		230	102	163	0	4	5	102	39	15	2	12
HOPEWELL	265	252	75	108	87	Yes	283	267	145	201	0	6	12	100	109	76	1	6
INDIANA	181	181	32	27	23	Yes	185	185	74	128	3	0	2	104	56	6	1	5
JEANNETTE	35	35	1	0	0	No	42	35	20	37	0	0	1	52	3	0	1	2
JOHNSTOWN	218	218	45	21	25	Yes	223	223	95	225	0	2	2	102	48	4	2	6
KITTANNING	313	216	17	0	12	Yes	304	216	67	140	1	6	3	102	34	30	6	7
LEECHBURG	173	160	22	0	22	Yes	169	160	92	138	1	5	5	0	16	7	2	5
LIBERTY BORO	76	75	5	0	7	No			24	35	1	2	2	52	12	5	2	2
LIGONIER	358	350	74	34	90	Yes	348	333	188	353	0	8	9	110	39	13	6	9
MCKEESPORT	458	274	52	0	25	Yes	365	286	155	246	0	4	20	105	147	97	4	9
MONONGAHELA	128	124	16	6	7	Yes	133	128	60	121	0	3	5	53	107	93	0	6
MONROEVILLE	249	142	22	2	35	Yes	254	147	98	204	2	6	11	63	83	11	3	3
MOON TWP	674	820	210	183	300	Yes	642	403	479	813	2	21	31	220	15	4	6	1
MT LEBANON	1424	1341	301	0	290	Yes	1426	1,368	339	960	0	29	29	200	397	68	7	15
MT WASHINGTON	211	208	25	5	25	Yes	208	203	110	183	2	1	1	154	67	8	2	1
MURRYSVILLE	159	155	32	11	64	Yes	156	150	95	172	0	4	19	100	26	16	0	1
NEW BRIGHTON	111	81	15	22	19	Yes	110	80	57	133	1	2	0	99	51	31	3	6
NEW KENSINGTON	103	84	8	5	13	Yes	101	92	50	87	0	4	0	93	78	27	1	2
NORTH HILLS	1072	904	183	0	232	Yes	1007	417	292	577	0	14	14	159	106	44	1	5
NORTH SHORE	157	148	33	14	10	Yes	155	150	55	109	0	0	2	105	12	0	0	4
NORTH VERSAILLES	57	69	12	0	12	Yes	53	65	34	49	0	2	2	52	19	3	0	2
NORTHERN CAMBRIA	22	22	2	0	7	No	46	42	25	50	0	0	0	46	33	25	0	2
OAKLAND (Ascension)	616	603	138	62	86	Yes	618	609	409	626	0	7	30	156	138	75	3	5

OAKLAND (Shep. Heart)	175	150	57	65	55	Yes	157	140	139	110	1	1	0	52	165	0	0	5
OAKMONT	641	443	96	35	35	Yes	637	439	183	341	0	1	2	105	390	107	2	10
PATTON	40	40	9	1	6	Yes	45	45	22	0	0	1	0	50	33	30	0	1
PENN HILLS	93	75	5	0	5	Yes	104	95	51	122	0	1	0	92	290	27	1	5
PENN HILLS (ROSEDALE)	148	148	34	0	0	No	148	150	62	127	0	3	6	52	29	23	0	2
PETERS TWP	477	477	103	374	106	Yes	471	471	192	231	0	0	7	104	99	24	0	1
PITTSBURGH	435	218	25	30	10	Yes	425	425	116	508	2	5	5	157	967	125	5	6
RED BANK	18	16	2	0	0	No	23	23	13	25	0	1	3	24	1	0	0	0
SCOTTDALE	41	41	8	0	0	No	41	43	21	32	0	0	0	0	5	4	0	2
SEWICKLEY	1869	1376	493	158	240	Yes	1885	1,444	1187	1445	1	39	56	209	123	110	9	9
SOMERSET	157	183	28	4	29	Yes	152	150	123	166	1	0	3	105	58	2	3	1
SQUIRREL HILL	416	416	25	5	25	Yes	418	418	80	209	0	4	3	104	63	10	0	8
UNIONTOWN	195	156	20	25	18	Yes	179	154	107	178	0	2	10	124	123	70	2	4
WARRENDALE	102	102	27	38	34	Yes	100	68	74	130	0	2	3	55	42	0	2	0
WASHINGTON	342	253	56	79	45	Yes	307	214	168	337	1	4	8	101	71	54	1	5
WAYNE TWP	10	10	1	4	0	No	11	11	7	12	0	0	0	0	0	0	0	1
WAYNESBURG	47	32	1	4	3	Yes	51	35	19	43	0	0	0	51	7	3	0	1
WILKINSBURG	159	140	23	25	17	Yes	207	206	71	120	2	6	2	102	75	50	2	7
TOTALS	20,338	16,999	3,356	1,681	2,852	0	19,937	16,492	8,317	15,612	38	321	425	6,607	6,426	2,110	122	301

	Number of Signed Pledge Cards for 2003	Total Dollar amount pledge for 2003	Plate Offerings, Pledge Payments and Reg. Support	Operations from Other Income, Investments, Bequests	Assistance from Diocese for Operating Budget	Total Operating Revenues	Total Operating Revenues Previous Year	To Diocese for Assessment, Apportionment, Fair share	Outreach from Operating Budget	Major Improvements and Capital Expenditures	Additions to Capital Funds Endowments	Total Investment at Market Value
Parochial Report Item Number	1	2	3	4, 5, 6	7			12	13	15	8,9	19
AMBRIDGE	54	138,684.00	185,350.00	7,704.00	0.00	193,054.00	188,086.00	15,805.00	22,070.00	25,892.00	11,266.00	112,831.00
BEAVER	77	127,002.00	181,081.88	21,290.32	6,000.00	208,372.20	200,049.38	18,612.00	5,734.73	10,256.00	1,532.00	9,019.66
BEAVER FALLS	17	56,180.00	61,106.00	2,823.00	0.00	63,929.00	76,428.00	8,632.00	918.00	0.00	0.00	0.00
BLAIRSVILLE	10	21,400.00	27,460.82	698.47	0.00	28,159.29	28,482.18	1,303.00	1,946.00	21,696.67	11,912.85	989.78
BLOOMFIELD	0	0.00	17,900.00	15,000.00	12,830.00	45,730.00	N/A	0.00	0.00	0.00	3,340.00	0.00
BRACKENRIDGE	47	73,752.00	108,131.72	11,014.00	0.00	119,145.72	125,527.00	10,764.00	1,201.79	0.00	10,051.14	35,312.39
BRENTWOOD	122	131,650.10	162,716.49	14,744.87	0.00	177,461.36	179,280.61	19,496.04	362.26	10,937.45	10,937.45	464,066.11
BRIGHTON HEI	9	12,015.00	24,431.11	20,365.16	16,000.00	60,796.27	71,933.00	6,585.00	0.00	1,400.00	0.00	301,433.40
BROOKLINE	52	59,874.00	69,226.98	11,823.30	15,800.00	96,850.28	101,367.64	8,355.00	301.71	7,870.00	10,648.68	0.00
BROWNSVILLE	0	0.00	54,335.62	93,924.05	0.00	148,259.67	120,841.72	12,690.60	2,775.00	0.00	0.00	1,577,159.34
BUTLER	81	128,748.00	154,971.00	44,172.00	0.00	199,143.00	194,717.00	20,085.00	3,249.00	13,998.00	0.00	364,720.00
CANONSBURG	15	29,520.00	35,761.96	46,991.57	0.00	82,753.53	79,835.39	6,283.00	3,300.00	0.00	120.00	599,079.75
CARNEGIE	0	0.00	64,995.00	10,703.00	0.00	75,698.00	75,130.00	7,860.00	0.00	0.00	0.00	54,168.00
CHARLEROI	76	61,836.00	92,695.65	28,321.81	0.00	121,017.46	125,245.27	11,166.00	1,665.00	0.00	0.00	242,924.51
CLAIRTON	13	14,616.90	16,017.00	3,338.84	0.00	19,355.84	19,355.26	1,028.00	1,715.00	10,000.00	0.00	29,013.66
CRAFTON	0	68,855.29	76,986.29	30,875.75	0.00	107,862.04	108,273.65	12,817.00	0.00	0.00	0.00	595,051.08
CRANBERRY TWP.	0	0.00	119,980.00	16,627.00	15,000.00	151,607.00	129,136.00	9,590.00	13,296.00	0.00	0.00	0.00
DONORA	0	0.00	24,699.46	5,477.50	0.00	30,176.96	46,598.74	1,731.00	0.00	9,069.35	0.00	4,435.09
EAST LIBERTY	402	783,116.00	866,406.00	390,813.00	0.00	1,257,219.00	1,285,417.00	137,825.00	0.00	238,791.00	971,573.00	6,524,889.00
FOX CHAPEL	183	476,602.00	547,463.00	38,756.00	0.00	586,219.00	574,254.00	54,904.00	38,885.00	30,445.00	31,857.00	863,578.00
FRANKLIN PAR	60	168,431.00	191,310.00	19,097.00	0.00	210,407.00	171,970.00	17,812.00	18,931.00	82,557.00	99,545.00	55,750.00
FREEPORT	0	0.00	5,416.55	5,471.13	0.00	10,887.68	14,668.87	394.00	234.00	0.00	500.00	42,207.96
GEORGETOWN	8	11,400.00	15,222.17	2,331.62	0.00	17,553.79	22,246.92	826.00	1,200.00	6,674.92	360.00	20,000.00
GIBSONIA	65	91,284.00	112,010.00	21,509.00	0.00	133,519.00	121,162.00	11,866.00	2,718.00	27,080.00	35,008.00	20,360.00
GLENSHAW	44	71,365.30	82,128.75	44,704.88	0.00	126,833.63	186,351.06	12,018.96	14,759.26	0.00	112.47	150,107.23
GREENSBURG	111	206,771.00	233,042.00	61,764.00	0.00	294,806.00	337,184.00	28,656.00	14,644.00	5,369.00	2,802.00	162,810.00
HAZELWOOD	21	44,500.00	70,373.00	24,000.00	0.00	94,373.00	95,909.00	7,400.00	0.00	90,000.00	0.00	0.00
HIGHLAND PAR	109	71,484.00	125,275.00	186,018.00	0.00	311,293.00	293,445.00	50,793.00	22,847.00	21,774.00	4,763.00	2,463,497.00
HOMESTEAD	22	22,699.00	26,257.00	6,014.23	7,100.00	39,371.23	37,208.00	1,933.00	196.00	0.00	0.00	18,338.70
HOMEWOOD	59	71,482.00	143,477.88	13,378.31	0.00	156,856.19	174,317.00	10,000.00	0.00	4,000.00	0.00	0.00
HOPEWELL	60	202,406.80	237,412.14	7,694.91	0.00	245,107.05	256,891.89	23,592.96	0.00	0.00	0.00	24,803.87
INDIANA	38	65,310.00	119,706.50	10,815.09	0.00	130,521.59	138,195.93	14,859.00	2,582.79	10,000.00	0.00	327,541.44
JEANNETTE	0	0.00	20,633.00	4,055.00	0.00	24,688.00		1,326.00	155.00	0.00	0.00	67,690.00
JOHNSTOWN	68	94,484.00	131,832.09	60,347.79	0.00	192,179.88	150,468.06	17,130.00	0.00	12,927.43	13,430.43	558,270.09
KITTANNING	31	36,770.00	70,848.00	83,651.00	9,000.00	163,499.00	189,669.00	12,648.00	7,679.00	0.00	0.00	715,761.22
LEECHBURG	28	43,495.00	50,119.00	24,089.00	0.00	74,208.00	66,824.26	3,270.00	483.00	22,504.00	20,809.00	1,637.00
LIBERTY BORO	28	18,286.00	20,036.00	6,660.00	0.00	26,696.00	25,241.00	1,249.00	998.00	0.00	454.00	117,478.00
LIGONIER	152	285,710.00	351,770.00	64,257.00	0.00	416,027.00	411,102.00	42,527.00	63,393.00	0.00	0.00	2,464,232.00
MCKEESPORT	88	121,030.00	178,287.00	77,460.00	0.00	255,747.00	282,637.00	30,595.00	7,203.00	0.00	22,778.00	587,531.00
MONONGAHELA	48	43,324.00	55,831.33	31,021.83	0.00	86,853.16	91,746.37	5,265.96	1,449.41	0.00	0.00	179,189.18
MONROEVILLE	64	213,349.00	237,021.00	484.00	2,714.00	240,219.00		19,959.00	2,930.00	0.00	0.00	8,497.00
MOON TWP	0	0.00	425,837.00	9,323.00	0.00	435,160.00	346,175.23	30,828.00	0.00	358,844.00	460,033.00	47,010.00
MT LEBANON	330	570,021.00	653,424.00	23,765.00	0.00	677,189.00	642,568.00	70,028.00	65,962.00	23,989.00	15,339.00	199,963.00
MT WASHINGTON	49	105,000.00	138,011.00	13,026.00	0.00	151,037.00	134,589.01	17,882.00	1,503.00	0.00	0.00	20,235.00
MURRYSVILLE	54	109,525.00	119,774.00	448.00	1,905.00	122,127.00	136,777.00	14,579.00	130.00	0.00	0.00	38,172.00
NEW BRIGHTON	58	31,428.92	35,922.18	69,779.91	0.00	105,702.09	104,282.60	7,507.37	1,715.00	16,836.79	4,905.23	81,248.46
NEW KENSINGT	41	54,424.00	69,104.43	19,682.84	0.00	88,787.27	82,288.52	7,182.96	2,765.00	19,821.37	10,365.00	17,985.89
NORTH HILLS	204	338,000.00	343,907.00	44,555.00	3,000.00	391,462.00	354,044.00	40,275.00	13,500.00	27,597.00	12,745.00	159,297.00
NORTH VERSAI	23	34,716.00	44,307.19	2,543.37	0.00	46,850.56	82,063.44	1,730.00	1,200.00	1,116.57	750.00	6,823.89
NORTHERN CAM	0	0.00	9,009.00	8,727.02	0.00	17,736.02	54,406.32	1,341.00	353.00	0.00	0.00	0.00
NORTHSHORE	40	40,000.00	48,056.00	17,479.00	22,000.00	87,535.00	31,231.00	4,883.00	4,899.00	0.00	0.00	87,864.00
OAKLAND	168	659,951.00	704,611.00	260,447.00	0.00	965,058.00		81,322.00	125,903.00	31,054.00	116,339.00	5,804,380.00
OAKLAND 2	0	0.00	3,860.50	89,943.00	15,272.53	109,076.03	136,835.04	9,276.75	27,783.18	10,204.99	0.00	0.00
OAKMONT	106	210,160.00	245,454.74	13,340.54	8,166.63	266,961.91		35,659.00	21,938.00	20,393.82	23,128.00	726,640.24
PATTON	0	0.00	12,012.00	4,715.00	0.00	16,727.00	17,818.32	752.00	0.00	0.00	30,000.00	29,987.00
PENN HILLS	51	90,742.00	97,284.00	15,689.00	14,583.00	127,556.00	98,258.00	5,579.00	4,960.00	0.00	0.00	39,490.00
PENN HILLS R	40	63,430.00	62,374.85	13,100.27	0.00	75,475.12	344,613.00	9,272.09	2,153.95	0.00	0.00	7,277.88
PETERS TWP	86	244,301.00	287,465.73	31,440.06	0.00	318,905.79	877,185.00	34,188.51	11,389.24	201,502.00	170,048.00	0.00
PITTSBURGH	125	183,642.00	226,274.00	366,973.00	25,000.00	618,247.00	95,274.46	44,213.00	1,230.00	27,500.00	212,545.00	4,540,781.00
RED BANK	0	0.00	9,810.00	0.00	0.00	9,810.00	12,702.31	533.00	645.13	1,167.80	0.00	0.00
SCOTTDAL	13	7,640.00	8,636.00	5,040.04	0.00	13,676.04	17,796.33	882.00	0.00	0.00	0.00	175,846.00
SEWICKLEY	0	0.00	1,507,010.00	14,879.00	8,000.00	1,529,889.00	1,581,898.00	142,861.00	163,846.00	4,659,287.00	880,535.00	1,297,218.00
SOMERSET	0	0.00	89,504.00	25,050.00	4,950.00	119,504.00	118,917.00	9,036.00	2,853.00	12,921.00	1,780.00	153,457.35
SQUIRREL HIL	77	117,137.00	137,503.00	60,759.00	0.00	198,262.00	183,901.00	18,803.00	6,953.00	10,160.00	6,485.00	255,871.00
UNIONTOWN	0	109,222.00	153,622.15	62,644.58	0.00	216,266.73	228,516.74	22,929.00	4,385.00	0.00	60,890.00	631,288.91
WARRENDALE	31	77,800.00	126,619.00	6,131.00	3,000.00	135,750.00	130,523.15	9,019.00	2,885.00	1,247.00	0.00	10,000.00
WASHINGTON	59	152,090.00	206,170.00	35,949.00	420.00	242,539.00	198,815.00	20,607.00	18,258.00	0.00	38,816.00	114,744.00
WAYNE TWP	6	700.00	3,677.90	1,840.22	0.00	5,518.12	5,259.00	281.00	0.00	0.00	0.00	90,402.47
WYNESBURG	15	26,992.00	29,630.03	5,960.79	0.00	35,590.82	35,332.00	1,681.00	2,339.50	36,988.80	1,504.41	0.00
WILKINSBURG	43	96,990.00	126,564.00	43,852.00	0.00	170,416.00	166,020.00	17,582.00	0.00	5,640.00	41,686.00	157,793.00
TOTALS	3881	7,391,344.31	11,295,159.09	2,837,370.07	190,741.16	14,323,270.32	13,015,284.67	1,340,365.20	749,370.95	6,129,512.96	3,351,693.66	34,458,148.55

EPISCOPAL DIOCESE OF PITTSBURGH

FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2003 AND 2002

WITH

INDEPENDENT AUDITOR'S REPORT

MAHER DUESSEL
CERTIFIED PUBLIC ACCOUNTANTS

EPISCOPAL DIOCESE OF PITTSBURGH

YEARS ENDED DECEMBER 31, 2003 AND 2002

TABLE OF CONTENTS

Independent Auditor's Report	1
Financial Statements:	
Statements of Financial Position	2
Statements of Activities:	
- Year Ended December 31, 2003	3
- Year Ended December 31, 2002	5
Statements of Cash Flows	7
Notes to Financial Statements	8

MAHER DUESSEL
CERTIFIED PUBLIC ACCOUNTANTS

THREE GATEWAY CENTER - SIX WEST
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Independent Auditor's Report

Diocesan Council and the
Board of Trustees
Episcopal Diocese of Pittsburgh

We have audited the accompanying statements of financial position of the Episcopal Diocese of Pittsburgh (Diocese) as of December 31, 2003 and 2002, and the related statements of activities and cash flows for the years then ended. These financial statements are the responsibility of the management of the Diocese. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with U.S. generally accepted auditing standards. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Diocese as of December 31, 2003 and 2002, and the results of its operations and its cash flows for the years then ended in conformity with U.S. generally accepted accounting principles.



April 30, 2004

EPISCOPAL DIOCESE OF PITTSBURGH

STATEMENTS OF FINANCIAL POSITION

DECEMBER 31, 2003 AND 2002

	2003	2002
Assets		
Cash and cash equivalents	\$ 2,188,592	\$ 1,616,612
Investments at fair value	22,339,718	20,186,226
Assessments receivable:		
Parishes	114,486	126,294
Less allowance for doubtful accounts	(10,630)	(7,824)
Total assessments receivable	103,856	118,470
Loans receivable:		
Parishes and missions	1,725,077	1,883,404
Clergy	566,569	611,861
Less allowance for loan losses	(5,310)	(14,752)
Total loans receivable	2,286,336	2,480,513
Property and buildings (net of accumulated depreciation)	765,017	741,132
Trusts held by others at fair value	812,385	697,150
Other assets	200,806	206,528
Total Assets	\$28,696,710	\$26,046,631
Liabilities and Net Assets		
Liabilities:		
Accounts payable	\$ 128,188	\$ 84,601
Commitment payable	46,890	53,000
Funds held for others	4,531,147	4,310,987
Total Liabilities	4,706,225	4,448,588
Net assets:		
Unrestricted:		
Undesignated	4,446,563	3,681,640
Designated	10,098,810	9,372,601
Total unrestricted	14,545,373	13,054,241
Temporarily restricted	467,980	549,656
Permanently restricted	8,977,132	7,994,146
Total Net Assets	23,990,485	21,598,043
Total Liabilities and Net Assets	\$28,696,710	\$26,046,631

See accompanying notes to financial statements.

EPISCOPAL DIOCESE OF PITTSBURGH

STATEMENT OF ACTIVITIES

YEAR ENDED DECEMBER 31, 2003

	Unrestricted		Temporarily	Permanently	
	Undesignated	Designated	Restricted	Restricted	Totals
Revenues, Gains (Loss), and Other Support:					
Parish assessments	\$ 1,302,238	\$ -	\$ -	\$ -	\$ 1,302,238
Doubtful assessment expense	(2,806)	-	-	-	(2,806)
Contributions and grants	204,773	347,102	51,696	30,093	633,664
Interest income on loans	-	60,593	-	-	60,593
Investment income (loss):					
Interest and dividends	96,621	107,671	169,650	-	373,942
Realized gain (loss) on investments	45,228	13,260	202,798	(107,979)	153,307
Net change in unrealized gains (loss) on investments	449,880	687,989	1,572	1,060,872	2,200,313
Total investment income (loss)	591,729	808,920	374,020	952,893	2,727,562
Reimbursements and other	1,084	828,873	4,974	-	834,931
Gains on sale of assets	-	-	-	-	-
Net assets released from restrictions	-	512,366	(512,366)	-	-
Total revenues, gains (loss), and other support	2,097,018	2,557,854	(81,676)	982,986	5,556,182
Expenses:					
Operating expenses:					
Congregational mission expenses:					
Administrative	98,616	-	-	-	98,616
Support	33,708	-	-	-	33,708
Diocesan mission team	45,791	-	-	-	45,791
Parish development	154,317	-	-	-	154,317
Board of Trustees - new churches	-	64,750	-	-	64,750
Community service fund	-	32,010	-	-	32,010
Total congregational mission expenses	332,432	96,760	-	-	429,192
Transformational networks expenses:					
Executive	96,712	-	-	-	96,712
Support	13,559	-	-	-	13,559
Youth network	24,689	-	-	-	24,689
Recruitment and deployment	467	-	-	-	467
Training workshops and conferences	17,007	-	-	-	17,007
Office of development	77,251	5,009	-	-	82,260
Other network support	8,760	-	-	-	8,760
Commission on ministry	27,243	-	-	-	27,243
Young priests' initiative	-	-	-	-	-
Jennerstown conference center	5,532	-	-	-	5,532
Total transformational networks expenses	271,220	5,009	-	-	276,229

(Continued)

See accompanying notes to financial statements.

EPISCOPAL DIOCESE OF PITTSBURGH

STATEMENT OF ACTIVITIES

(Continued)

YEAR ENDED DECEMBER 31, 2003

	Unrestricted		Temporarily	Permanently	
	Undesignated	Designated	Restricted	Restricted	Totals
Expenses (continued):					
Beyond the Diocese expenses:					
National church commitment	103,377	-	-	-	103,377
General convention deputies	38,595	-	-	-	38,595
International - Lambeth 7% resolution	10,000	-	-	-	10,000
Ecumenical and other	16,843	-	-	-	16,843
Total Beyond the Diocese expenses	168,815	-	-	-	168,815
Office of the Bishop expenses:					
Executive	144,086	-	-	-	144,086
Support	60,687	-	-	-	60,687
Diocesan convention	9,522	-	-	-	9,522
Communications director	39,566	-	-	-	39,566
Communications - publications	40,860	-	-	-	40,860
Total Office of the Bishop expenses	294,721	-	-	-	294,721
Office of Administration expenses:					
Administrative executive	92,832	-	-	-	92,832
Administrative support	129,018	-	-	-	129,018
Office expense	178,721	-	-	-	178,721
Total Office of Administration expenses	400,571	-	-	-	400,571
Total operating expenses	1,467,759	101,769	-	-	1,569,528
Other expenses:					
Contributions and grants	36,336	657,527	-	-	693,863
Bad debt	-	22,267	-	-	22,267
Diocesan life center	2,276	-	-	-	2,276
Growth fund grants	-	10,831	-	-	10,831
Support of closed churches	4,631	-	-	-	4,631
Faith tech	-	12,500	-	-	12,500
Loss on sale of assets	-	-	-	-	-
Depreciation expense	-	17,517	-	-	17,517
Benefits and other	2,135	828,192	-	-	830,327
Total other expenses	45,378	1,548,834	-	-	1,594,212
Total expenses	1,513,137	1,650,603	-	-	3,163,740
Transfer in (out)	181,042	(181,042)	-	-	-
Change in Net Assets	764,923	726,209	(81,676)	982,986	2,392,442
Net Assets:					
Beginning of year	3,681,640	9,372,601	549,656	7,994,146	21,598,043
End of year	\$ 4,446,563	\$ 10,098,810	\$ 467,980	\$ 8,977,132	\$ 23,990,485

(Concluded)

See accompanying notes to financial statements.

EPISCOPAL DIOCESE OF PITTSBURGH

STATEMENT OF ACTIVITIES

YEAR ENDED DECEMBER 31, 2002

	Unrestricted		Temporarily	Permanently	
	Undesignated	Designated	Restricted	Restricted	Totals
Revenues, Gains (Loss), and Other Support:					
Parish assessments	\$ 1,233,349	\$ -	\$ -	\$ -	\$ 1,233,349
Doubtful assessment income	23,251	-	-	-	23,251
Contributions and grants	102,364	147,777	550,777	405,609	1,206,527
Interest income on loans	-	97,886	-	-	97,886
Investment income (loss):					
Interest and dividends	73,184	154,649	147,713	-	375,546
Realized gains (loss) on investments	(290,842)	(514,857)	243,218	(840,690)	(1,403,171)
Net change in unrealized gains (loss) on investments	(283,639)	(341,218)	(2,037)	(691,092)	(1,317,986)
Total investment income (loss)	(501,297)	(701,426)	388,894	(1,531,782)	(2,345,611)
Reimbursements and other	1,035	884,490	5,260	-	890,785
Gains on sale of assets	-	31,555	-	-	31,555
Net assets released from restrictions	-	634,331	(634,331)	-	-
Total revenues, gains (loss), and other support	858,702	1,094,613	310,600	(1,126,173)	1,137,742
Expenses:					
Operating expenses:					
Congregational mission expenses:					
Administrative	95,395	-	-	-	95,395
Support	31,612	-	-	-	31,612
Diocesan mission team	52,599	-	-	-	52,599
Parish development	180,900	-	-	-	180,900
Board of Trustees - new churches	-	(980)	-	-	(980)
Community service fund	-	36,935	-	-	36,935
Total congregational mission expenses	360,506	35,955	-	-	396,461
Transformational networks expenses:					
Executive	33,712	-	-	-	33,712
Support	10,728	-	-	-	10,728
Youth network	24,268	-	-	-	24,268
Recruitment and deployment	2,536	-	-	-	2,536
Training workshops and conferences	14,486	-	-	-	14,486
Office of development	74,498	6,694	-	-	81,192
Other network support	25,282	-	-	-	25,282
Commission on ministry	32,847	-	-	-	32,847
Young priests' initiative	-	13,786	-	-	13,786
Jennerstown conference center	47,075	-	-	-	47,075
Total transformational networks expenses	265,432	20,480	-	-	285,912

(Continued)

See accompanying notes to financial statements.

EPISCOPAL DIOCESE OF PITTSBURGH

STATEMENT OF ACTIVITIES

(Continued)

YEAR ENDED DECEMBER 31, 2002

	Unrestricted		Temporarily	Permanently	
	Undesignated	Designated	Restricted	Restricted	Totals
Expenses (continued):					
Beyond the Diocese expenses:					
National church commitment	123,200	-	-	-	123,200
General convention deputies	-	-	-	-	-
International - Lambeth 7% resolution	10,000	-	-	-	10,000
Ecumenical and other	16,447	-	-	-	16,447
Total Beyond the Diocese expenses	149,647	-	-	-	149,647
Office of the Bishop expenses:					
Executive	141,592	-	-	-	141,592
Support	67,868	-	-	-	67,868
Diocesan convention	11,610	-	-	-	11,610
Communications director	43,859	-	-	-	43,859
Communications - publications	48,731	-	-	-	48,731
Total Office of the Bishop expenses	313,660	-	-	-	313,660
Office of Administration expenses:					
Administrative executive	89,674	-	-	-	89,674
Administrative support	121,840	-	-	-	121,840
Office expense	171,377	-	-	-	171,377
Total Office of Administration expenses	382,891	-	-	-	382,891
Total operating expenses	1,472,136	56,435	-	-	1,528,571
Other expenses:					
Contributions and grants	40,253	648,970	-	-	689,223
Bad debt	-	8,565	-	-	8,565
Diocesan life center	38,763	-	-	-	38,763
Growth fund grants	-	299,236	-	-	299,236
Support of closed churches	3,234	-	-	-	3,234
Faith tech	-	24,895	-	-	24,895
Loss on sale of assets	-	116,266	-	-	116,266
Depreciation expense	-	14,873	-	-	14,873
Benefits and other	20,422	776,504	-	-	796,926
Total other expenses	102,672	1,889,309	-	-	1,991,981
Total expenses	1,574,808	1,945,744	-	-	3,520,552
Transfer in (out)	130,918	(130,918)	-	-	-
Change in Net Assets	(585,188)	(982,049)	310,600	(1,126,173)	(2,382,810)
Net Assets:					
Beginning of year	4,266,828	10,354,650	239,056	9,120,319	23,980,853
End of year	\$ 3,681,640	\$ 9,372,601	\$ 549,656	\$ 7,994,146	\$21,598,043

(Concluded)

See accompanying notes to financial statements.

EPISCOPAL DIOCESE OF PITTSBURGH

STATEMENTS OF CASH FLOWS

YEARS ENDED DECEMBER 31, 2003 AND 2002

	2003	2002
Cash From Operating Activities:		
Change in net assets	\$ 2,392,442	\$ (2,382,810)
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Depreciation (appreciation) of investments	(2,200,313)	1,317,986
Realized (gains) loss on investments	(153,307)	1,403,171
Depreciation expense	17,517	14,873
Changes in operating assets and liabilities:		
Assessment receivables	11,808	(73,325)
Allowance for uncollectible assessments	2,806	(23,251)
Accounts payable and other liabilities	43,587	(35,123)
Parish loans	158,327	40,375
Clergy loans	45,292	(110,294)
Allowance for loan loss	(9,442)	(72,196)
Funds held for others	220,160	(993,729)
Long-term commitments	(6,110)	(7,000)
Other assets	5,722	(20,408)
Net cash provided by (used in) operating activities	528,489	(941,731)
Cash From Investing Activities:		
Net change in investments	200,128	634,696
Change in trusts held by others	(115,235)	105,654
Disposition of fixed assets	2,500	410,847
Purchase of fixed assets	(43,902)	(161,650)
Net cash provided by (used in) investing activities	43,491	989,547
Cash From Financing Activities:		
Line of credit	-	(470,000)
Net Increase (Decrease) in Cash and Cash Equivalents	571,980	(422,184)
Cash and Cash Equivalents:		
Beginning of year	1,616,612	2,038,796
End of year	\$ 2,188,592	\$ 1,616,612

See accompanying notes to financial statements.

EPISCOPAL DIOCESE OF PITTSBURGH

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2003 AND 2002

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Reporting Entity

The financial statements of the Episcopal Diocese of Pittsburgh ("Diocese") reflect the combination of Operating and Program Funds, Trust and Endowment Funds, and the Plant Fund.

The Operating and Program Funds finance the operations of the Diocese and include accounts from the Budget Fund, C.E.A.F. – Parish and Mission Needs Funds, Bishop's Residence Fund, Diocesan Growth Fund, Designated Funds, Reserve Funds, and Undesignated Funds. During 2002, the Diocese merged the C.E.A.F. Fund into the Diocesan Growth Fund.

Trust and Endowment Funds represent accumulated gifts, bequests, and donations that are invested in income producing securities. These funds have varying degrees of restriction on income and/or principal usage and types of investment options available. The Board of Trustees must consider these factors in the administration of the affairs of the Diocese. Income from investments is distributed for various eligible activities.

Land and buildings, equipment, and vehicles are recorded at cost or appraised value at the date of donation in the Plant Fund. Plant Fund assets include the Common Life Property, the Mount Washington Property, the Monongahela Valley Property, and the Allegheny Township Property, vehicles, equipment, leasehold improvements, and furniture. Parish churches and the capital assets of affiliated institutions are not included in the Plant Fund.

Basis of Accounting

In accordance with U.S. generally accepted accounting principles, the accompanying financial statements are prepared using the accrual basis of accounting and include the assets, liabilities, net assets, and financial operations of certain activities of the Diocese. Accordingly, revenues are recorded when earned and expenses are recognized when the liabilities are incurred. The financial operations of individual parishes and institutions distinct from the Diocese are not reflected in these financial statements.

EPISCOPAL DIOCESE OF PITTSBURGH

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2003 AND 2002

The Diocese reports gifts of cash and other assets as temporarily restricted or permanently restricted contributions if they are received with donor stipulations that limit the use of the assets. When a donor restriction expires, that is, when a stipulated time restriction ends or purpose restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as "net assets released from restrictions." The Diocese considers restricted donations received and spent during the same year as unrestricted donations.

Permanently restricted net assets represent funds that the donor has stipulated must be invested and only certain portions of the income earned on said investments may be expended. The classification of the spendable earnings on such funds as unrestricted or temporarily restricted is based on donor restrictions.

Reclassification

Certain amounts in the 2002 financial statements have been reclassified to conform to the 2003 presentation to provide comparability.

Use of Estimates

The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Statements of Cash Flows

For purposes of the statements of cash flows, cash and cash equivalents include all highly liquid instruments with maturities of three months or less when purchased.

Investment Securities

The Diocese carries its debt and equity securities at fair market value.

When the Diocese is named beneficiary of estates or trusts, income is recorded at the time the assets are received.

EPISCOPAL DIOCESE OF PITTSBURGH

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2003 AND 2002

In-Kind Contributions

The Diocese received contributed services and other goods related to the relocation of the Diocesan office during 2002. \$10,000 of this amount was capitalized as a leasehold improvement to be depreciated over the life of the lease.

Concentrations

The Diocese maintains deposits at institutions in excess of FDIC limits but management does not believe this represents an issue of risk at the present time.

Fixed Assets

Fixed assets to which the Diocese holds title but not direct control (such as those held by individual parishes and the Sheldon Calvary Camp) are not reflected within the Diocesan financial statements. Recorded fixed assets related to Diocesan operations are valued at cost or estimated fair value at the date of donation. The Diocese's capitalization policy is to depreciate all capital assets with a value over \$5,000 and a useful life over 3 years. Depreciation is recorded on a straight-line basis over estimated useful lives. The cost of maintenance and repairs is charged to expense.

The estimated useful lives are as follows:

Building	20 Years
Leasehold improvements	7 Years
Equipment	5 Years
Vehicles	5 Years

Income Taxes

The Diocese is exempt from federal income tax under the provisions of Section 501(a) of the Internal Revenue Code.

2. ALLOWANCE FOR PARISH ASSESSMENTS AND LOAN LOSSES

The provision for parish assessment and loan losses, which is charged to current operations, reflects the amount necessary, in management's judgement, to establish an adequate allowance to absorb possible losses on assessments and loans.

EPISCOPAL DIOCESE OF PITTSBURGH

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2003 AND 2002

Management's judgement is based on a continuing review of the parish assessments and loan portfolios, past collection experience, and current economic conditions. While management uses available information to recognize losses, future additions to the allowance may be necessary based on changes in economic conditions.

3. INVESTMENTS

Investments consist of the following at December 31, 2003:

	Cost	Net Unrealized Gain	Net Unrealized Losses	Fair Value
Corporate equity securities	\$ 11,295,393	\$ 2,796,283	\$ -	\$ 14,091,676
Corporate debt securities	1,499,882	-	11,790	1,488,092
U.S. government obligations	1,790,174	-	10,933	1,779,241
MBS, CMO, asset-backed securities	3,251,516	-	13,521	3,237,995
Money market	1,349,965	-	-	1,349,965
Other	362,900	29,849	-	392,749
	<u>\$ 19,549,830</u>	<u>\$ 2,826,132</u>	<u>\$ 36,244</u>	<u>\$ 22,339,718</u>

Investments consisted of the following at December 31, 2002:

	Cost	Net Unrealized Gain	Net Unrealized Losses	Fair Value
Corporate equity securities	\$ 6,363,229	\$ 120,120	\$ 74,471	\$ 6,408,878
Corporate debt securities	885,000	50,801	-	935,801
U.S. government obligations	2,024,959	133,790	-	2,158,749
Mutual funds	482,920	-	41,426	441,494
MBS, CMO, asset-backed securities	2,317,664	90,308	-	2,407,972
Principal cash	99,957	-	-	99,957
Money market	7,012,274	-	-	7,012,274
Other	454,882	266,219	-	721,101
	<u>\$ 19,640,885</u>	<u>\$ 661,238</u>	<u>\$ 115,897</u>	<u>\$20,186,226</u>

As shown above, at December 31, 2003 and 2002, investments are concentrated in corporate equity securities, asset backed securities, money markets, and U.S. government obligations. Realization of amounts disclosed as investments is

EPISCOPAL DIOCESE OF PITTSBURGH

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2003 AND 2002

dependent on the results of these markets. Unrealized gain or loss is recognized in the current period.

At December 31, 2002, the Diocese was repositioning its investment portfolio from some of the larger investment managers to a new investment manager. The transition took place in the beginning of 2003.

Funds held for others represent monies from parishes within the Diocese pooled with Diocesan funds for investment purposes. All realized and unrealized earnings and interest on these funds are accumulated in the funds held for others account. During the year, funds held for others had the following activity:

	2003	2002
Balance at beginning of year	\$ 4,310,987	\$ 5,304,716
Contributions	584,619	163,874
Interest	98,143	104,723
Realized gains (losses)	52,096	(346,718)
Withdrawals	(1,060,436)	(569,993)
Unrealized gains (losses)	545,738	(345,615)
Balance at end of year	<u>\$ 4,531,147</u>	<u>\$ 4,310,987</u>

EPISCOPAL DIOCESE OF PITTSBURGH

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2003 AND 2002

Investments were held in the following accounts:

	2003 Fair Value	2002 Fair Value
Mellon Seed Account	\$ 12,208	\$ 12,231
Oikocredit	50,000	50,000
Community Loan Fund	50,000	50,000
Bishop's Fund Endowment	1,112,254	1,036,482
Ameriserv, previously US Bancorp	164,692	161,877
Pool I Mellon Diocesan Endowment	-	10,059,661
Pool I PNC Diocesan Endowment	-	8,370,308
Pool I Morgan Stanley Endowment	20,511,363	-
Morgan Stanley	323,362	322,227
U.S. Treasury Bond	67,532	69,672
Mellon Pooled Income Account	47,875	50,562
Other	432	3,206
	<u>\$ 22,339,718</u>	<u>\$ 20,186,226</u>

4. TRUSTS HELD BY OTHERS

Trusts held by others consist of the following at:

	December 31, 2003			December 31, 2002		
	Cost	Net Unrealized Gain (Loss)	Fair Value	Cost	Net Unrealized Gain (Loss)	Fair Value
Mathilda Craig Trust	\$ 15,359	\$ 286	\$ 15,645	\$ 15,350	\$ 225	\$ 15,575
Stanton Craig Trust	361,877	(14,971)	346,906	361,928	(63,310)	298,618
Anna Ditmore Expense Fund	10,934	1,286	12,220	10,839	(168)	10,671
Anna Ditmore Rector's Endowment Fund	25,004	1,832	26,836	24,790	(328)	24,462
Emeline Metcalf Missionary Fund	320,091	51,248	371,339	321,048	(7,402)	313,646
Metcalf Christmas Fund	19,115	3,403	22,518	19,213	(51)	19,162
Gertrude Thompson Missionary Trust Fund	15,065	1,856	16,921	15,162	(146)	15,016
	<u>\$ 767,445</u>	<u>\$ 44,940</u>	<u>\$ 812,385</u>	<u>\$ 768,330</u>	<u>\$ (71,180)</u>	<u>\$ 697,150</u>

EPISCOPAL DIOCESE OF PITTSBURGH

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2003 AND 2002

5. FIXED ASSETS

Fixed assets as of December 31, 2003 and 2002 include:

	2003	2002
Land and buildings	\$ 609,379	\$ 609,379
Construction in progress	84,011	66,499
Leasehold improvements	33,069	33,069
Furniture	10,300	10,300
Equipment	15,249	15,249
Vehicles	44,390	43,006
	<u>796,398</u>	<u>777,502</u>
Accumulated depreciation	<u>(31,381)</u>	<u>(36,370)</u>
Total fixed assets	<u>\$ 765,017</u>	<u>\$ 741,132</u>

6. DEBT

The Diocese had a line of credit available up to a maximum of \$500,000 which was satisfied and closed in 2002. The interest rate was based at one half of one percentage point (.50%) in excess of the Federal Funds Rate.

During 2003 and 2002, the Diocese guaranteed debt in the amount of \$4,795,000 and \$4,650,000, respectively, for parishes within the Diocese. These notes mature through 2018 and interest rates range from 3% to 7%. Each parish's building serves as underlying collateral for the loans. The amount of debt outstanding at December 31, 2003 and 2002 was \$3,764,057 and \$3,490,437, respectively. The Diocese is liable for repayment should the parishes default on these loans. No payments were required from the Diocese related to the guarantees in 2003 and 2002; none are anticipated for 2004.

7. OPERATING LEASE

In February 2002, the Diocese entered into an operating lease for office space for a term of approximately 7 years, expiring August 31, 2009, with an option to renew. Rental expenses for the years ended December 31, 2003 and 2002 were \$73,922 and \$39,159, respectively. The minimum future lease obligation is as follows:

EPISCOPAL DIOCESE OF PITTSBURGH

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2003 AND 2002

2004	\$	78,100
2005		88,000
2006		90,933
2007		96,800
2008		96,800
2009 through August		64,533
	\$	<u>515,166</u>

8. PENSION PLANS AND OTHER POSTRETIREMENT BENEFITS

Pension Plans

Effective January 1, 1999, the Diocese established a defined contribution retirement plan for all eligible lay employees who have completed one year of service (at least 1,000 hours) and are at least 21 years old. Participants in the plan may contribute a portion of their eligible compensation, not to exceed the IRS maximums. The Diocese will contribute 11% of a participant's eligible compensation and will match the participant's contribution up to 4% of a participant's compensation. During fiscal years 2003 and 2002, the employees respectively contributed \$11,629 and \$12,522 and the Diocese respectively contributed \$30,279 and \$31,068 to the plan. Total covered payroll for 2003 and 2002 was \$210,654 and \$212,801, respectively. Employee and employer contributions are immediately vested.

The clergy in the Pittsburgh Diocesan offices participate in the Church Pension Fund; a noncontributory defined benefit church-wide pension plan. The Diocese contributes 18% of the clergy's eligible compensation. Total pension expense, as assessed by the administrator of the church-wide plan, was \$67,197 and \$54,148 for 2003 and 2002, respectively.

Other Post Retirement Benefits

The Diocese does not provide any other post retirement benefits.

EPISCOPAL DIOCESE OF PITTSBURGH

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2003 AND 2002

9. DIOCESAN INSURANCE PROGRAM

Through its insurance program, the Diocese seeks to minimize its medical and fidelity bond insurance costs through central administration and placement of insurance coverage. The pro rata share of the cost of insurance premiums is billed to participating parishes and other participating Diocesan organizations. Monthly billings to the participating parishes and Diocesan organizations as of December 31, 2003 and 2002 were approximately \$69,000 and \$58,000, respectively. At December 31, 2003, \$131,257 of receivables, net of an allowance of \$38,563, was outstanding related to the insurance program. At December 31, 2002, \$95,993 of receivables, net of an allowance of \$38,563, was outstanding related to the insurance program. These receivables are included on the balance sheets as part of other assets.

10. UNRESTRICTED NET ASSETS

Unrestricted, undesignated net assets at December 31, 2003 and 2002 consisted of the following:

	2003	2002
General Budget Fund	\$ 270,190	\$ 72,520
Board of Trustees	4,027,773	3,578,386
Draper	99,881	552
Other	48,719	30,182
Total	<u>\$ 4,446,563</u>	<u>\$ 3,681,640</u>

EPISCOPAL DIOCESE OF PITTSBURGH

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2003 AND 2002

Unrestricted, designated net assets are designated for the following purposes:

	2003	2002
Growth Fund	\$ 3,545,141	\$ 3,435,117
Bishop's Residence Fund	714,728	665,872
Clergy Crisis Fund	20,850	29,511
New Church Fund	90,050	114,203
Bishop's and Canon's Funds	66,998	9,740
Pittsburgh Episcopal Foundation Fund	8	4,847
Beaver Valley Church Fund	137,029	122,106
Clergy Relief Fund	241,572	208,332
Community Service Fund	2,771,321	2,492,408
Pool I Investments	596,822	526,320
Bishop's Endowments	1,115,807	1,036,482
Capital Assets	760,216	736,332
Other	38,268	(8,669)
Total	<u>\$ 10,098,810</u>	<u>\$ 9,372,601</u>

11. TEMPORARILY RESTRICTED NET ASSETS

Temporarily restricted net assets are available for the following purposes:

	2003	2002
Deacon Formation	\$ 18,079	\$ 16,646
Chile Theological Education Fund	3,142	6,112
Rwanda Theological	10,645	10,558
PA Widow's Corp	(6,213)	8,020
Center Campaign	329,625	328,484
Maintenance Funds	44,348	85,928
Various programs	68,354	93,908
	<u>\$ 467,980</u>	<u>\$ 549,656</u>

EPISCOPAL DIOCESE OF PITTSBURGH

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2003 AND 2002

12. PERMANENTLY RESTRICTED NET ASSETS

Permanently restricted net assets are restricted to investment and reinvestment in perpetuity, and certain portions of the income are available to support various programs. The following were permanently restricted net assets:

	2003	2002
Episcopal support	\$ 2,319,107	\$ 2,087,972
Bishop's Fund	967,026	870,647
Episcopal Church Women	648,217	583,612
Parish and mission grants and loans	3,837,358	3,545,714
Other	1,205,424	906,201
	<u>\$ 8,977,132</u>	<u>\$ 7,994,146</u>

13. NET ASSETS RELEASED FROM RESTRICTIONS

Net assets of \$512,366 and \$634,331 were released from donor restrictions during 2003 and 2002, respectively by incurring expenses satisfying the restricted purpose.

14. CONTINGENCIES

During the normal course of business, the Diocese is exposed to various risk of loss resulting from outstanding litigation. Management intends to defend its position against the claims and expects that resolution of such matters will not have a material effect on the financial statements.

In addition to matters discussed above, the Diocese is involved in a legal matter that would enjoin the Diocese from taking any adverse action affecting property rights of the Diocese and the Episcopal Church of the United States of America. The case is in the early stages of discovery and it is too early to determine the probability of the outcome of this case. The Diocese intends to vigorously defend this case. Any potential losses would relate to legal fees and court costs and at this time are not able to be estimated, and it is management's understanding that any losses from this matter would be covered by the Diocese's existing insurance.